



*A Union of Educators
& Classified Professionals*

Convention 2023

Resolutions Committee Report

Resolutions and constitutional amendments
passed by delegates to CFT Convention held
March 17-19 in San Francisco

CFT Convention 2023

Contents

CONSTITUTIONAL AMENDMENTS

AMENDMENT 1
Per Capitas and Staff Funding Program

AMENDMENT 2
Elected Officers

AMENDMENT 3
Term of Office

AMENDMENT 4
State Council Resolutions

AMENDMENT 5
Per Capita Fund Programs

RESOLUTIONS

Professional Issues EC/TK-12

RESOLUTION 1
School Administrator Communication and Responsibility Regarding Student Behavioral Intervention

Professional Issues: Higher Education

RESOLUTION 3
Supporting Health Education Equity in the Implementation of AB 928 (Berman, 2021)

Education Finance

RESOLUTION 4
Wealth Tax to Fund California Schools and Social Services

RESOLUTION 5
Arts Education

Health Care, Retirement and Benefits

RESOLUTION 6
Advocating for mental health services for all educators

RESOLUTION 7
Classified School Employees Rally at the Capitol 2024

RESOLUTION 8
Stop the Privatization of Traditional Medicare – Abolish ACO REACH

RESOLUTION 9
Enhancing Retirement Education and Sick Leave Advocacy for Part-time Faculty

RESOLUTION 10
Ease the Separation from Service Requirement for Retired Educators and Classified Professionals

RESOLUTION 11
Increasing CFT's Funding Commitment for Organizing

Socio-Political

RESOLUTION 12
CFT Demands Stronger Gun Control for the Safety of All

RESOLUTION 13
CFT Condemns Police Violence and Calls for Reform

RESOLUTION 14
Urgent Climate Action

RESOLUTION 15
Free, Publicly Owned Internet to End the Digital Divide

RESOLUTION 16
Opposition to the trading of California's Water Supply on Wall Street

RESOLUTION 17
Greening the CFT

RESOLUTION 18
Support CalSTRS and CalPERS Using Environmental, Social, and Governance (ESG) Criteria in Making Investment Decisions

Amendment 1

Per Capita 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, ~~2021~~ 2023, the per capitas for active members and non-member fee payers of the CFT will be ~~\$545.41~~ 558.60 (12 monthly payments of ~~\$45.45~~ 46.55) for regular rate members and regular rate agency fee non-members earning \$50,000 or more.
 - 2) Effective September 1, ~~2022~~ 2024, the per capitas for active members and non-member fee payers of the CFT will be ~~\$545.41~~ 573.60 (12 monthly payments of ~~\$45.45~~ 47.80) for regular rate members and regular rate agency fee non-members earning ~~\$50,000~~ 53,375 or more.
 - 3) Non-bargaining agent members and members-at-large will be AFT and CLF per capita tax plus 40% of CFT full-time per capita tax.
 - 4) Any Special Assessments described in Article II, Section 6 are added to the per capita rates described in this section.
- b. Classes of Membership
 - 1) Local may establish a class of members which shall consist of members whose salary is less than ~~\$50,000~~ 53,375. Such locals may pay per capita tax for those individuals at one half (1/2) the regular rate. Effective September 1, 2021, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.
 - 2) Each local shall pay on behalf of members and agency fee non-members who receive less than ~~\$15,490~~ 17,388 per year at one-fourth (1/4) the rate in Article II, Section 1a. Effective September 1, 2011, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.
 - 3) Each local shall pay on behalf of members and non-member fee payers who receive less than ~~\$9,405~~ 10,557 per year at one-eighth (1/8) the rate in Article II, Section 1a. Effective September 1, 2011, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.
 - 4) Non-bargaining agent member and members-at-large dues shall be 40% of CFT per capitas as described in Article II, Section 1a and shall increase by the same amount as the AFT and California Labor Federation per capitas.

The Executive Council shall determine dues for those members-at-large who pay agency fee to another organization. Provisions in Article II, Section 1b, 1), 2), and 3) of the By-Laws shall apply to non-bargaining agent members and members-at-large.
 - 5) Laid-off employees or employees on unpaid leave: Such locals may pay per capita tax for such members at the rate of \$1 per month.
 - 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 capita 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. Effective September 1, 2023, three dollars and eighty-five cents (\$3.85) or proportional share of each member's monthly per capita on a twelve-month basis shall be placed in the CFT COPE fund. Effective September 1, 2024, four Dollars (\$4.00) 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 retaliated against by employers as a result of their CFT union activities and other similar purposes as determined by the 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.
- i. Effective September 1, 2023, forty cents (\$0.40) or proportional share of each unit member's monthly per capita shall be placed into the Strategic Organizing Fund. Effective September 1, 2024, ~~forty~~ **eighty cents** (\$0.80) or proportional share of each unit member's monthly per capita shall be placed into the Strategic Organizing Fund. The Strategic Organizing Fund shall be used for internal and external organizing and shall be maintained as a revolving fund under the direction of the CFT Executive Council.

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 ~~2021~~ 2023, the Staff Funding Base shall be ~~\$20.42~~ 20.91.

b. Effective September ~~2022~~ 2024, the Staff Funding Base shall be ~~\$20.42~~ 21.48.

- 2) **Category 1:** Locals and councils of locals with full-time equivalency (FTE) of per capita paid to the CFT 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 per capita paid to the CFT by the local or council of locals.

- 3) **Category 2:** Locals and councils of locals with FTE of per capita paid to the CFT 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.

- 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 Executive Council

Amendment 2

Elected Officers

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

Section 1. Elected Officers

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

Section 2. Duties of Officers

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

Section 3. Elections

a. Vacancies

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

b. Recall of Officers

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

capita were last paid by the respective locals. Should the number of ballots cast by a local exceed the number to which the local is entitled, the ayes and noes shall be reduced proportionately to come within the required number of votes.

- 4) The polling officer shall tabulate the votes sent in by the locals and within one week of the closing date for receiving such ballots from the locals, shall announce by mail the results of the referendum. The tabulations by the polling officer shall be verified at the next meeting of the Executive Council.
- 5) The State Council shall have the power to adopt such further rules and regulations governing referenda, as it shall deem necessary.

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

Section 1. Membership

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

- a. The Executive Council shall implement the policies of the Convention and the State Council.
- b. The Executive Council shall have the authority to conduct all the affairs of the CFT (including the authority to borrow money from commercial and private institutions) during the periods between meetings of the State Council and the Convention.
- c. The Executive Council shall prepare the annual budget subject to the approval of the State Council. The proposed budget shall be distributed to all local presidents 14 days prior to its approval by the State Council.
- d. It shall be the responsibility of the Executive Council to have the financial records of the CFT audited every even numbered year and to submit the audits to the State Council and to the AFT.
- e. The Executive Council shall have the authority to assign duties and define areas of responsibility for each Vice President, the Executive Vice President, and the Secretary-Treasurer as stated in Article IV, Section 2b, 2c and 2d. ~~The Executive Council shall select one of its Vice President members as the Senior Vice President.~~
- f. The Executive Council shall receive, review and approve all requests for defense funds and report to the State Council regarding the expenditure of funds.
- g. The Executive Council shall hire employees, as it shall deem necessary. Administrative employees shall be employed by individual or union contract with provision for orderly dismissal with the right of hearing and counsel available to the employee. Other employees may be employed by union contract and procedures shall be established in all contracts for orderly dismissal with the right of hearing and counsel unless otherwise provided in a union contract. The provisions of this sub-section shall not apply to the elected officers of the CFT.

Submitted by the Executive Council

Amendment 3

Term of Office

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

Section 1. Elected Officers

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

Submitted by the Executive Council

Amendment 4

State Council Resolutions

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

Section 1. Purpose

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

Section 2. Duties and Responsibilities

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

Section 3. Membership

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

Section 4. Meetings

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

Section 5. Special Operating Rules

- a. The voting strength of each local at each State Council meeting shall be specified by the Secretary-Treasurer according to the voting strength of the local as per the most recently tabulated per capita payment submitted by the local.
 - 1) The delegates from a local or council of locals shall have the number of votes to which the local or council is entitled under the terms of the By-Laws, Article I, Section 2, 7 and 8.

- 2) Locals combined into a council shall be considered as one local in apportioning votes in accordance with the By-Laws, Article I, Section 2.
- 3) Each elected officer of the Federation and other voting members of the Executive Council shall be entitled to one vote unless that person is representing a local.
- 4) Any national AFT Vice President from a CFT local shall have one vote unless that person is representing a local.

Section 6. State Council Resolutions

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

Submitted by the Executive Council

Amendment 5

Per Capita Fund Programs

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

Section 1. Per Capitas

- 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. Effective April 1, 2023, seventy-five cents (\$0.75) or proportional share of each unit member's monthly per capita shall be placed in the conjoined CFT Legal Defense and Militancy Fund.~~ The CFT Legal Defense and Militancy Fund shall be used to help and defend members as per the legal defense policy or persons who have been targeted or retaliated against by employers as a result of their CFT union activities and other similar purposes. This 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 capitas 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 retaliated against by employers as a result of their CFT union activities and other similar purposes as determined by the 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.

Submitted by the Executive Council

Resolution 1

School Administrator Communication and Responsibility Regarding Student Behavioral Intervention

Professional Issues: EC/TK-12

Whereas, in 2013, the California Legislature passed AB 420, which prohibited pupil willful-defiance suspensions statewide for grades K-3 until July 2018, and furthermore the ban on K-3 suspensions was made permanent in a 2018-19 budget trailer bill; and

Whereas, in 2019, SB 419 extended the existing ban on pupil willful-defiance suspensions to grades 4 and 5 statewide, with the prohibition on such suspensions for grades 6 through 8 sunsetting in June 2025; and

Whereas, school staff may also refer a pupil for any of the acts enumerated in California Education Code Section 48900 to the principal or the designee of the principal for consideration of a suspension from the school; and

Whereas, the California Legislature has mandated that alternatives to suspension shall be assigned to students for willful defiance and disruption resulting in numerous behavioral intervention policies and programs throughout California's public-school districts; and

Whereas, school staff, school administrators, and parents/guardians/education decision-makers are partners in supporting positive student behavioral improvement and must communicate systemically, in a timely manner, and clearly in order to maintain safe and appropriate learning environments on school campuses; and

Whereas, it has been clinically proven with numerous studies that student behavioral interventions are only effective when they are appropriate and closely tied in time to inappropriate behaviors; and

Whereas, no legislative mandate has been made regarding clear, timely, and systemic communication between school staff, school administrators, and parents/guardians/education decision-makers resulting in some districts and school campuses disjointedly failing to implement positive behavioral interventions;

Therefore, be it resolved, that the CFT advocate for and sponsor and/or support legislation that requires California's public-school administrators to communicate in writing with school staff who refer students for behavioral intervention regarding what intervention(s) were applied and the rationale for the applied intervention(s) to referred pupils within three (3) instructional days, and, where appropriate, administrators communicate with parents/guardians/education decision-makers within one (1) to three (3) instructional days that a referral for behavior intervention has been made by school staff.

Submitted by PreK-12 Education Issues Committee

Resolution 3

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

Professional Issues: Higher Education

Whereas, AB 928 (Berman, 2021) seeks to streamline transfers for community college students through the creation of one primary transfer pattern, the California General Education Transfer Curriculum (CalGETC); and

Whereas, California community colleges (CCCs) serve a specific and important role in the California Educational Master Plan, serving millions of students throughout California as the most accessible institutions of higher learning; and

Whereas, CCCs and discipline experts were not properly consulted in the development of AB 928; nor were Lifelong Learning and Self-Development (LLSD) discipline experts included in the subsequent development of CalGETC; and

Whereas, according to AB 1725 (Vasconcellos, 1988), faculty – rather than administrators or parties external to higher education – provide recommendations over CCC curriculum (California Code of Regulations - Title 5 § 53200); and

Whereas, the courses offered in LLSD support the Vision for Success and Guided Pathways initiatives and are essential components of higher education to support equity; and

Whereas, elimination of such programs simply to create one “primary transfer pattern” would be detrimental to students and have a disproportionately negative impact on hundreds of thousands of students of color and socioeconomically disadvantaged students annually; and

Whereas, “[h]ealth disparities are preventable differences in the burden of disease, injury and violence, or opportunities to achieve optimal health that are experienced by socially disadvantaged populations,” and result from multiple factors, including poverty, inadequate access to healthcare, individual and behavioral factors, and educational inequalities;¹ and

Whereas, “[h]ealth equity is achieved when every person has the opportunity to ‘attain his or her full health potential and no one is disadvantaged from achieving this potential because of ... socially determined circumstances,’”²; and

Whereas, LLSD classes equip students with skills for academic and career success and personal health and wellness, and provide essential life-changing education on a variety of topics needed early on in college, including physical and mental health, reproductive options, avoiding addiction and drug and alcohol abuse, success strategies, human behavior, critical thinking, stress management, information literacy, social relationships, relationship to environment, self, and others, including sexuality, nutrition, and exercise. Requirements in this area motivate students to complete classes in these highly important

¹ CDC- Adolescent and School Health-Health Disparities. (24 November 2020). <https://www.cdc.gov/healthyyouth/disparities/index.htm>.

² CDC- National Center for Chronic Disease Prevention and Health Promotion-Health Equity. (3 March 2022). <https://www.cdc.gov/chronicdisease/healthequity/index.htm>.

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

³ UC vs CSU minimum freshman admission requirements (2022 August).

https://admission.universityofcalifornia.edu/counselors/_files/documents/csu-uc-a-g-comparison-matrix.pdf.

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

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

⁶ Ehrman, J. K., Liguori, G., Magal, M., & Riebe, D. (2018). *ACSM guidelines for exercise testing and prescription (Tenth edition)*. pp. 6-21. Wolters Kluwer. https://www.acsm.org/docs/default-source/publications-files/acsm-guidelines-download-10th-edabf32a97415a400e9b3be594a6cd7fbf.pdf?sfvrsn=aaa6d2b2_0; *Physical Activity Guidelines for Americans, 2nd Edition*. (2019). https://health.gov/sites/default/files/2019-09/Physical_Activity_Guidelines_2nd_edition.pdf.

⁷ Bahls, C. (2011 October 6). Health policy brief: Achieving equity in health. *Health Affairs*, 1-6. http://healthaffairs.org/healthpolicybriefs/brief_pdfs/healthpolicybrief_53.pdf.

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

and the health disparities of many of those populations, and the factors contributing to health inequity, including lack of access to education, removing this requirement and access would also constitute a form of structural and institutional racism⁹; and

Whereas, LLS and Kinesiology classes are not barriers to health or success, but rather are access points to health and academic and career success. These are often the first classes students take in college as they learn to adjust to college life, develop healthy habits to support lifelong wellness and success, develop social skills, and connect to the college. In these classes, students learn essential knowledge and skills to empower them to support their own health and well-being as well as that of their families, support academic and career success, gain exposure to a broad range of career options, most of which are not included in any other requirements; and

Whereas, data from Los Angeles Mission College demonstrates that classes in health and kinesiology activity are part of LLS, have higher than average retention and success rates, and student surveys reveal that after completing these courses, the large majority of students say they highly value these courses as part of their education and would recommend them to others; and

Whereas, CCCs already have broad infrastructure, bond-funded facilities, curriculum, and thousands of faculty and staff in place to widely deliver LLS classes, and removing LLS requirements and the opportunity for students to fulfill LLS units at CCCs would reduce community college student educational access, impair equity, and be wasteful of public resources;

Therefore, be it resolved, that the CFT recognize Lifelong Learning and Self-Development as an essential component of early college education supporting health equity and educational equity for students; and

Be it further resolved, that the CFT will support every effort to advance health and educational equity for students, communities, and society by supporting lifelong learning requirements, and to ensure that health and physical education classes are broadly accessible in a wide variety of options at all CCCs to support students, equity, and public health; and

Be it finally resolved, that the CFT will take all necessary actions, including legislative advocacy, to support and protect students, faculty, and staff from negative impacts in and from the implementation of AB 928.

Submitted by the CFT Higher Education Issues Committee

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

Resolution 4

Wealth Tax to Fund California Schools and Social Services

Education Finance

Whereas, California’s public schools, colleges, and social services have historically been severely underfunded, resulting in inadequate educational opportunities and resources for the state’s students; and

Whereas, the quality of education has been further impacted by the effects of the COVID-19 pandemic, which has driven certificated and classified employees out of employment due to hazardous working conditions, low pay, and political pressures that seek to blame workers and schools for society’s lack of preparedness in the face of the pandemic; and

Whereas, staffing issues have reached crisis proportions in district after district, with positions going unfilled and greater responsibilities piled onto the remaining employees; and

Whereas, the Governor is proposing cuts to the state budget due to falling revenues; and

Whereas, since the beginning of the pandemic, California’s wealthiest residents, including one quarter of the country’s billionaires, have reaped enormous windfall levels of income, collectively increasing their wealth by 50% since March 2020; and

Whereas, the combined wealth of the richest one percent in California is \$2 trillion, approximately 30% of all the state’s wealth; and

Whereas, a modest wealth tax, including 1% on individual wealth over \$50 million and 1.5% on individual wealth over \$1 billion, would bring California over \$20 billion dollars a year, nearly enough to close the projected state budget gap; and

Whereas, we know from past successful progressive tax ballot campaigns, like Prop. 30 in 2012, that passage requires a strong preliminary effort at internal member education, opinion research, campaign development, and coalition building; and

Whereas, a legislative bill for a progressive tax preceded the 2012 Proposition 30 campaign, testing the waters and providing important information about the balance of political forces, but ultimately failed; and

Whereas, last year Assemblymember Alex Lee’s AB 2289, proposing a wealth tax, failed to get out of committee despite a 70% approval rating in public opinion research;

Therefore, be it resolved, that the CFT will begin a comprehensive effort now in preparation for the 2024 election, including a robust member education program, opinion research, support for a legislative campaign, outreach to potential coalition partners, and education of the electorate to promote the idea of such a wealth tax; and

Be it further resolved, that the CFT leadership report back to the membership by the beginning of the fall 2023 semester on progress of the comprehensive effort; and

Be it finally resolved, that the CFT will explore with its coalition partners all reasonable progressive tax alternatives in order to fund the education our students deserve and the compensation and working conditions that school employees deserve.

Submitted by the Labor and Climate Justice Education Committee

Resolution 5

Arts Education

Education Finance

Whereas, the California Education Code sections 51210 and 51220 provide that California schools must provide a course of study for students in grades 1 through 12 with courses or instruction in visual and performing arts, including dance, music, theater, and visual arts, aimed at the development of aesthetic appreciation and the skills of creative expression; and

Whereas, the *California Arts Standards for Public Schools, Prekindergarten Through Grade Twelve*, was adopted by the State Board of Education on January 9, 2019, to foster students' artistic competencies; cultivate their appreciation and understanding of the arts in ways that are enjoyable, fulfilling, and transferable to personal, academic, and professional endeavors; and support them to fully engage in lifelong arts learning; and

Whereas, the *California Arts Education Framework for Public Schools, Transitional Kindergarten Through Grade Twelve (Arts Framework)* was adopted by the State Board of Education on July 8, 2020, to provide guidance for educational programs on how to implement standards-based arts education; and

Whereas, the CFT has adopted at least three resolutions committed to strengthening arts education by supporting legislation and other statewide initiatives and actions to ensure equitable access to high quality, standards-based, comprehensive, sequential, culturally relevant, and developmentally appropriate arts education taught by well-prepared and fully certificated arts educators across all five arts disciplines to all PK-12 public school students. CFT's arts-focused resolutions have included the 2011 resolution entitled "Fully implement Visual and Performing Arts Content Standards," the 2013 resolution calling for "Equity for Dance and Theatre as Arts Education," and the 2014 resolution to "Require Comprehensive Data Collection in the Visual and Performing Arts"; and

Whereas, in November 2022, the CFT supported and a majority of the voters in the state of California adopted Proposition 28, the "Arts and Music in Schools Funding Guarantee and Accountability Act." Beginning with the 2023-2024 school year, Proposition 28 requires the state of California to provide additional funding to increase arts instruction and/or arts programs in public schools; and

Whereas, the amount of funding required by Proposition 28 each year will equal 1% of the constitutionally required state and local funding that public schools received the year before. This funding is intended to significantly increase equity and access in arts education for all students in public schools across the state by allocating a greater proportion of the additional funds to schools serving more economically disadvantaged students. Schools with 500 or more students must spend at least 80% of the funding to employ teachers and the remainder on training, supplies, and education partnerships; and

Whereas, while generous in funding, Proposition 28 lacks specific language and oversight to ensure appropriate implementation of a comprehensive, sequential, and well-balanced course of study of arts education instruction and courses in all five arts disciplines (Dance, Media Arts, Music, Theatre, and Visual Arts) taught by well-prepared and fully certificated arts educators during the instructional school day to benefit all students at all public schools; and

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

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

Therefore, be it resolved, that the CFT must shall take necessary and appropriate steps/actions to support and protect certificated educators from any potential negative consequences that result from the implementation of Proposition 28. These steps/actions must:

1. Ensure that districts/schools uphold the “supplement, not supplant” requirement of Proposition 28, and will not close positions, displace, and/or lay off currently employed arts educators in order to re-open positions and/or rehire educators the following school year using Proposition 28 funds. CFT will work with its locals to track and report any known violations to the CDE.
2. Ensure that the waiver process outlined in Proposition 28 will not result in supplanting of union jobs and positions for certificated arts educators in any arts discipline (Dance, Media Arts, Music, Theatre, and Visual Arts) by private arts organizations, non-certificated “teaching artists,” “Artists-in-Residence,” and other consultants or subcontractors; and

Be it further resolved, that the steps/actions taken by CFT must also include the following:

1. Advocating that any waivers submitted to the CDE to request that the 80% be used for anything other than to hire certificated arts educators must only be approved by the CDE if the principal first consults with all stakeholders, including certificated arts educators assigned to the school.
2. Advocating that the remaining 20% of funds must first be allocated to purchase adequate and appropriate supplies and materials required for arts teaching and learning occurring during the instructional school day prior to allocating any funds to “arts partnership programs.”
3. Ensuring that the arts programs provided at each school are aligned with the *California Arts Content Standards for Public Schools* and the *California Arts Education Framework for Public Schools*; and

Be it further resolved, that, given the current shortage of arts educators statewide, CFT must support, advocate, and lobby for the following statewide:

1. Training and certification of pre-service arts educators in California colleges and universities.
2. Establishment of additional Subject Matter Preparation Programs for Single Subject Credentials in Dance and Theatre required by the implementation of SB 916 (Allen, 2016) the *Theatre and Dance Act* (TADA!).
3. Development of a Single Subject Credential and Subject Matter Authorization in Media Arts.
4. Inclusion of Dance, Media Arts, Music, Theatre, and Visual Arts as *designated shortage fields* in order to become eligible for state-funded grant programs (Teacher Residency Grants and Teacher Preparation Planning and Implementation Grants, etc.); and

Be it finally resolved, that the CFT will recommit its lobbying effort, support and encouragement of its locals to work with Local Educational Agencies and their school districts for the full implementation of the *California Arts Content Standards for Public Schools* by following the *California Arts Education*

Framework for Public Schools, and offering a comprehensive, sequential, and balanced course of study in all discrete arts disciplines (Dance, Media Arts, Music, Theatre, and Visual Arts) taught by well-prepared and fully certificated arts educators as an essential part of the core curriculum for all students in all California public schools, as required by the California State Education Code (Sections 51210 and 51220).

Submitted by United Teachers Los Angeles, Local 1021

Resolution 6

Advocating for mental health services for all educators

Health Care, Retirement and Benefits

Whereas, the new RAND survey reported teachers and classified staff are experiencing job-related stress at a rate about twice that of the general population of working adults; and

Whereas, the recent RAND report found that well-being is especially poor among Latinx teachers, mid-career teachers, and female teachers; and

Whereas, poor mental and health well-being and adverse working conditions were linked with educators' intentions to leave their jobs; and

Whereas, to create more supportive environments for educators, district and school administrators should avoid superficial, one-off wellness programs and take a systemwide, comprehensive approach;

Therefore, be it resolved, that the CFT advocate for enhanced trainings for mental health practitioners in schools, along with providing information and resources to members about accessing support for mental health needs in digital communication; and

Be it further resolved, that the CFT seek out legislation to spend more on mental health resources for educators and classified staff at the state level.

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

Resolution 7

Classified School Employees Rally at the Capitol 2024

Health Care, Retirement and Benefits

Whereas, California [Senate Bill 1552 \(Campbell, 1986\)](#) established Classified School Employee Week in order to recognize the vital contributions of classified employees; and

Whereas, Classified School Employee Week is celebrated in the third full week of May each year from Sunday to Saturday; and

Whereas, classified school employees represent workers from early childhood through higher education in public and private education; and

Whereas, over a quarter million classified workers in the education workforce fill countless classifications that make a critical contribution to educating California's students; and

Whereas, classified school employees are essential to student success. We are the first face students see and the last at the end of their day; and

Whereas, classified school employees are on school and college campuses; and

Whereas, classified school employees are in classrooms, offices, kitchens, maintenance yards, sports fields, school buses, and boiler-rooms working shifts anytime of the day, twelve months a year; and

Whereas, classified school employees provide clerical, technical, supervision, nutritional, accounting, educational, sanitation, financial aid, childcare, security, registrar, toileting, healthcare, library services, reception, Human Resources, and "*other duties as assigned*" in their districts; and

Whereas, classified school employees are also mentors, good listeners, eyes on campus, advocates, counselors, and mediators; and

Whereas, classified school employees are the last hired and first fired, and have their district's budgets balanced on their backs; and

Whereas, Classified School Employees provided essential services during the COVID-19 pandemic by preparing meals for students and their families, IT services to ensure online/hybrid learning, as well as sanitation services to curb the spread of the virus, and worked on campuses when Zoom options were not available; and

Whereas, the CFT has demonstrated its support for its classified members, by rebranding to CFT: A Union of Educators and Classified Professionals, sponsoring legislation to improve their quality of life, and ensuring that they have a seat at the table, however the public seems to be unaware of classified school employees and the impact they have on student success;

Therefore, be it resolved, that the CFT will commit resources, finances and other support for the Classified Council to host a rally at the State Capitol during Classified School Employees appreciation week, Sunday, May 19 through Saturday, May 25, 2024; and

Be it further resolved, that the CFT publicize the event in all CFT publications and social media, and press releases; and

Be it further resolved, that the CFT will work with other unions that represent classified affiliates to join the event; and

Be it further resolved, that the CFT will encourage all members to support and attend the event to demonstrate their support of classified employees in our schools, colleges, and workplaces; and

Be it finally resolved, that the CFT will accept, support, and approve this day of action.

Submitted by Council of Classified Employees

Resolution 8

Stop the Privatization of Traditional Medicare – Abolish ACO REACH

Health Care, Retirement and Benefits

Whereas, for 57 years Medicare has been by a vital part of the social safety net of this country, providing government paid healthcare for millions of seniors and people with disabilities who might otherwise be reduced to poverty by medical bills; and

Whereas, unlike private insurers, Medicare allows patients to see any doctor they want and is able to keep its administrative costs to a minimum by paying providers directly; and

Whereas, according to the California Department of Health Care Services' "Profile of the California Medicare Population" released in February of 2022, California's Medicare population grew 11.3%, from 5.8 million in 2016 to 6.5 million beneficiaries in 2021; and

Whereas, California is experiencing a historic demographic shift; according to the Master Plan for Aging, nearly one-quarter of the state's population will be older adults and seniors by 2030, many of whom will require affordable and accessible health care services provided by Medicare; and

Whereas, instead of filling the gaps in Medicare coverage, the federal government has increasingly used Medicare funds to subsidize private insurance companies, significantly increasing its administrative costs, burdening doctors with extra paperwork, and providing new opportunities for fraudulent billing by private insurers; and

Whereas, in 2020 private insurers like Humana and United Health charged Medicare over \$12 billion, paying for diagnoses that were not actually treated; and

Whereas, the ongoing privatization has created a \$350 billion market that Wall Street and private equity firms are rushing to exploit, undermining Medicare's solvency, and putting crucial decisions about patient care in the hands of actuaries, rather than doctors; and

Whereas, during the final months of the Trump administration, a program was launched enrolling millions of Medicare recipients in private direct contracting entities (DCEs) without their consent or even knowledge; and

Whereas, the DCE program was launched without Congressional approval, oversight, or even discussion; and

Whereas, the Biden administration has so far responded to public protests of DCE by not ending it but by making essentially cosmetic changes and re-branding it ACO REACH; and

Whereas, The REACH program's payment model creates dangerous incentives to restrict care. Traditional Medicare pays doctors and hospitals directly for care, the REACH program pays Accountable Care Organizations (ACOs) a monthly payment to cover a defined portion of each senior's medical expenses. ACO participants are then allowed to keep as profit and overhead what they don't pay for in health services, a powerful financial incentive to ration seniors' care; and

Whereas, The REACH payment model not only threatens seniors' care; it would drain Medicare of billions of dollars of needed revenue each year. Traditional Medicare spends 98% of its budget on patient

care, but ACOs could spend as little as 60% of Medicare payments on care — keeping up to 40% of revenue for their own profit and overhead; and

Whereas, it is within the power of the Biden administration to end the program with the stroke of a pen;

Therefore, be it resolved, that the CFT calls on the Biden administration to end the ACO REACH program immediately; and

Be it further resolved, that the CFT transmit copies of this resolution to the President of the United States, the Secretary of the U.S. Department of Health and Human Services, the administrator of the Centers for Medicare and Medicaid Services, the Speaker of the House of Representatives, the Majority Leader of the Senate, and each senator and representative from California in the U.S. Congress; and

Be it finally resolved, that the CFT opposes ongoing efforts by the insurance industry and others to privatize Social Security and Medicare.

Submitted by the Council of Retired Members

Resolution 9

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

Health Care, Retirement and Benefits

Whereas, temporary or part-time community college faculty have historically faced more challenges to a stable retirement and benefits due to inequities in salary as well as re-assignment rights; and

Whereas, California PreK-14 school districts are required to offer the CalSTRS Defined Benefit (DB) pension as an option for all educators, including part-time community college faculty; and

Whereas, starting contributions to a CalSTRS DB system early in one's career greatly increases service credit, and therefore retirement income, as well as the enhanced value of sick leave; and

Whereas, California community college school districts offer alternative retirement plans, such as Apple, CalSTRS Cash Balance, Social Security, and/or some alternative plans to part-time educators, in which case unused sick time has no value for part-time faculty; and

Whereas, newly hired part-time faculty often do not receive sufficient information on employer contribution rates or the complexities of these different retirement systems; and

Whereas, there is an inherent conflict of interest because the district contribution rates to these alternative plans are significantly lower than the contribution rate to the CalSTRS DB plan; and

Whereas, many districts enroll newly hired part-time educators in these alternative plans, often without explanations of the ramifications of their retirement options; and

Whereas, many CFT members have had their retirement income reduced, often by hundreds of thousands of dollars, because they were not informed of their options and defaulted into a less expensive alternative; and

Whereas, part-time faculty employees often are not informed of their sick pay leave accruals and the potential service credit of these days for CalSTRS DB plan; and

Whereas, part-time faculty employees on alternative plans have sick days with no value upon retirement, with potential losses of thousands of dollars;

Therefore, be it resolved, that the CFT supports the creation of a training program on retirement options for part-time faculty union members and their connection to sick leave; and

Be it further resolved, that as part of the onboarding process, human resources departments be required to provide newly hired employees a chart with their retirement system options, as well as the opportunity to meet with their union representatives before enrolling in retirement plans; and

Be it further resolved, that the CFT help locals compel all districts to provide complete information concerning retirement system options to all newly hired employees and require employee signatures on the retirement options forms within 60 days of hire, and also inform them that they can change their selection from Apple, Social Security, CalSTRS Cash Balance and other programs into CalSTRS DB, but once DB has been chosen, no change is possible; and

Be it further resolved, that the CFT will demand that all education districts conduct an audit of part-time employee signatures on their retirement options forms; and

Be it further resolved, that the CFT conduct a survey of current retirement options in each district for part-time faculty; and

Be it finally resolved, that the CFT advocates for a cash payout or an alternative value for unused sick days for part-time faculty who are enrolled in retirement plans other than CalSTRS DB.

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

Resolution 10

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

Health Care, Retirement and Benefits

Whereas, the largest impediment to retired California educational professionals returning to the classroom is the 180-day separation-from-service requirement; and

Whereas, while there is a process in place to allow a district to waive the 180-day rule to allow a recent retiree to return as a substitute teacher or part-time instructor, that waiver process is difficult; and

Whereas, Governor Newsom issued an executive order to ease and streamline the waiver process during the COVID-19 public health emergency; and

Whereas, the essential core of American democracy is a well-educated populace, knowledgeable about current economic and political legislation and conditions that directly impact the daily lives of its citizens; and

Whereas, public education has as its primary responsibility the thorough education of American citizens so they fully understand the fundamental principles of each academic discipline and their relevant application to decisions that control America's economic and political life; and

Whereas, to carry out their responsibilities effectively, institutions of public education at every academic level must be well-staffed with knowledgeable, effective instructors; and

Whereas, while education's current staffing shortages and excessive workloads have always been serious problems that undermine the efficacy of public education, the COVID-19 pandemic has caused even more severe staffing shortages that promise to become even worse, as indicated by a recent NEA report that more than half (55%) of members plan to leave education sooner than planned because of the pandemic, a significant increase from 37% in August. This is even higher among Black (62%) and Hispanic/Latino (59%) educators, who are already underrepresented in the teaching profession. This is true for educators regardless of age or years teaching, 56% of educators under 50 years old and 54% of educators 50 and older, and 50% of educators with 10 or fewer years in the profession, 58% of educators with 11-20 years, and 57% of educators with 21 years or more say they are likely to leave before they had planned. 86% of members say they have seen more educators leaving the profession or retiring early since the start of the pandemic; and

Whereas, bringing highly qualified retirees back into active work at school sites would significantly combat the teacher and school staff shortages which address the alarming findings of the AFT Task Force Report on School Staff Shortages, *Here Today, Gone to Tomorrow?*: "Even before the COVID-19 pandemic, nearly 300,000 teachers were leaving the profession every year. Per a June 2022 Rand Corp. survey, about one-third of teachers and principals reported that they were likely to leave their current job by the end of the 2021-22 school year, up from about one quarter of teachers and 15 percent of principals in January 2021"; and

Whereas, since the beginning of the pandemic, school staff employment has fallen across positions, leaving schools without the necessary staff in almost every position; and

Whereas, bringing highly qualified retirees back into active work at school sites would also complement the Biden administration's three-pronged approach of working with recruitment firms to find new potential applicants, subsidizing other prospective teachers' training, and paying them more so they'll stay once they undertake full-time service; and

Whereas, in *Here Today, Gone to Tomorrow?*, AFT thoroughly discussed ways to attract and retain school workers, but didn't address the role that fully qualified retirees can play in resolving school staffing shortages. Nor does it address a serious additional concern caused by the Windfall Elimination Provision and the Government Pension Offset (WEP/GPO), both of which discourage those considering leaving their current career to enter teaching;

Therefore, be it resolved, that the CFT supports mandating districts to inform retiring education professionals of the process that allows waiving the 180-day separation of service requirement; and

Be it further resolved, that the CFT supports extending for three years the streamlined waiver of the 180-day separation from service requirement that simplifies allowing qualified retired educational professionals to return to service; and

Be it further resolved, that the present restriction, "The member would not be working in the same job title from which the member retired," be clarified by stating that, "while the returning member would not be working in the same job title from which the member retired, there would be no restriction on the returning member working in the same academic discipline or service area in which the returning member was previously employed;" and

Be it finally resolved, that the AFT be encouraged to expand its Task Force report with an addendum that thoroughly discusses the school staffing shortage problems caused by the WEP/GPO because of the profound financial penalties they imposed on retirees.

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

Resolution 11

Increasing CFT's Funding Commitment for Organizing

Health Care, Retirement, and Benefits

Whereas, the ultimate source of a labor union's power comes from the capacity of its members to engage in collective action, up to and including withholding their labor; and

Whereas, popular support for labor unions in 2023 in the U.S. is at its highest point since 1965, indicating a favorable climate for organizing new labor unions¹; and

Whereas, mainstream media coverage of labor union organizing and strikes in the last decade, while still imperfect, has been more favorable than any other time in the U.S. since the 1960s, and has given workers new support for their organizing; and

Whereas, the percentage of U.S. workers who are represented by labor unions reached 10.1% in 2022, its lowest point on record, demonstrating an urgent need to organize more workers into labor unions²; and

Whereas, 40% of EC/TK-12 instructors in California polled in 2022 considered leaving the teaching profession, and 20% indicated they will probably or definitely leave in the next three years, highlighting a need to organize for transformative change of our EC/TK-12 system³; and

Whereas, government divestment from public colleges and universities, and the corporate mismanagement of both public and private higher education, has increased faculty and staff interest in joining labor unions in California; and

Whereas, the U.S. Supreme Court's decision in *Janus v. AFSCME* (2018) eliminated the ability of labor unions to rely on fee-payers to meet their legal obligation to provide a duty of fair representation, making it essential for them to organize internally to engage and sustain their membership, especially by bargaining for the common good⁴; and

Whereas, the CFT lost 13,745 fee payers following the Supreme Court decision in *Janus v AFSCME* in 2018⁵ indicating a need to invest more money in internal organizing to increase membership in its union locals; and

Whereas, the CFT has the resources to significantly increase its investment in organizing; and

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

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

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

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

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

Whereas, the affiliation of the American Federation of Teachers (AFT) with the American Association of University Professors (AAUP) in 2022 established AFT and its affiliates, including CFT, as the preeminent organization for representing academic labor; and

Whereas, nearly ten years of internal organizing by the Peralta Federation of Teachers, AFT Local 1603 enabled it to win 100% salary parity for community college instructors in 2020, a historic victory that can inspire similar organizing at every community college in California and across the U.S.; and

Whereas, CFT organizers played an essential role in helping the University Council-American Federation of Teachers (UC-AFT), AFT Local 1474 win the best job security protections for non-tenure track instructors in the U.S. in 2021; and

Whereas, CFT organizing was instrumental in securing \$200 million in funding and agreements for six CFT locals for PT healthcare; and

Whereas, CFT organizers have successfully helped workers form new labor unions in the last 5 years at a number of private EC/TK-12 and higher education institutions in California, indicating a substantial demand for union representation in that sector of the economy; and

Whereas, further investments in organizing are likely to further support workers in EC/TK-12 and higher education institutions to engage in collective action in California and inspire workers across the U.S.;

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

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

Resolution 12

CFT Demands Stronger Gun Control for the Safety of All

Socio-Political

Whereas, the U.S. confronts an epidemic of violence that no other nation experiences, resulting from and exacerbated by weak gun control laws; and

Whereas, the murder of children and teachers in U.S. schools by guns is a daily threat to every parent, child, educator, educational professional, and school community; and

Whereas, individuals armed with guns killed more than 3,000 people in the U.S. just during the month of January 2023 alone; and

Whereas, our schools should be safe havens where students feel secure and ready to learn; where parents can send their children in the morning knowing they will safely return at the end of the day; and where teachers and school employees can feel confident that they are not in danger in their workplace; and

Whereas, the prevalence of mass shootings threatens to turn our sacred spaces, our joyful places, our leisure, and our worksites into places of horror and senseless violence; and

Whereas, calling out weak gun control laws requires responses and solutions that treat gun violence as the public health crisis it is; and

Whereas, the CFT has adopted resolutions and taken actions repeatedly over the past decade to condemn gun violence and demand safety measures and stronger gun control in our communities; and

Whereas, the vast majority of Americans favor background checks, bans on assault weapons, and stricter gun regulations, but there is no political will to enact national legislation that would make our nation safer;

Therefore, be it resolved, that the CFT will continue to advocate for universal background checks, stricter gun regulations that include such things as mandatory and standardized training and licensing for gun ownership in all U.S. states and territories, and the reinstatement of the national ban on assault weapons; and

Be it further resolved, that the CFT takes this action in solidarity with communities that are targeted most; and

Be it further resolved, that the CFT will vehemently oppose wrong-headed and counterproductive policy ideas like arming faculty and staff; and

Be it further resolved, that the CFT demands a safe and protected environment for students and educators in schools and supports efforts calling for more funding for mental health services, school psychologists, social workers, school counselors, and other school support personnel so that trained professionals have a better chance of identifying students in crisis, which in turn allows intervening measures to be placed before tragedy strikes; and

Be it further resolved, that the CFT expresses the union's sorrow and dismay to and for the communities victimized by mass shootings, and simultaneously stands in solidarity and commitment with these communities to rise from the ashes fighting against future occurrences of such injustice; and

Be it finally resolved, that the CFT unequivocally condemns racism or any violent ideology behind such acts of cowardice and terror.

Submitted by the CFT Executive Council

Resolution 13

CFT Condemns Police Violence and Calls for Reform

Socio-Political

Whereas, we are outraged and sickened by the relentless acts of violence, brutality, and murder by police; and

Whereas, no one should be murdered at the hands of the officers sworn to protect and serve our communities; and

Whereas, fatal police shootings of unarmed Black people in the U.S. are more than three times as high as of white people; and

Whereas, the total numbers of Black, Indigenous, and people of color (BIPOC) killed in police shootings have not declined over the past five years, prompting researchers to describe the figures as a “public health emergency”; and

Whereas, many CFT members are Black and brown parents, siblings, and children who deserve to live without fear of police violence toward us or our loved ones; and

Whereas, CFT educators and classified professionals are on the front lines of our schools, colleges, and universities ensuring safe spaces for our students, who deserve to feel protected in their communities and to live their full lives; and

Whereas, in 2016, the CFT recognized the intense and overwhelmingly toxic effects of systemic racism at that time, partly as a result of the 2012 killing of Trayvon Martin, a Black, male youth, and adopted a resolution establishing its Racial Equity Task Force to educate itself and its members about America’s systemic racism against people of color, specifically Black men, its history of racial oppression, and to acknowledge, give space to, and confront the difficult topic of racial bias; and

Whereas, in 2020, the CFT adopted a resolution to express emphatically that ALL Black Lives Matter — men, women, all those along the gender spectrum, trans, queer, disabled, undocumented, lives with records; and to reaffirm its commitment and duty to eviscerate systemic racism, which has been long known to erect barriers between the advancement and freedoms of Black lives, specifically our Black educators and classified professionals, while simultaneously intensifying our efforts to seek out, listen to, and amplify the voices of our Black members and all who support them; and

Whereas, the CFT is appalled to have to acknowledge – again – that police continue to kill, and very little has changed with regard to America’s progress toward ensuring the protection of the rights, liberties, and overall value of Black lives;

Therefore, be it resolved, that the CFT recommit to advocate for efforts to radically reform police policy, even when it means challenging the power structure and the institution of law enforcement that are rooted in white supremacy and taking uncomfortable or unpopular positions, which may include but are not limited to the following:

- Removing armed police, unmarked cars, and undercover officers from traffic stops;
- Ending the use of pretextual traffic stops;
- Eliminating all uniformed police officers from school and college campuses;

- Redirecting school policing funds toward social services, mental health services, health care, and other school and community building programs;
- Defunding the militarization of the police force at the federal level in order to end the dissemination of military equipment and tactics to state and local police departments;
- Implementing mandatory training on de-escalation and implicit race bias;
- Creating civilian review boards with power to implement real accountability measures for law enforcement officers and departments that violate their oath to protect and serve;
- Creating a national, transparent, law enforcement database to record and track behavioral misconduct;
- Joining in discussions about bail and drug law reforms; and

Be it further resolved, that the CFT strive to lift up and work in solidarity with those individuals, groups, and organizations working to dismantle racist institutions and the violent oppression of Black and brown people; and

Be it finally resolved, that the CFT encourages its members to follow the lead of those who are most affected as they ally with them to stop police brutality and killing in their communities.

Submitted by the CFT Executive Council

Resolution 14

Urgent Climate Action

Socio-Political

Whereas, the climate crisis has already manifested into dangerous, chaotic, and widespread destabilization of natural systems, affecting the lives of billions of people around the world despite global efforts to minimize the risks; and

Whereas, the climate crisis has increased the intensity, duration, and frequency of natural disasters, including mega-droughts in the Western United States, wildfires, life-threatening heat, and rising sea levels in California — all of which are compounding into cascading impacts that are increasingly difficult to mitigate; and

Whereas, the February 2022 United Nations Intergovernmental Panel on Climate Change (IPCC) report found that “any further delay in concerted global action will miss a brief and rapidly closing window to secure a livable future.” The assessment also “clearly shows that tackling the climate crisis involves everyone — governments, the private sector, civil society — working together to prioritize risk reduction, as well as equity and justice.”; and

Whereas, despite those warnings, the November 2022 UN Climate Change Conference (COP27) of global leaders failed to generate binding commitments to rapidly and immediately reduce greenhouse gas emissions, sealing the fate of our planet to likely exceed the 1.5° C global warming threshold within this decade that will have catastrophic consequences for humanity; and

Whereas, action towards mitigating the impacts of the climate crisis cannot be left to the responsibility of global leaders and policy makers alone. It requires all of us working together to innovate solutions at all scales; and

Whereas, organized labor can and should be a model for climate resiliency innovations and the implementation of positive change towards mitigating the effects of the climate crisis at the organizational and individual scales — effects that are sure to have profound impacts on the working conditions of everyone in California if left unchecked; and

Whereas, members of the CFT could come to rely on their statewide union with pride as a source of guidance and support in mitigating the direct impacts of the climate crisis on their working conditions in the same way they already look to the CFT for security in protecting other aspects of their working conditions;

Therefore, be it resolved, that the CFT shall encourage all locals to include climate crisis issues as a standing item on their regular meeting agendas and as a component of bargaining in regards to greening the workplace; and

Be it further resolved, that the CFT shall commit to expanding the scope and frequency of dialogue about the climate crisis throughout the organization; and

Be it further resolved, that the CFT shall encourage locals to develop partnerships with local climate organizations and promote education and policy on these issues in local labor councils; and

Be it further resolved, that the CFT shall recognize at state councils and conventions the efforts, progress, and successes of those CFT locals who have developed significant action on climate justice issues; and

Be it further resolved, that the CFT shall recognize that climate action within the CFT is essential to maintaining a vibrant and strong organization amid the ongoing progression of the climate crisis. In doing so, the CFT will work toward becoming a model of positive change in adapting to the effects of the climate crisis that other organizations may be encouraged to emulate; and

Be it finally resolved, that the CFT Executive Council shall issue an annual report on climate action achievements within the CFT organization and CFT locals, including highlighting progress, successes, and focused work for the subsequent year on the climate action items outlined above.

Submitted by the Labor and Climate Justice Education Committee

Resolution 15

Free, Publicly Owned Internet to End the Digital Divide

Socio-Political

Whereas, the internet is the most powerful and pervasive platform in the history of the planet, and now connects nearly half of the world's population in a globally distributed network; and

Whereas, the COVID-19 pandemic highlighted that access to the internet has become a critical part of our lives that we rely on to bring such information as employment/unemployment, emergency situations, health issues, local and international news, and participation in education, research, medical consultations, studying and working at home, entertainment, and our social life and cultural lives; and

Whereas, the pandemic showed how wide the digital divide is between those with access to high-speed internet and the tens of millions of people in the U.S. in mostly poor and non-white communities who can neither access nor the ability to afford the monthly internet fees are effectively locked out of the information-based economy we are moving into. Of the 50 million U.S. students who learned remotely at home during COVID-19, nine million lacked at-home internet access¹; and

Whereas, Sir Tim Berners-Lee, founder of the worldwide web in 1989, declined to patent the internet to ensure that it was freely available to everyone, and while the internet was a government-run network in the early days, the infrastructure of the internet was parceled out to private companies with little regard for users. The internet has become totally configured for private profit. Consequently, the number of internet providers at the local level is determined by market forces and most of the global infrastructure is owned by several large corporations. Google, Microsoft, and Facebook make up 70% of internet traffic, while Amazon runs one third of the internet; and

Whereas, in California, in response to the fact that one in five people do not have reliable and affordable broadband internet, the state government began building the Middle-Mile broadband network in October 3, 2022 to bring affordable high-speed internet to every California home. However, under the program people will still have to pay a discounted monthly service fee and a copay on the \$100 fee for a device to access the internet;

Therefore, be it resolved, that the CFT advocate that completely free, high-speed internet should be a public good available to every individual and household in California, just as public schools are universally available. To accomplish this, high-speed internet in California should be owned, managed, and run at cost by the state government and should include the public in decision making; and

Be it further resolved, that our position guide our union activity forward by providing a position paper to our members within six months of adoption of this resolution, and by reaching out to and networking with all organizations and members of the public who think California should have universal, free, public internet to build a coalition that will establish appropriate public policy to end the digital divide.

Submitted by Civil, Human and Women's Rights Committee

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

Resolution 16

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

Socio-Political

Whereas, in 2020 Wall Street began trading water futures, specifically in California, as a commodity. The country's first water market launched on the Chicago Mercantile Exchange on December 7, 2020, with \$1.1 billion in contracts tied to water prices in California, according to Bloomberg News; and

Whereas, the United States is the second biggest consumer of water in the world, with California accounting for 9% of the nation's daily consumption. The size of California's water market is four times larger than any other state; and

Whereas, the market allows farmers, hedge funds, and municipalities to hedge bets on the future price of water and water availability in the American West. The new trading scheme was announced in September 2020, prompted by the region's worsening heat, drought, and wildfires fueled by climate change. We must also consider the effects of population growth and pollution; and

Whereas, the California State Constitution requires that the water be used "reasonably" for a "beneficial use;" and

Whereas, some experts say treating water as a tradable commodity puts a basic human right into the hands of financial institutions and investors, a dangerous arrangement as climate change alters precipitation patterns and increases water scarcity; and

Whereas, the CFT has an obligation to address social justice, racial justice, and climate issues that could put its members as well as the general population in the State of California at risk; and

Whereas, water is a life-sustaining natural resource that is necessary for the survival of the human race; it should not be treated as a common commodity, like that of gold or oil; and

Whereas, if the trading of water on Wall Street continues unopposed, we may find that this natural resource becomes more at risk and less plentiful for poor people, working people, people of color, and people living in less affluent communities; and

Whereas, if the trading of water continues unopposed in the state of California, it may become a trend, and other drought-affected and agricultural states throughout the United States could begin to do the same; and

Whereas, the world has already seen these types of blatant racial differences in Flint, Michigan, the Navajo Nation, and most recently, northeastern Oregon. The move to sell water futures in California stands as a foreboding indicator of the transformation of water from a basic right into a limited-access luxury. It is a frightening expansion of a reality that already exists for poor, Black and brown, and Native American communities across the country; and

Whereas, the CFT represents communities that will be affected by the trading of water futures.

Therefore, be it resolved, that the CFT publicly oppose the commodification of water in the State of California; and

Be it further resolved, that the CFT work with legislators and other public figures to address the concerns of this resolution; and

Be it further resolved, that the CFT commit to making its members aware of the commodification of water in the State of California; and

Be it further resolved, that the CFT consider running a public campaign against the current trading of water futures in the State of California; and

Be it finally resolved, that the CFT forward this resolution to AFT for adoption at the 2024 AFT Convention.

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

Resolution 17

Greening the CFT

Socio-Political

Whereas, the day-to-day actions of the CFT do not always align with the rhetoric of the resolutions;
Therefore, be it resolved, that the CFT commit to taking practical actions to make the organization greener and to reduce the environmental footprint created by large gatherings, such as committee meetings and conventions; and

Be it further resolved, that the organization eliminate the use of all single-use plastics at large CFT gatherings; and

Be it further resolved, that reusable utensils, dishware, and glassware be provided at CFT events when possible, and when not possible, only compostable utensils, dishware, and glassware be used; and

Be it further resolved, that the CFT eliminate the use of drinks in single-use plastic bottles at CFT events and provide water stations to encourage the use of reusable water bottles; and

Be it further resolved, that, when safe, the CFT reduce the use of pre-packaged foods that generate additional waste from mostly non-recyclable packaging; and

Be it further resolved, that the CFT provide paperless options at all conventions by putting agendas and other key documents online or on an app and encourage attendees to choose this option; and

Be it further resolved, that the CFT commit to choosing event venues that are within convenient access of mass transit; and

Be it further resolved, that for all future conventions, the CFT commit to only consider venues with plans in place for environmental sustainability; and

Be it further resolved, that the CFT shall develop transparency in the carbon footprint of the organization; and

Be it finally resolved, that the CFT Executive Council issue an annual report on their progress on the above and their movement toward carbon neutrality.

Submitted by the Labor and Climate Justice Education Committee

Resolution 18

Support CalSTRS and CalPERS Using Environmental, Social, and Governance (ESG) Criteria in Making Investment Decisions

Health Care, Retirement and Benefits

Whereas, institutional investors, because of the size of their portfolios, can influence the behavior of firms in how they deal with their impact on the environment (E), how they treat their workforce (S), and how the governance structure of the firm (G) affects the decision making of the firm; and

Whereas, the CFT for several decades has been pushing CalSTRS and CalPERS to incorporate ESG impacts when making their investment decisions; and

Whereas, CalSTRS has committed the organization to making its portfolio carbon neutral by 2050 or before; and

Whereas, CalSTRS has committed itself to reducing the carbon footprint of its portfolio by at least 50% by 2030; and

Whereas, CalSTRS and CalPERS have become international leaders in the movement by institutional investors to respond to the problems being caused by climate change and the corporations that are fueling that problem; and

Whereas, CalSTRS Board Vice-Chair and CFT member Sharon Hendricks recently joined the board of Principles for Responsible Investment (PRI) supported by the United Nations addressing investment risk related to climate change and the just transition for workers; and

Whereas, a corporation's carbon emissions create a direct, long-term, material risk to investors; and

Whereas, at present there is no requirement that corporations report their carbon emissions; and

Whereas, the Securities and Exchange Commission (SEC) is considering a new rule that would require all publicly traded corporations to report their Scope 1 and Scope 2 carbon emissions; and

Whereas, Representative Chris Stewart (R-Utah), who sits on the House Appropriations Committee, has stated a priority to block the SEC from implementing this rule; and

Whereas, the fossil fuel industry, their allies in other industries, and their political allies are now reacting to significant progress being made by the engagement efforts of institutional investors to force corporations to reduce their carbon emissions; and

Whereas, the Texas State Legislature passed legislation to block the state's pension funds from using ESG criteria in making their investment decisions; and

Whereas, regulators in Texas sent letters to 20 banks doing business in Texas to force them to stop using the material risk from climate change as part of the criteria for denying loans to fossil fuel companies based on the risk they face from the damage they are doing to the environment; and

Whereas, the American Legislative Exchange Council (ALEC) has released a model policy, titled the State Government Employee Retirement Protection Act, that forms the basis for legislation to block any state or local pension fund in a state from using ESG criteria in making investment decisions; and

Whereas, this draft legislation has already led leaders in several fossil fuel producing states to discuss

policies that that would bar the state from doing business with any company that takes the risks associated with climate change into consideration when making its business decisions; and

Whereas, investment management firms such as Vanguard and BlackRock, through their active engagement, have led many firms to reduce their carbon footprint and reduce other ESG risks; and

Whereas, the Attorneys General of thirteen states, including Kentucky, Indiana, and Utah, have filed motions to the Federal Energy Regulatory Commission (FERC) to stop Vanguard from purchasing shares in publicly traded utilities because they might use their ownership stake to encourage these utilities to reduce their reliance on fossil fuels and reduce their overall carbon footprint; and

Whereas, West Virginia and Florida dropped BlackRock Inc. funds from their portfolios over the asset manager's embrace of ESG investing; and

Whereas, using ESG criteria in investment decisions has repeatedly shown material benefit to the returns of pension investments; and

Whereas, investment management advisory firms are rapidly developing tools to measure the material impact of climate and other ESG risks to guide institutional investors to both decarbonize their portfolios and increase their direct investment in climate solutions; and

Whereas, these advisory firms are also developing tools to measure the material risks associated with declining biodiversity and water scarcity; and

Whereas, many corporations have recognized the long-term risk of climate change and other ESG risks, such as human rights abuses embedded in their supply chains, and are actively seeking advice on how to measure their ESG risks and how to incorporate these risks into their business decisions;

Therefore, be it resolved, that CFT supports the proposed Securities and Exchange Commission regulation to require all publicly traded corporations to report their carbon emissions; and

Be it further resolved, that CFT supports CalSTRS and CalPERS efforts in the process of creating standardized metrics for measuring the material effects of ESG factors on investment returns; and

Be it further resolved, the CFT opposes any legislation that would block pension fund investors from using ESG criteria in making investment decisions; and

Be it further resolved, the CFT opposes any legislation that would penalize any companies for using ESG criteria to guide their business decisions; and

Be it finally resolved, the CFT calls on the national AFT to adopt a resolution supporting the use of ESG criteria in all investment decisions, and to oppose any state or federal legislation that would inhibit the use of ESG criteria in any of these decisions.

Submitted by the Retirement Policy Committee