



*A Union of Educators
& Classified Professionals*

Convention 2025

Resolutions Committee Report

Resolutions and constitutional amendments
passed by delegates to CFT Convention held
March 14-16 in San Diego

CFT Convention 2025

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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, 2023, the per capitas for active members and non-member fee payers of the CFT will be \$558.60 (12 monthly payments of \$46.55) for regular rate members and regular rate agency fee non-members earning \$53,375 or more.
 - 2) Effective September 1, 2024, the per capitas for active members and non-member fee payers of the CFT will be \$573.60 (12 monthly payments of \$47.80) for regular rate members and regular rate agency fee non-members earning \$53,375 or more.
 - 3) Non-bargaining agent members and members-at-large: AFT/ 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 Section 1.
- b. Classes of Membership
 - 1) Locals may establish a class of members which shall consist of members whose salary is less than \$57,578. 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 percent- age 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 \$19,115 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 \$11,607 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 capitas 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 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. 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. 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 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. Fifteen cents (\$0.15) or proportional share of each unit member's monthly per capita 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.
- h. ~~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,~~ 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 capitas, a payment for staff funding assistance from the CFT equal to the following formula:

- 1) **Staff Funding Base**
 - a. Effective September 2023, the Staff Funding Base shall be 20.91.
 - b. Effective September 2024, the Staff Funding Base shall be 21.48.
- 2) **Category 1:** Locals and councils of locals with full-time equivalency (FTE) of per capitas 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 capitas paid to the CFT by the local or council of locals.
- 3) **Category 2:** Locals and councils of locals with FTE of per capitas 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 capitas 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 capitas paid for non-certificated employees of the unit.
- c. Effective upon adoption of this provision, the base on the Staff Funding Program shall be automatically adjusted on September 1 of each year by the percentage increase in per capitas as set forth in Section 2 of this article unless the base is adjusted by a different amount by a vote of the convention or State Council. Action to limit the base of the staff funding program cannot be taken in successive years.
- d. Locals and councils of locals that employ part-time professional staff persons shall receive corresponding percentages of the staff funding formula specified in Article II, Section 7b ~~1), 2), and 3)~~ of the By-Laws on a monthly basis. The staff funding formula per capita base specified in this section shall not include the CFT Legal Defense Fund or the COPE contributions (Article II, Section 1, d and e, By-Laws).
- e. Locals and councils of locals staff working on employer paid release time shall not be covered by the provisions of Article II, Section 7b, ~~1), 2), and 3)~~ of the By-Laws.
- f. ~~Conditions of Employment of Formula-funded Staff~~ Expectations
 - 1) Professional staff who are directly employed or for whom reassigned time is purchased by the local would generally be expected to perform some of the following services provided by a CFT Field Representative with some assistance from the field representative as needed including but not limited to:
 - a. Designing and running internal membership drives and agency fee campaigns.
 - b. Designing basic flyers and writing basic campaign literature.
 - c. Designing and conducting contract surveys.
 - d. Writing contract language.
 - e. Negotiating collective bargaining contracts using traditional and non-traditional formats and models.
 - f. Analyzing budgets (with some assistance from the CFT Research Department).

- g. Filing grievances and unfair labor practice charges, representing members at hearings, with assistance from legal counsel, as necessary.
 - h. Assisting in get-out-the vote and related political activities.
 - i. Assisting locals in compliance with national and state affiliate constitutional obligations.
 - j. Troubleshooting, brainstorming and assisting the local in day-to-day activities
 - k. Advising the local on grievances, arbitrations, negotiations, budgets and concerted activities.
 - l. Conducting training sessions for the local members.
- 2) The salary rate of any professional staff person provided for in this section shall not be less than the minimum compensation of the full-time employees he/she represents. The salary rate of any professional staff person representing only part-time employees shall not be less than the minimum compensation of the employees he/she represents. The professional staff person shall receive step increases comparable to and on the same timeline as those employees the staff person represents. Locals shall also provide salary column and step advancement to professional staff persons for job-related experience and training.
 - 3) The contributions of the local toward employee benefits and other conditions of employment for directly employed professional staff persons shall be at least comparable to those of the full-time employees he/she represents. The contributions of the local toward employee benefits and other conditions of employment for any directly employed professional staff person representing only part-time employees shall be at least comparable to the employees he/she represents. When any professional staff person is hired on a less than full-time basis, he/she will receive the pro-rata salary and benefits of the corresponding full-time position.
 - 4) The conditions of employment of the professional staff person shall be put to writing in the form of a mutually agreeable contract. The CFT and CFT locals shall seek to provide formula-funded professional staff a group benefits program that includes medical, dental, vision, long-term disability, and retirement benefits.
- g. The Executive Council may recognize a council of locals consisting of locals from a contiguous geographical area, organized for the convenience of participating in the staff funding program. The establishment of these councils shall not affect the autonomy of each local, and each local may send its own delegates to convention and state councils. Locals that receive staff funding assistance should participate in CFT meetings and events to the extent they are financially able. These events include the CFT Convention, the CFT Leadership Conference and State Council and jurisdiction-appropriate Division Council meetings.
 - h. As a condition of funding,
 - 1) a local shall implement the pass-through of AFT and CFT per capita increases or have a dues system based on a percentage of salary and notify the CFT of such implementation or system as part of the annual application process,
 - 2) formula funded staff shall participate in training programs and work up to five (5) days, at the request of the CFT, to assist the CFT, other locals or organizing committees.

- i. The Executive Council shall establish rules and regulations for the implementation of this section.

Submitted by the Executive Council

Late Resolution

CFT's Fight Back and Fight Forward

Whereas, on March 3rd, 2025, Linda McMahon was sworn in as the Secretary of Education and stated in her inaugural speech that her job was to accomplish “a momentous final mission” of eliminating “bureaucratic bloat...quickly and responsibly.” In short, her priority as Secretary is to shut down the Department of Education.

Whereas, on February 13th, 2025, Robert F. Kennedy, Jr. was sworn in as the Secretary of Health and Human Services and already his initial work has supported an Executive Order “to make America Healthy again,” which includes freezing funding for educational programs like Head Start.

Whereas, “the mission of the Department of Education is to promote student achievement and preparation for global competitiveness by fostering educational excellence and ensuring equal access for students of all ages.”¹

Whereas, the Department of Education also houses many departments including the Federal Student Aid Program, the Institute of Education Sciences, the Office of Civil Rights, the Office of Career, Technical, and Adult Education, the Office of English Language Acquisition, the Office of Elementary and Secondary Education, the Office of Special Education and Rehabilitative Services.

Whereas, the Department of Education supports over 6.7 million students across 10,000 TK-12 schools in California and provides \$2.2 billion to assist over 4 million students in low-income communities, \$1.6 billion for 805,000 students who receive speech services, reading support or other academic assistance, and accessibility for students with disabilities, \$147 million for before- and after-school programs to support working parents, \$158 million in support for students learning English as a secondary language and more.

Whereas, the Department of Education helps to develop California’s workforce by providing \$260 million for career and technical education programs, \$353 million for career counseling and access, \$4.4 million for rural community worker training, and \$620 million to support workers at risk, and other services.

Whereas, the Department of Education invests in college and career readiness in California with \$151 billion in federal student loan assistance supporting over 4 million Californians, \$4.4 billion in Pell grants, \$136 million to support students enrolled in California’s 175 minority-serving institutions, as well as other services, thus putting at risk over \$155 billion for post-secondary Education.

Whereas, the closing of the Department of Education puts at risk a total of over \$160 billion to be utilized by millions of California students from early childhood education through higher education.

Whereas, the actions and executive orders since the inauguration on January 20th, that have preceded the appointments of McMahon, Kennedy, and other Secretaries of governmental departments, include eliminating diversity, equity, and inclusion programs from all institutions, attacking LGBTQ+ communities and individuals, attacking and threatening immigrant students and communities, erasing real history of this Country, and other intimidating actions.

¹ 1 U.S. Department of Education, “About Us”, accessed March 6, 2025.

Whereas, with all the preceding executive orders, statements, and actions combined with the new Secretary of Education's Final Mission statement and the announcement of cutting the department's employees in half, it is apparent that closing the Department of Education is not only about cutting taxes for corporations and wealthy individuals but is also an attempt to overturn Supreme Court decisions like *Plyer v Doe* and *Brown v Board of Education*, thus undermining our public education system that serves every child who enters our school doors.

Therefore, be it resolved, the CFT will call on all members to join in collective and direct action to continue building our union power to fight back and to fight forward.

Therefore, be it resolved, the CFT will continue to provide guidance and training to members so that they have a clear counter-narrative to defend and protect our public education for all students, our communities, and our members.

Therefore, be it resolved, the CFT will reemphasize our priorities to support and elect pro-labor and pro-public education individuals to our school boards, college boards, legislature, and Congress.

Therefore, be it resolved, the CFT will not be intimidated by the threats of the current administration and will continue to uphold its values that all students deserve a high-quality public education and that they have a safe and welcoming school in which to grow and learn.

Therefore, be it finally resolved, the CFT will fight back against the chaos that the Trump administration is creating, and the CFT will fight forward by building a movement with the members, students, other workers, and our communities to reclaim our country and build a better future for all.

Submitted by CFT Executive Council

Resolution 1

Supporting General Education and Special Education Students

Whereas, teachers are committed to ensuring that all students are successful, providing a high-quality and rigorous curriculum for all, and supporting families and educational specialists; and

Whereas, the least restrictive environment (LRE) is essential for fostering an inclusive, supportive educational experience for students with Individualized Education Plans (IEP) eligibilities; and

Whereas, general education teachers require appropriate resources, time, and training to effectively meet the needs of students with IEP eligibilities, and such resources are essential to providing equitable educational opportunities for all students; and

Whereas, teachers must have the necessary support to ensure that all students, including those with IEPs can thrive within the general education setting; and

Whereas, the inclusion of students with IEP eligibilities in general education classes must be balanced with the need to maintain effective teaching and learning environments for all students; and

Whereas, co-teaching and Collaboration models require time and collaboration between general education and education specialists (special education teachers), and paraprofessionals to ensure that all students receive appropriate support and instruction; and

Whereas, special education students often have limited access to elective courses, which restricts their opportunities for a well-rounded education; and

Whereas, the current process for determining the appropriateness of a general education classroom for a student with special needs is often too slow and burdensome, leading to further academic struggles for students in the interim;

Therefore, be it resolved, that the policy position of CFT on Special Education Students shall be the following, that there be:

- **Adequate Resources for General Education Teachers:**
General education teachers must be provided with the necessary resources—such as training, time, and support—to create and maintain inclusive classrooms that meet the needs of all students, including those with IEPs. This includes ensuring that Paraprofessionals are properly trained to work with students with diverse needs.
- **Limit on Special Education Students in General Education Classes:**
To ensure that general education classes remain effective learning environments for all students, the number of students with eligibilities (as defined by IEPs) in a general education classroom should be capped at no more than 20% of the class size. This cap will help ensure that students with IEP eligibilities receive the appropriate attention and support they need while maintaining a rigorous academic environment.
- **Smaller Class Sizes and More Individualized Support:**
Mainstreaming/Inclusion class sizes should be reduced to provide the individualized education students deserve per the guidelines of each IEP. This will further enable general education teachers to address the needs of ALL students effectively while maintaining high academic standards.
- **Professional Development and Collaborative Planning:**
Teachers must have time for ongoing professional development, particularly in special education

practices, and time to collaborate with educational specialists and paraprofessionals. This includes common preparation time for co-teaching planning so that general education and education specialists' teachers can work together throughout the school year to adapt lessons and ensure that the needs of all students are met.

- **Support for Paraprofessionals in All Classes:**

Paraprofessionals should be made available in all classrooms, including language arts, Visual and Performing Arts (VAPA) classes, electives, and physical education (PE), and Career Technical Education/Regional Occupational Program (CTE/ROP) to support students with IEP eligibilities and ensure they can fully participate in all aspects of their education.

- **Variety of Elective Courses for Special Education Students:**

Special education students should have access to a wider variety of electives, beyond the limited selection typically available to them. All students, regardless of disability, should have the opportunity to explore a broad range of academic interests.

- **Support for General Education Teachers Who Serve Special Education Students:**

General education teachers shall receive the support and training they need to be successful with implementing accommodations for students. This includes ensuring that teachers are not tasked with responsibilities outside their area of preparation or expertise, and that they have access to the appropriate resources and training.

- **Improving the Placement Process for Students with IEP eligibilities:**

Upon entering the education system, students should have the opportunity to receive services, including identifying eligibilities, assessing needs, and mainstreaming into the general education classroom. The process for determining whether a general education classroom is the appropriate placement for a student with a disability must be streamlined and made more responsive to students' needs. Delays in this process often result in students falling further behind academically, which perpetuates the very issues that inclusive education seeks to address.

- **Negotiating Contract Language to support Mainstreaming Classrooms:**

Locals are urged to consider the above points in negotiating contract language with their districts, in particular regarding paid training (PD), lower class size limits in mainstreaming classrooms, and sufficient numbers of trained paraprofessionals to support the needs of the non-Special Education teacher AND the student(s) in the mainstreaming classroom.

Be it further resolved, that CFT provide this policy to locals to assist them in creating bargaining language that aligns to best benefit special education students to succeed and educators to thrive; and **Be it further resolved**, that CFT urge teachers, administrators, and policymakers to continue working together to ensure that both general education and special education students receive the resources and support they need to be successful, while ensuring that the demands on teachers are realistic and aligned with their professional training; and

Be it finally resolved, that CFT will support legislation that will codify this policy into law and provide adequate funding for this policy.

Submitted by PreK-12 Education Issues Committee and the Special Education Services Committee

Resolution 2

CFT English Learner Resource Hub

Whereas, the State of California is home to 19% of students in K-12 who are classified as English Learners; and

Whereas, in 2012 the state established Local Control Funding Formula (LCFF) which includes Supplemental and Concentration Grant funds to address the specific needs of unduplicated pupils (UP) who are classified as socio-economically disadvantaged, English learners, or Foster and Homeless Youth; and

Whereas, the LCFF requires that a Local Control Accountability Plan (LCAP) be developed in each Local Education Agency (LEA) receiving Supplemental and Concentration Grant funds with stakeholder input to implement actions to address the needs of UP in order to demonstrate achievement in the eight state priorities, and progress in English is a significant area, as well as other areas on the state Dashboard; and

Whereas, the state Dashboard has added an additional performance measure which is the progress of Long-Term English Learners (LTEL) and this new subgroup, as well as all students classified as English Learners, will require targeted support in LCAPs; and

Whereas, the academic needs of English Learners vary widely and the available funding for professional development and advocacy resources are often fractured and unorganized; and

Therefore, be it resolved, that CFT create and maintain a hub of resources on the CFT website that supports, informs, and advocates for all English Learners and the professionals who educate them; and

Be it further resolved, that members of the English Language Learner Policy Committee may submit resources and utilize the hub section on the CFT website and submit successful standards and researched based resources for uploading; and

Be it finally resolved, that members of the English Language Learner Committee promote the English Learner Resource Hub through CFT Committees and Division Councils.

Submitted by the English Language Learners Committee

Resolution 3

Safeguarding Positions, Human Interaction, and Critical Thinking in the Era of Generative AI

Whereas, generative Artificial Intelligence (AI) workplace and educational tools have exploded onto the educational scene with few parameters or research-backed guidance; and

Whereas, generative AI has proven to be disruptive to the classroom setting; and educators are already overburdened with adopting new technology and lack fairly compensated work hours to complete their jobs; and

Whereas, profit-driven educational software companies are producing new educational technology at a rapid rate, and educational agencies are spending large budget amounts on consulting and software; and there is no comprehensive federal legislation or regulations in the US that regulate the development and usage of AI; and

Whereas, the need for digital literacy training for educators and students is large, but paid training is minimal and often not in place; and

the deployment of AI tools raises ethical concerns about academic honesty, bias, perpetuated racism, and equitable access and or use; and

Whereas, AI is being used in educational settings with existing digital divides and may impact student opportunities and learning; and

Whereas, AI impact students' abilities in critical thinking, creativity development, authenticity of thought, and or intellectual boundaries; and

Whereas, the CFT - A Union of Educators and Classified Professionals (CFT) acknowledges the transformative potential of AI in advancing education, research, and institutional operations; and that generative AI-produced content is inherently biased and at times inaccurate; and

Whereas, all institutions should prioritize the responsible use of AI to enhance and support, rather than replace, human expertise, using principles of ethical integration and transparency; and

Whereas, any use of AI in the educational setting should always prioritize student equity and well-being; and

Whereas, it is imperative that the use of generative AI does not cause harm to students, educational staff, or workers; and

Whereas, it is essential that human interaction remains at the core of the educational experience, and the best use of AI technology is to support, and not replace, educators or staff;

Therefore, be it resolved, that CFT:

1. recognizes that generative AI will never replace human educators' unique and essential role in the classroom, or the critical thinking processes that students must develop;
2. advocates for educator input and consent regarding decisions made around the inclusion (or not) of AI in the educational setting, and such inclusion will comprise of robust human oversight of any generative AI produced content;
3. sponsor legislation that defines any entity or individual working directly with students, such as teachers, counselors, bus drivers, disability service providers, librarians, or any other capacity, must be a natural person;

4. urge the state of California to conduct a scientific research study on both positive and negative effects of generative AI in the education settings; and
5. actively advocate for AI policies, practices, and regulations that prioritize the well-being and safety of all workers, students, and individuals in the educational environment

Submitted by the Educational Technology Committee

Resolution 4

Increase Educator Pay

Whereas, educator pay has not kept up with inflation. Educators make, on average, 5% less than 10 years ago and 9% less than the peak in 2009-10, adjusted for inflation, according to a recent NEA study.¹

Whereas, educators are paid far less than professionals with similar education backgrounds. The pay penalty for educators—the gap between educators’ weekly wages and other college graduates—grew to a record 26.4% in 2022, according to the Economic Policy Institute and the Center for Economic and Policy Research.²

Whereas, most educators in California cannot afford housing close to where they work. Federal standards say affordable housing should cost 30 percent or less of a household’s income. However, In Los Angeles, the annual cost of owning a home is around 52% of an experienced educator’s salary; in San Francisco, it is 51%, and in San Diego 48%. Meanwhile, the rates are 30% in Boston, 24.5% in Orlando, and 23% in Chicago.³

Whereas, the public supports educators striking for more pay. Seventy-eight percent of public-school parents (and 73 percent of the public) say they would support educators in their communities if they went on strike for higher pay (as of 2022).⁴

Therefore, be it resolved, that the CFT vigorously advocate for legislation that increases school funding so that we can advocate for educator raises that enable educators to spend no more than 30% of their gross salary on housing within ten miles of where they work in each district’s contract negotiations.

Be it finally resolved, that the CFT gives its full support to those locals that are forced to strike to obtain such raises, including, but not limited to, data and legal support to locals.

Submitted by United Teachers Los Angeles, AFT Local 1021

¹ <https://www.nea.org/nea-today/all-news-articles/poll-public-support-teacher-strikes-higher-pay-runs-wide-and-deep>

² <https://www.epi.org/publication/teacher-pay-in-2022>

³ <https://www.axios.com/local/san-diego/2023/09/08/san-diego-housing-unaffordable-teachers>

⁴ <https://www.nea.org/nea-today/all-news-articles/poll-public-support-teacher-strikes-higher-pay-runs-wide-and-deep>

Resolution 6

CFT Higher Education Organizing Summit

Whereas, CFT represents approximately 40,000 workers in higher education, including 37 locals in the Community College Council and 14 locals in the Universities Council; and

Whereas, the organizing challenges and needs of those CFT members are sufficiently distinct from those facing members in TK-12 locals, specifically due to the nature of teaching and working on campuses that are often large and spread across geographical distance, with variable hours often outside of a regular workday schedule; and

Whereas, the lingering effects of the pandemic, including student alienation and the increased amount of online instruction, negatively affect both teaching and organizing at institutions of higher education, and there is a need to find new ways of reaching teachers and workers who are often not physically present on their campuses; and

Whereas, many leaders in higher education CFT locals have already made informal connections with each other and value sharing their experiences, but would also benefit from an opportunity for focused, formal discussions of organizing challenges and strategies; and

Whereas, CFT indicated its ongoing commitment to supporting organizing in its 2023 resolution entitled “[Increasing CFT’s Funding Commitment for Organizing](#)”;

Therefore, be it resolved, that CFT will fund and facilitate an in-person Organizing Summit for higher education locals, allowing leaders and activists to work together to articulate and analyze the conditions unique to organizing on college and university campuses, share past successes, create effective organizing strategies, and establish enduring connections across locals.

Therefore, be it finally resolved, that CFT in organizing a summit, will convene a follow-up virtual summit, hear reports, and discuss appropriate strategies.

Submitted by Universities Council

Resolution 7

Support for Private College and University Members Facing Merger/Acquisition or Program Discontinuation/Disclosure

Whereas, Mills College closed and is now owned by Northeastern University, which is incorporated outside of the state of California; and

Whereas, 24 private nonprofit colleges and universities in the US have undergone mergers in the past 5 years; and

Whereas, CFT members at private colleges and universities experience continual risk of program closure and attendant loss of employment; and

Whereas, nonprofit private colleges and universities are not obligated to share financial information beyond publicly available audited 990 tax forms;

Therefore, be it resolved, that CFT shall sponsor legislation to regulate all private colleges and universities operating within California under California state law; and

Be it further resolved, that CFT shall sponsor legislation requiring that private college and university employers provide complete, detailed, specific, and up to date financial information to employee organizations and exclusive bargaining representatives no later than 90 days prior to financially motivated program closures or mergers, declaration of financial exigency, or layoffs of employees; and

Be it finally resolved, that CFT shall provide training and organizing support with the goal of winning collective bargaining agreement (CBA) protections against program closures and related job losses as well as protections in the case of mergers/acquisitions

Submitted by the Universities Council

Resolution 8

Compelling Social Security as a Retirement Option for all Part-Time Community College Faculty

Whereas, the CFT believes that all of our members have the right to a defined benefit pension to provide them with a stable and secure income in retirement; and

Whereas, all public full-time educators are automatically enrolled in the CalSTRS Defined Benefit (DB) pension system; and

Whereas, all part-time faculty have the option of joining the CalSTRS Defined Benefit pension plan, but some would not be able to accrue the five full years of service credit needed to become vested; and

Whereas, some districts offer Social Security to part-time faculty as an alternative defined benefit option to CalSTRS Defined Benefit, CalSTRS Cash Balance, APPLE, PARS, and other cash balance programs; and

Whereas, all public California community college districts are required by statute to offer their part-time faculty an alternative retirement option, and as their default, some districts offer Defined Contribution savings plans, such as APPLE, PARS or CalSTRS Cash Balance in place of CalSTRS Defined Benefit or Social Security; and

Whereas, for many, these defined contribution savings plans provide a less stable and significantly reduced level of income in retirement; and

Whereas, Districts are inherently incentivized to not offer part-time faculty Social Security because Districts pay significantly lower contribution rates to these savings plans than Social Security or CalSTRS DB plans; and

Whereas, many part-time faculty often have other forms of employment where Social Security is their primary source of supplemental retirement income; and

Whereas, allowing part-time faculty to enroll in Social Security may allow them to earn the necessary 40 credits in order to qualify, and also increase the amount of their Social Security benefit in retirement; and

Whereas, many districts encourage newly-hired part-time educators to enroll in the defined contribution plans, often without explaining the financial 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 by their employer of the differences between a pension, Social Security, or the least expensive defined contribution saving plan; and

Whereas, while requiring Social Security as an option for part-time faculty could be negotiated at the district level, many attempts to do this have failed; and

Therefore, be it resolved, that CFT will sponsor legislation requiring Social Security as a required option for all part-time community college faculty, in addition to CalSTRS Defined Benefit; and

Be it finally resolved, that CFT work with locals to urge districts to provide a clear, detailed, and accurate presentation of their retirement system options, as well as the opportunity to meet with their union representatives before selecting a retirement plan as part of the onboarding process for newly-hired part-time faculty employees in the California Community College system,

Submitted by the Retirement Policy Committee

Resolution 9

Oppose All Efforts to Privatize Social Security and Support Efforts to Stabilize the System

Whereas, while most CFT members have access to a defined benefit pension through CalSTRS and/or CalPERS, and many of our members are also participating in Social Security; and

Whereas, the Old Age, Survivors, and Disability Insurance (OASDI) program, often called Social Security, is the most extensive income maintenance program in the United States which provides monthly compensation to partially substitute for income lost due to retirement, disability, or death; and

Whereas, this insurance program provides a guaranteed lifetime benefit based on the average, inflation adjusted income earned over a 35-year working life; and

Whereas, OASDI benefits provide the sole source of income for 28% of those over the age of 65 and majority of the income of 51% of retirees; and

Whereas, with these benefits, 10.2% of those over the age of 65 live below the poverty line, while without these benefits, 38.7% of those over the age of 65 would have incomes below the poverty line, and the poverty rates for women and people of color would be even higher; and

Whereas, for most of its history, the program was a purely pay-as-you-go (PAYGO) system, in which the contributions made by those still working are used to pay for benefits of those who are retired; and

Whereas, in 1983, OASDI taxes were increased to build up a trust fund to prepare for the retirement of the baby-boom population bulge and the baby-boom generation became the first generation to not only pay for the benefits of prior generations, but also to pre-fund their own retirement benefits; and

Whereas, starting in 2021, the trust fund has been used as intended, that is, to fund Baby-boom retirements by selling the assets included in the fund; and

Whereas, if no changes are made, the Social Security trust fund is projected to be depleted by 2035, at which point the system will revert back to purely PAYGO, at which point it will be able to pay 83% of promised benefits; and

Whereas, the easiest solution to ensuring the trust fund not being depleted would be to eliminate the cap on earnings subject to the payroll tax, which in 2025 was \$176,000; and

Whereas, since its inception in 1935, the Social Security system has been under almost constant attack by conservatives and the right-wing; and

Whereas, one of the strategies used in these attacks involves “privatizing” the system by converting it from a guaranteed defined benefit pension system, managed by the Social Security Administration, into a system of individual defined contribution savings accounts, managed by Wall Street banks and other financial institutions; and

Whereas, the administrative costs of the current Social Security system are less than 0.5% of contributions and the administrative costs of individual defined contribution savings accounts can be as high as 20%; and

Whereas, the creation of these individual accounts would mean a windfall of billions of dollars of new profits for Wall Street firms; and

Whereas, in the private sector, the conversion of defined benefit pensions to defined contribution savings accounts by large corporations has left millions of retirees with inadequate and insecure retirement incomes, and has contributed to the rapid increase in income inequality among the elderly; and

Whereas, in the 1980s, both The United Kingdom and Chile converted their public defined benefit pensions to private savings accounts and in both countries, which increased the number of elderly living in poverty; and

Whereas, Project 2025 has called for the payroll taxes of all workers under the age of 30 to be put into individual savings accounts, which would make these workers ineligible to receive guaranteed retirement benefits when they retire; and

Whereas, Elon Musk, who is overseeing the Department on Government Efficiency (DOGE), has expressed strong support for privatizing Social Security; and

Whereas, diverting payroll taxes to private accounts would reduce the revenue used to cover PAYGO benefits, which would increase the reliance on using assets in the trust fund, which would deplete the trust fund earlier than 2035; and

Whereas, the right-wing has used the depletion of the trust fund as a fear tactic to claim that the system will be “bankrupt,” when in fact it will continue to be able to pay 83% of promised benefits, as an argument to dismantle Social Security completely;

Therefore, be it resolved, that CFT will oppose any efforts to “privatize” Social Security; and

Be it finally resolved, that CFT supports efforts to increase the revenue going into the Social Security system, but especially, by removing the cap on earnings subject to the OASDI tax and making all forms of employee compensation, including wages, salaries, stock options, and investment incomes subject to the tax

Submitted by the Retirement Policy Committee

Resolution 10

Save Medicare from Privatization

Whereas, traditional Medicare was created in 1965 as a public good to provide a national health care system for seniors and the disabled in the United States and has proven to be our most efficient and effective public health care program with administrative costs accounting for only 2-3% of Medicare spending; and

Whereas, since the federal government has created various for-profit privatized health care programs within Medicare including Medicare Part D (prescription drugs), MediGap (supplemental plans to cover Medicare's 20% copays), and Medicare Advantage which is permitted to take up to 15% of every Medicare dollar for administration and profits for managing Medicare claims; and

Whereas, the first Trump administration doubled down on privatizing Medicare through the Direct Contracting Pilot, rebranded under the Biden Administration as ACO-REACH, which allows private equity firms and Wall Street companies to take up to 25% or more of every Medicare dollar for administration and profits for managing Medicare claims; and

Whereas, recent reports by the Health and Human Services (HHS) Inspector General, academic researchers, and investigative journalists have uncovered wide-ranging fraudulent practices, confirming that upcoding, overpayments, delaying medically necessary care, and the denial of claims by insurers and other private businesses managing Medicare claims, together, account for defrauding the Medicare Trust Fund and Medicare beneficiaries by as much as \$75 to \$140 billion annually; and

Whereas, insurers and Wall Street are fiercely lobbying to gain a larger share of the soon-to-be \$1.6 trillion of annual Medicare spending by further privatizing Medicare turning it into a profit center, thus hastening the depletion of the Medicare Trust Fund at a time when Medicare beneficiaries are among the most vulnerable populations served in health care, and need more, not fewer benefits;

Whereas, steps toward increasing healthcare equity would include:

- Eliminating the Traditional Medicare 20% co-pays and setting an out-of-pocket cap on medical expenses,
- Adding benefits to Traditional Medicare that are permitted in private Medicare Advantage plans (i.e. adding vision, dental, and hearing,)
- Eliminating the excessive administrative costs and profits in the Medicare Advantage and ACO-REACH programs, and
- Recouping funds for the Medicare Trust Fund from the Medicare Advantage overpayments, fraud, and abuse that have been documented in academic studies, Congressional reports, and investigations by the Department of HSH to support a robust Traditional Medicare system that will lower costs and improve benefits, access, and equity in Traditional Medicare for all seniors and disabled beneficiaries;

Therefore, be it resolved that CFT states its opposition to Medicare privatization and urges our federal legislators to level the playing field between Traditional Medicare and Medicare Advantage so that Medicare beneficiaries will not suffer additional costs by choosing Traditional Medicare and will have a genuine choice between the public and private program; and

Be it further resolved, that CFT will work with other unions and stakeholders to oppose all efforts to further privatize the Medicare system; and

Be it further resolved, that CFT reaffirm its historic support by fighting back against this privatization and fighting forward for improved Medicare for all and universal single payer healthcare.

Be it finally resolved, that CFT will send a copy of this resolution to the national AFT, our two U.S. Senators and our Congressional House members.

Submitted by the Retirement Policy Committee

Resolution 11

Fighting the Harmful Impacts of Private Equity on our Economy

Whereas, in 1996 there were 7,300 publicly traded corporations in the U.S. and in 2024 there were only 4,300; and

Whereas, in 2000 there were 1,900 corporations owned by private equity firms and in 2024 there were 11,000; and

Whereas, this has resulted in private equity controlling roughly \$14.7 trillion in assets, employing more than 11.7 million workers and managing more than \$4 trillion of workers' deferred wages in pension funds while charging high fees, making them an important determinant of CFT members' pension fund risk and returns, as well as a major force shaping our national economy; and

Whereas, publicly listed companies are subject to regulatory oversight and disclosure requirements, which help ensure transparency and maintain investor confidence; and

Whereas, in many cases, the motivation to take a public company private is to avoid financial reporting requirements and government regulations, and the scrutiny of shareholders and other stakeholders; and

Whereas, investments in publicly traded companies allows shareholders to have a voice in the operations of the firm through shareholder engagement and a rapid exit by selling shares if firm behavior makes that appropriate; and

Whereas, limited partners in a private equity management firms have very limited control over the actions of that firm and their contracts are tied up for many years, which greatly increases investment risk; and

Whereas, in 2024, 15.3% of the CalSTRS portfolio and 16.1% of the CalPERS portfolio are in private equity; and

Whereas, the business model of some private equity firms has been called "vulture capitalism," because they target asset rich firms that are generating low levels of profits, use borrowed money to buy-out the firm, use the assets of the company to take on high levels of debt, much of which is used to pay dividends to the PE fund managers, who use this to pay off the initial debt used to buyout the target firm; and

Whereas, the PE fund managers often sell the real estate assets to a real estate investment trust (often owned by the same PE firm) and have the target firm lease back the real estate, layoff part of the workforce, drive down wages, strip workers of benefits and terminate existing pension plans, and use all of this revenue to pay dividends to the private equity managers and their limited partners; and

Whereas, the private equity firm will often take the target public again, and thus have no ongoing liability for the problem they created; and

Whereas, with the increased debt load and the cost of lease payments, the target company is now in a more financially precarious position; and

Whereas, in the first half of 2024, 65 percent of all bankruptcies of firms valued at more than \$1 billion were firms that had been taken over by private equity firms; and

Whereas, many of these bankruptcies have occurred in the healthcare sector, including Consulate Health Care and Steward Health Care which led to the closing of six hospitals in the US, resulting in the layoffs of at least 2,650 workers and reduced access to care for the communities they served; and

Whereas, these bankruptcies have disastrous impacts on the employees of the company, the communities in which they operated, the creditors holding the debt, and shareholders, yet the private equity firms have no liability for any of these impacts:

Whereas, the "Stop Wall Street Looting Act" increases transparency for private equity firms and curbs their worst abuses, holding private equity firms responsible by:

- Requiring private equity funds to “have skin in the game” with the firm, the firm’s general partners, and their insiders all be on the hook for the liabilities of companies under their control—including debt, legal judgments and pension-related obligations
- Requiring private equity managers to disclose fees, returns, and other information about their funds and the corporate loans they make so that investors can monitor their investments.
- Holding the private equity firm liable for all debt taken on by the target firms for a period of at least five years
- Prohibiting target firms from making a capital distribution during the four years following a buy-out
- Prohibiting target firms from making a capital distribution greater than 10% of the target firm’s debt in a given year
- Restricting plant closings, mass layoffs or outsourcing of jobs within first 24 months after a takeover
- Prohibiting interest on excessive debt obligations from being tax deductible by target companies
- Classifying severance pay owed to employees and unsecured claims for contributions to employee benefit plans as administrative expenses for purposes of priority of claims in bankruptcy,
- Closing the loophole that private equity firms have used to hide certain assets from bankruptcy courts,
- Prohibiting bankruptcy courts from approving any payments to an insider, senior executive, highly compensated employee or consultant if the company has not paid promised severance pay to employees or has reduced employee benefits within the year prior to the bankruptcy,
- In cases where there are multiple offers to purchase the property of a company in Chapter 11 bankruptcy, the offer that best preserves the company’s jobs and maintains the terms and conditions of employment for its workers shall be given priority,
- Requiring private equity fund managers to have a fiduciary duty to pension plans whose assets they manage,
- Requiring private equity firms to disclose the same types of financial information as publicly traded companies, including political spending, climate related risk disclosures, human capital practices and federal financial support the fund or its entities received in the prior year,
- Requiring arrangers of corporate loan securities to retain a share of the risk of those securities;

Therefore, be it resolved, the CFT supports legislation, such as the “Stop Wall Street Looting Act” that increases transparency for private equity firms and curbs their worst abuses, holding private equity firms responsible; and

Be it further resolved, the CFT will support efforts by CalSTRS and CalPERS to push for regular, consistent and disaggregated disclosure of fees and returns data, as required by the implementation of the SEC Private Funds Rule, to assess whether these pension funds are getting the risk-adjusted returns private equity promises; and

Be it finally resolved, that CFT calls on CalSTRS and CalPERS to not invest any new money in private equity firms that do not adhere to a comprehensive set of labor and financial reporting standards.

Submitted by the Retirement Policy Committee

Resolution 23

Support of Reproductive Health and Health Access

Whereas, “The right to health is a fundamental part of our human rights and of our understanding of a life in dignity. *The right to the enjoyment of the highest attainable standard of physical and mental health*¹”

Whereas, “*Recognizing that human rights are the universal rights of all human beings, regardless of race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status, this resolution reaffirms the inalienable right to health as a fundamental human right*²”

Whereas, this resolution reaffirms the universality of human rights and the fundamental right to healthcare for every human being. It underscores the legal and moral obligations of CFT to ensure universal access to quality physical and mental healthcare services and address the root causes of healthcare inequities. By embracing and prioritizing equity, dignity, and justice, we can collectively realize the right to healthcare for all.

Whereas, CFT is committed to the rights and access to healthcare including physical and mental health. This includes recognizing the essential and interrelated elements that make this right fundamental: availability, accessibility, acceptability, and quality. Each element is indispensable to ensuring equity and comprehensive access to physical and mental healthcare for all individuals.

Whereas, the recent Dobbs decision has limited access to birth control, voluntary abortion and other aspects of healthcare for women and people with uteruses.

Whereas, CFT firmly believes that individuals have the right to autonomy over their health and bodies, including sexual, and reproductive rights, and the right to be free from interference, this includes the right to access quality physical and mental health and services without any discrimination.

Therefore, be it finally resolved, CFT will:

1. Assist employees to uphold their rights to secure healthcare education and healthcare access, including rights and benefits with the right to access quality physical and mental health and services without any discrimination;
2. Elevate and advocate for conditions that enhance the quality and integrity of professional services in healthcare education and access to healthcare;
3. Promote policies that empower historically marginalized groups who are at risk of losing access to basic healthcare services, including safe and affordable reproductive rights such as abortions; and
4. Continue advocating for policies and legislation that prioritize access to healthcare and address root causes of health disparities, including socio-economic inequality, stigma, and discriminations based on gender, sexual orientation, and other factors.

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

¹ pg. 1 <https://www.un.org/en/about-us/universal-declaration-of-human-rights>

² Ibid

Resolution 12

Increase Public Funding for the University of California

Whereas, California public higher education's share of general fund allocations declined from 18.7% in 1976 to 10% in 2024; and

Whereas, the University of California currently faces an 8% budget cut; and

Whereas, Proposition 98 provides funding for California Community Colleges but not for the University of California; and

Whereas, CFT represents 7,000 faculty and librarian members at the University of California; and

Whereas, undergraduate resident student tuition has risen more than 1600% in the last 40 years, and the UC system is now more reliant on tuition revenue than comparable institutions; and

Whereas, the decline of public funding for public colleges and universities is accompanied by an increasing view of higher education as a consumer good than a public right; and

Whereas, the UC's high reliance on tuition dollars and philanthropic donations amounts to the privatization of public education, creating pressures to cater to profit motives rather than to serve the public good;

Therefore, be it resolved, that CFT shall form a strategic action team by July 1, 2025, with the goal of recommending to the Executive Council no later than February 1, 2026, a strategic plan to win a new state revenue stream for the University of California, including a possible new wealth tax or millionaire's tax; and

Be it finally resolved, that said strategic action team shall explore the possibility of building such a campaign in coalition with the California Faculty Association, representing academic workers in the California State University system, so that both of the 4-year segments of California's public higher education system can benefit from stable state funding

Submitted by the Labor and Climate Justice Education Committee

Resolution 13

Progressive Taxes for Public Education and Resistance to Trump

Whereas, the election of Donald Trump poses an existential threat not only to public education, but to American democracy; and

Whereas, one response of the California state government has been to hold a special legislative session in order to deliberate how best to respond to the threat; and

Whereas, its emphasis is to create a \$25 million legal fund to protect California from federal assaults in court; and

Whereas, the Legislature's nonpartisan fiscal adviser projects that the state budget will face increasing deficits in the years ahead, which will force cuts to education and social services desperately needed by the people of the state; and

Whereas, Governor Newsom has made it clear that he will not consider any tax increase on big corporations or the wealthiest Californians, leaving no options other than reductions in services, and

Whereas, California is home to one quarter of the country's billionaires, who since the beginning of the pandemic have nearly doubled their wealth, and just the ten wealthiest Californians together possess three quarters of a trillion dollars; and

Whereas, California continues to be the richest state in the richest country in the world, but due to growing economic inequality fails to distribute its wealth in the form of public services, including public education, in an equitable manner; and

Whereas, \$25 million for legal expenses is just the beginning of a proportionate response to the threats we face; and

Whereas, CFT has historically led the state labor movement and education community in progressive tax advocacy; and

Whereas, the only serious and sensible way forward for the state to protect itself against threats by the President to withhold or cut federal funds to California for education, immigration aid, health care and the environment is to raise taxes on the largest businesses and wealthiest Californians; and

Whereas, if Gavin Newsom is unwilling to consider any progressive tax, he should be continuously revealed in public as standing in the way of meeting the needs of the working-class majority of the state,

Therefore, be it resolved, that CFT will call for a substantial tax to be raised, based on three principles: creates the most revenue, from the most progressive source, with the greatest likelihood of passage and implementation; and

Be it further resolved, that the CFT will ask the Education Coalition, the California Federation of Labor Unions, and the national AFT to sign on to this call; and

Be it further resolved, that CFT will send a letter to Governor Newsom, copied to every state legislator and send as a press release to news outlets, demanding that the state government devise and implement such a tax, with the revenue to be delivered to public education and vital social services; and

Be it finally resolved, that CFT make this a high priority campaign for 2025 and if necessary for the foreseeable future.

Submitted by the Labor and Climate Justice Education Committee

Resolution 15

Building for the Unprecedented Opportunity of a Compression Point in Spring 2028

Whereas, the Chicago Teachers Union and Baltimore Teachers Union led in bringing a motion to the AFT Convention in 2024 which passed overwhelmingly to have AFT support locals and state affiliates in lining up contract expirations, issue campaigns, and political campaigns for a compression point in Spring 2028;

Whereas, this is an unprecedented opportunity, the likes of which we have not seen in decades, to use collective leverage across the country and across economic sectors to agitate for, educate around, and win local demands, state demands, and national demands such as Medicare for All, Social Security, pensions, child care, racial and gender justice, funding for social services not war, climate change resilience and reversal, etc.;

Therefore, be it resolved, that CFT develop a plan to support locals that are interested in joining the call for national, mass, coordinated action and strikes in Spring 2028, following the national call from UAW, which has lined its contract expiration dates up for that time, and joining dozens (and soon hundreds) of other unions and community organizations across the country, across economic sectors, which are planning for this; and

Be it finally resolved, that this plan outlines how we use 2025 organizing behind the "We Can't Wait" campaign (UTLA, UESF, BFT, and others involved), potential organizing around the 2026 World Cup in LA and SF, potential organizing around the 2028 Olympics in LA, and organizing for the 2028 elections, to support and build the 2028 compression point campaign.

Submitted by United Teachers Los Angeles, AFT Local 1021

Resolution 16

Ending Tax Breaks and Subsidies for Fossil Fuels in California

Whereas, the historic and devastating fires in Los Angeles have tragically emphasized the grave peril of catastrophic climate change, which has and will continue to put Californians in the crosshairs of phenomena such as “hydroclimate whiplash,” that occurs as weather starkly shifts from extremely wet to extremely dry; and

Whereas, the Trump administration has pulled the United States out of the Paris Climate Agreement, is defunding and attacking climate science, rolling back the Biden Administration’s climate policies, undermining California’s Climate actions, and aggressively pursuing more fossil fuel extraction and use in America; and

Whereas, California has been a leader on climate policy at the state level and is seeking to protect those policies from federal intervention; and

Whereas, despite California’s stated climate goals, Big Oil continues to benefit from significant tax benefits that bolster the oil and gas sector; and

Whereas, ending subsidies to Big Oil can add money to the budget to help pay for critical climate initiatives that will fund key zero emission transportation initiatives, clean air programs, and climate equity measures; and

Whereas, eliminating oil and gas subsidies could increase the General Fund by as much as \$22 million in the first year and \$17 million annually thereafter.

Therefore, be it resolved, that CFT calls on the Governor and supports or sponsors legislation to eliminate deductions for intangible immediate drilling costs that favor oil and gas corporations, end percentage depletion rules that also provide special treatment for the fossil fuel industry, and terminate the enhanced oil recovery cost credit; and

Be it finally resolved, that CFT calls on the Governor and supports or sponsors legislation to repeal the Water’s Edge Election and Research Development credits that allow businesses to exclude income and factors of US-affiliates when calculating their income in California and potentially recover \$7 billion in funding.

Submitted by the Labor and Climate Justice Education Committee

Resolution 18

Fighting Trump, the Maga Movement and Authoritarianism

Whereas, in order to defend our students, co-workers, and communities in these unprecedented times of authoritarian threats, we must take strategic, broad action with trusted partners to build power at the scale that is necessary.

Whereas, CFT has a long history of working with the organizations that are anchoring the We Are California coalition, dating back to the Millionaire's Tax, Prop 30, Prop 55, Schools and Communities First, and Prop 15 campaigns over the last 10 years;

Therefore, be it resolved, that CFT formally join the We Are California coalition

(<https://www.wearecalifornia.org>) in order to build the power and scale necessary to

1. block Trump from weaponizing and blocking federal funds against those it was created to protect and the MAGA movement's attempts in California to attack immigrants, Black people, Indigenous people, LGBTQ+ people, Intersex people, unions, democratic rights, people of color, citizens born in the US to undocumented parents, individuals with exceptionalities (aka individuals with disabilities), the environment, science and scientists, and more, through constructing a broad California front against authoritarianism that is linked to others across the country, and
2. build a progressive labor/community core that advances a new vision for society and leads within the broad front.

Submitted by United Teachers Los Angeles, AFT Local 1021

Resolution 24

Concerns Regarding Project 2025 and Its Impact on Public Education

Whereas, the education of all students is a cornerstone of our democracy and requires significant investment in public schools, educators, and equitable resources to ensure every student has an opportunity to succeed; and

Whereas, Project 2025, as proposed, includes numerous policies that threaten the very foundations of public education, undermine teacher autonomy, and promote inequities that harm marginalized communities; and

Whereas, we believe in the critical importance of protecting public education, ensuring fair compensation and working conditions for educators, and advocating for policies that support all students, particularly those from historically underfunded and marginalized communities;

Whereas, Project 2025 attacks educators and education in the following ways:

1. Proposes budget cuts to public schools and redirects funding to private or charter schools, and weakens the public education system, increase inequities, and exacerbate resource shortages for teachers and students;
2. Includes prescriptive mandates, such as standardized curriculums or rigid testing requirements that negate teachers' ability to tailor instruction to meet the needs of diverse learners;
3. Promotes privatization and for-profit models which undermines public schools and reduces access to quality education for all students;
4. Neglects or at very least, exacerbates disparities affecting marginalized communities such as underfunded schools, and attacks equity and DEI initiatives and existing programs;
5. Fails to address the critical teacher shortage by cutting programs that support teacher training, professional development, and housing assistance, particularly for teachers and staff from historically marginalized communities and other underrepresented communities, thus harming schools;
6. Promotes a narrow ideological agenda that conflicts with the values of inclusivity, academic freedom, and balanced education;
7. Promotes policies that limit culturally responsive teaching, critical thinking, and discussions of race, equity, and history in the classroom. These policies, which are not based on researched-backed information, serve to ultimately under-educate students and suppress their ability to think critically and creatively instead of preparing them to build a truly democratic society for all. Such exclusion harms the diverse and inclusive environments that we strive to foster; and
8. Neglects key student issues, including, but not limited to—mental health, access to technology, and community support.

Be it resolved, that CFT stand in opposition to Project 2025 and call on policymakers to oppose the proposals that will have harmful impacts on public education, educators, and students, and fail to engage an inclusive and equitable dialogue that includes the voices of those most directly impacted by these policies.

Be it finally resolved, that CFT opposes and fights against the tenets of Project 2025, while specifically focusing on the following concerns, how Project 2025:

1. Threatens Funding to Public Education,

2. Undermines Teacher Autonomy,
3. Promotes the Privatization of Public Education,
4. Attacks Equity,
5. Neglects Teacher Recruitment and Retention,
6. Promotes Political and Ideological Bias,
7. Harms Diversity and Inclusion, and
8. Fails to Address Broader Aspects of Student Needs

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