

## **AFT Connecticut Local Lifeline Policy**

While we hope to never have to implement any of the steps below, the dangers of so-called right to work make it imperative that we establish statewide guidelines to help avoid any members losing the protection of their union due to lack of awareness or inaction on our part.

These guidelines are intended to enhance transparency and communication, not to create an inflexible set of rules. AFT or AFT Connecticut will implement this process in a way that considers the local's size, overall trajectory, and potential for success (e.g. choosing not to send a notice if a local dips below a benchmark but is generally on the right track).

If locals fall below 75% membership, AFT or AFT Connecticut shall: Send written notification to entire leadership team of the local and the AFT Connecticut Executive Committee warning about the dangers of non-majority status and offering strong encouragement to attend trainings and work with AFT and AFT Connecticut to develop an organizing plan.

If locals fall below 60% membership, AFT or AFT Connecticut shall: Send written notification warning about the dangers of non-majority status and offering training and support to entire membership.

If locals fall below 35% membership, AFT or AFT Connecticut shall: Convene leadership & dues-paying members to discuss potential paths forward:

1. Launching an organizing drive to regain majority status; or
2. Following one of the paths below.

Notify all members of the unit that an emergency membership meeting is necessary to decide on a path forward:

1. Voluntary administrator-ship and "re-organizing drive" by AFT or AFT Connecticut: AFT or AFT Connecticut assigns an administrator and organizer to attempt to rebuild the local.
2. Voluntary "partial administrator-ship" by AFT or AFT Connecticut: Local turns over financial functions to AFT or AFT Connecticut. Limited telephone support from rep and no organizer assigned

### **Procedure for Reimbursing Locals for Mediation & Arbitration**

(Note: AFT does not have any assistance policy for the above.)

The Executive Committee can reimburse locals up to one-half of the cost of arbitration or mediation (up to \$4,000), on a case by case basis. The Local must be in good standing, have demonstrated fiscal responsibility (ie. Has a budget and adheres to it, collects appropriate dues and adheres to pass throughs, has a clean audit or financial review).

The Local must present to the Executive Committee and demonstrate financial need and merits of the case.

### **AFT Connecticut Grants Policy**

A.) AFT Connecticut grant funds in the amount of \$4,000 per fiscal year (July 1 through June 30) are available for financial assistance toward programs designed to enhance union leadership skills.

Said funds are available:

- 1.) To any individual members in good standing of any AFT Connecticut local in good standing
  1. that does not already receive rebates from AFT Connecticut;
  - 2.) Up to a maximum of \$500 per individual member;
  - 3.) For travel, housing, meal and registration costs;
  - 4.) For one (1) application per the same individual member within a three (3) year period;
  - 5.) With a maximum of two (2) members per local unit, per fiscal year.

B.) Applications for grant funds must be submitted for review, where possible, at least thirty (30) days prior to the registration date of the program. Where notice of the program is less than thirty days, the application shall be submitted as soon as practicable, but under no circumstances less than one week prior to registration. Untimely applications will not be considered. An untimely application is one that has been submitted outside the required timeline listed above.

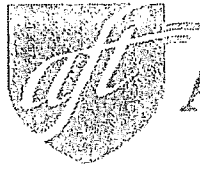
C.) Applications for grant funds must be completed in full and accounts aimed by the required documentation specified in the application. Incomplete applications will not be considered. An incomplete application is one that has not been completed in full and/or is missing required documentation.

D.) Applications for said grants shall be reviewed and provisionally approved by the Membership Structure Committee and presented to the Executive Committee at the next scheduled meeting for final approval.

E.) In the event that a grant is approved and funds dispersed and the member does not attend said conference, the local shall be responsible for reimbursing AFT Connecticut in the full amount of the grant.

F.) Each member receiving grant funds shall submit a written report and attend the next Executive Committee/Delegate Assembly meeting to report on the program attended.

G.) In the event of exigent circumstances, said applications, after review and recommendation to the president by the Membership Structure Committee, may be approved by the president, and reported to the Executive Board Executive Committee at the next regularly scheduled meeting.

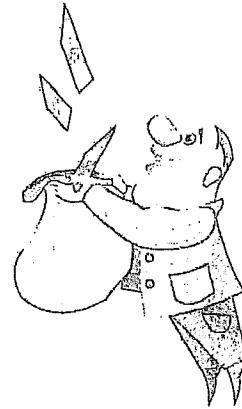


AFT Connecticut  
*A Union of Professionals*

## GRANT OPPORTUNITIES



The AFT Connecticut grant program makes funds available to AFT Connecticut members for financial assistance toward programs designed to enhance union leadership skills. A total of \$4,000 is available in each fiscal year (July 1 through June 30). Individual members are eligible for a maximum grant of \$500 once every three years. A maximum of two (2) members per local unit, per fiscal year. Grant applications may be submitted at any time, and will be reviewed in the month following the nearest deadline.



## Application for AFT Connecticut Grants

Name		
Street Address		
City	State	Zip
Home Phone #		Work Phone #
Employer		Job Title
Local Name & Number		
How long have you been a member of AFT Connecticut?		
Signature of Local Official is required to verify that applicant is a member in good standing.		
Local Officer (print name)		
Local Officer Signature		

I am submitting my name to be considered for *(check one only – a separate application must be submitted to be considered for each grant)*

Please include with this application:

- A written description, flyer, or brochure describing the program.
- A narrative describing how you intend to use the grant money and how it will enhance your leadership skills.

Send this page with accompanying materials to:

AFT Connecticut Grants  
35 Marshall Road  
Rocky Hill, CT 06067

I agree that at the conclusion of the program I will present a written or oral report to the Executive Committee.

\_\_\_\_\_  
Signature

The AFT Connecticut Executive Council submits the following constitutional amendment to the AFT Connecticut Business Convention for consideration. The amendment would change the name of the Women and Civil Rights Committee to the Social Justice Committee.

#### **ARTICLE IV – STANDING COMMITTEES**

Section 1 The standing committees shall be established by the Constitution. Committee Chairpersons, with the exception of the councils chaired by elected Divisional Vice Presidents, shall be recommended by the President and approved by the Executive Committee.

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
- Pre K–12
- Education Personnel
- ~~Women and Civil Rights~~ **Social Justice**
- Membership and Structure
- Personnel
- Community Engagement

The AFT Connecticut Executive Council submits the following constitutional amendment to the AFT Connecticut Business Convention for consideration. The amendment would require submission of a copy of the Local's annual audit or financial review in order to be in good standing.

#### **ARTICLE VIII - 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 **to AFT Connecticut;** and
- e. Current in submission of a copy of the local's up-to-date constitution **to AFT Connecticut; and**
- f. Current in submission of a copy of the local's annual audit or financial review (as required to AFT) to AFT Connecticut.**

Section 2. Only affiliates in good-standing shall be eligible for:

- a. Representation at the AFT Connecticut convention. In order to satisfy such good-standing requirements and in addition to the deadlines otherwise set forth in the AFT Connecticut constitution and bylaws, each local must provide the AFT Connecticut with the information required in section 1 (a-f) at least 30 days prior to the date of the convention.



## Constitutional Amendments

### Article IV, Section 2

*Current Language:*

*The Officers of AFT Connecticut shall be*

- *President*
- *Executive Vice President*
- *First Vice president*
- *Secretary/Treasurer*
- *Twenty-four (24) Vice presidents*

Proposed Language:

*The Officers of AFT Connecticut shall be*

- President
- Vice President
- Special Vice President (optional)
- Secretary/Treasurer
- Twenty-four (24) Vice presidents

### Article 4, Section 4

*Current Language:*

*The President, Executive Vice President, and the First Vice President shall be full-time salaried employees.*

Proposed Language:

*As of July 1, 2019, the President and the Vice President shall be full-time salaried employees.*

### Article 4, Section 5 (c)

*Current Language:*

*A plurality of the votes cast shall be required to elect the President, the Executive Vice President, the First Vice President, and the Secretary/Treasurer...*

Proposed Language:

*A plurality of the votes cast shall be required to elect the President, the Vice President, and the Secretary/Treasurer...*

#### Article 4, Section 5 (d) –

##### New Language:

After July 1, **2019**, a Special Vice President may be elected if, in the opinion of the Executive Committee, a Special Vice President is required to meet the unique needs of the education, healthcare, **or** public employee divisions. The Executive Committee will direct the Personnel Committee to identify the following:

- A. a description of duties for the position
- B. a schedule of the approximate hours per month for the position, and the number of months for the position
- C. compensation for the position, which will be limited to salary no more than three times the Secretary/Treasurer's salary. There will be no benefits beyond salary for the position
- D. a recommended candidate or list of candidates for the position

The report of the Personnel Committee must be approved by a per capita vote of at least 50%+1 of the members of the Executive Committee present for the vote. The description, hours, and compensation for the position (A, B, and C above) will be considered passed or defeated by the vote of the Executive Committee.

Candidates will be recommended by the Executive Committee and elected at the first Delegate Assembly meeting following the recommendation of the Executive Committee. The term of the Special Vice President shall not extend beyond the next election of Constitutional Officers.

The President and Vice President will cast votes as delegates of their local.



**DRAFT AFT Connecticut Resolution  
Discontinuation of the Term "Nonessential Employee"**

**Whereas,** on occasion the need arises, for staffing purposes, to designate public employees into the categories of "essential" and "nonessential," and

**Whereas,** the term "nonessential" can come with the inference that an employee's work is unimportant, and

**Whereas,** public perception of public employees and our value continues to be a challenge, and more so in a politically volatile climate, and

**Whereas,** a simple adjustment of language both would be a more accurate representation of public employees and could begin to gradually shift the culture of perception,

**Therefore, be it resolved** that AFT Connecticut advocates to replace all references to "essential employees" with "Priority 1 employees" or other suitable term, and replace all references to "nonessential employees" with "Priority 2 employees" or other suitable term.

**Be it finally resolved** that we, in ways yet to be specified, demonstrate leadership in working toward elimination of the use of the phrase "nonessential employees" in all contexts.

Respectfully submitted by  
Chris DeFrancesco  
UHP Vice President for Communication  
March 5, 2018