



BRIGHTER DAYS AHEAD

75th Annual Business Convention
June 4, 2022

Aqua Turf Club
Plantsville, 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.

74th Annual AFT CT Business Convention

Saturday, May 1, 2021

Conducted as a virtual meeting via Zoom due to the COVID 19 Outbreak

9:00 AM **Zoom registration/waiting room opened.** Participants urged to read the convention packet sent to them previously to help facilitate the virtual format.

President Jan Hochadel asked for a **Moment of Silence** for union brothers and sisters who have passed away. While credentials were being verified for participants in the waiting room, presentations would begin.

Awards and Recognition. Local anniversary citations.

Social Media Presentation by Matt O'Connor.

Official Call to Order by President Hochadel began with a video message from AFT President Randi Weingarten.

Jan introduced AFT CT staff, and explained the Rules for Debate, and that due to the virtual format motions would be presumed to pass unless there was no objection. Jan also presented the Code of Conduct, which was also in the packet, as well as the Agenda for the 2021 Convention.

Motion to accept the 2021 Convention Agenda M/S/V. Motion passed.

Jan introduced several individuals who will help facilitate today's convention. Attorney Eric Chester (parliamentarian), Eric Borlaug (sergeant-at-arms), and Teri Merisotis (time keeper). M/S/V to accept Eric Chester, Eric Borlaug, and Teri Merisotis to serve in their respective roles. Motion passed.

Minutes from last year's 73rd Annual AFT CT Business Convention presented. M/S/V and passed

President's Report given by Jan Hochadel. M/S/V passed.

Vice-President's Report given by John Brady. M/S/V passed.

Credentials Committee Report Dennis Bogusky reported that delegates from 25 of 97 locals were attending the convention, with a voting strength representing 20,476 out of 20,760 eligible AFT CT members. M/S/V to accept the report of the committee. Motion passed.

Constitutional Amendments – no amendment proposals were raised.

Budget Approval – The budget process was explained by Stephanie Burnham and David Hayes, followed by the proposed 2021-22 Budget. M/S/V to approve. Motion passed.

Resolutions – no resolutions raised.

Legislative Report given by Teri Merisotis. M/S/V to approve. Motion passed.

Election of AFT CT Executive Committee. All candidates were running unopposed. Motion to accept those on ballot. M/S/V. Motion passed.

Awards – Ed Leavy, Laila Mandour, Sherri Dayton, and Chris DeFrancesco were honored. Also, a new scholarship was being offered in honor of former AFT CT President Sharon Palmer. Steve McKeever announced scholarship awards, and then introduced Sharon’s daughter Kerry, who thanked the convention.

A video montage of the Backus strike was played to end the convention.

11:49 M/S/V to **Adjourn**. Motion passed.

Member Organizing Institute (MOI)

The Member Organizing Institute is an AFT CT program designed to train members on internal, external, community, and political organizing skills, tactics, and strategies. This is an intensive, multi-session program that has historically led to both paid and unpaid/volunteer positions within the State Federation and even permanent careers in the labor movement for its graduates.

For existing local unions, this program offers the opportunity to develop new, up and coming leaders and activists; improve work-site structures; increase membership density; and several other benefits. This is why we hope elected leaders will strongly consider motivating their best and brightest members to participate in this exciting program.

During the program, participants learn all about:

- What Organizing for Power Is (and is NOT);
- Learning, practicing, and mastering the Organizing Conversation;
- Overcoming objections and motivating workers to take action;
- Mapping/charting/data analysis;
- Acquiring real life experience in both internal and external organizing campaigns;
- And many other exciting skills and activities

Participants should expect to participate in an intensive program that varies between multiple sessions per week for a month to weekly sessions over multiple months. Graduates of the program can apply for the AFT CT member-organizing program on a part-time basis, which pays participants to assist AFT CT with external and internal organizing drives. Graduates are also encouraged to apply for any full time positions at AFT CT, whether temporary or permanent.

We are looking to launch our next cohorts soon, starting with two all-day Saturday sessions for those interested in getting a taste of what the program entails.

For more information, please reach out to AFT CT Director of Organizing Eric Borlaug: eborlaug@aftct.org or 203-645-9499.

Amendment presented to the Bylaws of AFT Connecticut presented by the Delegate Assembly to the 2022 AFT Connecticut Convention

ARTICLE VI – DUES

Section 1: Commencing July 1, ~~2020~~ **2022** dues shall be increased by ~~\$.50~~ **\$.39** to ~~\$22.13~~ **\$22.52** per member per month.

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	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
Subsidiary	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

†¼ Vote required by AFT Constitution