I am UNION YES

79th Annual Business Convention
May 2, 2026
Virtual

BUSINESS

AFT Connecticut
Education | Healthcare | Public Services

AFT Connecticut
Education | Healthcare | Public Services

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.

78th Annual AFT CT Business Convention

Saturday, May 3, 2025

The Fox Tower at Foxwoods

9:35am Business Session Begins

Call to Order

Vice President John Brady called the 78th Annual Business Convention to order. Vice President Brady introduces the AFT CT Leadership Team: Shawn Brown, Secretary Treasurer, Chief of Staff Stuart Savelkoul and CFO Stephanie Burnham. Special guests LaTia Scott and Boyd McCammish from AFT National were also introduced.

John 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 and Stuart Beckford, Hartford Federation of Teachers were introduced as our Sergeant-at-Arms.

John recognized the AFT CT support staff and recognized the unions at Foxwoods while thanking the Mashantucket Pequots for allowing us to have our convention on sovereign land.

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

John presents the agenda for the 2025 convention. Motion to accept the 2025 agenda. M/S/V. Motion passed.

Adoption of Rules for Debate

John 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 77th Convention

John mentions that the minutes from the 77th Convention held on June 1, 2024, are found on page 7 of the Business packet. Motion to accept the Minutes. M/S/V. Motion passed.

President's/Leadership Report

Vice President John Brady read the President's report in President Jan Hochadel's absence, which can be found in the Reports packet. John 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 gave a short presentation.

Credentials Committee Report

John introduced and thanked the Credentials Committee members.
Michael Wight reported that delegates from 2 of the 90 locals
represented in AFT CT were attending the convention, with a voting strength representing 19,155 of the 31,083 eligible AFT CT members.
1 Local submitted late credentials and voted unanimously to be seated at the convention.

Constitutional Amendments

None

Resolutions

Resolution submitted by New Haven Federation of Teachers, local 933 and Hartford Federation of Teachers, local 1018 which can be found on page 10 of the Business Packet. Leslie Blatteau presented the resolution. Joan Andrews made a friendly amendment: paragraphs 4,5,6,7,8 change "the" to "that". Stuart Beckford made a friendly amendment: List all political parties where applicable in support of the resolution. Vote on amendment M/S/V. Motion passed. Vote on resolution as amended. M/S/V. Motion passed.

Budget Approval

CFO Stephanie Burnham presented that there is a dues rate correction in the budget in the Finance packet. The current dues rate is $22.62. As of September 1st, it will increase to $22.72. Motion to accept the budget. M/S/V. Motion passed.

Elections

2025-2027 Executive Committee Nominations can be found on page 13 of the Business packet. Secretary Treasurer Shawn Brown cast one vote. Passed unanimously.

Organizing Panel

Internal Organizing:

Eric Borlaug and Makenzi Hurtado (SVFT) discuss the importance of internal organizing/structure building and membership density drives.

External Organizing:

Boyd McCamish (National Representative, AFT) and Vice President Brady discuss the importance of external organizing and how existing locals can help and why they should care.

Community Organizing:

Leslie Blatteau (NHFT) and Norma Martinez-HoSang (CT for All) discuss how community organizing not only benefits those our members serve but also builds power for our locals as well as help advance both internal and external organizing efforts.

Delegates were separated by locals and a Discussion and Group Activity took place regarding obstacles and the local's ability to advance those types of campaigns. Solutions if any that your local uses to overcome the challenges. Presenters from each group reported on one of the three types of campaigns.

Stuart and Eric spoke on how AFT CT and AFT can assist locals in achieving their goals and encourage members to fill out the "count me in" portion of the worksheet.

All the delegates took a group photo.

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

Respectfully submitted by

Shawn Brown, Secretary Treasurer, AFT CT

Constitution
Article IX
Section 4 In conformity with Article III, Section 4; Article IX, Sections 6 and 7; and Article X, Section 1a.
and b., Section 2a. and b.:

a. One delegate and/or alternate to the AFT Connecticut Delegate Assembly 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 Delegate Assembly and one delegate to the AFT Connecticut ~~Annual~~ Convention. This delegate shall be entitled to one vote.
d. Those members for whom one-half or more dues are paid shall be counted as full dues paying members.

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 5 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.

Bylaws
ARTICLE V – BUDGET AND AUDIT
Section 1 The Finance and Budget Committee shall prepare and present a two- year budget to the Executive Committee for recommendation to the Delegate Assembly in~~even~~ **odd** years, starting in ~~2024~~ **2027. For the fiscal year 2026-2027, the Finance and Budget Committee shall prepare and present a one-year budget to the Executive Committee for recommendation to the Delegate Assembly.** The Delegate Assembly has the duty to recommend a budget to the Business Convention.

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	Yes
	18. Rise to a Point of Order or Parliamentary Procedure	To correct a parliamentary error or ask a question	No	No	No	Chair	Yes
	17. To Call for a Roll Call Vote	To verify a voice vote	Yes	No	No	¼ †	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
	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
Subsidiary	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
†¼ Vote required by AFT Constitution