



AFT Connecticut
A Union of Professionals

Constitution

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Constitution of the AFT Connecticut, AFT, AFL-CIO

ARTICLE I - NAME

The organization's name shall be the AFT Connecticut, affiliated with the American Federation of Teachers, AFL-CIO.

ARTICLE II - OBJECTIVES

1. To unite and organize teachers, educational personnel, state and municipal employees, health care workers, and other workers into a relationship of mutual assistance and cooperation.
2. To secure for them all the rights to which they are entitled in a free society.
3. To assist them to become effective bargaining agents for their members.
4. To support strongly principles of solidarity with other members of the union movement in the protection and upgrading of jobs and working conditions.
5. To strive constantly (a) for continuing improvements of educational standards; (b) for broadened educational opportunities for all; (c) for acceptance of and respect for the ability of all levels of educational workers to participate in developmental and evaluative stages of educational programs.
6. To promote the welfare of the people of the state by working to insure equality of educational opportunity and health care services for all regardless of race, sex, sexual orientation, age, color, creed, place of residence, or political, social, or economic belief or affiliations.
7. To improve standards and status for teachers, educational personnel, state and municipal employees, and health care and other workers (a) by promoting public school education and better career education; (b) by encouraging relevant in-service training; (c) by securing working conditions essential to producing the most effective delivery of services; and, (d) by working to find and disseminate ways of providing and utilizing resources in all field in which our members are involved.
8. To promote a thoroughly democratic organization of Connecticut schools which will enable educational personnel to equip their students to participate in the economic, social, cultural, and political life of the community, state, and nation.
9. To work for the retention, improvement, and passage of laws which will protect our members, improve the quality of life for all children and residents of Connecticut and protect their rights.
10. To encourage locals to establish chapters for retired members within their jurisdiction.

ARTICLE III - MEMBERSHIP

Section 1 This organization shall consist of public and private school teachers, educational workers, state and municipal employees, health care personnel, retirees of AFT Connecticut locals, and other workers organized in conformity with the provisions of this Constitution. Other employees may be members of any local whose Constitution so permits.

Section 2 As of the effective date of this Constitution any worker outside the jurisdiction of an established local will be accepted as a member-at-large of the State Federation.

Section 3 A local which has retired members, part-time members, laid-off members, members on unpaid leave, and trainees who pay the regular membership dues of the local and for whom full per capita is paid to the AFT Connecticut and AFT will be able to count them as full members in determining the delegate strength of the local at any State or National convention.

With the approval of the Executive Committee and Executive Council, AFT Connecticut may establish a member-for-life program for retirees.

Section 4 With the approval of the AFT Connecticut Executive Committee and Executive Council, AFT Connecticut may establish a class of membership and dues rate for various classes of associate members.

Section 5 No discrimination shall be shown toward individual members or applicants for membership because of race, creed, sex, sexual orientation, age, physical appearance, disabilities, or political beliefs or activities.

Section 6 All locals shall maintain affiliation in good standing with the AFT Connecticut, the AFT, the Connecticut AFL-CIO, and the appropriate local central labor body.

Section 7 Each local shall submit a copy of its Constitution and Bylaws to the state organization within three months of receiving its charter, and it shall similarly submit all subsequent amendments to its Constitution and Bylaws. No such constitution or bylaws shall be in conflict with the Constitution of the AFT Connecticut and/or the AFT.

ARTICLE IV - OFFICERS AND THEIR DUTIES

Section 1 The full time officers of the Federation shall be a President, First Vice President, and Second Vice President. The part-time officers of the Federation shall be a Secretary/Treasurer and twenty-two (22) vice Presidents.

Of the twenty-two (22) Vice Presidents, eighteen (18) shall represent the membership at-large. Four (4) of the twenty-two (22) vice Presidents shall represent specific jurisdictions. These jurisdictions are:

- a. members whose bargaining units negotiate under the CT Teacher Negotiations Act.
- b. members whose bargaining units negotiate under the CT Municipal Employees Relations Act.
- c. members whose bargaining units negotiate under the CT State Employees Relations Act.
- d. members whose bargaining units negotiate under the National Labor Relations Act.

If, for any reason, a vacancy occurs, the President shall inform all of the officers of AFT Connecticut and the Presidents of all of the Locals and subchapters which belong to AFT Connecticut. The Executive Committee shall make a recommendation to fill each vacancy. The decision to fill each vacancy may be made by the Executive Council for the remainder of the term at its next meeting. Nominations may also be made from the floor at the Executive Council and the election shall be by plurality vote of those delegates present.

Section 2 There shall be an Executive Committee comprised of the President, the Vice Presidents, and the Secretary/Treasurer. The duties of the Executive Committee shall include the preparation of the agenda, and recommendations for the Executive Council meetings, and to act on behalf of all members of the AFT

Connecticut between meetings of the Executive Council. Notwithstanding any other provisions of this Constitution and Bylaws, the Executive Committee shall have the power to discipline and discharge any and all employees.

The AFT Connecticut Executive Committee shall expend funds consistent with the adopted budget, and proposed changes in the budget categories shall be approved by the Executive Council.

Section 3 The President shall be the Chief Executive Officer of the Federation. It shall be the President's duty to administer all of the affairs of the Federation and execute policies of the Federation as determined by the Convention and the Executive Council. The President shall recommend the members of all committees, shall be an *ex-officio* member of all committees, and shall be entitled to be one of the delegates to any convention or to any commission on which the Federation has or is entitled to representation.

Section 4 If the President is absent and/or cannot be reached or is disabled and unable to act, the First Vice President or the Second Vice President, in that order, shall perform all the duties of the President. If the President is unable to perform the duties of office for more than six months, a replacement shall be elected by following the procedures in Article IV, Section 1.

Section 5 Elected officers shall perform all duties delegated by the President. In addition, officers elected as Jurisdictional Vice Presidents will:

- Chair the constituent council of the jurisdiction for which they have been elected
- Hold a meeting of the jurisdictional council at least quarterly and submit to the Executive Committee a written record of the meeting
- Attend the AFT Connecticut Executive Committee, Defense Committee, and Executive Council meetings
- Assist the AFT Connecticut President, Lobbyist, Membership Mobilization Coordinator, and Professional Development Coordinator on jurisdictional constituency issues
- Submit a written report to the Annual Business Convention

Section 6 The Secretary/Treasurer shall keep a record of the proceedings of conventions, Executive Committee and Executive Council meetings. Minutes shall include attendance. Following each meeting the Secretary/Treasurer shall send to the President the minutes of the meeting for distribution and approval by the appropriate group. As the chief fiscal officer of the AFT Connecticut, the Secretary/Treasurer shall also be responsible for overseeing the safekeeping and accounting of the Federation's funds and fiscal obligations, including the annual audit that shall be submitted to the Convention.

Section 7 The Executive Committee may employ such employees as it deems necessary. Administrative employees shall be employed by individual or union contract with provision for orderly dismissal with the right of hearing and counsel available to the employees. Other employees may be employed by union contract; and procedures shall be established in all such contracts for orderly dismissal with the right of hearing and counsel unless otherwise provided in a union contract. The provisions of this section shall not apply to officers of the Federation.

Section 8 The Executive Committee shall have the power to deal with all the affairs of the Federation in the period between conventions except those specifically reserved for the Executive Council.

Section 9 The Executive Committee shall have the power to conduct business of the Federation, including, without limitation, the power to do on its own behalf, any or all of the following, consistent with the approved budget and policies adopted by Convention and Executive Council:

- a. To sue and be sued, complain and defend, on behalf of and for the well-being of the Federation.
- b. To employ attorneys and counselors to advise the Convention, Executive Council, and the State Officers and employees on all matters pertaining to its business and affairs.
- c. To employ accountants, agents, and other persons having skills and knowledge needed in the conduct of business.
- d. To adopt an official seal, which may be altered at pleasure, and to use the same by causing it or a facsimile thereof, to be impressed or affixed or in any manner reproduced.
- e. To purchase, take, receive, lease or lessee, take any gift, device, or bequest, or otherwise acquire, own, hold, use, deal in or with any real or personal property and assets.
- f. To sell, convey, mortgage, pledge, lease as lessor, and otherwise dispose of all or any part of its property and assets.
- g. To purchase, take, receive, or otherwise acquire, own, hold, veto, and use shares or other interests in or obligations of domestic or foreign corporations, associations, partnerships, or individuals; and to sell, mortgage, loan, pledge, or otherwise dispose of, such shares, interests, or obligations.
- h. To make contracts and incur liabilities which may be appropriate to enable it to accomplish any or all of its purposes; to borrow money for Federation purposes at such rates of interest and terms and conditions as may be best determined; to issue notes, bonds, and other obligations, and to secure any of its obligations by mortgage, pledge, or deed of trust of all or any of its property and income.
- i. To invest the funds of the Federation from time to time in any real or personal property; and to take and hold real and personal property as security for the security of funds so invested or loaned.
- j. To establish funds for special purposes.
- k. To do anything it deems necessary and appropriate to the exercise of the foregoing power or any other power granted to the Executive Committee in this Constitution.
- l. The AFT Connecticut Executive Committee shall have the authority to negotiate and enter into contracts with AFT Connecticut employees. The Executive Committee shall inform the AFT Connecticut Executive Council of such Agreements.
- m. To make political endorsements and report to the Executive Council on endorsements made.

Section 10 A Parliamentarian may be appointed by the President to provide assistance in the orderly conduct of meetings and Convention. Both the President and Parliamentarian shall be guided by this Constitution, Bylaws, and *Robert's Rules of Order, Revised* as stated in Article XI.

Section 11 The President and/or Executive Committee and/or Executive Council may establish ad hoc committees as needed. These Committees shall report to the Executive Committee, which, in turn, will report to the Executive Council.

Section 12 Should the President prefer not to be a delegate, any AFT Connecticut Officer may be elected by the Executive Committee to be the AFT Connecticut Delegate to the AFT Convention, the Connecticut AFL-CIO Convention, or any other convention. The Executive Committee shall also elect alternates to such conventions from the AFT Connecticut Officers.

Section 13 Any local may choose to elect the AFT Connecticut President as its delegate to the AFL-CIO Convention. For this purpose, the AFT Connecticut President shall be considered to be a member at large.

Section 14 No one shall be elected or remain an officer or delegate of the AFT Connecticut unless she/he is a member in good standing of an affiliated local.

ARTICLE V - EXECUTIVE COUNCIL

Section 1 Locals shall be represented on the Executive Council in the proportion of one representative for the first twenty-five (25) members plus one representative for each additional fifty (50) members or major portion thereof, except that each local shall have at least one (1) representative.

Section 2 Representatives and alternates to the Executive Council shall be elected by each local. No later than September of each year each local shall submit to the AFT Connecticut Office a list of delegates and alternates to the Executive Council. The list shall be certified by the President and one other officer of the local and only members so certified shall be eligible to vote at Executive Council meetings.

Section 3 The term of office of delegates or alternates to the Executive Council shall be determined by the local's Constitution.

Section 4 On roll call votes at Executive Council meetings each local in good standing shall be entitled to a number of votes equal to the last per capita paid. On roll call votes, delegates may vote their convention strength as outlined in Article VI, Section 7.

Section 5 The Executive Council shall meet at least three times per year. Special meetings of the Council shall be called upon a vote of forty percent (40%) of the official AFT Connecticut Executive Council delegates who are members of at least thirty percent (30%) of the AFT Connecticut locals.

Section 6 Duties of the Executive Council

(a) It shall be the duty of the Executive Council to:

- recommend a budget to the Business Convention.
- adopt a Legislative Program.
- to set the salary of the officers.
- act on recommendations made by the Executive Committee for any modifications in the established administration and guidelines of the Local Assistance Program.
- act on vacancies in officer positions in accordance with Article IV of this Constitution and Bylaws.

(b) The Executive Council may:

- establish Ad Hoc committees as needed.
- submit Resolutions for consideration of Convention delegates.
- submit proposed amendments to this Constitution and Bylaws, within the guidelines established under Article IX, Sections 1 and 2.

- (c) The Executive Council shall have the power to interpret and enforce this Constitution. Any interpretation of this Constitution by the Executive Council may be appealed at any subsequent business or special convention.

ARTICLE VI-- GOOD STANDING

Section 1. To be in good standing in AFT Connecticut, locals must meet the following requirements:

- a. payment of per capita to AFT Connecticut, on all members, with arrears not to exceed two (2) months;
- b. current in submission to AFT Connecticut of names and addresses for the principal executive and financial officers;
- c. current in submission to AFT Connecticut of the names and addresses of current members of the local's executive board;
- d. current in submission of a membership roster; and
- e. current in submission of a copy of the local's up-to-date constitution.

ARTICLE VII - REPRESENTATION

Section 1 Delegates and/or alternates to the Convention and Executive Council from a local shall be elected by secret ballot. Members of each local must be given suitable opportunity to nominate candidates for the office of delegate and alternate. Notice of the right to make nominations must be sent to each member or given a prominent place in the local publication and on the bulletin boards. Notice of the right to make nominations and notice of the election may be combined in one notice. Written notice announcing the time and place of election of delegates must be mailed to each member at least fifteen (15) days prior to the election. The results of the election must be published and the ballots kept for one year.

Section 2 Each local must send to the State Office a certified list and official credentials of all elected delegates and alternates not later than ten (10) days prior to the date of the Convention. Only delegates and alternates on this certified list shall be registered and seated at the Convention.

Section 3 In the event of non-delivery in the AFT Connecticut Office of the certified list and official credentials of the elected delegates and alternates, the Convention Body may approve the seating of the delegates and alternates.

Section 4 In conformity with Article III, Section 4; Article VII, Sections 6 and 7; and Article VIII, Section 1(a) and (b), Section 2(a) and (b):

- a. One delegate and/or alternate to the AFT Connecticut Executive Council or the AFT Connecticut Annual Convention may be elected by each affiliated local having a membership of twenty-five (25) or less.
- b. For each additional fifty (50) members or major fraction thereof, an additional delegate may be elected.
- c. Each AFT Connecticut Retiree Chapter, including the AFT Connecticut "At-large" Chapter, shall be entitled to elect one delegate to the AFT Connecticut Executive Council and one delegate to the AFT Connecticut Annual Convention. This delegate shall be entitled to one vote.

Those members for whom one-half or more dues are paid shall be counted as full dues paying members.

Section 5 For the purpose of this article, membership shall mean the average number on which the per capita has been paid for the first twelve months of the fourteen month period immediately preceding the month in which the Convention meets provided that:

- a. No local in arrears for two months at the time of the Convention shall be entitled to representation. Per capita is due and payable on or before the fifteenth of each month for that month. (A local is in arrears if the local's dues have not been paid on the sixteenth (16th) day of the month that the per capita payment was due.)
- b. In the case of locals which have been chartered during the year preceding the Convention, the average shall be computed on the basis of the number of months of affiliation, the minimum for such computation to be two months.

Section 6 For Convention delegates and voting strength purposes, agency fee payers are counted as members. For members of non-bargaining locals who are required to pay agency fees to a non-AFT local, the delegate and voting strength is the same as the per capita paid to the State federation.

Section 7 On roll call votes at the Annual Convention each local shall be entitled to a number of votes equal to the average membership as defined in Section 6 of this article. The votes of a local shall be distributed as evenly as possible among its delegates present at the time of voting, but shall not be fractioned. Any additional votes shall be equally assigned by lot or by an objective formula which shall be reported to the AFT Connecticut Secretary/Treasurer, with no delegate getting more than one additional vote.

Section 8 If a delegate leaves the Convention, his/her place in the Convention may be taken by an alternate, if any has been certified as provided in Section 3, in the order as listed on the Certified List of Delegates and Alternates. In the event that there are no alternates, the absent delegate's votes shall be evenly distributed among the remaining delegates present.

ARTICLE VIII - REVENUES

Section 1

- a. On or before the fifteenth of each month each affiliated local shall pay to the Secretary-Treasurer of the AFT, the AFT dues, AFT Connecticut dues, and the State AFL-CIO dues.
- b. The AFT Connecticut Dues Structure shall be as follows:

Full Dues:	members with an annual salary of over \$25,250
Two-thirds Dues:	members with an annual salary between \$20,200 to \$25,250
One-half Dues:	members with an annual salary between \$12,120 and \$20,200, agency fee payers who are represented by another bargaining unit, and members at large
One-quarter Dues:	workers earning less than \$12,120 per year, laid off workers, workers on non-paid leave

Retirees:	\$6.00 per member per year
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- c. The threshold for Full, Two-thirds, One-half, and One-quarter dues shall rise 1% per year, unless otherwise amended at the Business Convention.

Section 2 Agency Shop - Fair Share or Like Payments

- a. Where a local receives fees from nonmembers for representing them under an agency shop agreement, it shall pay to the national office a sum equal to the AFT per capita tax for all such non-members and shall also pay to the State Federation a sum equal to the AFT Connecticut per capita for all such non-members.
- b. Each affiliated local that has members within a unit where the bargaining rights have been won by another organization and where the other organization has obtained an agency shop or fair share clause in the contract shall pay per capita dues at one half (1/2) the regular rate on those members required to pay agency or fair share fees to another organization.

Representation at the State Convention shall be computed at one half (1/2) of the constitutional formula for apportionment of delegate and voting strength, unless the local elects to pay full per capita for such members and receive full representation.

Section 3 A local shall be automatically suspended with loss of all rights and privileges during any period in which it is more than two (2) months in arrears. The local shall be automatically reinstated at such time as it is no longer more than two (2) months in arrears. A local shall be considered a month in arrears if on the fifteenth day following that month, the AFT office has not received payment.

Section 4 The payment of the per capita tax shall entitle each member to a subscription to the official periodicals of the AFT Connecticut, AFT, AFL-CIO.

Section 5 Members-at-large shall pay to the AFT Connecticut one-half (1/2) per capita dues.

Section 6 The Treasurer of each affiliated local shall fill out and forward to the state office, on or before the fifteenth of each month, the report of additions to and deletions from the membership list, together with mailing addresses, as of the first day of that month.

ARTICLE IX - AMENDMENTS

Section 1 Proposed amendments to the Constitution may be submitted either by request of the Executive Committee, Executive Council or by request of a local.

Section 2 Proposed amendments shall be submitted either to a convention or to ratification by two-thirds (2/3) of the locals, the method to be decided by the Executive Council.

Section 3 If a proposed amendment is to be submitted to a State Convention, it must reach the state office at least two (2) months before the date of the convention and must be sent by the state office to the locals at least one (1) month before the convention.

Section 4 A two-thirds (2/3) affirmative vote by those voting shall be needed to amend the constitution.

ARTICLE X - AFFILIATION

Section 1 This organization shall permanently maintain affiliation with the Connecticut AFL-CIO.

Section 2 Each local union shall maintain affiliation with the AFT Connecticut, AFT, AFL-CIO, the State AFL-CIO, and the appropriate local central labor council.

Section 3 Failure of any local union to maintain the affiliation as required in Section 2 of this Article shall be grounds for denial of delegate representation at any AFT Connecticut Convention.

ARTICLE XI - PARLIAMENTARY AUTHORITY

The rules contained in *Robert's Rules of Order, Revised*, shall govern this Federation in all cases where this Constitution and Bylaws are silent.

ARTICLE XII - RECALL

Recall procedures against any AFT Connecticut Officer(s) shall be instituted upon receipt by the AFT Connecticut First Vice President of a petition accompanied by reasons for the recall signed by:

- a. The Presidents of locals representing at least thirty percent (30%) of the AFT Connecticut locals and representing at least thirty-five percent (35%) of the AFT Connecticut membership. (Such petition shall affirm that those signing are authorized by their locals to ask the recall of the AFT Connecticut Officer(s) mentioned.) or
- b. Forty percent (40%) of the official AFT Connecticut Executive Council delegates who are members of at least thirty percent (30%) of the AFT Connecticut locals.

Within ten (10) days of receiving such petitions, the AFT Connecticut President shall:

- a. Establish the date, time, and place for a meeting at which a recall election shall be held **AND**
- b. notify locals and subchapters.

Such recall election shall occur not less than thirty (30) days and not more than fifty (50) days after the AFT Connecticut President has sent notice of the meeting to locals and subchapters and has included the procedure in the paragraphs below.

Delegates to the meeting shall be elected in accordance with Article VI, Section 4 of the Constitution.

The recall election shall be by roll call vote as provided in Article V, Section 4 of the Constitution. Election shall be by majority vote of those present and voting. If an officer is recalled, the position shall be deemed vacant and filled in accordance with Article IV, Section 1. Only one recall per officer(s) shall be permitted during the term of office.

Bylaws of AFT Connecticut

ARTICLE I – PROCEDURES AND SPECIAL RULES OF ORDER FOR CONVENTIONS

Section 1 The Convention shall be chaired by the President or her/his designated officer. The Convention shall be called to order and conducted according to the printed program as prepared by the Convention Committee subject to such modification as the Convention may make.

Section 2 Only credentialed delegates and invited guests who are participating in the program of the Convention shall be admitted to the Convention floor. All visitors shall secure a pass from the Credentials Committee and shall be seated only in a special section reserved for them.

Section 3 Resolutions to the Convention may be introduced by locals or the Executive Council or by the Executive Committee. No resolution shall be introduced after the 21st day prior to the start of the Convention, except by the consent of 2/3 of the delegates on the floor. All resolutions shall bear the signatures of at least two elected officers of the local introducing the resolution, or two AFT Connecticut officers, if introduced by the Executive Council or the Executive Committee. The officers signing the resolution shall certify that the resolution was approved for submission to the Convention either by the Executive Board or membership of the local or by the AFT Connecticut Executive Council/Committee. The resolution shall be submitted to the President of the AFT Connecticut, AFT, AFL-CIO.

Section 4 The President or presiding officer of the Convention shall appoint a Sergeant-at-Arms whose duty shall be to preserve order at the Convention.

Section 5 Delegates shall be seated upon acceptance by the Convention of the report of the Credentials Committee and the list of delegates shall be made available to the members of the Convention. The right of any delegate to be seated as a member of the Convention shall be subject to challenge within a **ONE** (1) hour period after he has been declared seated by the Convention. Delegates may vote, unless or until successfully challenged, but in the event of a roll call vote a successful challenge invalidates the individual's vote. No delegate shall be seated after 12:00 noon on the last day of the Convention.

Section 6 The order of business for business sessions of the Convention shall be as follows:

- a. Report of Committee on Credentials
- b. Action on Minutes of Previous Convention as Summarized
- c. Reports of Officers and Executive Employees
- d. Report of Executive Council
- e. Reports of Convention Committees
- f. Reports of Special Committees
- g. Election of Officers (if warranted)
- h. Old Business
- i. New Business

Section 7 A quorum for conducting business of a convention shall be twenty percent (20%) of the locals in good standing or delegates representing thirty percent (30%) of the AFT Connecticut membership of locals in good standing.

Section 8 A motion calling for a roll call vote shall require a one-fourth ($\frac{1}{4}$) vote for adoption. When a roll call vote has been ordered, the Chair shall at once call for the next item on the agenda, action on the pending motion being automatically postponed pending the tabulation of the results of the roll call vote. No debate, amendment, or other motion affecting the question on which the roll call vote was ordered may be made after a roll call has been ordered. The ballots shall be distributed to the ranking delegates under the direction of the Chair of the Credentials Committee. Each delegate voting shall enter on his ballot the number of the roll call, the number of his local, his full name, the number of votes he is casting, and how he is voting. The ranking delegate shall return the ballots to the Credentials Committee. If a delegate's ballot is not collected promptly, he may deliver his ballot directly to the Committee on Credentials. No vote shall be accepted later than one-half ($\frac{1}{2}$) hour following the order of the roll call vote. The results of the roll call vote shall be tabulated by the Committee on Credentials and reported to the Convention immediately upon completion of the tabulation according to the following procedures:

- a. The total vote shall be read.
- b. If one half ($\frac{1}{2}$) of the delegates request it, the vote by locals shall be read.
- c. If any delegate challenges the vote of his/her local, the roll of delegates from that local shall be read, and each delegate from that local shall rise as his name is called, announce his vote, and state the number of votes he/she is casting.
- d. The report on the roll call vote shall then be revised to agree with the oral vote just taken.

Section 9 The votes shall be distributed in accordance with the provision in Article VII, Sections 6, 7, and 8.

ARTICLE II - COMMITTEE ON CREDENTIALS

Section 1 The Committee on Credentials shall be appointed by the President, with the approval of the Executive Committee, and shall be notified of appointment at least two weeks prior to the Convention. The Committee shall consist of at least five (5) members and shall be responsible for registration of delegates and visitors.

Section 2 Before the time for registration, the AFT Connecticut Office, at the direction of the President, shall furnish the Committee on Credentials with copies of the lists of delegations and the duplicates of credentials as reported to him by the various locals. Each delegate and visitor shall be furnished with an official badge to be worn at the Convention.

ARTICLE III - CONVENTION PROGRAM

The Committee on Convention Program shall be appointed by the President with the approval of the Executive Committee not later than three months before the date of the Convention. This Committee shall prepare the tentative program of the next Convention and shall submit it to the President at least

one month before the Convention. The President shall send a copy of the tentative program to each delegate as soon thereafter as possible.

ARTICLE IV - NOMINATION AND ELECTION PROCEDURE

Section 1 All officers shall be elected in convention in odd-numbered years for a two (2) year term. The method of the election shall be the same as prescribed by the AFT and shall be by roll-call vote.

Section 2 A member who is a candidate for a particular AFT Connecticut office shall present to the President a petition indicating the position sought ten (10) days before the Convention is scheduled to begin. This petition must contain the signatures of at least twenty-five (25) members of AFT Connecticut in good standing. A second method by which a member may become a candidate for a particular AFT Connecticut office is by presenting to the Credentials Committee Chair by 11:00 a.m. of the day of the election, a petition indicating the name of the particular office being sought and the signatures of at least ten (10) Convention delegates. The delegates to the Convention shall be informed of the names of the candidates for each office. If new positions(s) are created by the Convention, nominations shall be made from the floor.

Section 3 Each delegate may not cast more than his/her allotted votes (per Article VII) for each of the following officers:

- a. President
- b. First Vice President
- c. Second Vice President
- d. Secretary/Treasurer.

Each delegate may not cast more than his/her allotted votes (per Article VII) for any individual candidate on the ballot for the eighteen (18) non-jurisdictional Vice President positions.

Section 4 A plurality of the votes cast for each office shall be required to elect the President, First Vice President, Second Vice President and Secretary/Treasurer. The eighteen (18) candidates for the non-jurisdictional Vice President positions receiving the greatest number of votes shall be declared elected. In the event of a tie for any office, a run-off election shall be held by roll call vote.

Section 5 Jurisdictional Vice Presidents

- (a) The four (4) jurisdictional Vice Presidents shall be nominated by petition as stated in Section 3 of this Article above.
- (b) The four (4) Jurisdictional Vice Presidents shall be chosen in Convention Caucuses (with each jurisdiction as defined in Section 1 above) having one (1) Vice President. A majority of the delegates present and voting in each Caucus shall elect the Vice President from that jurisdiction.
- (c) In cases where a local represents members from multiple constituent jurisdictions, the local may send a different delegate to each caucus to which the local is entitled to representation.
- (d) No delegate shall vote in more than one caucus.

Section 6 At the Convention, each Candidate may have one (1) person speak in support of his or her candidacy.

Section 7 Officers elected at the Convention shall be designated "officers elect." They shall be entitled to attend all officers' meetings, shall take office July 1st, and shall be formally installed at the next regular Executive Council meeting.

ARTICLE V – STANDING COMMITTEES

Section 1 The standing committees shall be established by the Constitution. Committee Chairpersons, with the exception of the councils chaired by elected jurisdictional vice presidents, and members shall be recommended by the President and approved by the Executive Council.

Section 2 Each Standing Committee shall make a written report for submission to the Convention.

Section 3 Standing Committees shall meet at the request of the Chairperson or a majority of the members of the Committee. The following Standing Committees may be appointed:

- Legislative/Political
- Retirement
- Communications
- Finance and Budget
- Defense
- State Employees
- Higher Education
- Health Care
- PreK–12
- Education Personnel
- Women and Civil Rights
- Membership and Structure
- Personnel

ARTICLE VI – BUDGET AND AUDIT

Section 1 A two (2) year budget shall be prepared by the Secretary/Treasurer in cooperation with the Executive Committee, and sent to local presidents and delegates at least one month before the Business Convention in even numbered years.

Section 2 The AFT Connecticut Executive Committee shall recommend the two (2) year budget to the Convention provided that delegates to the Executive Council are presented the proposed budget and have the opportunity to make suggestions on it. The Executive Council, at its the first regular meeting following the Convention, shall have the power to adopt the budget.

Section 3 All AFT Connecticut locals paying per capita tax on less than its entire dues-paying membership shall be subject to suspension by the Executive Committee. The Executive Committee may require a local to produce proof of membership where reason exists to believe such local is violating this provision. If the local shall fail or refuse to produce such proof on request, the Executive Committee may base its determination on such evidence as may be available.

ARTICLE VII - DUES

Section 1: Commencing September 1, 2014, dues shall be increased by \$.50 to \$21.13 per member per month.

Commencing September 1, 2015, dues shall be increased by \$.50 to \$21.63 per member, per month.

ARTICLE VIII - SPECIAL RULES OF ORDER FOR EXECUTIVE COUNCIL

Section 1 An agenda of each Executive Council meeting must be sent with each call to the meeting, at least one (1) week prior to the meeting.

Section 2 A motion calling for a roll call vote shall require a one-fourth ($\frac{1}{4}$) vote for adoption.

Section 3 A quorum for conducting business at an Executive Council meeting shall be twenty percent (20%) of the locals in good standing which represent thirty percent (30%) of the AFT Connecticut membership in good standing.

Section 4

- a. Resolutions to the Executive Council may be introduced by locals or the Executive Committee. All resolutions shall bear the signatures of at least two elected officers of the local introducing the resolution or of the AFT Connecticut if introduced by the Executive Committee. The officers signing the resolution shall certify that the resolution was approved for submission to the Executive Council.
- b. Resolutions shall be sent to the President of AFT Connecticut, AFT, AFL-CIO in typewritten form in triplicate.
- c. Proposed resolutions must reach the office of AFT Connecticut by the Tuesday of the week preceding the Executive Council meeting at which action is intended.

ARTICLE IX - SUSPENSIONS OF RULES AND AMENDMENTS OF BYLAWS

Section 1 The special rules of order contained in Article I of these Bylaws may be suspended by a two-thirds ($\frac{2}{3}$) vote in the same manner as provided by *Robert's Rules of Order, Revised* for the suspension of all regular rules of order.

Section 2 Bylaws may be amended by following the procedure in Article IX -- Amendments.

ARTICLE X - LOCAL ASSISTANCE PROGRAM

Section 1 Commencing September 1, 1983, in order to assist the development of a strong leadership and adequate internal structure essential to the maintenance of healthy autonomous locals, the AFT Connecticut shall offer a local assistance program for leadership development. The local assistance program shall include financial, staff, and other assistance as determined by the Executive Council. Locals wishing to participate in the program must meet the requirements set forth by the AFT Connecticut which include, but are not limited to the following: a commitment by the local to provide for an adequate local dues structure necessary to the functioning of the local, a commitment of any subsidized staff or officers to attend all AFT Connecticut leadership training programs and the AFT Connecticut Summer School, and to assist in AFT Connecticut organizing campaigns for the required amount of time. The Executive Committee shall establish and administer guidelines for locals wishing to participate in the local assistance program. Such guidelines are subject to the approval of the Executive Council.

Effective July 1, 1986, the AFT Connecticut shall fund a Local Assistance Program to increase the effectiveness of locals and the AFT Connecticut by increasing resources on the local level, which will help local leadership, strengthen local structures, foster cooperation among locals and increase support for AFT Connecticut.

Locals wishing to participate in the program must meet and maintain the requirements set forth by the AFT Connecticut Assistance Program.

Assisted locals who go ninety (90) days or more into arrears on dues payment will have their assistance reduced by an amount equivalent to AFT Connecticut interest lost from uncollected dues during the time the local was in arrears. The AFT Connecticut Executive Committee will determine the equivalent interest rate and modify it quarterly. Penalty appeals may be made to the Executive Committee.

Local Assistance will only be paid if a local is in good standing.

Constitution amended by vote of delegates in attendance at the May 17, 2014 Business Convention.