

AFT 2121 Retiree Chapter Resolution on Black Lives Matter

Whereas police brutality, disproportionately directed at people of color, has been a long-standing problem in the US, is often covered-up, and is connected to the historic injustice of slavery and the continuing disproportionate exploitation of people of color, and

Whereas such brutality is part of systemic racism manifesting itself today in policing, the courts, education, housing, job opportunities, access to decent healthcare and a healthy environment, and in many other areas of life, and

Whereas, the AFT 2121 Retiree Chapter, representing the retired faculty of AFT 2121, joining with AFT 2121, stands united with African-Americans to condemn the ongoing racist police attacks and killings of Black people, most recently the murder of Breonna Taylor, an off-duty first responder who was sleeping in her home, and George Floyd, whose breath was cruelly and shockingly choked out of him, likewise the racist acts that resulted in the murder of Ahmaud Arbery as he was jogging in his own neighborhood, and

Whereas, as we grieve for these recent deaths, we continue to seek justice for Alex Nieto, Mario Woods, Luís Góngora, and Amilcar Pérez-López, young Latino and African-American men, some of them CCSF students, who were killed at the hands of San Francisco Police officers. And now we must say the name of CCSF student Sean Monterrosa as we add yet another name to the growing list of those killed by Bay Area police, and

Whereas, these assaults have been ongoing and target the very communities served by our college. Each death is one death too many. Police accountability is lacking nationwide and in San Francisco.

THEREFORE, in order to establish accountability and integrity in policing and public trust for police, be it

Resolved that AFT 2121 Retiree Chapter strongly support the Black Lives Matter movement in pursuit of an end to police brutality and racial profiling, and in support of a more just and egalitarian society, and be it further

Resolved, that the AFT 2121 Retiree Chapter support actions by Congress to create a national law enforcement database to record and track behavioral misconduct by police and prison guards, and be it further

Resolved, that the AFT 2121 Retiree Chapter support actions by Congress to end distribution of military equipment and end training in military tactics for state and local police, and be it further

Resolved that the AFT 2121 Retiree Chapter support actions by the California Community College, California State University, and the University of California Systems to develop standardized Administration of Justice degrees that require substantial course work in the Civil Rights Movement, Conflict De-escalation Techniques, Ethnic Studies, Labor History, Psychology, and Sociology, and be it further

Resolved that the AFT 2121 Retiree Chapter support actions by the California legislature mandating that an Associate or higher degree in Administration of Justice be required for employment as a police officer in California. Degrees from out of state must include course work equivalent to required California coursework, and be it further

Resolved, that the AFT 2121 Retiree Chapter support strengthening state certification requirements for police officers including requirements for continuing education, and support the creation of a licensing body for police, and be it further

Resolved, that the AFT 2121 Retiree Chapter support changes to state law that ban the police from using, among others:

1. choke holds and/or carotid artery holds
2. sustained restraint by kneeling on prone individuals
3. racial profiling
4. stop-and-frisk style programs, and be it further

Resolved, that the AFT 2121 Retiree Chapter support actions by the California legislature, municipalities and counties that require an evidence-based confirmation of mortal danger to justify the police use of deadly force, with appropriate sanctions and punishments for criminal police misuse of deadly force, and be it further

Resolved that the AFT 2121 Retiree Chapter support actions by the California legislature, municipalities and counties to reallocate available first responder funds to restructured first responder services, so that requests for assistance are matched to responses by medical, social service, fire, or police personnel, as appropriate, and so that police no longer handle matters for which they lack training or are otherwise ill-qualified, and be it further

Resolved that the AFT 2121 Retiree Chapter support substantially reducing funding for police departments in California and moving resources to social programs in local communities, such as education, environmental justice, family services, health care, housing, jobs, mental health counseling, and recreation, with a special focus on programs that reduce violence and promote safety in underserved communities of color, and be it further

Resolved that the AFT 2121 Retiree Chapter support changes to state law that mandate that all police agencies and all prisons in California

1. automatically terminate the employment, certification and licensing of police or prison guards, who have been found to have physically harmed a person because of the victim's race.
2. require that police or prison guards who have been found to have demeaned a person because of the person's race be required to go through state-approved racial sensitivity training, and that police or prison guards be sanctioned or have employment, certification and licensing terminated if such incidents recur.
3. keep permanently on file all disciplinary records of police and prison personnel, and also report all disciplinary actions to the California Attorney General's office.
4. require that applicants list in their application all previous employment anywhere in the United States with a police agency or prison, and all disciplinary actions against them by these employers, with appropriate penalties for failure to comply.
5. contact previous police agency or prison employers and the California Attorney General's office, to verify the applicant's disciplinary record and status upon termination of employment when screening an applicant; and police agencies and prisons must cooperate fully with any police agency or prison contacting them for similar job application information, and be it further

Resolved, that the AFT 2121 Retiree Chapter support the establishment by the California legislature of a committee to develop guidelines for the psychological screening of all police and prison guard applicants, with a view to mandating that all police agencies and prisons in California administer psychological evaluations of applicants which applicants must pass before being offered employment, and be it further

Resolved, that the AFT 2121 Retiree Chapter support changes to state law that mandate that the California Attorney General's office investigate complaints against police and prison guards and, upon finding fault, make recommendations to the appropriate police agency or prison administrators, and maintain a public record of their findings, and be it finally

Resolved, that the AFT 2121 Retiree Chapter support strengthening state and local civilian review boards for police with power to implement effective accountability measures for law enforcement agencies and officers that violate their duty to protect and serve.

The membership directs that this resolution be sent to:

AFT 2121
CFT Community College Council
AFT Retirees Council
Alliance for Retired Americans
California Alliance of Retired Americans
California Attorney General Xavier Becerra
California Community College Chancellor Eloy Oakley
California Governor Gavin Newsom
California Hawaii NAACP
California Lieutenant Governor Eleni Kounalakis
California Police Chiefs Association
California State Assemblyman David Chiu
California State Assemblyman Phil Ting
California State Senator Scott Wiener
California State University Chancellor Timothy White
CCSF Department Chairpersons Council
CFA
CFT Council of Retired Members
Equal Justice Initiative
San Francisco Mayor London Breed
San Francisco Police Chief Scott
San Francisco Police Officers Association
SEIU 1021
SFCCD Chancellor
SFCCD Board of Trustees
Showing Up for Racial Justice
Speaker of the US House of Representatives, Nancy Pelosi
The American Federation of Teachers
The California Federation of Teachers
The California Labor Federation
The San Francisco Board of Supervisors
The San Francisco Labor Council
University of California Chancellor Carol Christ
University of California Council of the AFT
US Representative Jackie Speier
US Senator Dianne Feinstein
US Senator Kamala Harris