

UNION  
YES ✓



## **78<sup>th</sup> Annual Business Convention**

### **May 3, 2025**

The Fox Tower @ Foxwoods  
Ledyard, Connecticut

# BUSINESS



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## Rules for Debate

- Fifteen (15) minutes for each topic of debate.
- Each person speaking will be limited to one and one-half (1½) minutes.
- To alternate between the affirmative and negative in each case.
- A speaker cannot yield to another.
- There can be no rebuttal by any speaker.
- Debate must be germane to the motion.
- Speaker must come to the microphone and identify himself/herself and their local.

## AFT Connecticut Code of Conduct

(Adopted by the AFT Connecticut Executive Committee, March 14, 2019)

### Purpose:

AFT Connecticut is committed to providing a positive and respectful environment that is free of discrimination and harassment, regardless of an individual's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy or any other characteristic protected by law. As such, AFT Connecticut will not tolerate discriminatory, harassing or otherwise unacceptable behavior in the workplace or at any of its activities, events or meetings, even if the conduct has not risen to the level of a violation of law. AFT Connecticut expects everyone in the workplace and those who participate in any of its activities, events or meetings to abide by this Code of Conduct.

### Definitions:

#### A. Discrimination

Discrimination against an individual because of a person's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy or any other characteristic protected by law is illegal discrimination.

#### B. Harassment

Harassment is a form of discrimination that can take many forms, including physical contact, verbal comments, written communications or other unwelcome conduct. It may include, but is not limited to, actions such as the use of epithets, slurs, negative stereotyping, jokes or threatening, intimidating or hostile acts that relate to sex, race, age, disability or other protected categories. Harassment may also include written or graphic material that denigrates or shows hostility toward an individual or group based on protected characteristics, whether that material is sent by email or placed on walls, bulletin boards, computer screens or other devices, or elsewhere on the premises of the activity, event or meeting.

#### C. Sexual Harassment

Sexual harassment is a form of sex discrimination. It can take many forms, including physical contact, verbal comments, written communications or other conduct. Sexual harassment does not have to be sexual in nature; non-sexual contact, comments or conduct can still—depending on the circumstances—create an intimidating, offensive or harassing and discriminatory environment or experience.

### Expected Behavior:

AFT Connecticut is a democratic organization that values open and vigorous discussion of the issues facing AFT Connecticut, our members, working people and the labor movement. This Code of Conduct is not intended to restrict free and open debate, but rather is concerned with preventing unacceptable behavior.

AFT Connecticut expects everyone in the workplace and all participants in AFT Connecticut activities, events or meetings to conform to the following Code of Conduct:

- Respect others and their views.
- Recognize and value individual differences.
- Do not engage in aggressive, bullying or intimidating behavior.
- Do not engage in discriminatory or harassing behavior.

If Subject to Unacceptable Behavior:

Prior to the start of the AFT Connecticut Convention, AFT Connecticut Executive Committee and Delegate Assembly, AFT Divisional Councils, Committee meetings and Professional Development activities, attendees will be informed of this Code of Conduct, and the AFT Connecticut designee to whom complaints may be directed will be identified for all attendees.

If you are subject to what you believe is unacceptable behavior under this Code of Conduct, or witness such behavior, please inform the AFT Connecticut designee immediately. If that person is not available, you may inform any other AFT Connecticut manager or officer, who will work with the AFT Connecticut designee to respond to the complaint.

AFT Connecticut takes these complaints seriously and may, at its discretion, take action that it deems appropriate upon assessing the situation. Possible responses may include a warning to or expulsion of the alleged offender from the AFT Connecticut activity, event or meeting. Additionally, where appropriate, AFT Connecticut may inform the alleged offender's affiliate or employing entity of the offending behavior and complaint, or initiate disciplinary proceedings for those who hold a position subject to discipline by the AFT Connecticut. If needed or requested, an AFT Connecticut designee will help complainants contact security or local law enforcement, provide escorts or otherwise assist complainants experiencing unacceptable behavior to feel safe for the duration of the activity, event or meeting.

Any person who is subject to unacceptable behavior should contact AFT Connecticut Attorney Eric Chester 860-529-4762 or AFT Connecticut Chief of Staff Stuart Savelkoul 860-257-9782.

Any complaint brought to AFT Connecticut's attention will be treated confidentially to the extent possible to properly assess the situation. AFT Connecticut will take all appropriate steps to ensure that the complainant is no longer subject to the unacceptable behavior.

AFT Connecticut will not tolerate retaliation against any individual who complains of unacceptable behavior under this Code of Conduct. AFT Connecticut will take every step necessary and appropriate to ensure that retaliation does not occur, and if it believes that retaliation has occurred, AFT Connecticut will take immediate action to stop the retaliation.

# **77<sup>th</sup> Annual AFT CT Business Convention**

**Saturday, June 1, 2024**

**The Fox Tower @ Foxwoods**

**9:35am Business Session Begins**

## **Call to Order**

President Jan Hochadel called the 77<sup>th</sup> Annual Business Convention to Order. President Hochadel introduces the AFT CT Leadership Team: AFT CT VP John Brady, Secretary Treasurer Shawn Brown, Chief of Staff Stuart Savelkoul and CFO Stephanie Burnham. Special guests from AFT National in attendance were also introduced. Fed Ingram, AFT National Sec. Treasurer could not make it as intended.

Jan introduces Eric Chester as our Parliamentarian and Stuart Savelkoul as our timekeeper. Bill Garrity Local President, UHP 3837 and Trent Harrison Local President, Newton Teachers #1727 were introduced as our Sergeant-at-Arms.

Jan introduces Ed Hawthorne, CT State AFL-CIO, President and he spoke briefly about the importance of solidarity in the labor movement and our continued work moving forward supporting union workers.

## **Code of Conduct**

John read an abbreviated version of the code of conduct and advised that the official code of conduct can be found on page 5 of the Business packet.

## **Adoption of Agenda**

Jan presents the agenda for the 2024 convention. Motion to accept the 2024 agenda. M/S/V. Motion passed.

## **Adoption of Rules for Debate**

Jan mentions that the adoption of Rules for Debate is found on page 4 of the Business packet. Motion to accept the Rules for Debate. M/S/V. Motion passed.

## **Minutes of the 76<sup>th</sup> Convention**

Jan mentions that the minutes from the 76th Convention held on May 6, 2023, are found on page 7 of the Business packet. Motion to accept the Minutes. M/S/V. Motion passed.

## **President's/Leadership Report**

President Jan Hochadel read her President's report which can be found on page 2 of the Reports packet. Jan mentioned that all Divisional VP reports can be found in the Reports packet as well. Motion to accept the President's Report. M/S/V. Motion passed.

Chief of Staff, Stuart Savelkoul spoke briefly about the member mobilization efforts and turning "4's" into "1's".

## **Credentials Committee Report**

Michael Wight reported that delegates from 25 of the 99 locals represented in AFT CT were attending the convention, with a voting strength representing 23,089 of the

31,102 eligible AFT CT members.

1 Local submitted late credentials

Local 3793

Local 5123

1 Locals are missing Financial Reports (Reports in process but not completed as of the date of convention)

Local 5123

1 Local is missing the Signed Certificate

Local 6574

1 Local is missing Dues Payment

Local 5123

0 Local missing submitted Membership Roster

0 local missing e-board & officer listing and bylaws

We recommend we seat locals 3793, 5123 and 6574.

## **Constitutional Amendments**

None

## **Resolutions**

None

## **Budget Approval**

CFO, Stephanie Burnham presented the budget on screen and mentioned that it can be found in the Finance packet. Motion to accept the budget. M/S/V. Motion passed.

### **Legislative Update**

Teri Merisotis gave the legislative update and mentioned the COPE raffle.

### **Organizing Panel**

Eric Borlaug introduced the members of the Organizing Panel: Paul Angelucci, SVFT #4200A Local President, Danielle Berriault Dufour, Backus RN's #5149 Local Vice President, John Disette, A&R #4200 Local President, Bill Garrity, UHP 3837 Local President, Hope Wyatt, Norwalk Ed. Pers. #3793 Local President. The panel spoke about the importance of organizing and mobilizing your membership. They also spoke about utilizing tools in your "tool belt", getting to members early when they start employment.

Rob Fairbanks from AFT National spoke in Fed Ingram's absence a few words of encouragement.

Jan asked for a motion to adjourn the meeting. M/S/V. Motion passed.

Respectfully submitted by

Shawn Brown, Secretary Treasurer, AFT CT



**SUBMITTED BY:**  
**NEW HAVEN FEDERATIONS OF TEACHERS, LOCAL 933**  
**HARTFORD FEDERATION OF TEACHERS, LOCAL 1018**

**Proposed Resolution on Building AFT Power During Uncertain Times -  
AFT-CT Convention - May 2025**

WHEREAS, the AFT and our 1.8 million members believe that preserving our democracy is a defining principle of our work as educators in preK-12 schools and colleges and universities, healthcare professionals, and state and local government workers and a core value of who we are as unionists and citizens; and

WHEREAS, historically the AFT has fought for better lives for all people, participated in the U.S. civil rights movements, and worked to maintain a strong, democratic union movement; and

WHEREAS, AFT members see the ways that President Trump and his associates are dismantling the Department of Education, and are concerned about the impact this will have on current students, educators, and future generations of learners and leaders; and

WHEREAS, AFT members see the ways the President Trump and his associates are threatening to reduce Medicare and Medicaid, and are concerned about the impact this will have on health care workers and their ability to provide care, and on the health of all Americans, especially the most vulnerable such as elders, people with disabilities, and economically disadvantaged people; and

WHEREAS, AFT members see the ways the President Trump and his associates are defunding colleges and universities, including the canceling of research grants, and eroding trust in higher education, and are concerned about the impact this will have on faculty and their ability to teach and support students, and on researchers and their ability to continue to make life-saving discoveries in medicine, environmental health, and occupational safety, and on students and their ability to learn and be prepared for future careers and opportunities; and

WHEREAS, AFT members see the ways the President Trump and his associates are moving to cut and privatize Social Security, and are concerned about the ways this will allow employers to stop paying overtime, increase costs on the middle class while giving a tax break to the ultra wealthy, and weaponize the National Labor Relations Board against workers; and

WHEREAS, AFT members see the ways the President Trump and his associates are creating a culture of fear and intimidation for all dissent and opposing views by denying due process, limiting access of free press, revoking green cards and visas and are concerned about the ways this will erode our First Amendment rights to freedom of speech and of the press, to assemble peaceably, and to petition the government for a redress of grievances; and

WHEREAS, AFT members see the ways the President Trump and his associates are weakening all the policies and protections for organized labor, including firing people from the NLRB, cancelling the contracts federal union workers, illegally firing federal workers and taking away their collective bargaining rights, and are concerned about the ways this undermines unions, which have been key institutions in protecting democracy, advancing democratic ideals, and building up civic leaders; and

WHEREAS, AFT members and unions are a part of upholding democratic institutions and norms of our government, including the rule of law, an independent judiciary, and free press; and believe in values including equality under the law including for people of color, believers in minority religious faiths, member of our LGBTQIA+ community and immigrants as well as the right to freely organize, associate and assemble for working Americans; and

WHEREAS, AFT members know that we cannot just count on any one political party or Congress to protect our democracy or advance our rights and that ultimately that the government needs to be for the people and by the people, and are, thus, committed to strengthening our local democratic institutions, starting with our unions; and

RESOLVED, AFT CT will activate and mobilize our membership to engage in 100,000 conversations with our membership and community/coalition partners to build relationships and identify issues of shared concern through organizing, including teach-ins, workshops, town halls, rallies and other organizing activities; and

RESOLVED, AFT CT will use these 100,000 conversations with residents of Connecticut to identify issues of shared concern; and

RESOLVED, AFT CT will use our demonstrated collective power to take action in the courts, legislatures, and in the court of public opinion on these issues of shared concern, to protect our rights and our democracy; to fight back against the forces of oligarchy and autocracy; and to fight for better lives and dignity for all working people.

# ROBERT'S RULES AT A GLANCE

Type	Motion	Purpose	Second Required	Debatable?	Amendable ?	Required Vote	May Interrupt Speaker
Privileged	24. Fix Time for Reassembling	To arrange time of next meeting	Yes	Yes-T	Yes-T	Majority	Yes
	23. Adjourn	To dismiss the meeting	Yes	No	Yes-T	Majority	No
	22. To Recess	To dismiss the meeting for a specific length of time	Yes	Yes	Yes-T	Majority	No
	21. Rise to a Question of Privilege	To make a personal request during debate	No	No	No	Decision of Chair	Yes
	20. Call for the Orders of the Day	To force consideration of a postponed motion	No	No	No	Decision of Chair	Yes
Incidental	19. Appeal a Decision of the Chair	To reverse the decision of the chairman	Yes	No	No	Majority decision of Chair	Yes
	18. Rise to a Point of Order or Parliamentary Procedure	To correct a parliamentary error or ask a question	No	No	No		Yes
	17. To Call for a Roll Call Vote	To verify a voice vote	Yes	No	No	1/4 †	No
	16. Object to the Consideration of a Question	To suppress action	No	No	No	Majority	Yes
	15. To Divide a Motion	To consider its parts separately	Yes	No	No	Majority	No
Subsidiary	14. Leave to Modify or Withdraw a Motion	To modify or withdraw a motion	No	No	No	Majority	No
	13. To Suspend the Rules	To take action contrary to standing rules	Yes	No	No	2/3	No
	12. To Rescind	To repeal previous action	Yes	Yes	Yes	Majority	No
	11. To Reconsider	To consider a defeated motion again	Yes	Yes	No	Majority	No
	10. To Take From the Table	To consider tabled motion	Yes	No	No	Majority	No
	9. To Lay on the Table	To defer action	Yes	No	No	Majority	No
	8. Previous Question	To force an immediate vote	Yes	No	No	2/3	No
	7. To Limit or Extend Debate	To modify freedom of debate	Yes	Yes	Yes-T	2/3	No
	6. To Postpone to a Certain Time	To defer action	Yes	Yes	Yes	Majority	Yes
	5. To Refer to a Committee*	For further study	Yes	Yes	Yes	Majority	Yes
	4. To Amend an Amendment*	To modify an amendment	Yes	Yes	No	Majority	No
	3. To Amend*	To modify a motion	Yes	Yes	Yes	Majority	No
	2. To Postpone Indefinitely	To suppress action	Yes	Yes	No	Majority	No
	1. Main Motion	To introduce business	Yes	Yes	Yes	Majority	No

\*No. 5 should include: 1. How Appointed? 2. The Number 3. Report When? Or to What Standing Committee

T - Time

\*Nos. 3 and 4 by: 1. Inserting 2. Adding 3. Striking Out 4. Substituting 5. Striking Out and Inserting

†1/4 Vote required by AFT Constitution

## **2025-2027 Executive Committee**

### **\*NOMINATIONS\***

President: Jan Hochadel  
 Vice-President: John Brady  
 Secretary/Treasurer: Shawn Brown

	<b>2025-2027</b>	
	<b>PreK-12</b>	
4	Lauren Mancini-Averitt	Meriden
5	Stuart Beckford	Hartford
6	<b><i>Leslie Blatteau</i></b>	New Haven
7	Susan Saluru	New Britain
8	Carol Gale	Hartford
9	Trent Harrison	Newtown
10	Mike Reynolds	Bristol
11	Kristen Malloy-Scanlon	West Haven
12	Steve McKeever	Middletown
13	Mary Yordon	Norwalk
	<b>Healthcare</b>	
14	Heather Brauth	Backus
15	<b><i>Bill Garrity*</i></b>	UHP
16	Janice Stauffer	Danbury
17	Anne Marie Cerra	Manchester
	<b>State Workers</b>	
18	Joan Andrews	AAG
19	John DiSette	A&R
20	Megan Graham	JPE
21	<b><i>Makenzi Hurtado*</i></b>	SVFT
22	Ally Sexton	A&R
23	Peter Morenus	UCPEA
	<b>PSRP</b>	
24	<b><i>Shellye Davis</i></b>	Hartford
25	Mary Symkowicz	East Hartford
	<b>Higher Ed</b>	
26	<b><i>Louise Williams</i></b>	AAUP
27	Dennis Bogusky	Tech Colleges
	<b>Retirees</b>	
28	<b><i>Walter O'Connor</i></b>	Retirees

***Names in Bold and Italicized*** represent Divisional Vice-President  
 \*indicate members who identify with more than one constituency