75th Annual Business Convention
June 4, 2022

Aqua Turf Club
Plantsville, Connecticut
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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 to $22.13 per member per month.
# ROBERT'S RULES AT A GLANCE

<table>
<thead>
<tr>
<th>Type</th>
<th>Motion</th>
<th>Purpose</th>
<th>Second Required</th>
<th>Debatable?</th>
<th>Amendable?</th>
<th>Required Vote</th>
<th>May Interrupt Speaker</th>
</tr>
</thead>
<tbody>
<tr>
<td>Privileged</td>
<td>24. Fix Time for Reassembling</td>
<td>To arrange time of next meeting</td>
<td>Yes</td>
<td>Yes-T</td>
<td>Yes-T</td>
<td>Majority</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>23. Adjourn</td>
<td>To dismiss the meeting</td>
<td>Yes</td>
<td>No</td>
<td>Yes-T</td>
<td>Majority</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>22. To Recess</td>
<td>To dismiss the meeting for a specific length of time</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes-T</td>
<td>Majority</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>21. Rise to a Question of Privilege</td>
<td>To make a personal request during debate</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>Decision of Chair</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>20. Call for the Orders of the Day</td>
<td>To force consideration of a postponed motion</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>Decision of Chair</td>
<td>Yes</td>
</tr>
<tr>
<td>Incidental</td>
<td>19. Appeal a Decision of the Chair</td>
<td>To reverse the decision of the chairman</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Majority</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>18. Rise to a Point of Order or Parliamentary Procedure</td>
<td>To correct a parliamentary error or ask a question</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>Chair</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>17. To Call for a Roll Call Vote</td>
<td>To verify a voice vote</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>⅓ †</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>16. Object to the Consideration of a Question</td>
<td>To suppress action</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>Majority</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>15. To Divide a Motion</td>
<td>To consider its parts separately</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Majority</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>14. Leave to Modify or Withdraw a Motion</td>
<td>To modify or withdraw a motion</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>Majority</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>13. To Suspend the Rules</td>
<td>To take action contrary to standing rules</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>2/3</td>
<td>No</td>
</tr>
<tr>
<td>Subsidiary</td>
<td>12. To Rescind</td>
<td>To repeal previous action</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>11. To Reconsider</td>
<td>To consider a defeated motion again</td>
<td>Yes</td>
<td>Yes-T</td>
<td>No-T</td>
<td>Majority</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>10. To Take From the Table</td>
<td>To consider tabled motion</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Majority</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>9. To Lay on the Table</td>
<td>To defer action</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Majority</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>8. Previous Question</td>
<td>To force an immediate vote</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>2/3</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>7. To Limit or Extend Debate</td>
<td>To modify freedom of debate</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes-T</td>
<td>2/3</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>6. To Postpone to a Certain Time</td>
<td>To defer action</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>5. To Refer to a Committee*</td>
<td>For further study</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>4. To Amend an Amendment*</td>
<td>To modify an amendment</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>Majority</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>3. To Amend*</td>
<td>To modify a motion</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>2. To Postpone Indefinitely</td>
<td>To suppress action</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>Majority</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>1. Main Motion</td>
<td>To introduce business</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
<td>No</td>
</tr>
</tbody>
</table>


†Time


†⅓ Vote required by AFT Constitution