

Debate

CONSTITUTIONAL AMENDMENTS

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Executive Council

3. Biennial Convention – CFT Constitution

Executive Council

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Executive Council

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Executive Council

RESOLUTION

1. Adopt the CFT Policy and Positions Handbook, our new living policy document

Executive Council

PROFESSIONAL ISSUES: EC/TK-12

2. Support lower adult-to-child ratios for transitional Kindergarten

Early Childhood Education Committee

3. Support equal access to physical and socio-emotional healthcare for all preK-12 students

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4. Oppose and reject McTeacher Nights

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5. Students not suspects: Oppose random searches

Civil, Human, and Women's Rights Committee

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6. Oppose Devos administration's changes to Title IX

Civil, Human, and Women's Rights Committee

7. Protect the merit system at Compton College

Compton Federation of Employees-Classified Unit, Local 3486A

8. Fight sexism and racism at UC by analyzing wage gap and eliminating Student Evaluations of Teaching

University Council-AFT

9. Support academic status of UC librarians

University Council-AFT

10. Pursue legislation on reemployment preferences for UC non-Senate Faculty

University Council-AFT

11. Revise the community college Faculty Obligation Number to include noncredit instruction

Adult and Career Technical Education Committee

12. Limit full-time community college instructors' overload teaching

Part-Time Faculty Association of Allan Hancock College, Local 6185

13. Protect UC lecturers against union busting by misclassification

University Council-AFT

14. Expand shared governance for UC non-Senate faculty

University Council-AFT

15. Raise community college part-time faculty workload to 80 percent

Cerritos College Faculty Federation, Local 6215

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16. Require charter schools to participate in CalSTRS

EC-TK-12 Council

17. Oppose uses of retirement funds that enable privatizers of public education

Retirement Policy Committee

18. Exempt retiring educators from provisions that block reemployment

Retirement Policy Committee

19. Extend post-retirement health insurance coverage to COBRA participants

Retirement Policy Committee and the Los Angeles College Faculty Guild, Local 1521

20. Support for organizing noon duty staff in local unions

Council of Classified Employees

21. Seek sensible adjustments to CalSTRS contributions

EC/TK-12 Council

EDUCATION FINANCE

22. Increase funding for our students

EC/TK-12 Council

23. Limit administrator staffing in adult schools

Adult and Career Technical Education Committee

SOCIO-POLITICAL

24. Teaching climate literacy in the schools

Labor in the Schools Committee

25. Support and defend undocumented members and students

University Council-AFT

26. Protect staff and students from the health risks of agricultural pesticides

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27. Call for national strategy against right-to-work movement

Civil, Human, and Women's Rights Committee

28. Support the Poor People's Campaign

Civil, Human, and Women's Rights Committee

29. Defend the dignity and rights of immigrants

Berkeley Federation of Teachers, Local 1078

30. Demand that Trump resign or be removed

Berkeley Federation of Teachers, Local 1078

31. Support for the lawsuit against Berkeley Unified and Judicial Watch

Berkeley Federation of Teachers, Local 1078

Amendment 1

Per Capitas and Staff Funding

*Submitted by the Executive Council
Constitution*

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

1 **Section 1. Per Capitas**

2 a. Effective September 1, 2017, the per capitas for active members and non-member fee payers of the
3 CFT will be:

4 1) Regular rate members and regular rate agency fee non-members earning \$26,000 or more:

5 ~~\$515.82~~ \$526.14 (12 monthly payments of ~~\$42.98~~ \$43.84).

6 2) Non-bargaining agent members and members-at-large: AFT/CLF per capita tax plus 40% of CFT
7 full-time per capita tax.

8 3) Any Special Assessments described in Article II, Section 6 are added to the per capita rates
9 described in Section 1.

10 **b. Classes of Membership**

11 1) Locals may establish a class of members which shall consist of members who receive less than
12 the lowest range and salary step of full-time teachers paid by their employer or whose salary is
13 less than \$26,000, whichever salary is higher. Such locals may pay per capita tax for those
14 individuals at one half (1/2) the regular rate.

15 2) Each local shall pay on behalf of members and agency fee non-members who receive less than
16 ~~\$15,157~~ \$15,490 per year at one-fourth (1/4) the rate in Article II, Section 1a. Effective
17 September 1, 2011, this income threshold shall be increased on a yearly basis by a percentage
18 equal to the public sector Employment Cost Index published by the U.S. Department of Labor.

19 3) Each local shall pay on behalf of members and non-member fee payers who receive less than
20 ~~\$9,203~~ \$9,405 per year at one-eighth (1/8) the rate in Article II, Section 1a. Effective September
21 1, 2011, this income threshold shall be increased on a yearly basis by a percentage equal to the
22 public sector Employment Cost Index published by the U.S. Department of Labor.

23 4) Non-bargaining agent member and members-at-large dues shall be 40% of CFT per capitas as
24 described in Article II, Section 1a and shall increase by the same amount as the AFT and California
25 Labor Federation per capitas. The Executive Council shall determine dues for those members-at-
26 large who pay agency fee to another organization. Provisions in Article II, Section 1b, 1), 2), and
27 3) of the By-Laws shall apply to non-bargaining agent members and members-at-large.

28 5) Laid-off employees or employees on unpaid leave: Such locals may pay per capita tax for such
29 members at the rate of \$1 per month.

30 6) Newly organized locals, and units within locals, shall pay \$5 per member per month employed
31 from the representation certification date until their first contract is ratified.

32 c. Back per capitas will be paid at the per capita rate in effect when the debt is incurred.

33 d. Sixty-five cents (\$0.65) or proportional share of each unit member's monthly per capita and sixty-five cents
34 (\$0.65) or proportional share paid monthly for any persons in the bargaining unit on whose behalf agency
35 fees are paid on a twelve month basis shall be placed in the CFT Legal Defense Fund. The CFT Legal
36 Defense Fund shall be maintained as a revolving fund under the direction of the CFT Executive Council.

- 37 e. Three dollars and sixty-five cents (\$3.65) or proportional share of each member's monthly per capita
38 on a twelve-month basis shall be placed in the CFT COPE fund. The political fund shall be
39 maintained as a revolving fund under the direction of the CFT COPE Executive Council. This fund
40 shall be used for contributions to candidates for state or local office and/or for ballot propositions.
41 Salaries and benefit costs for the employees of the CFT Political Department and other expenses
42 related to political activities may also be paid from the CFT COPE fund. In order to increase CFT
43 COPE funding, the state Convention may increase per capitas by a flat amount in excess of the
44 percentage amount required to be voted on as a result of the calculation in Section 2.
- 45 f. Twenty cents (\$0.20) or proportional share of each unit member's monthly per capita on a twelve-
46 month basis shall be placed in the CFT Raoul Teilhet Scholarship Fund.
- 47 g. Ten cents (\$0.10) or proportional share of each unit member's monthly per capita and ten cents
48 (\$0.10) or proportional share paid monthly for any persons in the bargaining unit on whose behalf
49 agency fees are paid shall be placed in the CFT Militancy Fund. The CFT Militancy Fund shall be
50 maintained as a revolving fund under the direction of the CFT Executive Council. The Militancy Fund
51 shall be used to help and defend persons who have been targeted or retaliation by employers as a
52 result of their CFT union activities and other similar purposes as determined by Executive Council.
- 53 h. Fifteen cents (\$0.15) or proportional share of each unit member's monthly per capita and fifteen cents
54 (\$0.15) or proportional share paid monthly for any persons in the bargaining unit on whose behalf
55 agency fees are paid shall be placed in the CFT Educational Issues Fund. The Educational Issues Fund
56 shall be maintained as a revolving fund under the direction of the CFT Executive Council. As
57 determined by the Executive Council, the Educational Issues Fund shall be used to develop and
58 publicize CFT positions of educational issues.

59

60 **Section 7. Staff Funding Program**

- 61 a. The purpose of the CFT Staff Funding Program is to reimburse those locals that have paid for
62 professional staff in order to minimize the use of CFT field representatives for negotiations,
63 grievances, or other locally specific services. All other general CFT services such as training,
64 publications, member database management, research, communications assistance, legal defense
65 grants, governmental relations, etc. are available to all CFT locals.
- 66 b. Upon application to the CFT, on or before September 1 preceding the CFT budget year for which the
67 staff funding program is to commence, any local or council of locals that directly employs and
68 compensates or pays out of local funds for reassigned time for one or more professional staff persons
69 shall receive, after payment of monthly per capitas, a payment for staff funding assistance from the
70 CFT equal to the following formula:
- 71
- 72 1) **Unit size 1000 or fewer:** Locals and councils of locals with a total unit or units of 1000 or fewer shall
73 receive a staff funding program from the CFT equal to seventy percent (70%) of \$19.70 of the full-time
74 equivalency (FTE) of per capitas paid to the CFT by the local or council of locals on a monthly basis.
 - 75 2) **Unit size above 1000:** Locals and councils of locals with a total unit or units above 1000 shall
76 receive a staff funding program from the CFT equal to sixty percent (60%) of \$19.70 of the FTE
77 of per capitas paid to the CFT by the local or council of locals on a monthly basis.
 - 78 3) All locals and councils of locals that have non-certificated employees in their unit or are a unit of
79 classified employees and that qualify for the CFT Staff Funding Program, shall receive staff
80 funding from the CFT equal to seventy percent (70%) of \$19.70 of the FTE of per capitas paid for
81 non-certificated employees of the unit.

Amendment 2

Half Per Capita Rate Change

*Submitted by the Executive Council
Constitution*

Article II: Finance, Section 1 of the CFT Bylaws are amended to read:

1 **Section 1. Per Capitas**

- 2 a. Effective September 1, 2017, the per capitas for active members and non-member fee payers of the
3 CFT will be:
- 4 1) Regular rate members and regular rate agency fee non-members earning ~~\$26,000~~ \$45,000 or
5 more: \$515.82 (12 monthly payments of \$42.98).
 - 6 2) Non-bargaining agent members and members-at-large: AFT/CLF per capita tax plus 40% of CFT
7 full-time per capita tax.
 - 8 3) Any Special Assessments described in Article II, Section 6 are added to the per capita rates
9 described in Section 1.

10 **b. Classes of Membership**

- 11 1) Locals may establish a class of members which shall consist of members ~~who receive less than~~
12 ~~the lowest range and salary step of full-time teachers paid by their employer or~~ whose salary is
13 less than ~~\$26,000~~ \$45,000, ~~whichever salary is higher~~. Such locals may pay per capita tax for
14 those individuals at one half (1/2) the regular rate.
- 15 2) Each local shall pay on behalf of members and agency fee non-members who receive less than
16 \$15,157 per year at one-fourth (1/4) the rate in Article II, Section 1a. Effective September 1,
17 2011, this income threshold shall be increased on a yearly basis by a percentage equal to the
18 public sector Employment Cost Index published by the U.S. Department of Labor.
- 19 3) Each local shall pay on behalf of members and non-member fee payers who receive less than
20 \$9,203 per year at one-eighth (1/8) the rate in Article II, Section 1a. Effective September 1,
21 2011, this income threshold shall be increased on a yearly basis by a percentage equal to the
22 public sector Employment Cost Index published by the U.S. Department of Labor.
- 23 4) Non-bargaining agent member and members-at-large dues shall be 40% of CFT per capitas as
24 described in Article II, Section 1a and shall increase by the same amount as the AFT and
25 California Labor Federation per capitas. The Executive Council shall determine dues for those
26 members-at-large who pay agency fee to another organization. Provisions in Article II, Section
27 1b, 1), 2), and 3) of the By-Laws shall apply to non-bargaining agent members and members-at-
28 large.
- 29 5) Laid-off employees or employees on unpaid leave: Such locals may pay per capita tax for such
30 members at the rate of \$1 per month.
- 31 6) Newly organized locals, and units within locals, shall pay \$5 per member per month employed
32 from the representation certification date until their first contract is ratified.

Amendment 3

Biennial Convention – *CFT Constitution*

*Submitted by the Executive Council
Constitution*

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

1 **Section 1. Elected Officers**

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

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

9
10 **Section 4. Meetings**

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

Amendment 4

Biennial Convention – *CFT Bylaws*

*Submitted by the Executive Council
Constitution*

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

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

2 A state convention shall be held each ~~calendar~~ odd-numbered year at a time and place to be designated by
3 the Executive Council. A convention call must be issued to all locals at least sixty (60) days prior to the
4 date of the convention, specifying the program of the convention, the time of preliminary committee
5 meetings, and the time the delegates are expected to arrive. In case the President fails to call said meeting
6 within the time specified, the State Council shall have the power to call the Convention.
7

8 **Section 7. Delegate Allocation**

9 a. One delegate to the ~~annual~~ biennial convention may be elected by each local or council of locals as
10 stated in Section 2 having a membership of twenty-five or fewer. For each additional twenty-five
11 members, or fraction thereof, one additional delegate may be elected. The delegate strength to any
12 state convention shall be based on average membership pursuant to Section 8 of this article.
13

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

15 On all roll call votes in the ~~annual~~ biennial convention, each local represented shall be entitled to a
16 number of votes equal to the average membership as defined in Section 8 of this Article.
17

18 **Section 14. Quorum**

19 Delegates representing a majority of all votes eligible to ~~an annual~~ a biennial convention shall constitute a
20 quorum.
21

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

23
24 **Section 2. Per Capita Calculations**

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

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

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

42
43 **Section 7. Staff Funding Program**

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

Amendment 5

Legal Advocacy Fund and Strategic Organizing Fund Special Assessment

*Submitted by the Executive Council
Constitution*

Article II: Finance, Section 6 of the CFT Bylaws is amended to read:

1 **Section 6. Special Assessment**

- 2 b. Effective April 1, 2018, and ending August 31, 2020, two dollars (\$2.00) or proportional share of
3 each unit member's monthly per capita on a twelve-month basis shall be separately assessed. This
4 special assessment may be rescinded by a two-thirds vote at the Convention or by a majority vote of
5 the Executive Council.
- 6 1) \$1.00 of this special assessment shall be directly placed into the CFT Legal Advocacy and
7 Fight Back Fund. The CFT Legal Advocacy and Fight Back Fund shall be used for proactive
8 and defensive CFT statewide legal actions and shall be maintained as a revolving fund under
9 the direction of the CFT Executive Council. The Secretary Treasurer will provide reports of the
10 CFT Legal Advocacy and Fight Back Fund at each Executive Council and State Council
11 meeting.
- 12 2) \$1.00 of this special assessment shall be placed into the Strategic Organizing Fund. The
13 Strategic Organizing Fund shall be used for internal and external organizing and shall be
14 maintained as a revolving fund under the direction of the CFT Executive Council.

Resolution 1

Adopt the *CFT Policy and Positions Handbook*, our new living policy document

Submitted by the Executive Council

Resolution

- 1 **Whereas**, the CFT represents faculty and classified workers in public and private schools and colleges,
2 from early childhood through higher education; and
- 3 **Whereas**, the CFT mission is to represent member interests and the interests of the communities they
4 serve through collective bargaining, legislative advocacy, political action, and organizing; and
- 5 **Whereas**, having a document that enumerates CFT's positions and policies helps keep consistent the work
6 the union is charged with in its mission statement; and
- 7 **Whereas**, the CFT adopted a *Policies and Positions Handbook* in April 1996, and that handbook has not
8 been updated since its adoption; and
- 9 **Whereas**, many pedagogical ideas and technologies have changed significantly since this adoption; and
- 10 **Whereas**, CFT has 13 standing committees that meet regularly for the purpose of reviewing and
11 suggesting CFT policies and positions; and
- 12 **Whereas**, the CFT has three different governing bodies that adopt policies and positions: the Convention,
13 the State Council, and the Executive Council; and
- 14 **Whereas**, local, state, and federal laws are always changing; and
- 15 **Whereas**, the *Policy and Positions Handbook* should inform members, leaders, staff, and the community
16 at large about CFT positions on issues of import in the world around us, and the *CFT Constitution and*
17 *Bylaws* should dictate internal organizational structure and policies;
- 18 **Therefore, be it resolved**, that the California Federation of Teachers adopt the new *CFT Policies and*
19 *Positions Handbook* (2018) as its living policy document; and
- 20 **Be it further resolved**, that a local, a CFT standing committee, a division council, or the Executive
21 Council may put forward a change to the handbook; and
- 22 **Be it further resolved**, that this document may be updated by any of the three governing bodies through
23 resolution; and
- 24 **Be it finally resolved**, that CFT leaders, CFT staff, and local leaders shall use this handbook to guide all
25 work undertaken on behalf of the California Federation of Teachers.

Resolution 2

Support lower adult-to-child ratios for transitional kindergarten

Submitted by the Early Childhood Education Committee

Professional Issues: EC/TK-12

- 1 **Whereas**, the CFT supports transitional kindergarten; and
2 **Whereas**, research is clear that the minimum ratio of 1 adult to 8 children is the standard for early
3 childhood classrooms; and
4 **Whereas**, currently the adult-to-child ratio in California varies from 1 adult to 22–35 students in
5 transitional kindergarten classrooms; and
6 **Whereas**, many of these same students were previously in classrooms with ratios of 1 adult to 8
7 children; and
8 **Whereas**, health, safety, and an appropriate learning environment are key to a successful education
9 experience for all children; and
10 **Whereas**, having a paraprofessional, paraeducator, or instructional assistant is fundamental to the best
11 practices for young children in transitional kindergarten classrooms;
12 **Therefore, be it resolved**, that the California Federation of Teachers support a having a
13 paraprofessional, paraeducator, or instructional assistant in all transitional kindergarten classrooms for a
14 minimum of three hours per day.

Resolution 3

Support equal access to physical and socio-emotional healthcare for all preK-12 students

Submitted by the PreK-12 Education Issues Committee

Professional Issues: EC/TK-12

1 **Whereas**, the CFT is committed to ensuring all students have equal access to curriculum, giving each
2 child the opportunities afforded them with a quality public education; and
3 **Whereas**, educators are facing the demands of delivering increasingly rigorous curriculum as their
4 students are experiencing more barriers to their success in the classroom; and
5 **Whereas**, 23 percent of children in California live in poverty. They may experience an increased rate of
6 traumatic experiences which can have profound effects on their brain development leading to difficulties
7 with peer relationships, as well as focus and ability to comprehend increasingly rigorous curriculum; and
8 **Whereas**, nutrition has a profound impact on brain development. Nutritional deficiencies can damage a
9 child's brain development leading to issues with vision, language development, social skills,
10 memorization, and problem solving. Childhood nutrition has a direct impact on immediate health and
11 lifetime health; and
12 **Whereas**, student health has a direct impact on learning. Students with health issues miss instruction and
13 have difficulties with focus; and
14 **Whereas**, there are increasing number of students entering school with chronic health conditions that
15 require management during the school day; and
16 **Whereas**, all students would benefit from the services provided by a school nurse, such as preventive
17 services, interventions, referrals to foster health and educational success, access to counseling and
18 nutritious meals;
19 **Therefore, be it resolved**, that the California Federation of Teachers supports changing the *California*
20 *Education Code* to ensure proper staffing for school nurses (1 school nurse per 750 students); and
21 **Be it further resolved**, that the CFT supports changing the *California Education Code* to ensure proper
22 staffing for counselors and the counselor staffing ratios should be in alignment with research-driven best
23 practices; and
24 **Be it further resolved**, that the CFT supports changing the *California Education Code* to ensure proper
25 staffing to provide balanced nutritional meals for all students; and
26 **Be it finally resolved**, that the CFT will work with state Legislature to ensure districts receive the funding
27 to make the above mentioned possible without negatively impacting students in other areas of their
28 education.

Resolution 4

Oppose and reject McTeacher's Nights

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

Professional Issues: EC/TK-12

1 **Whereas**, McTeacher's Night is promoted as a fundraiser when in fact, it is a thinly veiled marketing
2 tactic by which McDonald's sells its products and promotes its brand to students and their families; and
3 **Whereas**, McDonald's exploits school funding shortfalls in order to market — and profit from — the sale
4 of junk food to children, undermining public institutions and teachers; and
5 **Whereas**, McDonald's marketing disproportionately affects low socio-economic students and students of
6 color, and contributes to the growing epidemic of diet-related disease; and
7 **Whereas**, when educators volunteer at McTeacher's Nights, workers in the community (who are often
8 low-income earners) may lose work hours, impacting their income and contributing to poverty;
9 **Therefore, be it resolved** that the California Federation of Teachers will publish an article on our
10 opposition to, and rejection of, McDonald's program, McTeacher's Nights, for exploiting public schools
11 and teachers to market junk food to our students; and
12 **Be it further resolved**, that CFT President Joshua Pechthalt will write a letter of concern directed to the
13 president and CEO of McDonald's regarding the harmful effects of McTeacher's Nights, which local
14 associations can submit to local media outlets where the McTeacher's Nights program are active; and
15 **Be it further resolved**, that President Pechthalt will write a letter to the presidents of state and national
16 PTAs urging them to stop all partnerships with McDonald's on McTeacher's Nights; and
17 **Be it further resolved**, that CFT will encourage state and local affiliates to re-evaluate McTeacher's
18 Nights and to support state and local legislation and policies aimed at protecting children and students
19 from junk food marketing; and
20 **Be it finally resolved**, that CFT will support legislative and policy initiatives at the state and local levels
21 to curb junk food marketing that targets children.

Resolution 5

Students not suspects: Oppose random searches

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

Professional Issues: EC/TK-12

- 1 **Whereas**, students attend school for education and socialization; and
2 **Whereas**, students, especially in communities of color, are often treated with the presumption of guilt and
3 their property is searched without probable cause, taking away valuable educational minutes and training
4 students to become complacent in their rights; and
5 **Whereas**, random searches perpetuate and sustain the school-to-prison-to-deportation pipeline; and
6 **Whereas**, students deserve wraparound services, not an increased police presence in their schools;
7 **Therefore, be it resolved**, that the California Federation of Teachers oppose random searches of students; and
8 **Be it further resolved**, that the CFT publish an article on random searches and the harm they cause to
9 school communities; and the rights of students; and
10 **Be it finally resolved**, that the CFT provide model school board resolutions to challenge and prevent
11 these degrading actions.

Resolution 6

Oppose DeVos administration's changes to Title IX

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

Professional Issues: Higher Education

1 **Whereas**, Title IX is a federal law that prohibits gender discrimination in schools and legally requires
2 institutions to respond to reports of sexual harassment and assault; and
3 **Whereas**, the 2011 “Dear Colleague Letter” that implemented the guideline that investigations must be
4 completed by schools within 60 days and the 2014 “Questions and Answers on Title IX and Sexual
5 Violence, both of which prompted campuses to conduct more timely investigations of assault were
6 repealed on September 7, 2017, by U.S. Secretary of Education Betsy DeVos, which will once again make
7 it easier for institutions to put accusations of assault on the backburner; and
8 **Whereas**, the 2011 guidelines give schools the option to set a clear and convincing standard of evidence for
9 assault cases and the repeal of these measures means that assault would have to be proven substantially more
10 likely to be true than untrue as well as give schools the option to remove the 60-day requirement for
11 investigation completion, which could potentially cause investigations to drag on for months, even years; and
12 **Whereas**, the DeVos administration’s changes to Title IX has created a climate of uncertainty on college
13 campuses making it more difficult for students to come forward with sexual harassment claims which
14 would be particularly detrimental to reporting, as survivors of assault already face a lot of disbelief and
15 victim blaming when coming forward;
16 **Therefore, be it resolved**, that the California Federation of Teachers write letters to the colleges where it
17 represents faculty and classified staff urging them to maintain the “preponderance of evidence” standard
18 and 60-day completion of an investigation as established by the Obama administration to assure that
19 victims of sexual harassment are protected from retaliation, are willing to bring forward their sexual
20 harassment claims, and are treated fairly as they seek justice.

Resolution 7

Protect the merit system at Compton College

Submitted by the Compton Federation of Employees, Classified Chapter, Local 3486

Professional Issues: Higher Education

1 **Whereas**, Senate Bill 85, Section 29b, (2017) gives the powers and duties of the Compton Community
2 College District to the Board of Trustees of Compton Community College District; and
3 **Whereas**, *California Education Code*, Section 88065, calls for a three-person Personnel Board where one
4 member is appointed by the classified employees, the second by the district, and the third is appointed
5 jointly by both parties; and
6 **Whereas**, the Compton Community College District has a five-member Personnel Board;
7 **Therefore, be it resolved**, that Senate Bill 85, Section 29b, violates the rights of members of the
8 Compton Federation of Employees, Classified Chapter, AFT Local 3486, to appoint a member on the
9 Personnel Commission; and
10 **Be it finally resolved**, that the California Federation of Teachers oppose Section 29b of Senate Bill 85
11 that gives the powers and duties of the Compton Community College District to the Board of Trustees of
12 Compton Community College District through July 1, 2029, and that CFT communicate this position to
13 the California Legislature.

Resolution 8

Fight sexism and racism at UC by analyzing wage gap and eliminating Student Evaluations of Teaching

*Submitted by the University Council-AFT
Professional Issues: Higher Education*

1 **Whereas**, women are disproportionately appointed into non-Senate faculty positions at the University of
2 California, e.g., Senate faculty are one-third women, while lecturers are one-half women; and
3 **Whereas**, on average, Latina women in the United States are paid 54 cents, Black women are paid 63
4 cents, white women are paid 80 cents, and Asian women are paid 85 cents for every dollar a man makes;
5 and
6 **Whereas**, Student Evaluations of Teaching (SET) are the primary assessment tool used to evaluate
7 teaching by non-Senate faculty at the University of California; and
8 **Whereas**, voluminous research demonstrates that SET are irretrievably biased against women and faculty
9 of color, perpetuating deeply-entrenched sexist and racist hiring, promotion, and salary-setting practices;
10 and
11 **Whereas**, non-Senate faculty who lack the academic freedom protections of tenure and are particularly
12 vulnerable to biased, unfair, and/or politically-motivated attacks in SET are unjustly incentivized to dumb
13 down their pedagogy, teach in less challenging ways, and avoid innovation in order to attain high SET
14 ratings; and
15 **Whereas**, SET create disincentives to innovative and challenging pedagogy, ultimately harming the
16 quality of education students receive;
17 **Therefore, be it resolved**, that the California Federation of Teachers commission a statistical analysis of
18 per-course pay at the University of California in order to determine whether there are gender and/or race-
19 based pay gaps within UC-AFT's non-Senate faculty instructional unit and between UC-AFT and Senate
20 faculty, and, if so, how wide they are; and
21 **Be it further resolved**, that CFT lobby the UC Regents and the California Legislature to prohibit the use
22 of SET for non-Senate faculty as a way of fighting against sexism and racism and preserving academic
23 freedom and high educational quality at the UC.

Resolution 9

Support academic status of UC librarians

Submitted by the University Council-AFT

Professional Issues: Higher Education

1 **Whereas**, it is the policy of the state of California to encourage the pursuit of excellence in teaching,
2 research, and learning through the free exchange of ideas among the faculty, students, and staff of the
3 University of California; and
4 **Whereas**, the Legislature recognizes that joint decision-making and consultation between administration
5 and faculty or academic employees is the long-accepted manner of governing institutions of higher learning
6 and is essential to the performance of the educational missions of these institutions, and declares that it is
7 the purpose of state law to both preserve and encourage that process, including the stipulation of peer
8 review of appointment, promotion, retention, and tenure for academic employees shall be preserved; and
9 **Whereas**, California's public higher education system (University of California, California State
10 Universities, and community colleges) recognizes librarians as academic appointees and/or faculty, with
11 all the rights accorded by the people of the state of California regarding academic freedom and peer
12 review; and
13 **Whereas**, the University of California is increasingly transferring the work of its librarians to workers
14 who have neither collective bargaining rights, nor academic freedom, nor the right to advance through
15 peer review; and
16 **Whereas**, the University of California fails to respect the right accorded to its librarians by the people of
17 the state of California to advance in accordance with the principles and traditions of academic peer
18 review; and
19 **Whereas**, the University of California fails to honor the academic freedom accorded to its librarians by
20 the people of the state of California;
21 **Therefore, be it resolved**, that the California Federation of Teachers directly challenge the University of
22 California to ensure that the duties assigned to its libraries in advancing its tripartite mission be performed
23 by librarians who possess the academic freedom required to better fulfill this mission; and
24 **Be it further resolved**, that CFT directly challenge the University of California to honor and respect the
25 right accorded to its academic librarians by the people of the state of California to advance in accordance
26 with the principles and traditions of academic peer review; and
27 **Be it finally resolved**, that CFT directly challenge the University of California to honor and respect the
28 academic freedom accorded to its academic librarians by the people of the state of California.

Resolution 10

Pursue legislation on reemployment preferences for UC non-Senate faculty

*Submitted by the University Council-AFT
Professional Issues: Higher Education*

- 1 **Whereas**, student success is promoted when teaching faculty have long-term, stable appointments that
2 enable them to be present for students; and
- 3 **Whereas**, the University of California relies on non-Senate faculty to teach approximately one-third of
4 UC classes but treats that labor as fungible and disposable; and
- 5 **Whereas**, UC-AFT has achieved remarkable success in establishing job security through continuing
6 appointments for non-Senate faculty who have taught 18 quarters or 12 semesters and have demonstrated
7 professional excellence; and
- 8 **Whereas**, the University of California habitually fails to rehire highly qualified pre-continuing non-Senate
9 faculty, such that pre-continuing members of UC-AFT’s non-Senate faculty bargaining unit experience
10 turnover at a rate as high as one-third each academic year and are prevented from attaining continuing
11 status; and
- 12 **Whereas**, the labor relations staff of the University of California have repeatedly refused to contemplate
13 increased job security measures for pre-continuing faculty at the bargaining table, going so far as to call
14 pre-continuing faculty who remain at the UC “in-bred” because they “encroach on operational flexibility”
15 and “the way we do business;” and
- 16 **Whereas**, the CFT previously sponsored Assembly Bill 1690 (Medina, D-Riverside), which resulted in a
17 state statute that, as of January 1, 2017, incentivizes reemployment preferences for part-time faculty at
18 community colleges;
- 19 **Therefore, be it resolved**, that the California Federation of Teachers pursue legislation to incentivize the
20 University of California to establish reemployment preferences for pre-continuing non-Senate faculty.

Resolution 11

Revise the community college Faculty Obligation Number to include noncredit instruction

Submitted by the Adult and Career Technical Education Committee

Professional Issues: Higher Education

- 1 **Whereas**, we, the Adult and Career Technical Education Committee, made up of K-12 adult schools,
2 noncredit community colleges, and community technical education programs, are concerned with the
3 Faculty Obligation Number (FON) being limited to only credit full-time faculty; and
4 **Whereas**, both credit and noncredit full-time faculty benefit students and colleges by providing critical
5 services such as academic advising and ongoing curriculum development, and by participating in
6 institutional planning and shared governance; and
7 **Whereas**, the community college’s apportionment is primarily driven by the Full-Time Equivalent
8 Student (FTES) workload measure; and
9 **Whereas**, the state apportionment funding rate for most noncredit FTES is increased to match that of
10 credit FTES; and
11 **Whereas**, community college districts are required to maintain their base number of full-time faculty in
12 proportion *only* to the amount of credit FTES [California Code of Regulations, Title 5, Section 51025]; and
13 **Therefore, be it resolved that**, the Adult and Career Technical Education Committee recommends
14 including noncredit full-time faculty in the description of Full-Time Equivalent Faculty (FTEF)
15 [California Code of Regulations, Title 5, Section 53309], thus adding the descriptive word “noncredit”
16 ahead of credit FTES and credit FTEF when describing and defining Faculty Obligation Number; and
17 **Be it further resolved**, that the California Federation of Teachers call upon the Legislature to include
18 noncredit instruction (noncredit FTES and FTEF) in the calculation of the FON.
19 **Be it further resolved**, that the CFT advocate in support of this resolution; and
20 **Be it finally resolved**, that the CFT publicize this position via its website, its publications, and the press.

Resolution 12

Limit full-time community college instructors' overload teaching

*Submitted by the Part-Time Faculty Association of Allan Hancock College, Local 6185
Professional Issues: Higher Education*

- 1 **Whereas**, five courses has long been established as a full-time load for a community college instructor; and
2 **Whereas**, when a full-time instructor takes on additional courses as “overload” he or she is in nearly all
3 cases taking work from a part-time instructor; and
4 **Whereas**, an increased load means less time for the students and less time to devote to each class being
5 taught; and
6 **Whereas**, an increased course load means less time for grading and preparation, thus depriving the
7 students of valuable feedback and instruction; and
8 **Whereas**, allowing full-time instructors to take overload semester after semester creates a sense of
9 entitlement for the full-time instructors that better enables administrations to play divide and conquer
10 between full-time instructors and part-time instructors; and
11 **Whereas**, a typical full-time work week is 37 hours, 15 hours of instruction, 15 hours of preparation,
12 5 office hours, and 2 hours on curriculum and/or committees, each additional course means 3
13 additional hours of preparation and 3 additional hours of instruction, thus lengthening the work week
14 to an unacceptable number of hours;
15 **Therefore, be it resolved**, that the California Federation of Teachers will seek legislation limiting full-
16 time overload to 0.2 FTES.

Resolution 13

Protect UC lecturers against union busting by misclassification

Submitted by the University Council-AFT

Professional Issues: Higher Education

1 **Whereas**, low-wage, low-benefit jobs at the University of California detract from the UC’s mission of
2 education, research, and service and harm the communities in which UC campuses are situated; and
3 **Whereas**, in the past, UC campuses have inappropriately appointed non-Senate faculty who ought to be
4 UC-AFT lecturers into non-represented positions such as “Adjunct Professor” and “Visiting Assistant
5 Professor” in order to depress wages and benefits and deprive workers of union protections; and
6 **Whereas**, UC administrators in written documents have expressed an intent to increase the number of
7 workers under the title “Lecturer with Security of Employment,” a non-unionized position, whose duties are
8 similar to those of UC-AFT lecturers but whose pay scale is lower and potential workload is higher; and
9 **Whereas**, proposed revisions to the non-unionized Lecturer with Security of Employment series may
10 facilitate union-busting in the future by providing UC administrators with a way to take work out of the
11 bargaining unit represented by UC-AFT;
12 **Therefore, be it resolved**, that the California Federation of Teachers educate the UC Regents and state
13 legislators about the way UC administrators misclassify faculty as a way of underemploying individual
14 workers and draining UC-AFT’s power to represent its members effectively.

Resolution 14

Expand shared governance for UC non-Senate faculty

Submitted by the University Council-AFT

Professional Issues: Higher Education

1 **Whereas**, in its 2012 report on “The Inclusion in Governance of Faculty Members holding Contingent
2 Appointments,” the American Association of University Professors concluded that, “The inclusion in
3 governance roles of faculty who hold contingent appointments...is crucial to establishing strong faculty
4 governance” and recommends that contingent faculty have voting rights and be compensated for serving
5 on governing bodies such as Senate committees; and

6 **Whereas**, UC-AFT represents non-Senate faculty who teach approximately one-third of the
7 undergraduate classes at the University of California, a responsibility that has shifted more and more away
8 from Senate faculty to non-Senate faculty over time; and

9 **Whereas**, UC-AFT faculty teach, design, and assess much of the curriculum in writing, math, languages,
10 and other disciplines and are professionally attuned to the needs and abilities of students; and

11 **Whereas**, UC-AFT represents a large, quantifiably excellent faculty whose expertise is valued by the UC to
12 the extent that we are invited to serve — albeit without voting rights or pay — on Senate committees; and

13 **Whereas**, a robust governing body — parallel to the Academic Senate but representing non-Senate
14 Academic personnel at UC Davis — exists called the Academic Federation of UC Davis; and

15 **Whereas**, joint efforts are underway at UC Merced between Senate faculty and UC-AFT faculty through
16 the Diversity and Equity Initiative to expand shared governance of lecturers and librarians to include
17 voting rights and service pay equity within an Academic Federation model; and

18 **Whereas**, UC-AFT faculty are conjoining organizing efforts across the UC campuses to research and
19 enact best shared governance practices on their own campuses; and

20 **Whereas**, other institutions, such as USC, San Francisco State University, and Villanova University,
21 acknowledge the essential contributions contingent faculty provide to the governance of their universities
22 by securing all faculty the right to serve, vote, and be equitably compensated for work on academic
23 committees; and

24 **Whereas**, many UC-AFT faculty already enjoy wide-ranging programmatic governance roles (e.g. the
25 Writing Programs of the two largest campuses — UCLA and UCB — are completely governed by non-
26 Senate faculty), and helping develop the campus educational infrastructure also improves our teaching; and

27 **Whereas**, diversifying faculty perspectives is consistent with the UC’s expanding diversity missions, and
28 UC-AFT faculty’s perspectives add to the intellectual texture of the institution;

29 **Therefore, be it resolved**, that the California Federation of Teachers shall advocate for expanded shared
30 governance roles for UC-AFT faculty at the University of California and support UC-wide and campus
31 specific organizing initiatives to this effect; and

32 **Be it finally resolved**, that CFT will advocate for UC campuses to allow non-Senate faculty to serve on
33 appropriate Senate Committees; have a vote on the Senate committees on which they serve; and be paid
34 for committee service commensurate to the work of Senate committee members.

Resolution 15

Raise community college part-time faculty workload to 80 percent

Submitted by the Cerritos College Faculty Federation, Local 6215

Professional Issues: Higher Education

- 1 **Whereas**, existing California law (Assembly Bill 951, 2008) establishes that the contingent, part-time
2 faculty workload is capped at 67 percent, amounting to no more than 10 units, or approximately two to
3 three classes; and
- 4 **Whereas**, 68.9 percent of faculty at California community colleges are non-tenure, part-time positions and
5 teach the majority of courses for the majority of the student population at these colleges, according to a
6 2013 report conducted by the University Professional & Technical Employees (Communications Workers
7 of America, Local 9119, AFL-CIO); and
- 8 **Whereas**, many part-time faculty acquire teaching positions at several campuses to “make ends meet,”
9 leaving them little to no time to spend at any one campus, beyond the time they spend in the classroom; and
- 10 **Whereas**, little to no access to part-time instructors may result in lower student success and completion
11 rates; and
- 12 **Whereas**, the more time adjunct faculty spend on one campus, the better the chances will be that they can
13 offer time to students to address their concerns, thus helping raise student success and completion rates,
14 overall; and
- 15 **Whereas**, the more time adjunct faculty spend on one campus, the better the chance adjuncts will be able
16 to collaborate with their fellow colleagues, attend campus-provided professional development, and learn
17 about their campus student services, in order to guide their students to these important services if and
18 when they are needed; and
- 19 **Whereas**, Assembly Bill 705 (Irwin, D-Thousand Oaks) requires that all California community colleges
20 maximize the probability that students complete their transfer level coursework in basic English and basic
21 math, and that many community colleges are responding by creating corequisite courses that add an
22 additional 0.5 to 2 units to transfer level English, amounting to transfer level courses with the total number
23 of units ranging from 4.5 to 6 units.
- 24 **Therefore, be it resolved**, that the California Federation of Teachers supports changing the workload cap
25 to 80 percent, allowing contingent, part-time faculty to teach up to 12 units; and
- 26 **Be it finally resolved**, that the CFT change the *California Education Code* to state that part-time,
27 contingent faculty teach a coursework load of up to 80 percent.

Resolution 16

Require charter schools to participate in CalSTRS

Submitted by the EC/TK-12 Council

Health Care, Retirement and Benefits

1 **Whereas**, the Charter Schools Act of 1992 granted charter schools the option of participating in CalSTRS
2 or adopting another qualified retirement benefit plan for their employees; and
3 **Whereas**, currently 158 out of 1,085 California charter schools have opted out of participating in CalSTRS,
4 however the number of new charter schools electing to not participate in CalSTRS has increased in recent
5 years raising concerns over the potential impact on the long-term funding of CalSTRS; and
6 **Whereas**, currently 4 percent of employer CalSTRS contributions and 2.4 percent of total CalSTRS
7 contributions from come from charter schools; and
8 **Whereas**, each time a charter school elects not to provide retirement benefits through CalSTRS, it has the
9 potential for making it incrementally more difficult for CalSTRS to achieve full funding, resulting in other
10 employers having to contribute more toward the funding of pension benefits; and
11 **Whereas**, should the payroll of CalSTRS-covered members decline as a result of more charter schools
12 opting out of CalSTRS, increases in contribution rates would be required to ensure full funding, even if
13 the unfunded actuarial obligation is unaffected; and
14 **Whereas**, the California Charter Schools Association believes the level of the employer contribution rate
15 enacted through Assembly Bill 1469, is a real factor in the decision of whether or not to provide CalSTRS
16 benefits; and
17 **Whereas**, for every 1 percent decrease in active CalSTRS membership, the employer contribution rate
18 will increase by about 0.17 percent of payroll based on current funding levels enacted in AB 1469; and
19 **Therefore, be it resolved**, that the California Federation of Teachers sponsor legislation that requires
20 charter schools to participate in CalSTRS when providing their certificated employees retirement benefits.

Resolution 17

Oppose uses of retirement funds that enable privatizers of public education

*Submitted by the Retirement Policy Committee
Health Care, Retirement and Benefits*

1 **Whereas**, for the last several decades, wealthy individuals, using their for-profit companies, foundations,
2 and fake grassroots groups, have been pushing for what they call “reform” of public education, from pre-
3 K through higher education, but their “reform” is actually privatization that diverts public education tax
4 dollars into private profits; and

5 **Whereas** in K-12 these policies include but are not limited to:

- 6 • Charter schools and education management companies that can cherry pick easy-to
7 educate students and are held to lower standards of accountability than regular public
8 schools, and have been plagued with corruption and fraud;
- 9 • Starving traditional public schools of funding while showering with money charter schools
10 that do not serve all students, leading to overcrowding in traditional public schools;
- 11 • Repetitive standardized testing used to falsely claim school and individual teacher failure;
- 12 • School closure as a remedy, even though it leads to more crowded schools and only
13 benefits real estate interests;
- 14 • Attacks on education unions and experienced teachers, leading to higher turnover and a
15 steep decline in college students preparing to be teachers;
- 16 • Common Core curriculum designed by and for vendors;
- 17 • Replacing local school boards with takeovers by cronies of mayors or governors; and

18 **Whereas** in higher education these policies include but are not limited to:

- 19 • Shifting the costs of education from the government to students and their families;
- 20 • False measures of student success that do not take into account the failure of national and
21 state legislatures to fund colleges and universities nor provide adequate financial aid for
22 individual students;
- 23 • Demanding larger class sizes and indiscriminate use of technology, which make student
24 success less, not more, likely;
- 25 • Over reliance on part time, “temporary” faculty, who are usually paid far less and receive
26 fewer or no benefits compared to full-time tenured instructors, which also undermines
27 faculty participation in shared governance;
- 28 • Privatizing student services to eliminate classified staff unions;
- 29 • Expanding administration with overpaid executives who take their cues more from the
30 foundations of the wealthy than the needs of their students;
- 31 • Using the accreditation process to judge colleges on unwritten and illegal criteria; and

32 **Whereas** our state retirement funds have a fiduciary responsibility to at least do no harm to the public
33 employees contributing to those funds;

34 **Therefore, be it resolved that** the California Federation of Teachers will work to have our members’
35 retirement funds avoid investing in, and where appropriate, divesting from, any of the corporations or
36 money managers that lobby for and profit from privatizing public schools and/or attacking defined benefit

37 pension plans; and
38 **Be it finally resolved,** that the employee retirement funds of the California Federation of Teachers itself
39 shall avoid investing in, and where appropriate divesting from, any of the corporations or money
40 managers that lobby for and profit from privatizing public schools and/or attacking defined benefit
41 pension plans.

Resolution 18

Exempt retiring educators from provisions that block reemployment

*Submitted by the Retirement Policy Committee
Health Care, Retirement and Benefits*

1 **Whereas**, the Public Employees Pension Reform Act (PEPRA) was intended to reduce potential abuses of
2 the pension system, such as retiring on Friday with a pension benefit equal to 100 percent of the final
3 salary and returning to work on Monday at that same salary; and
4 **Whereas**, to prevent this abuse, the PEPRA included a provision blocking an employee covered by a
5 state-sponsored retirement system from returning to work in any job covered by the same state sponsored
6 retirement system for a period of 180 days; and
7 **Whereas**, an educator retiring under CalSTRS would have to work 41 years as a teacher to qualify for a
8 pension benefit equal to 100 percent of their salary; and
9 **Whereas**, retired educators usually return to work as part-time employees at salaries that are a fraction of
10 their previous salaries; and
11 **Whereas**, educators who worked part-time during their teaching careers received salaries that were much
12 less than that of full-time educators; and
13 **Whereas**, CalSTRS pension benefits are based on the salary of the retiree, which means that the pension
14 benefits of part-time educators are significantly less than those of full-time educators; and
15 **Whereas**, the pension benefits of retired part-time educators are so meager that retirees often must
16 continue to work to supplement their pension; and
17 **Whereas**, the pension benefit of full-time educators with 25 years of service is only 60 percent of their
18 final salary, which requires many retirees to continue to work to supplement their pension; and
19 **Whereas**, there is a critical shortage of available substitute educators in the K-12 system; and
20 **Whereas**, retired educators with years of experience in developing classroom management skills and a
21 depth of understanding of their academic disciplines and effective instructional strategies can best serve as
22 mentors for younger, less experienced educators; and
23 **Whereas**, the PEPRA was also intended to prevent pension spiking by artificially increasing the final
24 year's salary; and
25 **Whereas**, it is almost impossible under the provisions of CalSTRS for a member to engage in pension
26 spiking; and
27 **Whereas**, the CFT supports many of the provisions of the PEPRA, such as the anti-spiking provision;
28 **Therefore, be it resolved**, that the California Federation of Teachers reaffirms the intention to sponsor
29 legislation providing an exemption to the PEPRA's 180-day no-work provision for part-time educators
30 covered by CalSTRS; and
31 **Therefore, be it further resolved**, that the CFT will sponsor legislation to extend this exemption to all
32 educators covered by CalSTRS.

Resolution 19

Extend post-retirement health insurance coverage to COBRA participants

*Submitted by the Retirement Policy Committee and the Los Angeles College Faculty Guild, Local 1521
Health Care, Retirement and Benefits*

1 **Whereas**, currently, retiring teachers and college faculty (and their spouse) enrolled in a district’s health
2 benefit plan who are not eligible for district-paid, post-retirement benefits, have the right under *California*
3 *Education Code*, Section 7000 (sometimes known as AB 528), to buy into a district medical and dental
4 insurance plan once retired under CalSTRS; and
5 **Whereas**, this section of the *California Education Code* does not specifically include those currently on
6 the district’s COBRA plan; and
7 **Whereas**, some teachers and faculty members may suddenly lose medical and dental coverage due to a
8 medical or personal leave, loss of full employment status, program discontinuance, or displacement by a
9 full-time hire, which would require them to choose COBRA coverage; and
10 **Whereas**, these employees may subsequently, while on COBRA, choose to retire from CalSTRS so as to
11 be eligible for an AB 528 transition to self-paid district group coverage; and
12 **Whereas**, currently, AB 528 benefits are not uniformly implemented across the state. Some school
13 districts, including Los Angeles Unified School District, offer the ability to transition from COBRA to AB
14 258 coverage to their certificated employees upon retirement while other districts do not; and,
15 **Whereas**, the *California Education Code* is silent on whether COBRA coverage qualifies such a retiree to
16 continue as a paying enrollee in a district’s health benefit plan; and
17 **Whereas**, this coverage is fully paid for by the retiree (including any administration costs) and does not
18 incur any cost to the district;
19 **Therefore, be it resolved**, that the California Federation of Teachers sponsor legislation to amend
20 *California Education Code*, Section 7000, to allow retiring teachers and faculty members (and their
21 eligible spouse) who are enrolled in their district’s COBRA plan, to subsequently enroll in an AB 528
22 medical and dental care plan upon retirement.

Resolution 20

Support for organizing noon duty staff in local unions

*Submitted by the Council of Classified Employees
Health Care, Retirement and Benefits*

1 **Whereas**, over 1,500 noon duty staff across the state of California provide services to our students,
2 parents, teachers, and support staff; and
3 **Whereas**, noon duty staff provide a safe, caring, nurturing, and welcoming learning environment for
4 students; and
5 **Whereas**, noon duty staff are some of the lowest paid workers in a school district; lack the protection
6 from unfair treatment and inequitable work hour distribution; and
7 **Whereas**, Assemblyman Tony Thurmond, D-Richmond, recognized this disparity and authored Assembly
8 Bill 670 to bring noon duty staff into the classified service and ensure them the protections and benefits
9 they deserve; and
10 **Whereas**, the CFT lobbied in favor of AB 670 in the Legislature and through its publications and social
11 media; and
12 **Whereas**, Gov. Jerry Brown signed AB 670 into law, finally bringing the noon duty staff into the
13 classified service; and
14 **Whereas**, AB 670 recognized the value and importance of the work that noon duty staff perform; and
15 **Therefore, be it resolved**, that the California Federation of Teachers support the Council of Classified
16 Employees in its efforts to organize noon duty staff in districts where AFT/CFT local unions currently
17 represent classified employees, by providing financial resources and staffing to increase the density of
18 classified employees in CFT and strengthen the Federation overall; and
19 **Be it finally resolved**, that the CFT increase the organizing plan to ensure that the noon duty staff have an
20 opportunity to join the CFT with the protections and benefits of a union.

Resolution 21

Seek sensible adjustments to CalSTRS contributions

Submitted by the EC/TK-12 Council

Health Care, Retirement and Benefits

1 **Whereas**, the financial crisis of 2007 caused by unethical lending practices of America’s largest financial
2 institutions negatively impacted the health of CalSTRS; and

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

5 **Whereas**, AB 1469 was passed with limited open, public debate; and

6 **Whereas**, AB 1469 attempts to fully fund (100 percent) CalSTRS by the year 2046; and

7 **Whereas**, AB 1469 is an extreme conservative reaction to a projected financial problem with the fiscal
8 health of CalSTRS and was the most aggressive, but not the only, scenario presented to the Legislature in
9 2013; and

10 **Whereas**, in responding to Senate Concurrent Resolution 105 in 2013, CalSTRS expressed a desired
11 outcome of full funding within the shortest period of time possible, but also presented other viable
12 scenarios that would keep the fund healthy long term, including funding the plan at 80 percent over a 30-
13 year period; and

14 **Whereas**, AB 1469 troubleshoots CalSTRS, a defined benefit program, as if it is a private sector pension
15 plan, which it is not, however, under the federal Pension Protection Act (2006) large private sector
16 pension plans are considered at risk of defaulting on their liabilities if they have less than 80 percent
17 funded ratios under standard actuarial assumptions and less than 70 percent funded ratios under certain
18 additional “worst case” actuarial assumptions; and

19 **Whereas**, AB 1469 has placed a heavy burden on employers to meet their enacted CalSTRS fund
20 contributions that is fast approaching over 19 percent of employers’ total certificated staffing
21 expenditures; and

22 **Whereas**, the implementation of AB 1469 will ultimately place many districts and Local Education
23 Agencies (LEAs) in receivership across California and/or result in the reduction of programs and services
24 to California’s students despite increased funding to schools through the Local Control Funding Formula
25 (LCFF), which will likely be fully funded by 2018-19; and

26 **Whereas**, AB 1469 has already resulted in the stagnation or reduction of employee compensation,
27 including cost-of-living adjustments, during a time when districts and LEAs are unable to fully staff their
28 classrooms; and

29 **Whereas**, funding CalSTRS at 80 percent, without changing the state and employee contribution
30 increases enacted in AB 1469 would have decreased the burden placed upon employers to meet their fund
31 contribution obligations; and

32 **Therefore, be it resolved**, that the California Federation of Teachers advocate for legislative budgeting of
33 increased CalSTRS contributions for districts and LEAs; and/or

34 **Be it further resolved**, that the CFT lobby with partner organizations and businesses (including but not
35 limited to, the California Teachers Association; the Association of California School Administrators; the
36 California Parent Teacher Association; the California School Boards Association; the California

37 Association of School Business Officials; the California School Employees Association; Service
38 Employees International Union; the American Federation of State, County, Municipal Employees; School
39 Services of California, Inc.; and Capitol Advisors Group, LLC) in advocating for long-term and/or short-
40 term solutions to decrease the burdens placed upon employers in order to meet their CalSTRS and
41 CalPERS contributions; and/or
42 **Be it finally resolved**, that CFT sponsor legislation that would adjust AB 1469 by decreasing employer
43 contributions at a rate that will fund CalSTRS at 80 percent by 2046.

Resolution 22

Increase funding for our students

Submitted by the EC/TK-12 Council

Education Finance

- 1 **Whereas**, California’s current funding system is below the national per pupil average of \$12,252 per
2 student; and
- 3 **Whereas**, California’s current per pupil funding is \$10,291 and places us at 41st in per pupil funding in
4 the nation; and
- 5 **Whereas**, California is the fifth largest economy in the world; and
- 6 **Whereas**, the Local Control Funding Formula (LCFF) has generated a significant increase in funding to
7 schools in California yet we still fall far below the national average; and
- 8 **Whereas**, in California we have an opportunity to be the first in spending and to demonstrate that we put
9 our students’ education first; and
- 10 **Whereas**, a split roll tax would allow the state to receive more tax dollars from commercial and industrial
11 properties by assessing them at current market value; and
- 12 **Whereas**, a split roll tax measure could raise billions of dollars to support our students in public education;
- 13 **Therefore, be it resolved**, that the California Federation of Teachers support the Split Roll Tax Initiative
14 and advocate to get the measure on the ballot; and
- 15 **Be it further resolved**, that the CFT advocate for other increased revenue measures that may include, but
16 not be limited to, carried interest legislation; Congressional House Resolution 2902, IDEA funding; and
17 the ability for cities and counties to place income tax measures on local ballots; and
- 18 **Be it finally resolved**, that CFT support the *20 X 20 Campaign*, which will increase per pupil funding to
19 \$20,000 by the year 2020.

Resolution 23

Limit administrator staffing in adult schools

*Submitted by the Adult and Career Technical Education Committee
Education Finance*

- 1 **Whereas**, too many adult education programs across California continue to struggle with insufficient
2 funding to meet regional need; and
3 **Whereas**, too many adults in California who need education to provide better lives for themselves and
4 their families continue to remain underserved by their local adult education agencies due to limited
5 funding; and
6 **Whereas**, in too many regions of California, students who need adult education find only long wait lists
7 when they seek to enroll in a range of classes, from ESL to Career Technical Education; and
8 **Whereas**, districts in the state are spending limited funds on large numbers of out-of-classroom positions
9 which do not directly contribute to the instruction of students, when those funds are needed for classroom
10 instruction; and
11 **Whereas**, in some California adult education districts, the ratio of administrators to students and teachers
12 working in the program is much higher than that ratio in K-12 schools in the same districts, without
13 justification;
14 **Therefore, be it resolved**, that CFT support prioritizing adult education funding for direct instruction by
15 advocating that administrative staffing in adult schools shall not exceed the administrator/student Full
16 Time Equivalent (FTE) ratio of a district's secondary schools.

Resolution 24

Teaching climate literacy in the schools

Submitted by the Labor in the Schools Committee

Socio-Political

1 **Whereas**, the leading scientific bodies both nationally and internationally agree that the earth’s climate is
2 changing and that humanity’s release of heat-trapping gases into the atmosphere is the greatest contributor
3 to that change; and

4 **Whereas**, the effects of climate change are already being experienced throughout the world, and
5 noticeably in California, with an increase in average temperatures, wildfires, and sea levels, stressing
6 water supplies and local ecosystems; and

7 **Whereas**, some 89 percent of Californians view climate change as a serious threat to our environment and
8 economy, and the state is responding with regulation, legislation, and a continued commitment to the Paris
9 Climate Agreement in spite of federal action; and

10 **Whereas**, at a time when the science of global warming has prompted governments around the world to
11 begin redefining our economies and to call for an end to the fossil fuel era, it is time for school and college
12 districts to redefine what it means to educate students for a future of certain climate change. Climate
13 literacy is essential for the success of California’s students, both as members of their communities and
14 citizens of the world; and

15 **Whereas**, K-12 and college students in California do not currently have consistent access to adequately
16 funded, high-quality learning experiences, in and out of the classroom, that build environmental literacy; and

17 **Whereas**, given the multigenerational effects of climate change, it is crucial that all California students
18 understand the causes and consequences of climate disruption as well as the various evolving strategies to
19 mitigate its effects; and

20 **Whereas**, California’s growing commitment to STEAM (Science, Technology, Engineering, Art, and
21 Math) education offers an unparalleled opportunity for preparing and equipping students to study climate
22 disruption and to respond to it through energy efficient and zero-carbon building practices, local
23 renewable energy generation, and similar methods; and

24 **Whereas**, those disciplines and occupations involved in studying and responding to climate disruption,
25 including energy efficient and zero carbon building practices and local renewable energy generation are
26 all in industries that are represented by unions, and that the construction, operation, and maintenance of
27 those systems should function in a manner that creates good quality jobs; and

28 **Whereas**, the CFT has endorsed a mission statement affirming that “[a]s a historical force for progressive
29 change and social justice, the labor movement can, and must, play a powerful role in calling for swift
30 action to address the climate crisis” and calling upon us to “[e]ducate our members and the community
31 about the pressing environmental issues of our day and possible solutions to the present crisis;”

32 **Therefore, be it resolved** that the California Federation of Teachers support local education and other
33 unions in encouraging local school and college boards to promote climate science, along with its social,
34 economic, and environmental consequences, ensuring that all high school and community college students
35 are climate literate. Such information should be included as part of the literacy, math, and critical thinking
36 requirements in mandated core curricula and tests.

37 **Be it further resolved**, that the CFT collaborate with local education and other unions, environmental

38 allies, and local school and college boards to develop a comprehensive climate literacy program that
39 includes new curriculum and materials, professional development and training for educators, and links to
40 environmental organizations and inclusive community groups; and
41 **Be it further resolved,** that the CFT in collaboration with students, teachers, and community members
42 advocate for an implementation plan so that there are curriculum and educational opportunities that
43 address climate change and climate justice in all of California’s public schools and colleges; and
44 **Be it further resolved,** that CFT advocates for an implementation plan that should include a review of
45 textbooks for accuracy regarding the severity of the climate crisis and the impact of human activities.
46 California public schools and colleges should abandon the use of any adopted text material that is found to
47 express doubt about the severity of the climate crisis or its root in human activities; and
48 **Be it further resolved** that the CFT participate in every way possible in the “2018 Science Adoption
49 Events Approved by the California State Board of Education on March 9, 2017. Revised September 21,
50 2017” to ensure the new standards related to human impact on the environment, the planet, and climate
51 change are fully included in any materials being considered for adoption by the California State Board of
52 Education; and
53 **Be it finally resolved,** that the CFT advocate for high-quality training for all teachers of science so they
54 are well prepared to teach the Next Generation Science Standards, including an emphasis on the standards
55 related to human impact on the environment, the planet, and climate change.

Resolution 25

Support and defend undocumented members and students

Submitted by the University Council-AFT

Socio-Political

1 **Whereas**, the CFT has a strong record of advocating for the rights of undocumented students and workers
2 and of reaffirming solidarity with immigrant students, families, and communities; and
3 **Whereas**, President Obama took executive action to grant conditional and temporary status to 800,000
4 undocumented youth, granting them the right to work legally, by implementing the Deferred Action for
5 Childhood Arrivals (DACA) program in 2012; and
6 **Whereas**, Temporary Protected Status (TPS) provides temporary legal status, including the ability to
7 work legally, to approximately 325,000 TPS recipients across the country; and
8 **Whereas**, 70 percent of immigrant families are mixed status, meaning there is at least one undocumented
9 family member who may benefit from DACA or TPS; and
10 **Whereas**, President Trump rescinded both DACA and the TPS program, putting all recipients at risk of
11 losing their ability to work or study and putting them at risk of deportation; and
12 **Whereas**, more than 100 undocumented people previously covered under DACA lose their status every
13 single day; and
14 **Whereas**, Donald Trump campaigned for the presidency using demeaning and inflammatory language,
15 emboldening the political will for attacks on the immigrant community, and continues to do so with
16 increasingly hostile rhetoric; and
17 **Whereas**, the Trump administration has increased domestic enforcement, targeting immigrants with low-level
18 criminal offenses or no criminal record at all, while ICE officers have targeted, detained and deported DACA
19 and TPS recipients and activists despite assurance that they are targeting only those with criminal records; and
20 **Whereas**, President Trump's decision to rescind these programs and increase enforcement, including
21 workplace raids, has created a climate of fear for undocumented workers, families and their communities; and
22 **Whereas**, there are approximately a quarter million DACA recipients and 55,000 TPS recipients in
23 California alone; and
24 **Whereas**, CFT members are willing to make workplace demands of their employers in support of their
25 colleagues and students who are under attack;
26 **Therefore, be it resolved**, that the California Federation of Teachers will work to support and advocate
27 for all union members who self-identify as DACA and TPS recipients, and who are either detained or put
28 in removal proceedings, to receive legal and social services; and
29 **Be it further resolved**, that CFT will support union members who advocate for undocumented members
30 who are directly impacted by anti-immigrant measures; and
31 **Be it further resolved**, that CFT will actively support organizing efforts and campaigns involving undocumented
32 members who may stand to lose their ability to work and earn a living or are put in removal proceedings; and
33 **Be it further resolved**, that CFT will support contract language or memorandums of understanding in
34 local union collective bargaining agreements that broadly support and protect the rights of DACA and
35 TPS recipients at their places of employment; and
36 **Be it finally resolved**, that CFT will support local, state, and national legislation to reinstate TPS, preserve
37 DACA and pass a Clean Dream Act that does not include increased domestic or border enforcement.

Resolution 26

Protect staff and students from the health risks of agricultural pesticides

*Submitted by the Pajaro Valley Federation of Teachers, Local 1936
Socio-Political*

1 **Whereas**, CFT members and the students and families we serve deserve healthy living and working
2 environments that are free of chemicals of public health concern; and
3 **Whereas**, California communities who work and live near conventional agriculture are disproportionately
4 affected by pesticide drift, which contaminates our water, soil, air, food, and bodies; and
5 **Whereas**, those impacted by pesticide drift are disproportionately Hispanic/Latino, and already subject to
6 social, economic, and political discrimination; and
7 **Whereas**, children are the most vulnerable to the health harms of pesticide exposure because they eat,
8 drink, and breathe more per unit of body weight and are in a period of development where they are least
9 able to detoxify contaminants; and
10 **Whereas**, in the 15 California counties assessed by the 2014 Department of Public Health report titled
11 *Agricultural Pesticide Use Near Public Schools in California*, 226 schools attended by over 118,000
12 students were within the top 25 percent of schools with pesticide use nearby¹; and
13 **Whereas**, the above report found that an estimated 538,912 pounds of pesticides of public health concern
14 were applied within a quarter-mile of public schools in the 15 counties studied in 2010; and
15 **Whereas**, the above report also found that out of the top 10 pesticides applied within a quarter-mile of
16 those schools, six were toxic air contaminants, four were carcinogens, three were reproductive/
17 developmental toxins, and two were cholinesterase inhibitors; and
18 **Whereas**, air monitors near schools throughout the state have measured fumigant pesticides such as
19 Telone (1,3-dichloropropene) at levels above the Office of Environmental Health Hazard Assessment’s
20 recommended regulatory target for cancer risk², and air monitoring for the neurodevelopmental toxicant
21 chlorpyrifos have resulted in risk estimates of concern for children³; and
22 **Whereas**, chlorpyrifos and other organophosphate pesticides have been linked to developmental delays,
23 learning disabilities, hyperactivity, and lower IQ, as well as respiratory problems; and
24 **Whereas**, California’s Office of Environmental Health Hazard Assessment has identified chlorpyrifos as a
25 Prop 65 developmental toxin based on current laboratory and epidemiological research; and
26 **Whereas**, the California Department of Pesticide Regulation (DPR) has responded to statewide demands
27 with a policy that creates quarter-mile buffer zones for half of the day⁴ and inadequately notifies the
28 community of upcoming pesticide applications, failing to protect schools, workers, and communities from
29 long-term pesticide exposure; and

¹ Agricultural Pesticide Use Near Public Schools in California. California Environmental Health Tracking Program, 2014.
http://www.ehib.org/cehtp/cehtp.org/projects/ehss01/pesticides_and_schools/Pesticides_Schools_Exec_Summary.pdf

² Methyl Bromide, 1,3-Dichloropropene, and Chloropicrin Air Monitoring Results for 2010-2016. Department of Pesticide Regulation, 2017.
http://www.cdpr.ca.gov/docs/emon/airinit/air_monitoring_results_2010-2016.pdf

³ Chlorpyrifos: Revises Human Health Risk Assessment for Registration Review. United States Environmental Protection Agency, 2016.
<https://www.regulations.gov/document?D=EPA-HQ-OPP-2015-0653-0454>

⁴ Addressing Pesticide Use Near Schools and Child Day Care Centers. Department of Pesticide Regulation, 2017.
http://www.cdpr.ca.gov/docs/enforce/school_notify/schoolsites_factsheet.pdf

30 **Whereas**, agricultural chemicals that negatively impact health, learning, and behavior contribute to
31 increased costs for underfunded and understaffed schools, particularly special education programs; and
32 **Whereas**, California agricultural is a multi-billion-dollar industry⁵ and employs many of our students,
33 their families, as well as our graduates; and
34 **Whereas**, consumers are also affected by pesticide residues on fruits and vegetables, and by the
35 environmental degradation and climate change to which conventional agriculture contributes.
36 **Therefore, be it resolved**, that the California Federation of Teachers considers reducing pesticide
37 exposures to be an environmental justice issue of high importance; and
38 **Be it further resolved**, that CFT supports regulatory and legislative actions to reduce exposures to
39 hazardous agricultural chemicals, with particular emphasis on children, women of childbearing age, and
40 agricultural workers; and
41 **Be it further resolved**, that CFT urges DPR to increase effectiveness of school regulation by expanding
42 buffer zones, by creating additional restrictions on applications whenever students and families are present
43 at school sites, and by facilitating improved communications between schools and nearby growers; and
44 **Be it further resolved**, that CFT contends that site-specific pesticide application information should be
45 made available to the general public, thus removing perceptions of liabilities for school staff; and
46 **Be it further resolved**, that CFT will facilitate provision of resources to members in impacted
47 communities on risks and harms of pesticide exposure and how and why to report possible pesticide drift
48 incidents; and
49 **Be it further resolved**, that CFT supports increased fines for violations of local, state, and county
50 pesticide regulations, with funds collected to be redirected to worker and community education on how to
51 increase pesticide safety while reducing pesticide exposures; and
52 **Be it further resolved**, that CFT supports legislation to create “zones of innovation” around schools in
53 order to explore sustainable alternatives to chemical agriculture, with funding coming from a tax on
54 hazardous agricultural chemicals similar to that levied on tobacco products; and
55 **Be it further resolved**, that CFT supports a phase-out of fumigant pesticides and all pesticides in the
56 organophosphate family, including a total ban on the neurodevelopmental toxin chlorpyrifos and; and
57 **Be it finally resolved**, that the re-visioning of California food production to reduce chemical inputs and
58 improve soil health aligns with the long-term goal of improved soil, air, and water quality, decreased
59 pesticide residues on foods, and decreased global climate change, with resulting reduction in costs for
60 healthcare and education, and improved health and learning for our children and for future generations.

⁵ State Agriculture Overview, California. USDA, 2016.
https://www.nass.usda.gov/Quick_Stats/Ag_Overview/stateOverview.php?state=CALIFORNIA

Resolution 27

Call for national strategy against right-to-work movement

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

Socio-Political

1 **Whereas**, the right-to-work movement has used the national organization, American Legislative
2 Exchange Council (ALEC) and the national Right-to-Work Committee and the national Right-to-Work
3 Legal Defense Foundation, to promote its policies across the United States,
4 **Whereas**, ALEC is funded by the Koch brothers and other corporate foundations,
5 **Whereas** ALEC has promoted model legislation, initiatives, and lawsuits to get right-to-work laws passed
6 in 28 states,
7 **Whereas**, the *Janus v. AFSCME* ruling by the Supreme Court may eliminate agency fees, severely
8 reducing the budgets of public employee unions across the country, thereby limiting the political voice of
9 unions which is a key component of the right-to-work movement,
10 **Whereas**, in the June and November 2018 elections and the November 2020 elections we anticipate a
11 blue wave in which Democrats take over the House, Senate, and the presidency,
12 **Therefore, be it resolved**, that the California Federation of Teachers demand that the AFT work with the
13 AFL-CIO to make strategic plans to develop model legislation, resolutions, initiatives, and lawsuits to be
14 introduced by unions in their respective states and at the federal level to reduce the impact of the *Janus v.*
15 *AFSCME* Supreme Court decision following the 2020 elections.

Resolution 28

Support the Poor People's Campaign

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

1 **Whereas**, the social fabric of our country is being stretched thin by a widening income inequality while
2 politicians criminalize the poor, our youth and those taking action to defend our rights and fan the flames
3 of racism and xenophobia to divide the poor and steal money from the poor to give billions to
4 corporations, the military to fund perpetual wars, and for the militarization of the police and our schools,
5 surveillance and prisons; and

6 **Whereas**, the twin forces of white supremacy and unchecked corporate greed continue to gain more
7 power and influence both in statehouses across the nation and at the highest levels of the federal
8 government and the threat of fascism looms on the horizon; and

9 **Whereas**, half of the population now live in poverty, while millions of children and adults live without
10 access to healthcare, quality education, housing, adequate food, clean water or good jobs and the
11 destruction of the environment is reaching a point of no return; and

12 **Whereas**, 50 years ago, Rev Martin Luther King, Jr. and others called for people who had been divided to
13 stand together against militarism, racism and economic injustice. They were joined by poor people in
14 communities across the USA — Black, Brown, Native and White — to build a Poor People's Campaign; and

15 **Whereas**, a call to reignite the Poor People's Campaign, headed by Rev. William Baber II and Rev. Liz
16 Theoharis has emerged from more than a decade of work by grassroots community and religious leaders
17 and organizations to fight back for their lives, communities and deepest values, and to build a just,
18 sustainable and participatory society from the bottom up; and

19 **Whereas**, the Poor People's Campaign has been organizing to engage in highly publicized civil
20 disobedience and non-violent direct actions in Washington D.C., California, and 29 other states for 40
21 days, beginning on Mother's Day in order to force a serious national examination of the enmeshed evils of
22 systemic racism, poverty, militarism and environmental devastation during a key election year while
23 strengthening and connecting informed and committed grassroots leadership in every state thereby
24 increasing their power to continue this fight long after June 2018; and

25 **Whereas**, tens of thousands of people have already signed up nationally as well as thousands of people in
26 California to participate in peaceful resistance and other activities; and

27 **Whereas**, the California Poor People's Campaign along with members of the National Steering
28 Committee invite individuals and organizations to join the campaign and are organizing regionally in
29 California for at least 1,000 people to participate with the larger national body in 40 days of coordinated
30 strategic actions; and

31 **Whereas**, CFT has been a leader and active supporter over the years of the fight for justice and to defend
32 and extend civil rights;

33 **Therefore, be it resolved**, that by April 9, 2018, CFT will support the campaign by joining the California
34 Poor People's Coordinating Committee, by urging our members and locals to support the campaign at the
35 state level or in their region where multiple trainings and strategy meetings will be provided, and by
36 articles and sharing information in our press and social media.

Resolution 29

Defend the dignity and rights of immigrants

Submitted by the Berkeley Federation of Teachers, Local 1078

Socio-Political

1 **Whereas**, immigration is one of the defining political issues of our time. Millions of people are crossing
2 national borders in the largest wave of global human migration since World War II. This modern
3 migration has perplexed the world's most dominant powers — nations have militarized their borders to
4 combat peaceful and unarmed civilians, and politicians now rise and fall on the basis of their appeal either
5 to a progressive internationalism or to xenophobic hatred. The election of Donald Trump and the racist
6 movement that supports him is the most important factor in the rise of racist and neo-fascist movements
7 and leaders across the United States and Europe, including the anti-immigrant scapegoating behind Brexit
8 in Britain. The bold leadership of immigrants and refugees has inspired millions of people around the
9 world to take action for the first time and join the movement against Trump; and

10 **Whereas**, immigrant communities and youth are among the most dynamic force for progress in America
11 to make real the promise of freedom, democracy and equality. The future of DACA (Deferred Action for
12 Childhood Arrivals), TPS (Temporary Protected Status), and the fate of all immigrant family and friends
13 — including in detention centers right now — are not predetermined; our victory depends on our
14 leadership and action. Now is the time for the movement that has fought and won important victories
15 against Trump to come back into the streets, rise again to the level of the resistance in the initial weeks
16 after Trump's inauguration and the immigrant rights movement of 2006, and deal a final blow to Trump's
17 presidency. Our victory will resound worldwide; and

18 **Whereas**, defending victories that have already been won previously, such as DACA, is a powerful tactic
19 to defending all immigrants, and defeating Trump and the racists. The fact that Trump delayed the ending
20 of DACA for six months, giving Congress time to act, rather than outright abolishing the program, is a
21 credit to the great strength and popularity of the Dreamers, immigrant youth whose bold leadership in the
22 massive walkouts and marches won DACA in the first place. In 2006, millions across the country led by
23 young immigrants, took to the streets and defeated the anti-immigrant bill HR 4437 within weeks. The
24 sleeping giant awoke. We pledge to mobilize now, as we have before to defend DACA and force
25 Congress to pass the Dream Act so that immigrant youth can gain a pathway to citizenship. We cannot
26 rely on Congress to act on their own. We have seen the Democrats and Republicans use the Dream Act as
27 a political football in every election campaign for over a decade. They still have not acted while DACA
28 youth are losing their protected status every day. We have no time to waste; and

29 **Whereas**, in November 2017, Trump announced the imminent ending of TPS protections. Immigrants
30 with TPS were exempted from deportation after natural disasters devastated their countries or because of
31 ongoing armed conflicts such as civil wars. The countries include El Salvador, Honduras, Nicaragua,
32 Haiti, Syria, Somalia, Yemen, Sudan, South Sudan, Guinea, Liberia, Sierra Leone, and Nepal. So far
33 Trump has officially announced the ending of TPS for 2,500 Nicaraguans, 60,000 Haitians, and 200,000
34 Salvadorans, leaving people from the other countries in limbo, deferring the decision to some future time.
35 The tactics of delay, taking away the rights and status of immigrants, group by group, is meant to paralyze
36 the movement by creating generalized fear that anyone could be next, and the false hope that some will be
37 spared or that Congress alone will intervene to stop Trump. We cannot be governed by fears or false
38 hopes. The movement must be clear that an attack on some is an attack on all and we have to act

39 decisively now to stop all deportations and enforce a new definition of citizenship: those who work here,
40 go to school here, and contribute to this society are citizens and should have full citizenship rights; and
41 **Whereas**, while reactionary governments are building walls and passing racist laws to keep out
42 immigrants and refugees, there is an international movement breaking down the borders. Open borders is
43 what hundreds of thousands of immigrants and refugees from the Middle East, Africa, Mexico, and
44 Central America are doing every day, making dangerous journeys to get into Europe and the United
45 States, to escape war, genocide, anti-gay persecution and unlivable conditions caused by global warming.
46 A movement has sprung into action across Europe as people are defying threats of arrests to rescue
47 refugees from the sea and helping them to safety, clashing with border police, and joining mass
48 demonstrations for immigrant rights. In the weeks after Trump’s inauguration, the movement mobilized
49 and shut down airports across the United States, including San Francisco, Los Angeles, New York City,
50 Chicago, and defeating the first Muslim ban. Organizing community defense to block ICE raids has
51 prevented ICE arrests. Mass demonstrations at detention centers, immigration court hearings, and at
52 ‘routine’ ICE check-ins have stopped deportations and freed people from detention; and
53 **Whereas**, Chaldean and Muslim communities are building community defense against ICE with the direct
54 action to free the hundreds of Iraqi refugees who were rounded up by ICE on June 11, 2017, to be
55 deported to Iraq to their certain death. Trump hoped this would be a quick operation that could add to his
56 deportation numbers. Protestors, mostly family members of those detained, activists, and other community
57 members boldly confronted the police and ICE, blocking the bus for over an hour as they attempted to
58 take them to detention centers. People driving by supported by honking and some joining the protest and
59 helping to block traffic. The bus ultimately sped away, but their brave stand created a national scandal for
60 Trump and a standard for what it means to stop deportations. The movement’s resistance in courts and in
61 the streets has secured several legal victories, temporarily halting all Chaldean and Iraqi deportations,
62 which has been crucial to give family members and movement supporters time to mobilize more support
63 and legal defense. Several people have been released from detention and a federal judge has ordered bond
64 hearings for many of the people still detained. But we do not rely solely on the legal process. Their
65 struggle represents the struggle of all immigrants fighting for freedom under the inhumane conditions and
66 mental torture of indefinite captivity, who are stuck in the vice grip of the immigration court system.
67 Collective action like the action and bringing the power of the movement into the courtroom is the way to
68 stop mass deportations; and
69 **Whereas**, the strength of the Resistance Movement in California has won crucial victories and California
70 has now become the first sanctuary state in the country. Trump and ICE are lashing out by threatening
71 large raids further into immigrant communities, including wholesale raids on businesses and franchises
72 such as 7-Eleven stores. Community defense and action alert networks are essential to keeping
73 communities genuinely safe for immigrants from ICE kidnappers;
74 **Therefore, be it resolved, that:**
75 1. The CFT/AFT reaffirms our defense of DACA and support for the federal Dream Act.
76 2. The CFT/AFT defends TPS and supports full citizenship rights for all immigrants.
77 3. The CFT/AFT supports open borders and asylum for all refugees, and opposes the Muslim ban
78 and wall.
79 4. The CFT/AFT calls for an end to deportations, the release of Iraqi refugees and all immigrants
80 in detention, and shutting down detention centers.
81 The CFT/AFT defends sanctuary cities and California as a sanctuary state and supports mobilizations and
82 legal action to stop ICE raids and deportations.

Resolution 30

Demand that Trump resign or be removed

Submitted by the Berkeley Federation of Teachers, Local 1078

Socio-Political

- 1 **Whereas**, Donald Trump’s belligerence is a threat to the future of humanity around the world; and
- 2 **Whereas**, as long as he is president, no immigrant community is safe from deportations, none of us are
- 3 safe from violent attacks by Trump’s racist and fascist supporters, and we live with the ever-present threat
- 4 of Trump launching a war with North Korea that could become a nuclear World War III; and
- 5 **Whereas**, Donald Trump is a self-confessed sexual predator at the center of countless scandals involving
- 6 sexual assault over 16 women; and
- 7 **Whereas**, he openly defends the KKK and fascist terror after the horrific events of Charlottesville,
- 8 including the murder of Heather Heyer; and
- 9 **Whereas**, here is more than enough basis for Congress to impeach him or remove him as unfit and unable
- 10 to discharge the duties of a president; and
- 11 **Whereas**, there is nothing automatic to the process of ending Trump’s failed presidency. Mass action,
- 12 including from organized labor and people of conscience, remains vital to defeat Trump and his threats to
- 13 democracy; and
- 14 **Whereas**, whether he is impeached or forced to resign — TRUMP MUST GO NOW!
- 15 **Therefore, be it resolved**, the CFT/AFT joins the rising chorus calling for Donald Trump’s immediate
- 16 resignation or removal.

Resolution 31

Support for the lawsuit against Berkeley Unified and Judicial Watch

*Submitted by the Berkeley Federation of Teachers, Local 1078
Socio-Political*

1 **Whereas**, right-wing watchdog group Judicial Watch filed a California Public Records Act request for the
2 emails of Martin Luther King Middle School staff mentioning specific teachers, political organizations,
3 and politically identified movements; and
4 **Whereas**, the Berkeley Unified School District (BUSD) agreed to comply with the California Public
5 Records Act by demanding King Middle School staff mine and turn over any emails containing the
6 aforementioned terms. King Middle School administration instructed staff to either search their emails and
7 submit them to BUSD by November 2, 2017, or allow BUSD to search their emails for them; and
8 **Whereas**, Judicial Watch’s targeting of specific BUSD employees and political groups violates the
9 freedom of speech, freedom of association, reasonable right to privacy, and academic freedom of all
10 school workers; and
11 **Whereas**, King Middle School employees filed a lawsuit to block the release of emails to Judicial Watch
12 and the Berkeley Federation of Teachers filed an amicus brief in support. Federal Judge Vince Chhabria
13 issued a temporary restraining order against BUSD on November 9, 2017, and blocked BUSD from
14 turning over emails and documents until after a hearing on April 2, 2018;
15 **Therefore, be it resolved**, that the California Federation of Teachers join the Berkeley Federation’s
16 amicus brief in support of Martin Luther King Middle School teachers’ and staff members’ lawsuit, and
17 encourage local unions to protect school employees against political targeting and the violation of their
18 civil liberties.