

Adopted Constitutional Amendments and Resolutions

Convention 2007

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



Per Capitas

Article II: Finance, Sections 1 and 6, of the CFT By-Laws are amended to read:

Section 1. Per Capitas

- a. Effective September 1, 2006, the per capita for active members of the CFT will be:
- (1) Regular rate members earning \$26,000 or more: \$414.19 (monthly payment of \$34.52).
 - (2) Non-bargaining agent members participating in the CFT staff funding program pursuant to Article II, Section 1, By-Laws and earning \$26,000 or more: \$414.19 (monthly payment of \$34.52).
 - (3) Regular rate agency fee non-members earning \$26,000 or more: \$414.19 (monthly payment of \$34.52).
 - (4) Non-bargaining agent members earning \$26,000 or more: \$338.12 (monthly payment of \$28.18).

Subsections b–d remain the same.

- e. Two dollars and fifty cents (\$2.50) 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 only for candidates for state and local office or for ballot propositions.

Subsection f remains the same.

Section 6. Staff Funding Program

- a. Upon notification to the CFT, on or before July 1 preceding the budget year for which the staff funding program is to commence, any local or councils of locals that directly employs and compensates one or more professional staff persons shall receive a staff funding program from the CFT equal to the following formula:
- (1) Unit size — 1000 or fewer: Locals and councils of locals with a total unit of 1000 or fewer shall receive a staff funding program from the CFT equal to seventy percent (70 percent) of the first \$17.44 of the 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 of above 1000 shall receive a staff funding program from the CFT equal to sixty percent (60 percent) of the first \$17.44 of the 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 percent) of the first \$17.44 of the per capitas paid for non-certificated employees of the unit.
- b. The base on the Staff Funding Program shall be automatically adjusted on September 1 of each year by the percentage increase in per capitas as set forth in Section 2 of this article.



Per Capitas and Classes of Membership

Article II: Finance, Section 1b of the CFT By-Laws is amended to read:

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 ($\frac{1}{2}$) the regular rate.
- 2) Locals may establish a class of members, which shall consist of members earning or receiving under \$18,000. Laid off employees shall be eligible for three years at this reduced rate. Such locals may pay per capita tax for those individuals at one-quarter ($\frac{1}{4}$) the regular rate.
- 3) Locals may establish a class, which shall consist of persons earning or receiving less than \$12,000. Such locals may pay per capita tax for those individuals at one-eighth ($\frac{1}{8}$) the regular rate.



Include a retirement column in every issue of *California Teacher*

Whereas, there is a constant attack on active and retirees' pension plans and health care benefits, and

Whereas, it is necessary to inform our members on a regular basis of the importance of retirement issues, and

Whereas, our members need ongoing information on the issues that include retirement, health care and retired members, and

Whereas, the issues of retirement, health care, and related issues are growing issues among our members,

Therefore, be it resolved that the California Federation of Teachers have a retirement issues column in each published issue of our *California Teacher* newspaper.



Provide health care for part-time faculty

Whereas, a vast number of employees in education and in public employment generally have no access to health insurance due to their part-time status, and

Whereas, a vast majority of part-time community college instructors receive no health benefits through their employment, and

Whereas, at least 32 percent of the lecturers and librarians employed in the University of California system are employed at under 50 percent FTE, thus receiving no health benefits and inferior retirement benefits, and

Whereas, a substantial percentage of lecturers in the California State University system receive no health benefits because they are employed at under 40 percent FTE,

Therefore, be it resolved that the California Federation of Teachers support legislation requiring that all education employees in the state of California receive health benefits coverage through employer contributions based upon the contribution made by the employer per full-time employee, minimally a double pro rata contribution not to exceed 100% coverage, with employer contribution paid at the full rate for 50 percent or more FTE employees. Thus, a person employed at 20 percent FTE would receive 40 percent of the employer's contribution toward health benefits for a full-time employee.

Be it further resolved that CFT support legislation to require mandated categorical funding to support this part-time health care legislation.



Social Security offsets: A reaffirmation of concern

Whereas, most educators in California will receive retirement benefits from the CalSTRS Defined Benefit Plan or Cash Balance Plan, and

Whereas, federal statutes known as the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) may cause educators receiving retirement benefits from CalSTRS or other affected public retirement systems not linked to Social Security to suffer reductions in their Social Security retirement benefits,

Therefore, be it resolved that the California Federation of Teachers support HR. 82 and S. 206, sponsored by Howard Berman and Dianne Feinstein, to repeal the WEP and GPO, and

Be it further resolved that the CFT send a copy of this resolution together with explanatory materials to every member of the California Congressional delegation, and

Be it finally resolved that the CFT provide leadership in promoting a letter-writing or other campaign as needed to promote the repeal of the WEP and the GPO.



Stop privatization of public education

Whereas, on December 14, 2006, the National Center on Education and Economy released the second report from the “New Commission on the Skills of the American Workforce” called *Tough Choices or Tough Times*, and

Whereas, the first report from the Commission on Skills of the American Workforce, *America’s Choice: High Skills or Low Wages* asserted that the United States would not be able to compete in the global economy unless the American public school system adopted a standards-based approach enforced through a student and teacher accountability system, and

Whereas, the standard-based, high stakes testing approach promoted in the 1990 commission report culminated with the passage of the No Child Left Behind Act (NCLB) opening up to the private sector up to 20 percent of Title I funds for Supplemental Educational Services, and

Whereas, *Tough Choices or Tough Times* describes a corporate vision for the privatization of public education that includes:

- Local schools not owned by local school districts,
- Local schools transformed to “contract schools” operated by contractors,
- Ending high school for millions of students by the 10th grade who fail to pass high stakes exit exams,
- Increasing teacher salaries through the elimination of defined benefit pension plans and health care insurance, and

Whereas, the political significance of *Tough Choices or Tough Times* is that the privatization of public education is no longer a hidden agenda but a road map to achieve this end, and

Whereas, as with previous reports such as *A Nation at Risk* and *America’s Choice: High Skills or Low Wages* have led to public school reform that have promoted the privatization of public education,

Therefore, be it resolved that the California Federation of Teachers mount a campaign to educate our members and our political allies regarding the fact that the privatization agenda from the corporate elite is no longer a hidden agenda, and

Be it finally resolved that the CFT oppose any legislative effort, by any member of the Legislature, regardless of party affiliation or previous voting record, that promotes changes to the current public education system that are aligned with the privatization of proposals advanced by *Tough Choices or Tough Times*.



Promote a national K–12 labor education plan and conference

Whereas, union density in the United States has fallen to levels unseen since early in the last century, and

Whereas, a strong labor movement is crucial to preservation and advancement of democracy, and to the betterment of the lives of working people, and

Whereas, students need to know about labor history and the role of unions in protection of workers' rights in order to make informed decisions about their lives at work, and

Whereas, there are a growing number of local resources and programs devoted to K–12 labor education and to new member orientation, including those produced and facilitated by the CFT Labor in the Schools Committee, and

Whereas, these programs and resources, to be more useful and effective, require support and coordination at levels beyond the capacity of any one organization,

Therefore, be it resolved that the California Federation of Teachers call upon the AFT to form a task force to develop policy recommendations to support and coordinate K–12 labor education nationally, and that the AFT thereafter call upon the AFL-CIO and the NEA to join this task force, and

Be it further resolved that the CFT call upon the AFT to convene a national K-12 Labor Education conference within the next two years in order to acquaint teachers and union activists with the best practices in the field and to begin implementation of a coordinated K-12 labor education campaign, based on the task force's policy recommendations, and that the AFT thereafter call upon the AFL-CIO and the NEA to co-sponsor this conference.



Support Labor History Week

Whereas, the first week in April in California is Labor History Week, as designated by AB 1900, signed into law in 2002, and

Whereas, the CFT and the California Labor Federation were co-sponsors of AB 1900, and

Whereas, the purpose of Labor History Week, as defined in AB 1900, is to encourage schools and community colleges “to commemorate this week with appropriate educational exercises that make pupils aware of the role the labor movement has played in shaping California and the United States,” and

Whereas, the Labor in the Schools Committee has produced materials for teachers and students to use during Labor History Week, and

Whereas, some of the activities that have taken place in past years include submitting resolutions for adoption by local school boards supporting Labor History Week, delivering lessons in classrooms, posting the California labor history map in schools, libraries and workplaces, preparing exhibitions of California labor history co-hosted by unions, schools and/or libraries, and assigning students to research and report on important accomplishments of the labor movement, and

Whereas, these activities and ideas, among others, are now listed and easily accessible, along with links to resources, on a Web page,

Therefore, be it resolved that the California Federation of Teachers continue to encourage its locals to involve themselves in Labor History Week activities, and

Be it further resolved that the CFT continue to work with other labor and educational organizations to publicize and implement the mandate of AB 1900.



Support collaboration between early childhood teachers and kindergarten teachers

Whereas, the CFT believes that success in early childhood education supports success in a child's life and a student's educational career, and

Whereas, the transition from early childhood education to kindergarten is a major step in a student's life and successful transition is critical to the student's educational development, and

Whereas, the collaboration between early childhood and kindergarten educators promotes a successful transition,

Therefore, be it resolved that California Federation of Teachers will research best practices, support exemplary programs, and propose changes that provide and encourage collaboration between early childhood teachers and kindergarten teachers.



Improve professional development for early childhood educators

Whereas, the CFT believes that professional development is essential to help early childhood educators develop and expand their knowledge and skills in the classroom, and

Whereas, the CFT believes that effective professional development is linked to quality child care, and

Whereas, the CFT believes that funding and reasonable released time should be provided for professional development for early childhood educators,

Therefore, be it resolved that the California Federation of Teachers will lobby and support the expansion of professional development opportunities for early childhood educators, and

Be it further resolved that the CFT will promote, through legislation and other avenues, such professional development supports as tuition and conference reimbursement, educational sabbaticals, and commensurate compensation for successful completion of additional education.



Provide incentives to recruit and retain quality teachers in low decile K–12 schools

Whereas, national research clearly demonstrates that quality teaching is the most influential factor in determining student achievement and therefore in addressing student achievement gaps, and

Whereas, research also shows that a predominant number of schools in California with a majority of students performing poorly have an inordinate number of less experienced and/or less than fully credentialed teachers, and

Whereas, neither recent state legislation intended to influence teacher transfer rights nor past legislation awarding some schools/teachers with compensation will have or have had any kind of lasting impact to address the inordinate number of less experienced and/or less than fully credentialed teachers at low-performing schools, and

Whereas, the main barrier to quality teaching is a lack of support for teachers in the areas of lesson preparation time, professional development, collaboration time with colleagues, paperwork tasks, class size, curriculum development, classroom materials, school environment, administrative leadership, and teacher compensation,

Therefore, be it resolved that the California Federation of Teachers form a task force with the mission of drafting and sponsoring potential state legislation that would truly address recruitment and retention incentives at identified K–12 “low decile” schools. Such a task force shall have its first meeting within 60 days of passing of this resolution, and

Be it further resolved that the CFT task force legislative recommendations include, but not be limited to, recruitment and retention incentives that center around increased preparation time within the instructional day, collaboration time with colleagues within the duty day, effective professional development led by teachers, extra school site clerical personnel specifically assigned to assist teachers in paperwork tasks, lowering class size, relevant curriculum development, replacement/augmentation of classroom materials and infrastructure, a safe and orderly school environment, sound administrative leadership, and

Be it finally resolved that a report from the task force which includes the task force recommendations and the status of potential accompanying legislation shall be presented to the December 2007 meeting of the EC/K–12 Council and the CFT Executive Council by December 2007.



Exempt nonEnglish-speaking students from California standards tests for two years

Whereas, students who have just arrived from another country sometimes do not speak English, and

Whereas, regulations now say that all students must be tested, regardless of whether or not they can understand or read the test, and

Whereas, testing students in a language they cannot speak or read is pointless and often a painful experience for the newly arrived student,

Whereas, this subgroup is unique because it is not a static group, but everchanging as English Learners are redesignated and leave this category. Thus, scores will be inaccurately showing little increase since different students are actually being tested, and

Therefore, be it resolved that the California Federation of Teachers sponsor legislation to change the testing policy and regulations so that students who do not speak English are exempted from taking in English the State content standards standardized tests, the California High School Exit Exam, or any test that determines AYP or API scores and not counted as test takers until they have attended school in the United States for at least two consecutive years.



Educate about implications of SB 1655 found in Education Code Section 35036

Whereas, SB 1655 (Scott, D-Pasadena) prohibits superintendents from transferring teachers to schools in deciles 1 to 3 if the principal of the school refuses to accept the transfer, and

Whereas, SB 1655 provides that if the bill's prohibitions are in direct conflict with the terms of a collective bargaining agreement, those prohibitions become operative when that agreement expires, and

Whereas, SB 1655 effectively abrogates collective bargaining as it relates to the transfer of teachers, and

Whereas, limiting teachers from transferring to hard-to-staff schools does not solve the problem of attracting qualified teachers to these schools, and

Whereas, this bill was erroneously supported by many "friends" of the CFT,

Therefore, be it resolved that the California Federation of Teachers, working with its locals, communicate with each legislator who supported this bill to explain the ramifications of this bill and provide detailed information to the locals about this legislation.



Protect jobs for part-time faculty

Whereas, part-time faculty represent and make essential contributions in community colleges and adult education, and

Whereas, part-time teachers, unlike tenured teachers, lack due cause protection rights, and may be dismissed at the will of their employers, and

Whereas, loss of employment can be especially devastating to the strength of the local union and for employees who have worked faithfully for many years at the same school,

Therefore, be it resolved that the California Federation of Teachers sponsor legislation to provide job protection for part-time faculty.



Support pro rata pay for adjunct community college faculty and hire more full-time faculty

Whereas, existing law requires that persons employed to teach in community colleges for not more than 60 percent of the hours per week of a full-time contract employee be classified as part-time temporary employees regardless of their length of service, even though they must hold the same level of education, be hired under the same rigorous qualifications, and be required to perform comparable duties as their full-time colleagues, and

Whereas, the CFT has traditionally called for equal pay for equal work, and

Whereas, part-time temporary faculty, unlike their full-time counterparts, are usually paid only for the hours that they are actually in the classroom with no compensation for related work performed outside of the classroom, including, but not limited to, preparation time, departmental meetings, office hours, evaluation of student work, as well as service on college curriculum and governance committees, and

Whereas, California law states a goal of a 25 percent limit on the percentage of faculty working hours that part-time temporary faculty should perform, the present expansion of the community college system and the low cost of hiring these part-time temporary employees has led to abuse and overuse of such faculty in the community college system, and

Whereas, even in budget years when districts have received large increases in unrestricted funds, few have used this money to make advances in either equitable salaries for their part-time temporary faculty or increases in their full-time faculty ranks,

Therefore, be it resolved that the California Federation of Teachers sponsor legislation requiring that all community college faculty, credit and non-credit, both part-time temporary and full-time, be paid from the same salary schedule on a 100 percent pro rata basis considering the percentage of workload performed by each, and

Be it further resolved that community colleges be required to hire more full-time faculty over a period of five years so that each college has no more than 25 percent of total faculty working hours performed by temporary faculty members as mandated in AB 1725.



Endorse a four-year polytechnic university in the high desert region

Whereas, the high desert region of Southern California, which includes the cities of Lancaster, Palmdale, and the unincorporated area of Quartz Hills, is one of the fastest growing areas of California with more than 350,000 residents, and is anticipated to grow to more than 550,000 people in the next 10 years, and

Whereas, California State Polytechnic University at Pomona and California State Polytechnic University at San Luis Obispo are too far away for many of our local students to easily attend, and there are no four-year residential universities in the area to service this growing population, and

Whereas, a four-year polytechnic university located in the high desert region of Southern California would also service the cities in southern Kern County and the Victor Valley areas, and

Whereas, the high desert region is a recognized area of aerospace research and development, with Edwards Air Force Base and the U.S. Air Force's Plant 42 (featuring projects by Boeing, Lockheed Martin, and Northrop Grumman), and

Whereas, studies have shown that engineers and scientists hired from outside the high desert region do not readily adapt to the desert climate and tend not to stay, and

Whereas, these studies have also shown that local students leaving the area to attend college for technical degree programs tend not to return, and

Whereas, those students with technical degrees who do return to the high desert provide a stability in the ever-expanding aerospace workforce, and

Whereas, our sister organization, the California Teachers Association, has been briefed on the current planned development of a four-year polytechnic in the high desert region and has responded positively,

Therefore, be it resolved that the California Federation of Teachers formally endorse the development of a four-year polytechnic university in the high desert region of Southern California.



Support and defend affirmative action

Whereas, the CFT supports affirmative action and maintains our historic commitment to fight for integration and equality in education and all aspects of American society, and

Whereas, a federal lawsuit has been filed against Ward Connerly's Michigan anti-affirmative initiative, Proposition 2, and

Whereas, Proposition 2 was allowed to stay on the ballot despite the Michigan Civil Rights Commission's finding that there was systematic racially targeted voter fraud in the collection of ballot signatures, and

Whereas, the federal legal suit challenges the constitutionality of Proposition 2 and asserts that the University of Michigan and other universities have the legal right to use affirmative action in admissions.

Whereas, for black, Latina/o, Native American and women students to receive fair and equal treatment in the admissions process, it is essential that universities take into consideration who they are and what their life experience has been, and

Whereas, the 10-year experience of the state of California after the ban on affirmative action has taught us that the use of affirmative action policies is absolutely necessary in order to achieve a diverse and integrated student body, and

Whereas, a victory in this federal lawsuit would directly challenge Proposition 209 in California, and open the way to ending the attack on affirmative action and integration here and nationwide,

Therefore, be it resolved that the California Federation of Teachers investigate supporting the federal lawsuit challenging Proposition 2 in Michigan, and publicize this support through our media outlets as well as investigate taking legal action in support of the case.

Be it further resolved that the CFT Convention recommends that the Executive Council of CFT authorize a donation to United for Equality and Affirmative Action's legal efforts against Prop 2.



Defend the Berkeley Unified School District's desegregation plan

Whereas, the right-wing Pacific Legal Foundation (PLF) recently filed suit against the Berkeley Unified School District desegregation plan, and

Whereas 1964 the Berkeley Unified School District became the first in the nation to voluntarily adopt conscious measures to ensure the desegregation of its public schools due to the inspiration of the Civil Rights Movement.

Whereas, for almost two generations, the community of Berkeley has sustained its commitment to integrated and equal education, and

Whereas, a similar suit was defeated just over two years ago by the united action of students, parents, and teachers of diverse races, and

Whereas, the CFT supported the defense of Berkeley's desegregation plan in that case, and continues to do so,

Therefore, be it resolved that the California Federation of Teachers reaffirms its support for the Berkeley Unified School District's desegregation plan, and will publicize its support and investigate taking legal action in defense of the plan against the right-wing PLF challenge.



Defend the Los Angeles Unified School District's desegregation plan

Submitted by Oakland AFT, AFT Local 771

Subcommittee **Socio-Political**

Whereas, the Los Angeles Unified School District's (LAUSD) right to maintain integrated magnet schools and integrated teaching staffs is being challenged by Ward Connerly and his right-wing Pacific Legal Foundation, and

Whereas, these desegregation programs were designed to break down the racial isolation and ethnic divisions that are a by-product of residential segregation, and

Whereas, students, parents and teachers are intervening in defense of LAUSD's desegregation plans, and over the next months a court will decide whether LAUSD is legally permitted to maintain voluntary integration plans, and

Whereas, the CFT joined with students, parents and community members in Berkeley who successfully defeated a similar attack two years ago,

Therefore, be it resolved that the California Federation of Teachers defend the LAUSD desegregation plans and write a public letter in support of them, and

Be it further resolved that the CFT Executive Council authorize a financial contribution to United for Equality and Affirmative Action Legal Defense Fund which has filed to legally defend the desegregation plans.



Support Lieutenant Ehren Watada

Whereas, Lieutenant Ehren Watada is the first commissioned officer to publicly refuse deployment to Iraq based on his conviction that the war is illegal and immoral, and

Whereas, President Bush, in violation of the Constitution of the United States, has lied to the American public, Congress and the world to garner support to start and propagate this war, and

Whereas, President Bush continues to promote and propagate the Iraq war in direct opposition to the sentiment of the majority of the American people, in violation of all tenets of democracy, and

Whereas, Lt. Watada is facing seven years in jail and has been formally charged with contempt towards President Bush, conduct unbecoming of an officer and a gentleman, and missing troop movement, and

Whereas, Lt. Watada volunteered to go into the military out of his patriotic duty to his country, and he has not applied for conscientious objector status as he is not opposed to all wars. However, he is opposed to the war in Iraq because it is illegal and, as an officer of honor and integrity, feels it is his duty to refuse to go to Iraq, although he has volunteered to be deployed elsewhere to fulfill his commitment, and

Whereas, the CFT and the labor movement have taken a proactive stance to end this illegal and immoral war and bring our troops home now, and

Whereas, this war has diverted and raided resources that are lacking in this country for working people such as funding education, health care and a living wage, and the war has resulted in massive loss of life for the Iraqi people, and

Whereas, Lt. Watada is a courageous, patriotic voice for the anti-war movement, at huge personal sacrifice and risk, and

Whereas, Lt. Watada needs massive public support to pressure the military not to sentence him unjustly to jail,

Therefore, be it resolved that the California Federation of Teachers publicly support Lt. Watada's courageous fight by publicly denouncing the court martial and participate in activities in support of Lt. Watada as well as forwarding this resolution to the AFT, and

Be it further resolved that CFT encourage its locals and members to report our anti-war position to active duty soldiers wherever possible.



Support the teachers and people of Oaxaca

Whereas, the teachers of Section 22 of the Mexican National Education Workers Union (SNTE) and the local peoples who support them have been violently attacked, imprisoned, “disappeared” and murdered by the state and federal police for exercising their trade union and civil rights, and

Whereas, the teachers represented by Section 22 are massively supported by the parents, students and peoples of Oaxaca, Mexico, and there has been international condemnation by educators’ unions, trade unions and human rights organizations from numerous countries of the use of state violence against Section 22 and the peoples of Oaxaca, and

Whereas, a resolution in support of the demands of Section 22 of the SNTE—representing the teachers of Oaxaca—and condemning the police attacks on them was passed at the AFT Convention in 2006, and a letter was sent in December of 2006 to President Vicente Fox of Mexico by AFT President Ed McElroy on behalf of the 1.3 million AFT members condemning the violent attacks on the teacher union members and local citizens of Oaxaca,

Therefore, be it resolved that the California Federation of Teachers ask that the AFT present a request to Educators International (EI) at the EI board meeting (March 27–29 in Berlin) and the EI global conference in Berlin (the third week of July 2007), to do the following:

- a) Raise the issue of the situation of the teachers and their supporters in Oaxaca,
- b) Invite EI President Thulas Nxesi to go to Oaxaca as soon as possible,
- c) Invite the EI to consider an action in solidarity with Oaxaca,
- d) To propose that Oaxaca be the central theme for EI’s World Teacher Day on October 5, and
- e) Ask EI to request that the International Labor Organization (ILO) investigate violations of ILO Conventions on the rights to organize and the right to freedom of association in Oaxaca,

Be it further resolved that the CFT send a letter of political and moral solidarity to support the re-establishment of Radio Planton, the radio station of Section 22.



Sponsor the Trinational Coalition Conference

Whereas, we North American educators in the United States, Mexico and Canada confront the similar challenges of privatization, high-stakes testing, and racist practices which destroy quality public education at all levels, and

Whereas, all benefit from sharing our experiences, coordinating our efforts, and providing solidarity in defending public education, and

Whereas, both the AFT and the CFT have supported the struggles of teachers internationally, most currently supporting the teachers facing violence in Oaxaca, and

Whereas, the Trinational Coalition in Defense of Public Education began in the United States in 1993, and in subsequent years, has been hosted by Mexico and Canada, most recently by Mexico in 2006,

Therefore, be it resolved that the California Federation of Teachers be a sponsor of the Trinational Conference in 2008 and work toward full participation of the national and local unions of AFT, as well as student and community groups, and

Be it further resolved that the CFT participate in the international planning committee and the local logistics committee to make this 8th Trinational Coalition Conference a success.



Support Workers Independent News

Whereas, Workers Independent News (WIN) produces and distributes news focused on the issues and concerns of working people, and is a content provider to commercial and non-commercial radio, and pod cast and distributed via the Internet to individual local unions for use on their Web sites, and

Whereas, WIN is broadcast on one of the largest news/talk stations in the United States, 1010 WINS in New York City, and

Whereas, WIN has produced and distributed a newscast every business day since February 2002, and

Whereas, it is imperative that organized labor have its own voice on the broadcast media, and

Whereas, there is a need to act now to secure our voice in the media as one means to help frame the issues that affect us, and

Whereas, news regarding issues in education reported from a worker's point of view is a necessity as a means of building political power, and

Whereas, Workers Independent News is supported by the AFL-CIO, and

Whereas, CFT, AFT and AFL-CIO officer Laura Rico served on the AFL-CIO committee that helped win passage of the Federation's resolution of support,

Therefore, be it resolved that the California Federation of Teachers urge its locals to continue and expand their support of Workers Independent News, and

Be it further resolved that the CFT provide its locals with information about WIN and encourage its locals to work with WIN to secure broadcast rights in key media markets in California.



Support of the California Faculty Association

Whereas, the California Faculty Association (CFA) is a union of 23,000 professors, lecturers, librarians, counselors and coaches who teach in the California State University system, and

Whereas, the CFA has worked diligently to achieve a fair contract with the Trustees of the California State University (CSU), and

Whereas, the CSU system has refused to negotiate in good faith, and

Whereas, the CFA faculty does not want to strike, but will, and

Whereas, the California Federation of Teachers has long been a supporter of faculty at all levels in California and recognizes the fairness of CFA's contract proposals,

Therefore, be it resolved that the CFT will support the CFA in the struggle to gain a fair and just contract with the Trustees of the CSU.



Protect student privacy rights

Whereas, Section 9528 of the No Child Left Behind Act mandates schools to provide military recruiters with the name, address and phone numbers of secondary students and mandates that military recruiters have open access to public schools and students at all times, and

Whereas, student privacy rights are ignored and their rights are disenfranchised by Section 9528, and

Whereas, military recruitment does not belong in any federal statute on public education, and

Whereas, military recruiters are deceitful to students and use high pressure sales tactics on students, and

Whereas, the war and the war budget have diverted huge amounts of resources from funding for continued education by children of working families,

Therefore, be it resolved that the California Federation of Teachers seek to eliminate Section 9528 from any reauthorization of the NCLB and publicize the destruction of student privacy incurred by Section 9528 and,

Be it further resolved that the CFT inform the California Congressional delegation of its opposition to Section 9528 of NCLB

Be it resolved that CFT inform the AFT and local councils of this resolution.



Oppose U.S. military action against Iran

Whereas, the Bush Administration has escalated its rhetoric against Iran and has begun preparations for a military attack, alleging that Iran is developing the capacity to produce nuclear weapons, with no evidence that Iran possesses weapons of mass destruction or is even close to doing so, even after many inspections by the International Atomic Energy Agency, and

Whereas, our government seeks to impose United Nations sanctions on Iran for continuing to develop its uranium enrichment program. Under the terms of the Nuclear Non-Proliferation Treaty, Iran is entitled to develop peaceful applications of nuclear energy. At least ten other nations enrich uranium in order to produce nuclear energy, and the US has not threatened any of them, and

Whereas, the U.S. possesses a stockpile of nuclear weapons larger than of all the rest of the nuclear powers (Israel, Pakistan, India, North Korea, China, France, the U.S., Russia, and Great Britain). Yet the Bush administration has not lifted a finger to reduce and eliminate its own nuclear weapons stockpile (an objective of the treaty) or to get its allies to do so. The Administration's dishonesty is matched only by its hypocrisy, and

Whereas, published reports of intelligence recently gathered by U.S. Special Operations forces in Iran suggest that the U.S. has identified hundreds of targets in Iran in preparation for a possible military attack. It is widely believed that the U.S. already has its U.S. military forces inside Iraq preparing opposition forces to destabilize the Iranian government. It is increasingly obvious that the Administration's real objective is not Iran's non-existent nuclear threat, but rather regime change and rendering Iran incapable of challenging U.S. domination of Iraq and the region, and

Whereas, CFT and AFT have expressed their opposition to pre-emptive war,

Therefore, be it be resolved that CFT declares its opposition to U.S. military action against Iran, and urges its affiliates, members and supporters to demand that Congress take measures to prevent any such military assault, and

Be it further resolved that CFT publicizes this resolution via all its media resources, informs the CA Congressional delegation of our stand, and brings this resolution forward to the AFT Executive Committee.



Support the Northrop Grumman Strikers

Whereas, over 7000 workers in IBEW Local 733 and the Pascagoula Metal Trades Council have been on strike since March 8, 2007 against Northrop Grumman at its Ingalls shipyard on the Mississippi coast, and

Whereas, these workers are fighting for a contract that would enable them to maintain their standard of living in the face of sharply increased costs of housing, food, gas, health care, and other necessities in the aftermath of Hurricane Katrina, and

Whereas, the CFT and the AFT have been deeply concerned with the plight of Katrina survivors in New Orleans and throughout the Gulf Coast region, and

Whereas, Northrop Grumman has recently reported record sales and profits, largely from contracts with the U.S. Army, Navy, Coast Guard, and “Homeland Security,” and

Whereas, Northrop Grumman has profited hugely from the U.S. war and occupation in Iraq, which the CFT has consistently opposed since 2002, and

Whereas, the CFT has recently called for Congress to vote against any funds for military activities of any kind in Iraq, except for the safe withdrawal of all U.S. military forces, and to redirect tax dollars to meet the human needs at home and abroad,

Therefore, be it resolved that the CFT will send a message of solidarity and support to our class brothers and sisters on strike in Pascagoula, Mississippi, and

Be it further resolved that the CFT will take a collection at its 2007 convention so that delegates can contribute material support to be sent to the strikers, and

Be it further resolved that the CFT call on Congress to redirect money from Northrop Grumman contracts that support military activities in Iraq, in order to subsidize instead the immediate needs of workers on the Gulf Coast who were impacted by Hurricane Katrina, including, specifically, employees of Northrop Grumman in Mississippi and Louisiana, and

Be it further resolved that the CFT will communicate its positions on the Iraq war to IBEW Local 733 and the Pascagoula Metal Trades Council, inviting them to join US Labor Against the War, and

Be it further resolved that the CFT will seek to have similar resolutions approved by the California Labor Federation and each of its local central labor bodies, as well as the American Federation of Teachers, and

Be it finally resolved that the CFT publicize this position to its affiliated locals and ask that they, in turn, publicize this effort among their members.



Honor the Cesar Chavez Holiday and close all schools, government offices and workplaces on the Chavez holiday

Whereas Cesar Chavez's birthday was established as a California State Holiday in 2000 and the Cesar Chavez holiday legislation was created specifically to give students from elementary school through college the day off from school, and workers across California a paid holiday from work, and

Whereas the Cesar Chavez holiday celebrates Latina/o dignity, pride, and our struggle for full equality and justice, and

Whereas, the Oakland Unified School District, the San Francisco Unified School District, San Francisco Community College District and some other school districts, the University of California, and many other colleges and universities will be closed on March 30, 2007 to honor the holiday, and

Whereas the tremendous outpouring of support for Latina/o equality in California and nationwide over the past year makes clear that the time to fully recognize the Cesar Chavez holiday in every school and workplace is NOW,

Therefore, be it resolved that the California Federation of Teachers call on every school district, community college, and university throughout California to abide by the spirit and the letter of the law and close on Friday March 30, 2007, the Cesar Chavez birthday holiday, and call for the Chavez birthday holiday to be recognized as a paid holiday for workers throughout California on or about this date for every year hereafter, and

Be it further resolved that the CFT endorse and urge its members to participate in the Cesar Chavez holiday marches planned for Los Angeles, Oakland and other cities throughout California.

Be it finally resolved that CFT will encourage its locals and membership to participate in service learning projects in their communities on this day.



Support a balanced global economy

Whereas, a Nixon administration relic known as Fast Track, a.k.a Trade Promotion Authority (TPA), has enabled the crafting of such destructive “free trade” agreements as the North American Free Trade Agreement (NAFTA), the Central American Free Trade Agreement (CAFTA), and the World Trade Organization (WTO), and

Whereas, Fast Track, the blueprint for building U.S. trade policies, has enabled corporate dominated globalization to flourish by literally locking labor unions, environmental interests, immigrant rights advocates, family farmers, and even Congress out of the negotiating room, creating a virtual “back room” where the White House and corporate trade advisers chart the course of U.S. trade policies and the trajectory of globalization in general, and

Whereas, trade agreements and global economic policies dictated by a narrow set of interests have created an unbalanced global economy that threatens progressive values, such as ensuring affordable health care and quality public education, promoting conservation and supporting respect for internationally recognized workers’ and human rights, and

Whereas, the NAFTA/WTO model for economic globalization has generated tremendous job loss in the U.S., destabilized family farms, increased migration pressures in foreign nations, been used to challenge non-discriminatory environmental, public health and labor laws, and has intensified the decline in the quality of life for workers and small farmers all over the world,

Therefore, be it resolved that the CFT call on all representatives and senators to reject the Bush Administration’s request for Fast Track authorization, and take advantage of the opportunity to correct the course of globalization and implement deep reforms to U.S. trade policy, and

Be it further resolved that the CFT, along with such organizations as the AFL-CIO, Change to Win, Sierra Club, Friends of the Earth, the National Farmers Union and the California Coalition for Fair Trade and Human Rights, work towards a “fair trade” policy that protects all non-discriminatory local and state rules or regulations from challenge under any provisions of U.S. trade agreements (i.e., zoning regulations, prevailing wage laws, public health and environmental protections, and procurement policies), and includes enforcement of International Labor Organization (ILO) and Multilateral Environmental Agreement (MEA) standards, and

Be it finally resolved that the CFT will communicate and promote the contents of this resolution to the California Congressional delegation and the AFT Executive Council for adoption.