

# Convention 2017

## Resolutions Committee Report

Resolutions and constitutional amendments  
passed by delegates to CFT Convention held  
March 31-April 2 in Sacramento

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

# CFT Convention 2017

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## Amendment 1

# Finance: Constitutional Per Capita Change

### Committee: Constitution

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

#### Section 1. Per Capitas

- a. Effective September 1, ~~2016~~ 2017, the per capitas for active members and non-member fee payers of the CFT will be:
  - 1) Regular rate members and regular rate agency fee non-members earning \$26,000 or more: ~~\$500.80~~ \$515.82 (12 monthly payments of ~~\$41.73~~ \$42.98).
  - 2) Non-bargaining agent members and members-at-large: AFT/ CLF per capita tax plus 40% of CFT full-time per capita tax.
  - 3) Any Special Assessments described in Article II, Section 6 are added to the per capita rates described in Section 1.
  
- b. Classes of Membership
  - 1) Locals may establish a class of members which shall consist of members who receive less than the lowest range and salary step of full-time teachers paid by their employer or whose salary is less than \$26,000, whichever salary is higher. Such locals may pay per capita tax for those individuals at one half (1/2) the regular rate.
  - 2) Each local shall pay on behalf of members and agency fee non-members who receive less than ~~\$14,889~~ \$15,157 per year at one-fourth (1/4) the rate in a (2). Effective September 1, 2011, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.
  - 3) Each local shall pay on behalf of members and non-member fee payers who receive less than ~~\$9,040~~ \$9,203 per year at one-eighth (1/8) the rate in a (2). Effective September 1, 2011, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.
  - 4) Non-bargaining agent member and members-at-large dues shall be 40% of CFT per capitas as described in Article II, Section 1a and shall increase by the same amount as the AFT and California Labor Federation per capitas. The Executive Council shall determine dues for those members-at-large who pay agency fee to another organization. Provisions in Article II, Section 1b, 1), 2), and 3) of the By-Laws shall apply to non-bargaining agent members and members-at-large.
  - 5) Laid-off employees or employees on unpaid leave: Such locals may pay per capita tax for such members at the rate of \$1 per month.
  - 6) Newly organized locals, and units within locals, shall pay \$5 per member per month employed from the representation certification date until their first contract is ratified.
  
- c. Back per capitas will be paid at the per capita rate in effect when the debt is incurred.
- d. Sixty five cents (\$0.65) or proportional share of each unit member's monthly per capita and Sixty five cents (\$0.65) or proportional share paid monthly for any persons in the bargaining unit on whose behalf agency

fees are paid on a twelve month basis shall be placed in the CFT Legal Defense Fund. The CFT Legal Defense Fund shall be maintained as a revolving fund under the direction of the CFT Executive Council.

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

### **Section 6. Special Assessments**

Special Assessments may be levied by two-thirds vote at the state Convention or by the Executive Council. All provisions of Article II, Section 1 shall apply to special assessments.

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

## Section 7. Staff Funding Program

- a. The purpose of the CFT Staff Funding Program is to reimburse those locals that have paid for professional staff in order to minimize the use of CFT field representatives for negotiations, grievances, or other locally specific services. All other general CFT services such as training, publications, member database management, research, communications assistance, legal defense grants, governmental relations, etc. are available to all CFT locals.
  
- b. Upon application to the CFT, on or before September 1 preceding the CFT budget year for which the staff funding program is to commence, any local or council of locals that directly employs and compensates or pays out of local funds for reassigned time for one or more professional staff persons shall receive, after payment of monthly per capita, a payment for staff funding assistance from the CFT equal to the following formula:
  - 1) **Unit size 1000 or fewer:** Locals and councils of locals with a total unit or units of 1000 or fewer shall receive a staff funding program from the CFT equal to seventy percent (70%) of ~~\$19.13~~ \$19.70 of the full-time equivalency (FTE) of per capita paid to the CFT by the local or council of locals on a monthly basis.
  - 2) **Unit size above 1000:** Locals and councils of locals with a total unit or units above 1000 shall receive a staff funding program from the CFT equal to sixty percent (60%) of ~~\$19.13~~ \$19.70 of the FTE of per capita paid to the CFT by the local or council of locals on a monthly basis.
  - 3) All locals and councils of locals that have non-certificated employees in their unit or are a unit of classified employees and that qualify for the CFT Staff Funding Program, shall receive staff funding from the CFT equal to seventy percent (70%) of ~~\$19.13~~ \$19.70 of the FTE of per capita paid for non-certificated employees of the unit.

*Submitted by the Executive Council*

## Amendment 2

### Finance: State Council Travel Reimbursement

*Article II: Finance, Section 8, of the CFT Bylaws is amended to read:*

#### **Section 8. Travel Reimbursement for State Council**

- a. The CFT shall fund the travel expenses of one delegate per local at the CFT State Council meetings as provided for in the annual budget. The purpose of establishing this fund is to encourage the participation of more locals in the State Council, especially the participation of smaller locals.
- b. The CFT Executive Council shall establish rules and regulations for implementing this section.
- c. Upon application, eligible locals who are in good standing and eligible to vote at the State Council will receive reimbursement of appropriate travel expenses according to the following guidelines:

<u>Size of Local</u>	
<u>Number of local members</u>	<u>Percent Reimbursement</u>
1000 or more	50 percent
600–999	<del>70</del> 75 percent
<del>300–599</del>	<del>80</del> percent
<del>100–299</del>	<del>90</del> percent
Below <del>100</del> <u>600</u>	100 percent

- d. ~~Upon request, bargaining agent locals without agency fee shall be reimbursed at the next higher level of reimbursement.~~

*Submitted by the Executive Council*

## Resolution 1

### Provide information and assistance to members about immigration enforcement

**Whereas**, The Trump Administration has, as a foundational goal, the enforcement of current immigration laws including deportation of undocumented immigrants, to initiate new immigration laws and screening policies that are purportedly to protect national security, to build a wall on the Mexico-United States border and to ban travel from certain Muslim countries; and

**Whereas**, parents of young children in our educational institutions may be victims of these immigration laws and the enforcement thereof; and

**Whereas**, young children’s social and emotional well-being is essential for human growth and development; and

**Whereas**, young children’s physical, social and emotional safety is paramount to optimal development and positive outcomes; and

**Whereas**, young children’s attachment experience can impact their lifelong coping abilities; and

**Whereas**, educators are the first line of defense for students to be safe and secure;

**Therefore, be it resolved**, that the California Federation of Teachers research the parameters of sanctuary city protections and sanctuary state protections; and

**Be it further resolved**, that the CFT support legislation that will humanely address immigration reform, including legislation that would establish a pathway to citizenship for immigrants currently residing in the United States; and

**Be it further resolved**, that the CFT research the impact of immigration laws and policies on our educational institutions — in particular the deportation by ICE of our students’ parents — and policies of CFT-affiliated districts in regard to immigration; and

**Be it finally resolved**, that based on information gained from this research, the CFT will disseminate information to support educators in advocating for our students whose parents or guardians have been detained or deported, or both.

*Submitted by the Early Childhood Education Committee*

## Resolution 2

### Urge that local unions petition district governing boards to pass resolutions in support of all students

**Whereas**, the CFT is committed to fostering an environment in which all students and families are able to learn and excel, whatever their national origin, race, ethnicity, religion, sexual orientation, ability, gender, or socio-economic status; and

**Whereas**, education is essential to all individuals' ability to advance and thrive in our society and the U.S. Supreme Court has held in *Plyler v. Doe* (457 U.S. 202, 1982) that local school districts have a constitutional mandate to educate all students residing within their jurisdictional boundaries, whatever the students' immigration status; and

**Whereas**, in light of recent actions and rhetoric by our nation's new administration, many of California's students and families have expressed fear and concern, owing to their immigration status, national origin, and religion;

**Therefore, be it resolved** that the California Federation of Teachers encourage all locals to petition their district governing boards to pass resolutions in support of the following policies:

- Districts will take all legal and permissible actions to protect the privacy rights of students and families.
- Districts will not collect information on students' immigration status.
- Districts will work with local community agencies to support their students and families.

*Submitted by the Adult Education Commission*



## Resolution 3

### Support the manifesto against PISA examination

**Whereas**, Program for International Student Assessment (PISA) ranks countries according to tests given to students which purport to be objective, meaning that politicians can either boast about their schools being near the top, or if they are anywhere lower, demand widespread “reform” in schools; and

**Whereas**, the Trinational Coalition to Defend Public Education and Red SEPA (Initiative for Democratic Education in the Americas Network) have launched a petition against the PISA examination which is being signed by academics and teachers from around the world opposing the so-called PISA tests, and

**Whereas**, the text of the petition points out that the tests and subsequent league tables have led to “a narrowing of the curriculum, which has driven the elimination of subjects like the arts, music, philosophy and history and school time has been restructured to accommodate training to be successful in these tests;” and

**Whereas**, the PISA process has brought about “a strong inflow of private companies that marginalized ministries and departments of education, teacher unions and schools; and

**Whereas**, the Organization for Economic Co-operation and Development (OECD) which applies the PISA test, has contracted Pearson, the nefarious transnational education corporation, to develop the 2018 version of the test; and

**Whereas**, ample background information on both PISA and the OECD can be found at <http://www.teachersolidarity.com/blog/educationists-from-all-over-the-world-demand-the-end-of-pisa> and at <http://idea-network.ca/campaigns/manifesto-against-pisa-and-the-framework-of-global-standardization-of-education>; and

**Whereas**, the petition reads as follows:

**Manifesto against PISA and the Standardization Framework of Education in the World** in view of the sixth results release of the International Program for Student Assessment (PISA), the undersigned declare our absolute rejection of the test, its national versions, and the homogenizing framework of educational systems.

PISA is a standardized test applied every three years to 15-year-old students. Its first application was in the year 2000, a date from which more than 70 countries have been incorporated. In order to participate, each country must have a specialized technical team and pay for its application. Currently, the OECD (Organization for Economic Co-operation and Development), which applies the PISA test, has contracted Pearson, a transnational education corporation, for the development of its 2018 version.

On the other hand, the results of PISA have become an important indicator of the country’s economic competitiveness.

Since its first application, we have observed several anomalies:

1. **Politico-educational:** The Ministries of Education have limited control of this assessment, in a scenario of intensification of standardized process and measurements. Progressively, international organizations such as the OECD have imposed changes in educational policies in the world, aligning educational processes to a limited conception of progress. This standardization includes the creation or adaptation of national testing to a global pattern that works through the pressure of the rankings. Moreover, the standardization has driven a strong inflow of private companies that

have marginalized the ministries of education, teachers unions, and schools from the conduction of educational projects. Additionally, teacher education and professional development have been aligned with standardized assessments. In short, this logic reduces the processes of teaching and learning that point to an integral and holistic development, rooted in a critical historical-social consciousness.

2. **Technical:** PISA promotes rankings of countries based on the results. This practice seeks to neutralize the enormous cultural differences, worldviews and characteristics of each national context. This factor implies that this test does not meet minimal criteria of validity and reliability.
3. **Pedagogical:** The regime of high-stakes standardized test and the triggered processes that have brought a radical transformation of the school work. Narrowing curriculum has driven the elimination of subjects like arts, music, philosophy, and history. School time has been restructured to accommodate the training to be successful in these tests. It should be noted that these measurements are not subject to social or pedagogical discretion. These measurements do not take into account social context and values or diverse pedagogical practices.
4. **Social and Psychological:** PISA and its national variants discriminate, pressure, and stigmatize regions, countries, and populations in their comparisons. Control and pressure to get good scores ultimately rests in the communities of teachers and students, installing a stressful regime that destroys the school climate and emotional stability of our schools. The measurement has deepened practices of exclusion and segregation in our schools, robbing them of their sense of their right to an education.

For these reasons, we demand the annulment of the contracts signed by the various governments with the OECD. We also demand the termination of the standardized tests with high consequences at the national level.

We also want to express our commitment for a public education as a social right, to be inspired in all its practices by the social, historical, and cultural diversity of our peoples. We denounce the repressive actions that several states and authorities have unleashed against social, magisterial, and student movements that have demonstrated against the various forms of neoliberal standardization.

We defend the need to have schools that are protagonists of the transformation of education for social justice. Evaluation systems should be rooted in communities, must observe complexity, and should promote an education respectful of human and social rights. Only in this way do we shape full citizens.

**Therefore, be it resolved,** that California Federation of Teachers sign, support, and encourage other locals to sign the petition, “Manifesto against PISA and the Standardization Framework of Education in the World.”

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

## Resolution 4

# Increase support for local unions working to establish community schools

**Whereas**, as the CFT envisions a future in which all students are as healthy, highly educated, and confident as they are successful; and

**Whereas**, as many students in our schools confront barriers to achieving this vision including poverty, immigration and citizen status, exposure to violence, lack of access to healthcare, racism, language and cultural barriers, and lack of support for college and career; and

**Whereas**, there is evidence that community schools provide comprehensive, coordinated, holistic, and integrated services that are necessary to build on the assets and strengths of our children, youth, families and communities while effectively removing barriers to well-being and academic and career success; and

**Whereas**, achieving these conditions for learning requires districts and their public nonprofit and community partners to fundamentally shift their practices, breaking down all programmatic silos and shifting policies to create comprehensive and integrated services that support children and youth to be physically and emotionally healthy, academically successful and responsible members of their community;

**Therefore, be it resolved**, that the California Federation of Teachers support local unions that are trying to implement community schools with information on “Full-Service Community Schools,” best practices, professional development, community partnerships, effective strategies, and resources from the California Department of Education; and

**Be it finally resolved**, that the CFT continue to lobby our legislators for increased funding for community schools.

*Submitted by the EC/TK-12 Council*

## Resolution 5

### Prohibit classroom recording without instructor consent in support of academic freedom

**Whereas**, higher education is a venue to express and have free exchange of ideas; and

**Whereas**, educational materials, presentations and lectures presented in the classroom are considered intellectual property and owned by the instructor; and

**Whereas**, part-time and non-tenured faculty do not enjoy the same academic freedom protections as tenured faculty; and

**Whereas**, Section 78907 of the *California Education Code* states, “The use by any person, including a student, of any electronic listening or recording device in any classroom without the prior consent of the instructor is prohibited, except as necessary to provide reasonable auxiliary aids and academic adjustments to disabled students. Any person, other than a student, who willfully violates this section shall be guilty of a misdemeanor...” and “Any student violating this section shall be subject to appropriate disciplinary action;”

**Therefore, be it resolved**, that the California Federation of Teachers supports changing the *Education Code* so that no faculty evaluation, disciplinary action, or hiring decision be made which uses any information electronically recorded without the instructor’s prior written permission and/or that is inadmissible in a court of law; and

**Be it finally resolved**, that the CFT supports changing the *Education Code* to state that any electronic recordings of lecture and discussion cannot be distributed or published in any form without the prior written consent of the instructor.

*Submitted by the Part-Time Faculty Committee*

## Resolution 6

### Amend definition of probationary period for classified employees in *Education Code*

**Whereas**, the CFT represents classified workers who serve in an initial probationary period; and

**Whereas**, classified employees who later become CFT members start out as probationary employees; and

**Whereas**, it is critical that the probationary employee passes probation and is credited with the correct probation period; and

**Whereas**, probationary employees work different shifts which results in a different calculation of probation period; and

**Whereas**, the classified probationary employees who work a 40-hour work week, whether five eight-hour days or four ten-hour days; and

**Whereas**, *California Education Code*, Sections 45301 and 88120, dictates that employees on probationary period work six (6) months or 130 days, whichever is longer, but does not provide a provision for number of hours worked;

**Therefore, be it resolved**, that the California Federation of Teachers sponsors a bill to amend *Education Code*, Sections 45301 and 88120, to include the probationary employees who work a 4/10 shift (four days, ten hours a day) or a 9/80 shift (80 hours over two weeks) and allow for completion of probation after working 1,040 hours, by striking the language that states “or 130 days of paid service, whichever is longer” from these sections of the *Education Code*.

*Submitted by the AFT College Staff Guild-Los Angeles, Local 1521A*

## Resolution 7

### Support single payer healthcare in California

**Whereas**, healthcare in the United States remains a national disgrace with the highest costs in the world; and

**Whereas**, these high costs have helped to sustain a climate of concessionary bargaining, pushing down wages, causing bitter strikes and lockouts, triggering attacks on public sector workers and retirees, and shifting more and more of the costs onto the backs of workers; and

**Whereas**, the cost of healthcare coverage continues to rise and workers pay a higher share of the costs and more for coverage; and

**Whereas**, all other industrialized countries provide comprehensive coverage to all citizens as a fundamental human right, putting U.S. manufacturing employers and workers at a global competitive disadvantage; and

**Whereas**, the Affordable Care Act (ACA) has been supported as a preliminary step because it has improved access to healthcare for millions of Americans but, with the control of both the presidency and the congress by conservative ideologues, the ACA's existence is under threat; and

**Whereas**, with the threat of the elimination of the ACA, an alternative is being asked for and is needed; and

**Whereas**, a single payer, universal healthcare program would be a powerful alternative to the austerity policies being foisted on America's workers because economists have determined that the entire federal budget deficit would be eliminated if the United States spent per capita on healthcare what any other industrialized nation that treats healthcare as a human right spends; and

**Whereas**, SB 562 is specifically designed to affordably cover every Californian with an insurance plan that provides medical, dental, vision, and prescription drug coverage, including hospitalization, emergency room care and transportation, lab work, skilled nursing care, mental health care, and chiropractic care;

**Therefore, be it resolved**, that the California Federation of Teachers support SB 562 (Lara, D-Bell Garden, and Atkins, D-San Diego).

*Submitted by the Community College Council*

## Resolution 8

### Create CFT task force to review death benefit inequity

**Whereas**, CalPERS provides varying levels of death benefits according to membership category and status, each providing a “lump sum” of money to survivors at the time of the member’s death for the purpose of covering funeral and burial expenses; and

**Whereas**, the original lump sum death benefit of \$300 for all retired CalPERS members was enacted in 1945 (72 years ago); and

**Whereas**, in 2000 (17 years ago) the death benefit was increased to \$2,000 for school employee members of CalPERS; and

**Whereas**, according to the National Funeral Directors Association, in 2012 the average cost of a full service funeral (not including cemetery costs, grave space, the monument, and other burial costs) was \$7,045; and

**Whereas**, the California Legislature has historically provided different benefit levels to different public employees resulting in longstanding inequities in death benefit amounts; members of CalSTRS receive a \$6,163 death benefit, members of the University of California Retirement System are provided \$7,500 and local public agency members of CalPERS have a minimum amount of \$500 with an option to receive up to \$5,000; and

**Whereas**, the current \$2,000 death benefit is not comparable to that benefit offered to other public employees; and

**Whereas**, school employees who are members of CalPERS should be provided a comparable death benefit and such death benefit should cover more of the costs of a funeral;

**Therefore, be it resolved**, that the California Federation of Teachers create a task force to review this death benefit inequity; and

**Be it further resolved**, that the CFT Death Benefit Equity Task Force report out recommendations for new legislation to address this inequity.

*Submitted by the AFT College Staff Guild-Los Angeles, Local 1521A*

## Resolution 9

### Broaden fiduciary responsibility of CalSTRS Board

**Whereas**, the California State Teachers' Retirement System (CalSTRS) has recognized the importance of Environmental, Social and Governance (ESG) issues in affecting the rate of return on investments; and

**Whereas**, CalSTRS has taken a leadership role in attempting to estimate the material costs of ESG issues through their participation in the Sustainability Accounting Standards Board (SASB) and Ceres; and

**Whereas**, CalSTRS has acknowledged the impacts of the burning of fossil fuels on climate change; and

**Whereas**, CalSTRS has developed and put into operation a "Responsible Contractor" policy for the firms that build and manage CalSTRS-owned real estate; and

**Whereas**, CalSTRS has committed up to \$2.5 billion of retirement assets in a "low-carbon" index fund; and

**Whereas**, the Corporate Governance division of CalSTRS is already actively engaging some of the companies in which it has partial ownership to change the governance and behavior of the firms; and

**Whereas**, CalSTRS has developed and actively implemented "21 Risk Factors" to guide its investment decisions; and

**Whereas**, the CalSTRS Investments Committee has spent more than a year developing a set of "Investment Beliefs" to further guide investment decisions; and

**Whereas**, the CalSTRS Board recently had an educational session with Jon Lukomnik and Stephen Davis, authors of the book, *What They Do With Your Money: How the Financial System Fails Us and How to Fix It*, which argued that it is the fiduciary responsibility of all institutional investors to take their role as corporate owners more seriously and to use the power of proxy voting to change the behavior of firms to more accurately reflect the interests of stakeholders; and

**Whereas**, part of providing a secure retirement of California's teachers is to ensure a livable environment; and

**Whereas**, it has been shown that investments in "green energy" are likely to provide for higher returns on investment and lead to the creation of more employment than investments in fossil fuels; and

**Whereas**, it is unlikely that CalSTRS will divest from its investments in fossil fuel companies in the near term;

**Therefore, be it resolved**, that the California Federation of Teachers requests that CalSTRS expand its role as fiduciary for teachers in California to expand its role as corporate owners to use the power of proxy voting to change the behavior of firms to more accurately reflect the interests of California teachers as stakeholders; and

**Be it further resolved**, that the CFT request that CalSTRS attempt to build coalitions with other institutional investors by publicly announcing the CalSTRS proxy positions, which will allow other investors to vote their proxies with CalSTRS;

**Be it further resolved**, that one of the first targets of these coalitions should be to force fossil fuel companies to allocate a fixed portion of their current and future profits to investing in "green energy" and "green energy" jobs; and

**Be it finally resolved**, that CFT strongly recommends that discussions concerning investment decisions that involve ESG issues continue to remain the purview of the CalSTRS Investment Committee and that this committee adopt the full set of investment beliefs that have been discussed over the past year including the belief concerning the alignment of interests between CalSTRS stakeholders and those of external managers and advisors.

*Submitted by the Retirement Policy Committee*



## Resolution 11

### Make International Workers' Day a state holiday

**Whereas**, in the state of California May is officially Labor History Month, the purpose of which is to engage students in curriculum about the history of workers and to promote public awareness of “the role the labor movement has played in shaping California and the United States;” and

**Whereas**, International Workers' Day, celebrated worldwide (except in the United States) on May 1, commemorates workers' struggles; and

**Whereas**, in 1886, International Workers' Day first was proclaimed when American workers joined together to commemorate the Haymarket Affair and the Haymarket Martyrs, who had been wrongfully executed for their participation in a general strike for the eight-hour day and for the basic dignity of American workers; and

**Whereas**, at our own peril, we forget the bloody history of American workers' struggles to achieve the most basic forms of economic rights and human dignity; and

**Whereas**, in the era of Trump, the forces of the right are aligned to attack unions and destroy collective bargaining rights, dismantle the public sector, and undercut or end living wages, Social Security, Medicare, and a host of other working people's rights, while rolling back both environmental quality and occupational safety and health controls, as they seek to push us back to pre-New Deal conditions; and

**Whereas**, today, many Americans, Californians included, have never learned about the incredible struggle that workers undertook to win basic labor rights and build the American middle class; and

**Whereas**, Labor Day, observed in September, generally has been turned into a day off marking the end of the summer and intensified commercial activity linked to the impending start of the school year, rather than an official celebration of labor; and

**Whereas**, California's leaders have vowed to take the lead in opposing the reactionary Trump agenda on many issues, including labor rights;

**Therefore, be it resolved**, that we call upon the government of the state of California to recognize International Workers' Day as a holiday dedicated to civic remembrance of the heroism and sacrifice of American workers in pushing for economic and democratic political and social rights for all Americans; and

**Be it further resolved**, that the CFT sponsors legislation which would combine the “Lincoln” and “Washington” holidays into a single holiday, and add May 1 marking International Workers' Day as a legally mandated holiday in the great state of California.

*Submitted by the AFT Guild, San Diego and Grossmont-Cuyamaca Community Colleges, Local 1931*

## Resolution 12

### Provide paid pregnancy disability and maternity leaves

**Whereas**, numerous studies have shown how beneficial paid maternity and parental leave can be not just for parents but also for children, society, and workplaces as well; and

**Whereas**, the Family and Medical Leave Act (FMLA) has guaranteed 12 weeks of family leave to care for a new child, but doesn't require workplaces to pay for this leave, making the United States one of just two countries in the world that doesn't ensure any paid time off for new mothers — the other one being Papua New Guinea. California is the first state to implement a paid family leave policy that enables most working Californians to receive 55 percent of their usual salary for a maximum of six weeks; and

**Whereas**, women in New Jersey who were able to have some paid family leave were far more likely than mothers who hadn't to be working nine to 12 months after the birth of their child, and also to be 39 percent less likely to receive public assistance and 40 percent less likely to receive food stamps in the year following a child's birth compared to those who didn't take any leave; and

**Whereas**, the U.S. Department of Agriculture finds that new parents spend, on average, at least \$190 per month on diapers, baby clothes, baby food, and formula after the birth of a child, which gives new parents an added burden, especially if the mother is on leave without pay; and

**Whereas**, a study of European leave policies by the University of North Carolina found that paid leave programs can substantially reduce infant mortality rates and better a child's overall health; and

**Whereas**, another study conducted by The Institute for the Study of Labor in Bonn, Germany, indicates higher education, IQ, and income levels in adulthood for children of mothers who used maternity leave; and

**Whereas**, only women can give birth and are often the primary caregiver of babies. Studies show that women taking time with their newborns to breastfeed and bond is crucially important for the health of the child and the mother; and

**Whereas** taking a woman's sick leave to pay for pregnancy and maternity leave is discriminatory since only women can give birth. This is a natural event and providing time for women to be with their babies after giving birth is a public good;

**Therefore, be it resolved**, that the California Federation of Teachers sponsor legislation to modify the *California Education Code* so that female education workers be afforded at least six weeks of paid pregnancy disability leave, and at least six weeks of paid maternity leave (or eight weeks after a Caesarian section delivery or other medical complications), without having to utilize their sick leave or vacation leave balances.

*Submitted by the AFT Guild, San Diego and Grossmont-Cuyamaca Community Colleges, Local 1931*

## Resolution 13

# Support AROS and its national movement “The Public Schools All Students Deserve”

**Whereas**, the proposed policies of the current Trump Administration pose an unprecedented threat to public education, immigrants, the right of workers, and many other groups; and

**Whereas**, the nomination and confirmation of Betsy DeVos for U.S. Secretary of Education represents an extreme effort to expand voucher programs, charter schools, and dismantle our public school system; and

**Whereas**, CFT and AFT locals, in collaboration with community, have waged a strong fight back against efforts to privatize public education and have achieved important victories in recent years; and

**Whereas**, the last five years has seen other major social movements, including the Fight for 15 and Black Lives Matter, impact the national debate and realize major achievements for racial and economic justice; and

**Whereas**, California needs a convergence of educational, social, and racial and economic justice movements that support each other and pool their power to resist attacks facing our communities; and

**Whereas**, as labor unions and public education will be under attack more than ever, our commitment to working in collaboration with community to fight back has never been more critical; and

**Whereas**, the Alliance to Reclaim Our Schools (AROS) was formed out of local coalitions, with CFT and California AFT locals playing an important leadership role, and is now a national community-union alliance for educational justice; and

**Whereas**, AROS as a national alliance has initiated a national campaign for “The Public Schools All Students Deserve” and has organized nationally coordinated actions involving 300 cities, several thousand schools, and more than 100,000 people around the issues of full funding and support for community schools, more teaching, less testing, and holding all schools that are publicly funded to the same high standards; and

**Whereas**, in each successive day of action, there have been more cities, more organizations, more local unions, and more people engaged;

**Therefore, be it resolved**, that the California Federation of Teachers will continue to mobilize its members to protect students, public schools and communities, and participate in future national days of action, including May 1, to call for our schools to be sanctuary spaces, free from deportation, racism, and bullying; investment in our public schools by making the billionaires and Wall Street pay their fair share of taxes; advocating for new public education revenue sources; protecting Title 1 funds; and protecting against privatization of our public schools systems and protecting our students from predatory actions; and

**Be it further resolved**, that CFT will continue to engage members to work with parents, students, and community and to coordinate with other major movements in California to plan a major mobilization on May 1 and beyond; and

**Be it further resolved**, that CFT will continue to work with parents, students, and community to organize actions that build member capacity and power to win investment for public education leading up to May 1 and beyond; and

**Be it finally resolved**, that CFT will join with AROS to lead the resistance to efforts to attack public education, immigrants, worker rights, and lift up our positive vision to protect and improve public education.

*Submitted by the EC/TK-12 Council and the Community College Council*

## Resolution 14

# Reclaiming the promise of racial equity for Black males in California

**Whereas**, the promise of racial equity for everyone embedded in the preamble to our country's Declaration of Independence has been belied by structural racism for more than 300 years; and

**Whereas**, working white people and people of color alike have been exploited by the myth of white superiority and systems of white supremacy designed to benefit the wealthy by dividing working people and depriving them of America's promise of fair rewards for hard work; and

**Whereas**, the work of many researchers and scholars confirms the findings of UC Berkeley professor Michael Reich, whose book *Racial Inequality: A Political-Economic Analysis* offers compelling evidence of the ways that most workers are harmed by racism, regardless of their race, but Blacks are still hardest hit by this economic tool; and

**Whereas**, the racial disciplinary gap for Black high school students in California is an alarming 19 more per 100 than for white students. Data compiled by The Advancement Project indicate just one out-of-school suspension doubles a student's risk of dropping out; and

**Whereas**, latest available data indicate the high school dropout for Black males in California is 22.4 percent, the highest of any racial group and more than double the 9.1 percent rate for white males. The graduation rate in California for Black students is 70.8 percent compared to 88 percent for white students, and a Brookings Institution study show that Black males who do not complete their high school education have a 70 percent chance of being incarcerated by their mid-30s; and

**Whereas**, December 2016 data indicate Black workers are unemployed at 8.8 percent compared to 5.4 percent for white workers; and

**Whereas**, latest data indicate Black men in California are incarcerated at a rate of 4,367 per 100,000 compared to 922 for Latinos, 488 for whites, and 34 for Asians, showing that California incarcerates Black males at a rate that is nine times higher than white males; and

**Whereas**, educational justice is racial justice and CFT is prepared to lead by example through our actions and allocation of resources to help fulfill the promise of social and economic mobility through education for Black males in California; and

**Whereas**, delegates to CFT Convention 2016 adopted Resolution 16 to "Close the opportunity gap for black males," and calling for CFT to "form a task force to further develop and implement the proposals outlined in the AFT task force report *Reclaiming the Promise of Racial Equity*," and resolving that CFT would "commit to address the issues of inequality, the persistent gaps in opportunities for males and young men of color that hold back young Black men from being able to reach their full potential by proclaiming 2016 as CFT's Year of Racial Equity:"

**Therefore, be it resolved**, that CFT adopt the report of the CFT Racial Equity Task Force, *Reclaiming the Promise of Racial Equity for Black Males in California* including the equity vision statement and the recommendations contained within as a draft framework for a four-year strategic plan to organize CFT's racial equity work through December 31, 2020.

*Submitted by the Executive Council*

## Resolution 15

### Reaffirm solidarity with immigrant students, families, and communities

**Whereas**, California has the largest immigrant population in the country at 27 percent of the total state population, contributing greatly to the vitality of our culture and vibrancy of our economy; and

**Whereas**, immigrants under discriminatory attack by the Trump Administration are in our schools and in the families and the communities around our schools; and

**Whereas**, the physical and emotional well-being of our students, their families and their communities is threatened due to xenophobic and racist appeals by Trump and his administration; and

**Whereas**, California's elected leaders have staunchly affirmed that our state is a sanctuary state, and a large and growing number of our school and college districts have declared themselves to be safe havens; and

**Whereas**, protecting and standing up for our students and their families is part of what educators and unionists do every day; and

**Whereas**, labor history shows unity and solidarity of the working class to the broadest possible extent is the key to the advancement of all workers; and

**Whereas**, the labor movement even more broadly needs to align with the community groups that share our values; and

**Whereas**, the CFT also stands for labor united with good green union jobs for a sustainable future; and

**Whereas**, the CFT has long supported curricula and education policies that encourage teaching and learning about the history of labor and unions' contemporary activities in defense of worker rights; and

**Whereas**, these curricula and policies are needed now more than ever, with the Trump Administration's attacks on labor and immigrant rights disrupting the lives and learning of our students and their families, including refugees and those seeking asylum;

**Therefore, be it resolved**, that the California Federation of Teachers reaffirm our support for the rights of the immigrant students and families we serve; and

**Be it further resolved**, that we reaffirm our support for labor curriculum that helps educate our students and their families as to their rights; and

**Be it finally resolved**, that CFT declare our commitment and readiness to take collective action to protect immigrant communities. To this goal CFT will create and support a statewide network among our locals.

*Submitted by the Labor in the Schools Committee*

## Resolution 16

### Stop human trafficking

**Whereas**, human trafficking is a modern form of slavery. It exploits people for sex or labor. It involves controlling people through force, fraud, or coercion. Human trafficking violates human rights; and

**Whereas**, forced labor in the private economy generates \$150 billion a year according to the International Labor Organization report *Profits and Poverty: The Economics of Forced Labor*; and

**Whereas**, according to statistics from the Polaris Project 2015, an estimated 4.5 million people globally are trapped in forced sexual exploitation. The overwhelming majority are women and girls. At least 100,000 children are estimated to be in the U.S. sex trade each year; and

**Whereas**, the average age a child is trafficked into the commercial sex trade is 12 years old. Young victims are targeted through social media, chat lines, after-school programs, on the streets, in shopping malls, in clubs, through the foster care system, or by students who are used by traffickers to recruit other victims; and

**Whereas**, human trafficking victims can be any race, gender, nationality, or economic status. Victims may be trafficked far away or without leaving their hometown; and

**Whereas**, pimps, gangs, family members, labor brokers, employers of domestic servants, small business owners, and large factory owners have all been found guilty of human trafficking;

**Therefore, be it resolved**, that the California Federation of Teachers continue to fight and advocate for the implementation of laws to abolish human trafficking and support laws and elected officials that seek to protect all people from criminal prosecution when they are the victim of sex trafficking; and

**Be it further resolved**, that CFT urge locals to hold meetings or programs on this issue to raise awareness, and to consider helping organizations that fight trafficking and assist victims of these organizations.

Encourage members to report suspicious activity to the National Human Sex Trafficking Hotline (888-373-7888) and to the National Center for Missing and Exploited Children (800-843-5678); and

**Be it finally resolved**, that the CFT contact the AFT and encourage Congress to move quickly to reauthorize and continue the progress made through “The Trafficking Victims Protection Act.”

*Submitted by the AFT College Staff Guild-Los Angeles, Local 1521A*

## Resolution 17

### Honor Native American treaties and rights

**Whereas**, there are 562 federally recognized Native American tribes as well as others within U.S. territory who have survived a history of genocide, theft of land and resources, racism, forced relocation and assimilation; and

**Whereas**, Native Americans have the highest rates of teen suicide, unemployment, diabetes, poverty and the lowest rates of high school graduation and life expectancy in the United States; and

**Whereas**, there are more cases of rape, sexual abuse, and disappearing of Native American women and girls than any other ethnic group (90 percent of the rapes are by non-indigenous men), and extraction industries that invade Indian lands bring in predominantly non-Native male work camps which greatly increase these violent crimes, and

**Whereas**, Indian reservations comprise only 2 percent of U.S. land area but contain 20 percent of all oil and gas reserves, and bills are being presented in Congress to pull back environmental regulations and open up public lands (including those held in trust for Indian tribes and Alaskan Native villages) for drilling such as the bill by two Utah congressmen to turn 100,000 acres of land on the Ute Reservation into drilling zones; and

**Whereas**, President Trump approved the completion of the Dakota Access Pipeline on Standing Rock Lakota lands which threatens the contamination of their water supply as well as the water for 18 million people along the Missouri and Mississippi Rivers; and

**Whereas**, Native peoples suffer from environmental racism due to the pollution of their lands, water, and air by coal mines and plants, and abandoned copper and uranium mines such as the recent Gold King Mine spill of 3 million gallons of toxic water into the San Juan River which supplies water to the Navajo Nation and is yet to be cleaned up and, in addition the consequences of climate change disproportionately affect indigenous and poor people,

**Whereas**, the president has named Sen. John Hoeven (R-North Dakota), who actively supports the Keystone and Dakota Access Pipelines while calling for federal enforcement against the NoDAPL water protectors at Standing Rock, to serve as chairman of the U.S. Senate Committee on Indian Affairs; and

**Whereas**, the appointed Secretary of Education, Betsy DeVos, who promotes the privatization of public schools and school choice as well as overseeing funding for public higher education, is a huge threat to Indian education. Indian children on reservations, which have no property tax base for funding schools, and in rural areas where schools are separated by great distances, depend on public schools. Ninety percent of Native American children and youths attend regular public schools, on and off reservations, while most of the rest are enrolled in schools that are either operated by the federal Bureau of Indian Education or by tribes under contracts with the agency. The schools that serve Native students tend to be among the most dependent on federal funding — and, therefore, most vulnerable to sequestration (across the board) cuts, which affect only federal aid. The Bureau of Indian Education not only serves Native students from preK-12, but also serves postsecondary students through educational scholarships and supports funding for tribal colleges and universities, all of which can be affected by DeVos' privatization of education agenda; and

**Whereas**, the Indian Healthcare Improvement Act, which oversees the healthcare for reservation Indians as well as for the 1.3 million American Indians and Alaskan Natives living in urban settings, is federally funded with states receiving a 100 percent match for patients within the Indian Health System and the

Affordable Care Act covering services for 51 percent of Native American children, and would be devastated by the elimination of the ACA, Medicare, and cuts to Medicaid; and

**Whereas**, the president has a history of questioning the legitimacy of Native American identity, of making derogatory remarks about Indians and has brought lawsuits against the federal government in regards to the tribally owned casinos which he saw as competing with his own casinos, raising a real concern that the current regime will create normative standards for indigeneity that will perpetuate colonialism and bring in a new era of Native American termination;

**Therefore, be it resolved**, that the California Federation of Teachers call upon the federal government to honor, enforce, and improve the existing treaties and rights of Native American peoples in the United States; and to uphold tribal sovereignty and treaties; and

**Be it finally resolved**, at all future conventions, the CFT will work with local First Nations to open the convention by recognizing and honoring the Native American land occupied by the convention.

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



## Resolution 18

### Oppose the Dakota Access Pipeline

**Whereas**, part of the Dakota Access Pipeline (DAPL), a project of Energy Transfer Partners costing \$3.4 billion and slated to carry 470,000 to 570,000 barrels of oil per day across four states from the Bakken oil fields to a port in Illinois where it would be refined for shipment overseas, has thus far been constructed on land over which the Standing Rock Lakota have treaty rights; and

**Whereas**, this construction has damaged or destroyed sacred sites including burial grounds; and

**Whereas**, this construction has been done without the consent and against the wishes of the Standing Rock Lakota; and

**Whereas**, the proposed completion of the pipeline would take it under Lake Oahe, a dammed section of the Missouri River less than a mile from the Standing Rock Lakota reservation, endangering their only water supply, as well as the drinking water of 18 million people downstream, should there be a leak; and

**Whereas**, leaks in oil pipelines, while under-reported in mainstream media, are not uncommon; and

**Whereas**, this pipeline was originally proposed to cross the Missouri River above Bismarck, North Dakota, until concerns about its threat to the safety of that city's water supply were voiced and the project was redirected to the current location; and

**Whereas**, the oil from the Bakken oil fields is fracked oil, further casting in doubt the overall environmental impact of this project; and

**Whereas**, the wisdom of continued production of oil as an energy source is questioned by many scientists environmentalists; and

**Whereas**, even if domestic oil production is deemed to be of sufficient importance, this oil is not for domestic consumption but instead for overseas sales; and

**Whereas**, the jobs resulting from this project are fewer in number than claimed and that green energy solutions will create more long-term employment in the building trades and other sectors; and

**Whereas**, the jobs promised to the American public and our brothers and sisters in the building trades resulting from this project are fewer in number than claimed by Energy Transfer Partners;

**Whereas**, the Standing Rock Lakota and their Allies — representing over 300 First Nation tribes, indigenous peoples from around the world, and other concerned people — as Water Protectors, have non-violently resisted efforts of Energy Transfer Partners and its allies — including the Morton County Sheriff's Department, the North Dakota Highway Patrol, the national guard, and law enforcement from nearby states — to install the pipeline; and

**Whereas**, their non-violent, prayerful resistance has been met, even in sub-freezing weather, with highway blockades, attack dogs, and militarized police weaponry including water cannon, sound canon, frozen rubber bullets, tear gas, pepper spray, constant noisy aerial surveillance, and possible interference with the ability to communicate electronically with the outside world, among other military tactics; and

**Whereas**, the United States has veterans arriving at the camps to put themselves between the militarized police and the unarmed Water Protectors have said that the sites of confrontation looked “like a war zone;” and

**Whereas**, Amnesty International has called upon the United States Department of Justice to investigate the policing of the Dakota Access Pipeline demonstrations; and

**Whereas**, the Department of the Army has published in the Federal Register its “Notice of Intent to require an Environmental Impact Statement” regarding Energy Transfer Partner's request to drill under Lake Oahe in order to complete their pipeline;

**Therefore, be it resolved**, that the California Federation of Teachers condemns the actions taken against the Standing Rock Lakota and their allies as Water Protectors; and

**Be it further resolved**, that CFT supports the Standing Rock Lakota in their opposition to the pipeline; and

**Be it further resolved**, that CFT supports an Environmental Impact Statement that finds the DAPL in its present location unacceptable; and

**Be it further resolved**, that CFT questions the need for the pipeline at all; and

**Be it further resolved**, that the president of the CFT shall communicate with President Donald J. Trump demanding that he provide clear documentation that he does not own stock in Energy Transfer Partners or Phillips 66, either directly or indirectly; and

**Be it finally resolved**, that the CFT send this resolution on to the AFL-CIO, the California Labor Federation and other local labor councils, the governor of North Dakota, and the biennial convention of the AFT for their concurrence.

*Submitted by the San Francisco Community College District Federation of Teachers, Local 2121, the San Francisco Community College District Federation of Teachers-Retired, Local 2121-R, the Labor in the Schools Committee, and the Council of Retired Members*

## Resolution 20

### Increase support for organizing new retiree chapters

**Whereas**, retired members of CFT local unions often wish to maintain years-long relationships with their colleagues and local unions; and

**Whereas**, the CFT has established a Council of Retired Members to give access and voice to retiree chapters; and

**Whereas**, a focused campaign to assist each local to create a retiree chapter will increase the number of retiree members participating;

**Therefore, be it resolved**, that the California Federation of Teachers encourages each local to establish a retiree chapter for its retired or retiring members; and

**Be it further resolved**, that the Council of Retired Members asks CFT for staff help consistent with the workload of its staff; and

**Be it finally resolved**, that the Council of Retired Members shall work with locals and CFT staff to help establish new retiree chapters.

*Submitted by the Council of Retired Members*

## Resolution 21

### Support for organizing model within the CFT

**Whereas** organizing within the membership is pivotal in protecting workers' rights and building power to continually improve working conditions for all; and

**Whereas** for decades, unions have sustained attacks. We can expect ongoing efforts to undermine our collective power. Struggling against these assaults means we need to re-order our internal priorities. We must refocus on grassroots organizing, as we ready ourselves for the challenges ahead. We must be organized so that we can continue to protect workers' rights, collective bargaining, and maintain hard-fought protections and benefits, as well as standing up for our public services; and

**Whereas**, a stronger organizing model encourages workers to unite around issues, grievances, and goals to collectively enact change and build better working conditions and a stronger union; and

**Whereas**, now more than ever it is imperative that locals focus their energies on organizing power within their locals, by strengthening membership and building the capacity to withstand the challenges to come; and

**Whereas**, many CFT organizers have been employed on a contingent basis; when these employees leave, their exit leads to a loss of knowledge and strength for CFT, and runs counter to our organizational goals of building power;

**Therefore, be it resolved**, that the California Federation of Teachers create organizing structures consistent with our values and clearly aligned with the goal of creating and promoting organizing as a CFT priority.

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

## Resolution 22

### Taking a humane stance on solitary confinement

**Whereas**, the CFT firmly believes in the support of education and the humane treatment of all citizens; and  
**Whereas**, evidence shows that solitary confinement and isolation in prisons promotes neither rehabilitation, sanity, nor socialization but rather emphasizes mental illness and anti-social behaviors; and  
**Whereas**, we applaud the proposal of Architects/Designers/Planners for Social Responsibility (ADPSR) asking the American Institute of Architects (AIA) to amend its “Code of Ethics and Professional Conduct” to prohibit the design of spaces for killing, torture, and cruel, inhuman or degrading treatment; and  
**Whereas**, solitary confinement is a form of cruel, inhuman or degrading treatment. As people of conscience and as a profession dedicated to improving the built environment for all people, architects cannot participate in the design of spaces that violate human life and dignity. Participating in the development of buildings designed for killing, torture, or cruel, inhuman or degrading is fundamentally incompatible with professional practice that respects standards of decency and human rights. AIA has the opportunity to lead its profession in upholding human rights; and  
**Whereas**, the CFT agrees with professional practices that respect standards of decency and human rights for all, and we applaud the ethical and brave stance of the ADPSR and their petition to the AIA to amend its Code of Ethics and Professional Conduct to prohibit the design of spaces for killing, torture, and cruel, inhuman or degrading treatment; and  
**Therefore, be it resolved**, that the California Federation of Teachers writes a congratulatory letter to the Architects/Designers/Planners for Social Responsibility and supports the adoption by the American Institute of Architects; and  
**Be it finally resolved**, the CFT will promote this ethical and brave dialogue on our CFT website.

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

## Resolution 23

### Defending academic freedom in the 21st Century

**Whereas**, a student advocacy group targeted a professor because of the professor's political philosophy and posted online fragments of the professor's lecture that were secretly recorded without authorization, despite the professor's written prohibition of such activities in the course syllabus; and

**Whereas**, the argument used by the students who posted the remarks and by their supporters was that "out of control" college professionals abuse their faculty and classified positions to propagandize; and

**Whereas**, certain talk radio programs, cable news channels, and newspapers have in recent months promoted the allegation that progressive faculty and classified staff at a California community college routinely single out students with specific viewpoints to be individually targeted for humiliation; and

**Whereas**, there is no reliable evidence of "naming and shaming" by California community college faculty and classified staff of individual students for their political philosophy, and the claims have been disseminated without effective verification and validation; and

**Whereas**, the attorney for an advocacy group has called for the dismissal from employment of a long serving professor because of the professor's political beliefs as contained in the professor's remarks made in the classroom; remarks which had the legal protections of academic freedom; and

**Whereas**, following the incidents, the professor, the leadership of the local union, and others received violent threats, intimidation and hundreds of hate mails; and

**Whereas**, a single incident, where facts are in dispute, morphed into an uproar against progressive college faculty and/or classified staff on ideologically motivated social media and broadcast outlets; and

**Whereas**, there may be a linkage between an individual or individuals associated with the incident and a McCarthy-like blacklist of progressive faculty and classified staff members; and

**Whereas**, any college may be subject to such a targeted effort to "take down" progressive faculty or classified staff; and

**Whereas**, there is an ongoing effort by political activists to bring retribution against progressive faculty and classified members because of their political philosophy; and

**Whereas**, professors have been subjected to threats of intimidation arising from their defense of a colleague who was the target of a campaign to ruin the professor's professional reputation and livelihood; and

**Whereas**, any professor, classified staff member, or educational institution may now find themselves the target of a sudden attack on their reputation, character, and employment due to the faculty or classified staff member's political perspective; and

**Whereas**, these incidents, if unaddressed may have a chilling effect on the academic freedom that is the heart of our educational system; and

**Whereas**, an attack on an individual college of an individual faculty or classified staff member is an attack on all colleges and all members;

**Therefore, be it resolved**, that the CFT will provide support to locals that find themselves the subject of targeted campaigns by advocacy groups opposed to academic freedom by helping the targeted faculty or classified staff members develop communications strategies to effectively meet the challenge posted by forces who oppose public education and academic freedom; and

**Be it further resolved**, that CFT will provide educational resources for faculty and staff regarding their rights related to academic freedom; and

**Be it finally resolved,** that CFT will provide model contract language on academic freedom to local unions.

*Submitted by the Ethnic Minority and Participation Leadership Committee and the Coast Federation of Educators, Local 1911*

## Resolution 25

### End the Trump regime

**Whereas**, the Trump/Pence Administration is a xenophobic regime that has unleashed unjust attacks against immigrants, refugees, Muslims and other religious minorities, threatening to deport millions and ban entire religious groups (a moral wrong recently ruled unconstitutional by the U.S. Court of Appeals for the Ninth Circuit); and

**Whereas**, the Trump/Pence Administration has encouraged and emboldened white supremacy and has created an atmosphere of hate and fear across the country; and

**Whereas**, the Trump/Pence Administration is deeply influenced by a misogynous religious fundamentalism that poses a grave danger to the basic rights of women and LGBTQ people; and

**Whereas**, the Trump/Pence Administration has, under the slogan “law and order” and the excuse of “fighting gangs” threatened to unleash intensified police violence and repression against African Americans and other people of color; and

**Whereas**, the Trump/Pence Administration has shown contempt for civil liberties and raised the specter of violent authoritarianism, by threatening to use torture, to expand the use of Guantanamo and to re-open secret prisons (so-called “black sites”) to incarcerate people without any legal recourse; and

**Whereas**, the Trump/Pence Administration has attacked judges who have ruled against its executive orders thereby threatening to undermine an independent judiciary and to subvert the system of checks and balances that is a key element of a democratic society; and

**Whereas**, the Trump/Pence regime has attacked the press, in order to intimidate and discredit any critical exposure of their government; and

**Whereas**, the Trump/Pence Administration has attacked and attempted to discredit and deny science, including well-established scientific truths and the very notion of rational truth and promoted the notion of “alternate facts,” that are lies, as a normal and acceptable approach to reality; and

**Whereas**, the Trump/Pence Administration denies the science of climate change and threatens measures to reduce greenhouse gas emissions which could be a critical blow to efforts to keep global temperatures from rising to a point where runaway warming would threaten life on earth as we know it; and

**Whereas**, the Trump/Pence regime is threatening to initiate a more warlike foreign policy, including the talk of a new nuclear arms race that could jeopardize the safety of the entire world; and

**Whereas**, the Trump/Pence Administration has assembled a “Legion of Doom” cabinet of white supremacists, misogynists, science deniers, anti-labor and religious zealots, privatizers, and war mongers who threaten to weaken or dismantle agencies and institutions charged with educating and providing services for the people and protecting the environment; and

**Whereas**, the Trump/Pence Administration has moved to eliminate regulations that protect the public from unscrupulous and harmful corporate actions that threaten human health and survival; and

**Whereas**, the Trump/Pence Administration has shown contempt for the concept of the rule by law thereby threatening the people of the country with dictatorial rule; and

**Whereas**, the Trump/Pence Administration is a dangerous administration moving rapidly to reshape this country into an authoritarian and even a fascist state and there exists a danger of a Reichstag fire-like event that could result in a rapid assault on civil liberties; and

**Whereas**, allowing this regime to continue poses a grave threat to tens of millions of people here and around the world and, indeed, to the well-being of the planet itself;



**Therefore, be it resolved,** that the California Federation of Teachers will unite broadly with those who oppose this administration with the aim of stopping its attacks on democratic institutions and its attempts to undermine agencies that serve the needs of people; and

**Be it finally resolved,** that this union will continue to encourage and support its members in the exercise of our rights to freedom of speech and assembly in various forms of protest, and recognizing and giving voice and support to the urgent need to remove this dangerous, fascistic Trump/Pence Administration from power while advocating for leadership truly willing and able to serve the public good.

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

## Resolution 26

# Support Statewide Day of Action to oppose Trump's attacks on public education and immigrant rights

**Whereas**, the CFT needs to be in the lead of organizing direct action to fight Trump's racist, sexist, and anti-immigrant attacks. We need to build and lead the new mass independent civil rights and union movement to win. We cannot wait for the Democratic Party politicians. We need to utilize our strength as a union to organize mass actions of students, teachers, and community in every town and city in California and a "National Day of Action for No Business as Usual" until Trump is out; and

**Whereas**, the California Teachers Association (CTA) passed an almost identical resolution on Sunday January 29, 2017, at its State Council;

**Therefore, be it resolved**, that, together with other unions, students, and community organizations, the California Federation of Teachers will hold a Statewide Day of Action — marches, demonstrations, strikes — against Donald Trump's attacks on public education and immigrant rights. We call on school districts and college administrations to cancel classes and close down on May 1. No DeVos! Defend sanctuary cities and campuses!

*Submitted by the Berkeley Federation of Teachers, Local 1078*

## Resolution 27

### Oppose University of California tuition/fee increase

**Whereas**, the University of California is a public institution of higher learning and its primary goal should be the education of the youth of the State of California, along with its research and public service missions; and

**Whereas**, in January 2017 the University of California announced yet another tuition/fee increase for students; and

**Whereas**, UC students, like college students across the United States, are already suffering under an unconscionable burden of debt that many will carry for the rest of their lives, and that will certainly make their entry into careers and adult life significantly more difficult; and

**Whereas**, UC was historically a tuition-free institution and as recently as 1970, a UC student could earn enough money during a ten-week, minimum-wage summer job to cover all the costs associated with a year of college education but currently a UC student working full-time for a year at a minimum wage job could not even come close to covering the cost of attending UC for a year; and

**Whereas**, many industrialized, democratic countries around the world (most of which do not have the wealth of resources enjoyed in the United States) are able to offer free higher education to their citizens; and

**Whereas**, it has been amply demonstrated that free higher education is something that could be offered by public colleges and universities without significantly increasing the cost to federal or state governments; and

**Whereas**, the University of California continues to receive record amounts of donations from public and private sources and chooses to spend those increasing resources on activities unrelated to undergraduate instruction; and

**Whereas**, the University of California fails to reflect the education of all undergraduate students as a commitment in its budget priorities; and

**Whereas**, the University Council-American Federation of Teachers (UC-AFT), which represents librarians and lecturers who do about half of the undergraduate teaching in the UC system, and has been consistently concerned about the debt burden being carried by university students in general and UC students in particular; and

**Whereas**, the education of students is one of the key factors related to the economic and social well-being of our society;

**Therefore, be it resolved**, that the California Federation of Teachers oppose the proposed UC tuition/fee increase and fight for not increasing but decreasing UC tuition/fees in the short term and work toward a tuition-free UC education for California students and communicate this position to the University of California Board of Regents and Office of the President.

*Submitted by the University Council-AFT*