



# Proposed Resolutions

**58th Annual Convention  
AFT Massachusetts, AFT, AFL-CIO**

**Saturday, April 11, 2026  
IBEW Local 103  
Boston, MA**



## **AFT Massachusetts Calls for Action to Reverse Fiscal Crisis in Public Education and Public Libraries**

- WHEREAS:** the cost for many local school districts to ensure every child has a free and equal public education outpaces the investment and reimbursements they receive from the state;
- WHEREAS:** the lack of a sustainable, predictable state funding framework that reflects the true cost of educating today's students coupled with the uncertainty and cuts at the federal level, has put most public school districts in the Commonwealth to the edge of a fiscal cliff; and
- WHEREAS:** the systematic and chronic underfunding of public schools is a strategy by those who want to dismantle the public education system to decimate the quality of education that public schools can provide; and
- WHEREAS:** the Student Opportunity Act of 2019 updated the state's school funding formula to provide all students with the education to which they are constitutionally entitled; and
- WHEREAS,** while it takes critical steps toward education funding equity, the SOA should be seen as just the first step in an ongoing process to ensure the way we fund public schools in Massachusetts evolves to adequately reflect the fiscal reality we face and the growing needs of our students; and
- WHEREAS:** the Chapter 70 funding formula does not adequately keep up with inflation, meaning districts are losing out on millions each year, greatly diluting the intent of the SOA; and
- WHEREAS:** the average funding gap caused by unaddressed inflation levels is \$2.1 million, but can vary widely, with many AFT Massachusetts districts being the hardest hit, including: Boston (\$8 million), Chelsea (\$8.3 million), Fall River (\$13.7 million), Lawrence (\$17.1 million), Lowell (\$17.1 million), Lynn (\$19.6 million), New Bedford (\$15.5 million), and Springfield (\$31.6 million); and
- WHEREAS:** public school districts across the Commonwealth lost over \$1 billion in education funding to charter schools in FY26, receiving only \$140 million from the state to mitigate these impacts; and
- WHEREAS:** the federal immigration agenda and current climate means fear is pervasive, leading to drops in attendance and enrollment in many AFT Massachusetts districts, including Chelsea, Boston, Lynn, Lowell, Lawrence, and New Bedford; and

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- WHEREAS:** without action, these enrollment declines will create additional funding shortfalls, adding significantly to the financial burden these school districts are already experiencing; and
- WHEREAS:** public education is under attack at the federal level as the White House works to dismantle the U.S. Department of Education, strip students and educators of their civil rights, divert taxpayer money to private schools and voucher programs, limit access to knowledge and materials through censorship and book bans, and much more; and
- WHEREAS:** the role of the Federal Government in public education has historically been to level the playing field by creating equity of opportunity for all students, ensuring 49 million students in 100,000 public K-12 schools across the country have access to a quality education no matter their background, ability, or the State in which they are educated; and
- WHEREAS:** our most vulnerable students – low-income, multilingual learners, and students with special needs – are harmed the most by this dangerous agenda as the Administration increases its attacks on the Individuals with Disabilities Act (IDEA), Title I grants, Medicaid school reimbursements, and other federal responsibilities related to funding and protecting the civil rights of all students; and
- WHEREAS:** the AFT Massachusetts, along with the American Association of University Professors, represents over 4,000 members working at public and private institutions of higher education in Massachusetts; and
- WHEREAS:** higher education has long been seen as the great equalizer, but getting a degree is increasingly out of reach for far too many, and the White House is making it more unattainable by eviscerating loan forgiveness programs, stripping educators and nurses of professional status, reducing Pell Grants, and more; and
- WHEREAS:** the federal government’s attempts to erode the academic independence of universities across the country is part of a larger, systemic attack on our democracy; and
- WHEREAS:** the federal government’s attacks on public education, working families, and the most vulnerable residents extends to public libraries across the nation, including the 37 libraries with staff members represented by the Massachusetts Library Staff Association and the AFT Massachusetts; and
- WHEREAS:** public libraries across the state are struggling because of federal actions including funding cuts along with attempts to dismantle the Institute of Museum and Library Services, censorship attempts and book bans, and

**WHEREAS:** many turn to libraries for access to services and resources during times of economic hardship and Massachusetts libraries are seeing that, with 65 million items checked out last year – an all-time high; and

**WHEREAS:** 22 communities had to resort to budget overrides to fund library operations last year and libraries across the state are facing cuts this year in their municipal budgets; and

**THEREFORE, BE IT RESOLVED,** that the AFT Massachusetts will be a strong advocate for comprehensive reform to the way the Commonwealth funds public education, seeking to address key areas of concern, including:

- Inequitable distribution of funding for school infrastructure improvements and renovations through the Massachusetts School Building Authority;
- Rapidly rising costs associated with in-district transportation of students and the need to return to previous policies which reimbursed communities across the state for costs incurred transporting students in-district;
- Costs associated with special education, including advocating for the Special Education Circuit Breaker to fund 90 percent of a district's costs while also expanding the list of eligible costs covered;
- Reform the way charter schools are funded in the Commonwealth and identify stronger protections for communities facing charter school expansion;
- Reform the funding formula model to fix the inflation gap;
- Expand access to community schools so that more students can access critical services and wrap-around supports.

**THEREFORE, BE IT RESOLVED,** that the AFT Massachusetts will advocate for the state to protect districts at risk for increased shortfalls due to enrollment drops by establishing a grant program similar to that offered during the COVID-19 Pandemic to offset enrollment drops;

**THEREFORE, BE IT RESOLVED,** that the AFT Massachusetts will continue to fight to protect the U.S. Department of Education, which plays a vital role in the public education system of the United States and pledge to oppose any initiatives at the federal level that seek to:

- Reduce Federal funding for public education, block major Federal grant programs for education, or transfer funding burdens for education to State and local governments;
- Divert investment meant for public education through the use of vouchers or any other public financial support for privately-run schools;

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- Dismantles or relocates any major offices within the Department of Education or the Department in its entirety;
- Provide anything less than full financial support as pledged by the federal government through IDEA;
- Impose restrictions on curriculum content or hiring practices in order for districts to access critical funding, including Title I and IDEA funding.

**THEREFORE, BE IT RESOLVED**, that the AFT Massachusetts will advocate for meaningful increases to the State Aid to Public Libraries Program, which is a lifeline for the 347 public libraries that serve every region of the Commonwealth;

**THEREFORE, BE IT RESOLVED**, that the AFT Massachusetts will stand up for the critical role higher education plays in our economy and our democracy by being a strong advocate against funding cuts and in support of safeguarding free expression, research, and innovation at these critical institutions;

**THEREFORE, BE IT RESOLVED**, that the AFT Massachusetts will support key legislative initiatives and investments in public and private higher education in the Commonwealth, including the DRIVE Act and the BRIGHT Act filed by Governor Maura Healey;

**BE IT FURTHER RESOLVED**, that the AFT Massachusetts will actively campaign against dangerous ballot question proposals that seek to strip the state of critical sources of revenue while also working to advocate for new revenue sources, including the Corporate Fair Share Tax.

(For discussion and vote at the AFT Massachusetts Annual Convention, April 11, 2026)

**REVISION OR COMMENTS**

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## **AFT Massachusetts: Time To Show Up for PSRPs Like They Show Up for Our Schools, Students, And Communities**

- WHEREAS:** the American Federation of Teachers represents more than 370,000 paraprofessionals, bus drivers, custodial and maintenance employees, health assistants, clerical employees, secretarial staff, and other school and college support staff in schools and colleges across the nation; and
- WHEREAS:** the AFT Massachusetts represents approximately 8,000 Paraprofessionals and School-Related Personnel (PSRPs) in 34 districts across the Commonwealth; and
- WHEREAS:** members who perform this work may be called many different things, from paraprofessionals and school-related personnel to college support staff, to classified staff, to school-related personnel or any other number of school support staff names; and
- WHEREAS:** no matter what title they hold, PSRPs are an integral part of our public schools, providing support to students, co-workers, and administrators in ways that often go above and beyond their scope of work;
- WHEREAS:** the connection to community often extends beyond the classroom for PSRPs, with many living in the cities and towns they serve, often sending their children or grandchildren to the same schools; and
- WHEREAS:** many of these dedicated PSRPs do not receive a living wage, much less a competitive, family-sustaining living wage, with many forced to work two or three jobs just to get by; and
- WHEREAS:** providing PSRPs with the wages, benefits, and respect they deserve is essential to creating safe and supportive school environments that are conducive to students learning and thriving; and
- WHEREAS:** many PSRPs work directly with students with high needs and those facing systemic barriers and because of the nature of their work they are often subject to workplace violence and other safety hazards; and
- WHEREAS:** PSRPs show up every day for their students and the communities they serve, whether it's getting them to school, getting them fed, helping them throughout their day, providing critical services, or keeping their learning environments safe and clean; and
- WHEREAS:** the AFT Massachusetts is steadfast in its commitment to supporting locals during contract negotiations to ensure PSRPs, who are the unsung heroes of our schools, get the wages, benefits, and respect they deserve; and

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**WHEREAS:** AFT Massachusetts PSRPs have won stronger wages, benefits, and working conditions through collective bargaining in recent years; and

**THEREFORE, BE IT RESOLVED,** that the AFT Massachusetts will work to file legislation at the state level to require a base wage tied to inflation to ensure each PSRP in Massachusetts make a living wage that recognizes the critical role they play in our schools and communities;

**THEREFORE, BE IT RESOLVED,** that the AFT Massachusetts will work with allies and leaders at the federal level to champion key legislation and resolutions to support PSRPs, including the *Pay Paraprofessionals and Education Support Staff Act*, the *Paraprofessionals and Education Support Staff Bill of Rights*, and the *Preparing and Retaining All (PARA) Educators Act*; and

**THEREFORE, BE IT RESOLVED,** that the AFT Massachusetts will work with locals throughout the collective bargaining process to secure contracts for PSRPs that include:

- Livable wages and job security;
- Access to healthcare, retirement, and other benefits available to employees across the Commonwealth;
- Opportunities for advancement along with training and professional development opportunities;
- Proper protections and protocols to ensure their workplaces are safe and healthy along with clear channels to report workplace concerns; and
- Recognition of the role they play in the classroom and community, including providing PSRPs a voice in discussions directly impacting their work and working environments.

**BE IT FURTHER RESOLVED,** that the AFT Massachusetts will work to promote a PSRP Bill of Rights at the state level and help guide member PSRPs to use this Bill of Rights to help build stronger and more effective organizing campaigns; and

**BE IT FURTHER RESOLVED,** that the AFT Massachusetts will take deliberate steps to uplift the contributions, work, stories, and voices of PSRPs around the state to increase recognition among fellow members and within the communities they serve.

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REVISION OR COMMENTS

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## **AFT Massachusetts Stands in Solidarity with Immigrant Families, Demands Action to Get ICE Out of Communities**

- WHEREAS:** the American Federation of Teachers was founded on the principles of solidarity, equality, anti-discrimination, opportunity, and justice, among others; and those principles have guided our work for more than 100 years; and
- WHEREAS:** over the course of our history, these principles have led us to fight against racism, religious bigotry, and xenophobia, and to protect those who have been targets of discrimination and violence motivated by hate and bigotry; and
- WHEREAS:** Massachusetts is home to over 1.2 million immigrants who are workers, parents, caregivers, business owners, and essential contributors to the Commonwealth's economy and civic life; and
- WHEREAS:** the Massachusetts Constitution guarantees that every resident is afforded equal treatment under the law, regardless of national origin or immigration status; and
- WHEREAS:** public safety is strengthened when residents trust state government and are not deterred from reporting crimes, cooperating with investigations, sending their children to school, accessing necessary health care, and seeking essential services; and
- WHEREAS:** masked U.S. Immigration and Customs Enforcement (ICE) agents have been raiding communities across the Commonwealth for months, ignoring the Constitution and our basic human rights—ultimately making our streets more dangerous;
- WHEREAS:** for more than thirty years, schools, hospitals, and places of worship were considered *sensitive locations*: places protected from immigration enforcement. Under the Trump Administration, those places have been stripped of these protections, allowing ICE agents to target residents and families at their most vulnerable;
- WHEREAS:** our neighbors, students, and immigrant families across Massachusetts are gripped by fear as residents have been detained, with some becoming untraceable in the detention system;
- WHEREAS:** the AFT Massachusetts is focused on justice and equal opportunities for all students and we understand that children cannot learn if they don't feel safe. These threats take an emotional, psychological, and physical toll on our children and their families, having a chilling effect on our schools and communities;

**WHEREAS:** the AFT Massachusetts represents educators and public school employees working in many of the state’s Gateway Cities—including Boston, Lynn, Lawrence, and Chelsea—where districts are seeing significant enrollment drops due to the current immigration climate; and

**WHEREAS:** not only do these communities stand to lose generations of students, they now face devastating funding shortfalls due to enrollment declines; and

**WHEREAS:** Black and brown people and multiple immigrant and refugee communities have historically been targeted by centralized power, most recently embodied by ICE agents throughout the country. ICE raids in our streets are an escalation of the institutionalized suppression of civil rights that BIPOC, LGBTQIA+, and disabled people have experienced for decades; and

**WHEREAS:** we must use every tool at our disposal to safeguard our communities against a federal government that is making our streets more dangerous and dismantling our very democracy; and

**WHEREAS:** we support efforts by Governor Maura Healey, the Massachusetts Black and Latino Legislative Caucus, and Mayors across the state to protect residents from ICE; and

**WHEREAS:** the people across the country are fighting back against the same cruel deployments that are endangering families and communities while speaking out against the lawless and unconstitutional actions we are repeatedly seeing from ICE, including detaining individuals without warrants, denying access to legal counsel, rushing deportations—often in violation of court orders—and systematically violating due process rights guaranteed by the Constitution; and

**WHEREAS:** ICE agents are also enforcing the Administration’s anti-worker agenda, physically assaulting, arresting, and prosecuting union leaders, such as SEIU-USSW President David Huerta, who was physically assaulted, arrested, and is currently being prosecuted by ICE while other union siblings have been abducted and illegally deported, including SEIU Local 509 member Rumeysa Oztruk; and

**WHEREAS:** we have seen anti-American and inhumane treatment of American citizens and residents as they hold lawful and peaceful protests across the nation, including in Minneapolis, where ICE agents murdered two U.S. Citizens with no criminal records, Renee Nicole Good and American Federation of Government Employees Local 3669 member Alex J. Pretti;

**THEREFORE, BE IT RESOLVED**, that the AFT Massachusetts fully condemns the operations of ICE under this Administration, which is allowing these masked agents—many almost no training—to act with unchecked authority as they seek to implement a racist, authoritarian agenda; and

**THEREFORE, BE IT RESOLVED**, that the AFT Massachusetts demands action from the Massachusetts Congressional Delegation to abolish ICE in its current form and replace it with an immigration enforcement system that prioritizes human rights and due process.

**BE IT FURTHER RESOLVED**, that the AFT Massachusetts calls on Massachusetts elected leaders to use every tool in their toolbox to:

- Ban ICE from conducting immigration enforcement in schools, places of worship, hospitals, courts, and other sensitive locations;
- Ban ICE from conducting immigration enforcement without a judicial warrant;
- Require ICE agents to identify themselves and ban them from wearing facemasks while conducting official business;
- Safeguard public school districts against enrollment declines caused by the current immigration climate through state intervention and financial assistance;
- Protect the constitutional rights of all residents, including allowing a pathway for legal action against federal agents who violate these rights;
- Keep local and state law enforcement organizations focused on keeping our streets truly safe by preventing coordination between these organizations and federal agents;
- Provide necessary resources and training for state employees and those working in sensitive locations to properly defend against and respond to unlawful actions from ICE agents.

**BE IT FURTHER RESOLVED**, that AFT Massachusetts calls for ICE out of all communities and we remain unwavering in our solidarity with immigrant communities of all backgrounds, recognizing their inherent dignity, safety, and right to live free from fear;

**BE IT FURTHER RESOLVED**, that AFT Massachusetts will collaborate with immigrant rights organizations and allied unions and stand up with impacted communities to resist the authoritarian actions happening in this country;

**BE IT FURTHER RESOLVED**, that AFT Massachusetts will continue to prepare our local unions and members to respond to the authoritarian acts here and across the nation with training on legal observing, peaceful non-violent demonstrations, and immigration rights and protection trainings; and

**BE IT FURTHER RESOLVED**, that the AFT Massachusetts will continue to stand against militarized policing within our communities in this country, including ICE, and will continue to fight for our collective civil rights, and for the social and racial justice that every person deserves.

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## **AFT Massachusetts Resolution Declaring May Day a Day of Civic Action**

**WHEREAS:** AFT Massachusetts members every day make a difference in the lives of others—be it our students, our families, our library patrons, patients or our communities—and we want a country of hope and opportunity, not fear and division, where we have our freedom and a voice at work and in our democracy; and

**WHEREAS:** the AFT Massachusetts fights for that better quality of life, and for the real solutions that get us there—at the bargaining table or ballot box, in our schools or public facilities, and on our streets; and

**WHEREAS:** AFT Massachusetts members have long taken an active role in shaping their future—in their workplaces, their communities and the halls of power; and

**WHEREAS:** President Trump and his allies, through their actions and agenda, prove they intend to dismantle democratic institutions (particularly those that help people, including public schools, hospitals, post offices and libraries), attack the rights and well-being of working people, and ignore the rule of law and any commitment to public good, while engaged in cruelty, chaos and corruption; and

**WHEREAS:** AFT Massachusetts members see the direct consequences of these actions and agenda that declare a war on knowledge: the defunding of public education, the attacks on higher education and scientific research, the elimination of collective bargaining and civil service protections, and the weaponization of executive powers to harm workers; and

**WHEREAS:** Trump and his allies are pursuing deep cuts to Medicare, Medicaid and Social Security, which constitute a transfer of our shared wealth from the vulnerable and those in need to the ultra-wealthy class. This is not only an attack on the social safety net, but a betrayal of all Americans, including the very communities that delivered Trump his narrow margin of victory; and

**WHEREAS:** the economic ladder has become harder to climb, with economic gains disproportionately benefiting the wealthy and fewer Americans able to outearn their parents. Trump has not only abandoned his promise to lower costs, he and his allies also have sold out working families with policies that raise costs of everyday goods and wreak chaos and hardship; and

**WHEREAS:** our members understand that we cannot rely on any one party or institution to safeguard democracy. We must fight for it ourselves—in the courts, in Congress, in the court of public opinion, and in commerce—and history teaches us that unions and educators have always been essential in resisting authoritarian rule; and

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**WHEREAS:** fully funded public schools, labor rights, and the democratic right to vote are three (3) foundations to the success and that attacks on unions and public education are attacks on our students and their families, particularly working-class communities, communities of color, and immigrant communities, and

**WHEREAS:** billionaires, the ultra-wealthy, and powerful corporations are funding campaigns at the federal, state and local levels to avoid paying taxing and fully funding schools at legally required amounts, and

**WHEREAS:** our Union has never stood on the sidelines in moments of local or national crisis, and we understand that the defense of public education from cuts and privatization, the defense of our communities from federal occupation, the defense of our union rights, and the defense of democracy itself are inseparable, and

**WHEREAS:** May Day is rooted in our nation's strong labor history—including landmark movements here in Massachusetts—and represents the global tradition of workers organizing collectively for dignity, safety, and justice, and

**WHEREAS:** in recent years, May Day has become a powerful National Day of Action uniting labor, educators, students, and immigrant and community organizations to demand public schools over private profits, people over billionaires, and democracy over authoritarianism, and

**WHEREAS:** the labor movement's unity during previous attacks, like the Janus decision, showed what is possible when we are organized and clear-eyed about the stakes; and

**WHEREAS:** with a manufactured narrative based on lies and disinformation drowning out working people's voices, it is more urgent than ever that we take to the streets and make our message visible, accessible and powerful—just as we did during our Protect Our Kids and Communities Day of Action, on three separate No Kings Days, and more with members mobilizing in defense of public education and our democracy; and

**WHEREAS:** we must now channel outrage, hope and unity into broad-based organizing and public action, especially in the lead-up to the 2026 elections, knowing that a functioning democracy is essential to securing higher wages, safe workplaces, high-quality healthcare, secure retirement, and a better life for all; and

**THEREFORE, BE IT RESOLVED,** that the AFT Massachusetts formally declares May 1 a Day of Civic Action where we are in community engaging our students, their families, and our neighbors; and

**THEREFORE, BE IT RESOLVED**, that the AFT Massachusetts is committed to organizing and mobilizing our members and communities around a bold agenda for opportunity, dignity and respect, grounded in the needs of working families and the preservation of democracy; and

**THEREFORE, BE IT RESOLVED**, that we will seize every opportunity to defend our democracy, advance the rights of working people, fight for fully funded public services, strengthen and preserve public education, and challenge the agenda of the ultra-wealthy and politically corrupt; and

**THEREFORE, BE IT RESOLVED**, the AFT Massachusetts will always be ready to fight back against the coordinated attack on education and knowledge—rejecting censorship, curriculum bans, disinvestment, the weaponization of funding, and political interference in our classrooms and research institutions—recognizing that an informed public is essential to a functioning democracy and a free society; and

**THEREFORE, BE IT RESOLVED**, that we condemn cuts to Medicare and Medicaid, and the deep uncertainty due to assaults on education, healthcare, and Social Security, which will have a catastrophic effect on vulnerable members of our communities—including our students and patients, older Americans, people with disabilities, and working families; and

**THEREFORE, BE IT RESOLVED**, that the AFT Massachusetts and our affiliates will engage in broadscale, disciplined nonviolent action throughout the United States to ensure that our message is heard loud and clear by the public, and by every institution of power, particularly the White House, so that working people’s demands for justice, equity and democracy cannot be ignored.

**THEREFORE, BE IT RESOLVED**, that we will join our siblings in Minnesota and the nation by joining the call for a National Day of “No Work, No School, and No Shopping” to defend our Democracy, demand ICE out of our cities, and fairer tax systems to support our schools and vital services; and

**THEREFORE, BE IT RESOLVED**, that the AFT Massachusetts calls on members to participate in collective actions on May Day, in coalition with labor and community partners, to reject privatization, illegal wars, union-busting, anti-immigrant and anti-DEI policies, and federal overreach into our classrooms; and

**THEREFORE, BE IT RESOLVED**, that the AFT Massachusetts will continue building a national fight back alongside unions and community organizations across the country to defend public schools, universities, and libraries as democratic institutions governed by and for the people; and

**BE IT FURTHER RESOLVED**, that the AFT Massachusetts commits to sustained organizing beyond May Day to protect our schools, our libraries, our universities, and our democracy.

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