



Constitution & Bylaws

V.2023



AFT

Connecticut

A Union of Professionals



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Constitution and Bylaws of AFT Connecticut, AFT, AFL-CIO

CONSTITUTION

ARTICLE I - NAME

The organization's name shall be AFT Connecticut, affiliated with the American Federation of Teachers, AFL-CIO.

ARTICLE II - OBJECTIVES

1. To unite and organize teachers, educational personnel, state and municipal employees, nurses and healthcare professionals, higher education faculty and professionals, and other workers into a relationship of mutual assistance and cooperation.
2. To secure for them all the rights to which they are entitled in a free society.
3. To assist them to become effective bargaining agents for their members.
4. To support strongly principles of solidarity with other members of the union movement in the protection and upgrading of jobs and working conditions.
5. To strive constantly (a) for continuing improvements of educational standards; (b) for broadened educational opportunities for all; (c) for acceptance of and respect for the ability of all levels of educational workers to participate in developmental and evaluative stages of educational programs.
6. To promote the welfare of the people of the state by working to insure equality of educational opportunity and health care services for all regardless of race, sex, sexual orientation, age, color, creed, place of residence, or political, social, or economic belief or affiliations.
7. To improve standards and status for teachers, educational personnel, state and municipal employees, nurses and healthcare professionals, higher education faculty and professionals, and other workers (a) by promoting public school education and better career education; (b) by encouraging relevant in-service training; (c) by securing working conditions essential to producing the most effective delivery of services; and, (d) by working to find and disseminate ways of providing and utilizing resources in all field in which our members are involved.
8. To promote a thoroughly democratic organization of Connecticut schools which will enable educational personnel to equip their students to participate in the economic, social, cultural, and political life of the community, state, and nation.
9. To work for the retention, improvement, and passage of laws which will protect our members, improve the quality of life for all children and residents of Connecticut and protect their rights.
10. To encourage locals to establish chapters for retired members within their jurisdiction.

ARTICLE III - MEMBERSHIP

Section 1 This organization shall consist of public and private school teachers, educational workers, state and municipal employees, nurses and healthcare professionals, higher education faculty and professionals, retirees of AFT Connecticut locals, and other workers organized in conformity with the provisions of this Constitution. Other employees may be members of any local whose Constitution so permits.

Section 2

- A. As of the effective date of this Constitution any worker outside the jurisdiction of an established local will be accepted as a member-at-large of AFT Connecticut.
- B. As of the effective date of this constitution, any retiree of an established AFT local, who does not have a retiree chapter, will be accepted as a member of the AFT Connecticut Retiree Chapter (AFT-CT-R). Any retiree who belongs to the retiree chapter of their own local, will also be accepted into the AFT Retiree Chapter (AFT-CT-R) if they wish.

Section 3 A local which has retired members, part-time members, laid-off members, members on unpaid leave, and trainees who pay the regular membership dues of the local and for whom full per capita is paid to AFT Connecticut and AFT will be able to count them as full members in determining the delegate strength of the local at any State or National convention.

With the approval of the Executive Committee and Delegate Assembly, AFT Connecticut may establish a member-for-life program for retirees.

Section 4 With the approval of the AFT Connecticut Executive Committee and Delegate Assembly, AFT Connecticut may establish a class of membership and dues rate for various classes of associate members.

Section 5 No discrimination shall be shown toward individual members or applicants for membership because of race, creed, sex, sexual orientation, age, physical appearance, disabilities, or political beliefs or activities.

Section 6 All locals shall maintain affiliation in good standing with AFT Connecticut, the AFT, the Connecticut AFL-CIO, and the appropriate local central labor body.

Section 7 Each local shall submit a copy of its Constitution and Bylaws to the state organization within three months of receiving its charter, and it shall similarly submit all subsequent amendments to its Constitution and Bylaws. No such Constitution or Bylaws shall be in conflict with the Constitution of AFT Connecticut and/or the AFT.

ARTICLE IV - OFFICERS

Section 1 All officers shall be elected in convention in odd-numbered years for a two (2) year term. The method of the election shall be the same as prescribed by the AFT and shall be by roll-call vote.

Section 2 The officers of AFT Connecticut shall be

- President
- Vice President
- Special Vice President (optional)
- Secretary/Treasurer
- Twenty-five (25) Vice Presidents

Of the twenty-five (25) Vice Presidents, nineteen (19) shall represent the membership at-large (non-Divisional Vice Presidents). Six (6) of the twenty-five (25) Vice Presidents shall represent specific divisions (Divisional Vice Presidents). These divisions are:

- AFT Connecticut Teachers
- AFT Connecticut Paraprofessionals and School-Related Personnel

- AFT Connecticut Nurses and Health Professionals
- AFT Connecticut Higher Education
- AFT Connecticut Public Employees
- AFT Connecticut Retirees

Section 3 No one shall be elected or remain an officer or delegate of AFT Connecticut unless she/he is a member in good standing of an affiliated local.

Section 4 As of **July 1, 2019**, the President and Vice President shall be full-time salaried employees.

- a. Any officer can, with the approval of the President and the Executive Committee, take a voluntary reduction in hours with prorated benefits and salary. Healthcare and eye benefits will remain at 100%.

Section 5 Nomination and Election

- a. A member who is a candidate for a particular AFT Connecticut office shall present to Chair of the Convention Credentials Committee, a petition indicating the position sought not later than ten (10) days before the Convention is scheduled to begin. This petition must contain the signatures of at least twenty-five (25) members of AFT Connecticut in good standing. A second method by which a member may become a candidate for a particular AFT Connecticut office is by presenting to the Credentials Committee Chair by 10:00 a.m. of the day of the election, a petition indicating the name of the particular office being sought and the signatures of at least ten (10) Convention delegates. The delegates to the Convention shall be informed of the names of the candidates for each office. If new positions(s) are created by the Convention, nominations shall be made from the floor.
- b. Each delegate may not cast more than his/her allotted votes (per Article VII) for each of the following officers:
 - President
 - Vice President
 - Secretary/Treasurer.

Each delegate may not cast more than his/her allotted votes (per Article VII) for any individual candidate on the ballot for the nineteen (19) non-Divisional Vice President positions.

- c. A plurality of the votes cast shall be required to elect the President, the Vice President, and the Secretary/Treasurer. The nineteen (19) candidates for the non-Divisional Vice President positions receiving the greatest number of votes shall be declared elected. In the event of a tie for any office, a run-off election shall be held by roll call vote.

- d. 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.

e. Divisional Vice Presidents

- The six (6) Divisional Vice Presidents shall be nominated by petition as stated in Section 5 of this Article above.
- The six (6) Divisional Vice Presidents shall be chosen in Convention Caucuses (with division as defined in Section 2 above) having one (1) Vice President. A majority of the delegates present and voting in each Caucus shall elect the Vice President from that division.
- In cases where a local represents members from multiple constituent divisions, the local may send a different delegate to each Caucus to which the local is entitled to representation.
- No local shall have more than one Divisional Vice President.
- No delegate shall vote in more than one Caucus.

- f. At the Convention, each Candidate may have one (1) person speak in support of his or her candidacy.
- g. Officers elected at the Convention shall be designated "officers elect." They shall be entitled to attend all officers' meetings, shall take office July 1st, and shall be formally installed at the next regular Delegate Assembly meeting.
- h. At the first meeting of the Executive Committee immediately following the 2015 Convention, the Executive Committee shall recommend to the Delegate Assembly how the Divisional Vice President position for Higher Education will be implemented.
- i. At the first meeting of the Executive Committee immediately following the 2023 Convention, the Executive Committee shall recommend to the Delegate Assembly how the newly created non-Divisional Vice President Position will be implemented.

Section 6 If, for any reason, a vacancy occurs, the President shall inform all of the officers of AFT Connecticut and the Presidents of all of the Locals and subchapters which belong to AFT Connecticut. The Executive Committee shall make a recommendation to fill each vacancy for the remainder of the term. The Delegate Assembly shall act on the recommendation at its next regular meeting or a special meeting to be called for this purpose. Nominations may also be made from the floor at the Delegate Assembly and the election shall be by plurality vote of those delegates present.

Section 7 Recall procedures against any AFT Connecticut Officer(s) shall be instituted upon receipt by the AFT Connecticut Vice President of a petition accompanied by reasons for the recall signed by:

- a. The Presidents of locals representing at least thirty percent (30%) of the AFT Connecticut locals and representing at least thirty-five percent (35%) of the AFT Connecticut membership (Such petition shall affirm that those signing are authorized by their locals to ask for the recall of the AFT Connecticut Officer(s) mentioned.), or
- b. Forty percent (40%) of the official AFT Connecticut Delegate Assembly delegates who are members of at least thirty percent (30%) of the AFT Connecticut locals.

Within ten (10) days of receiving such petitions, the AFT Connecticut President shall:

- a. Establish the date, time, and place for a meeting at which a recall election shall be held; AND
- b. Notify locals and subchapters.

Such recall election shall occur not less than thirty (30) days and not more than fifty (50) days after the AFT Connecticut President has sent notice of the meeting to locals and subchapters and has included the procedure in the paragraphs below.

Delegates to the meeting shall be elected in accordance with Article IX, Section 4 of the Constitution.

The recall election shall be by roll call vote as provided in Article VII, Section 4 of the Constitution. Election shall be by majority vote of those present and voting. If an officer is recalled, the position shall be deemed

vacant and filled in accordance with Article IV, Section 6. Only one recall per officer(s) shall be permitted during the term of office.

ARTICLE V - DUTIES OF OFFICERS

Section 1 The President shall be the Chief Executive Officer of AFT Connecticut. It shall be the President's duty to administer all of the affairs of AFT Connecticut and execute its policies.

- a. The President shall recommend the members of all committees, shall be an *ex-officio* member of all committees, and shall be entitled to be one of the delegates to any convention or to any commission on which AFT Connecticut has or is entitled to representation.
- b. The President may establish ad hoc committees as needed. These ad hoc Committees shall report to the Executive Committee, which, in turn, will report to the Delegate Assembly.
- c. Any local may choose to elect the AFT Connecticut President as its delegate to the AFL-CIO Convention. For this purpose, the AFT Connecticut President shall be considered to be a member at large.

Section 2 The Vice President shall assist the President in performing the duties of the Chief Executive Officer of AFT Connecticut and shall carry out those additional functions and responsibilities assigned by the President.

Section 4 As the chief fiscal officer of AFT Connecticut, the Secretary/Treasurer shall be responsible for overseeing the safekeeping and accounting of AFT Connecticut's funds and fiscal obligations, including the annual audit that shall be submitted to the Convention. The Secretary/Treasurer shall also oversee the maintenance of all non-financial files and records of AFT Connecticut.

Section 5 If the President is absent and/or cannot be reached or is disabled and unable to act, the Executive Vice President shall perform all the duties of the President. If the President is unable to perform the duties of office for more than six months, a replacement shall be elected by following the procedures in Article IV, Section 1.

Section 6 Elected officers shall perform all duties delegated by the President. In addition, officers elected as Divisional Vice Presidents will:

- Chair the constituent council of the division for which they have been elected.
- Hold a meeting of the divisional council at least quarterly and submit to the Executive Committee a written record of the meeting.
- Attend the AFT Connecticut Executive Committee, Defense Committee, and Delegate Assembly meetings.
- Assist the AFT Connecticut President, Lobbyist, Membership Mobilization Coordinator, and Professional Development Coordinator on jurisdictional constituency issues.
- Submit a written report to the Annual Business Convention.

ARTICLE VI - EXECUTIVE COMMITTEE

Section 1 There shall be an Executive Committee comprised of the President, the Vice Presidents, and the Secretary/Treasurer. The duties of the Executive Committee shall include recommendations for the Delegate Assembly meetings, and acting on behalf of all members of the AFT Connecticut between meetings of the Delegate Assembly. Notwithstanding any other provisions of this Constitution and Bylaws, the Executive Committee shall have the power to act on the recommendations from the Personnel Committee to discipline and discharge any and all employees.

The AFT Connecticut Executive Committee shall expend funds consistent with the adopted budget, and propose changes in the budget categories. Any proposed changes in the budget categories shall be approved by the Delegate Assembly.

Section 2 The Executive Committee may employ such employees as it deems necessary. Administrative employees shall be employed by individual or union contract with provision for orderly dismissal with the right of hearing and counsel available to the employees. Other employees may be employed by union contract; and procedures shall be established in all such contracts for orderly dismissal with the right of hearing and counsel unless otherwise provided in a union contract. The provisions of this section shall not apply to officers of AFT Connecticut.

Section 3 The Executive Committee shall have the power to deal with all the affairs of AFT Connecticut in the period between conventions except those specifically reserved for the Delegate Assembly.

Section 4 The Executive Committee shall have the power to conduct business of AFT Connecticut, including, without limitation, the power to do on its own behalf, any or all of the following, consistent with the approved budget and policies adopted by Convention and Delegate Assembly:

- a. To recommend a budget to the Delegate Assembly.
- b. To sue and be sued, complain and defend, on behalf of and for the well-being of AFT Connecticut.
- c. To employ attorneys and counselors to advise the Convention, Delegate Assembly, and the State Officers and employees on all matters pertaining to its business and affairs.
- d. To employ accountants, agents, and other persons having skills and knowledge needed in the conduct of business.
- e. To adopt an official seal, which may be altered at pleasure, and to use the same by causing it or a facsimile thereof, to be impressed or affixed or in any manner reproduced.
- f. To purchase, take, receive, lease or lessee, take any gift, device, or bequest, or otherwise acquire, own, hold, use, deal in or with any real or personal property and assets.
- g. To sell, convey, mortgage, pledge, lease as lessor, and otherwise dispose of all or any part of its property and assets.
- h. To purchase, take, receive, or otherwise acquire, own, hold, veto, and use shares or other interests in or obligations of domestic or foreign corporations, associations, partnerships, or individuals; and to sell, mortgage, loan, pledge, or otherwise dispose of, such shares, interests, or obligations.
- i. To make contracts and incur liabilities which may be appropriate to enable it to accomplish any or all of its purposes; to borrow money for AFT Connecticut purposes at such rates of interest and terms and conditions as may be best determined; to issue notes, bonds, and other obligations, and to secure any of its obligations by mortgage, pledge, or deed of trust of all or any of its property and income.
- j. To invest the funds of AFT Connecticut from time to time in any real or personal property; and to take and hold real and personal property as security for the security of funds so invested or loaned.
- k. To establish funds for special purposes.

- l. To do anything it deems necessary and appropriate to the exercise of the foregoing power or any other power granted to the Executive Committee in this Constitution.
- m. The AFT Connecticut Executive Committee shall have the authority to negotiate and enter into contracts with AFT Connecticut employees. The Executive Committee shall inform the AFT Connecticut Delegate Assembly of such Agreements.
- n. To make political endorsements and report to the Delegate Assembly on endorsements made.

Section 5 The Executive Committee may establish ad hoc committees as needed. These Ad Hoc Committees shall report to the Executive Committee, which, in turn, will report to the Delegate Assembly.

Section 6 Should the President prefer not to be a delegate, any AFT Connecticut Officer may be elected by the Executive Committee to be the AFT Connecticut Delegate to the AFT Convention, the Connecticut AFL-CIO Convention, or any other convention. The Executive Committee shall also elect alternates to such conventions from the AFT Connecticut Officers.

ARTICLE VII - DELEGATE ASSEMBLY

Section 1 Locals shall be represented on the Delegate Assembly in the proportion of one representative for the first twenty-five (25) members plus one representative for each additional fifty (50) members or major portion thereof, except that each local shall have at least one (1) representative.

Section 2 Representatives and alternates to the Delegate Assembly shall be elected by each local. No later than September of each year each local shall submit to the AFT Connecticut Office a list of delegates and alternates to the Delegate Assembly. The list shall be certified by the President and one other officer of the local and only members so certified shall be eligible to vote at Delegate Assembly meetings.

Section 3 The term of office of delegates or alternates to the Delegate Assembly shall be determined by the local's Constitution.

Section 4 On roll call votes at Delegate Assembly meetings each local in good standing shall be entitled to a number of votes equal to the last per capita paid. On roll call votes, delegates may vote their convention strength as outlined in Article IX, Section 7.

Section 5 The Delegate Assembly shall meet at least three times per year. Special meetings of the Delegate Assembly shall be called by the Executive Committee or upon a vote of forty percent (40%) of the official AFT Connecticut Delegate Assembly delegates who are members of at least thirty percent (30%) of the AFT Connecticut locals.

Section 6 Duties of the Delegate Assembly

- a. It shall be the duty of the Delegate Assembly to:
 - Recommend a budget to the Business Convention.
 - Adopt a Legislative Program.
 - Set the salary of the officers.
 - Act on recommendations made by the Executive Committee for any modifications in the established administration and guidelines of the Local Assistance Program.
 - Act on vacancies in officer positions in accordance with Article IV of this Constitution.

b. The Delegate Assembly may:

- Establish Ad Hoc committees as needed.
 - Submit Resolutions for consideration of Convention delegates.
 - Submit proposed amendments to this Constitution and Bylaws, within the guidelines established under Article XI, Sections 1 and 2.
- c. The Delegate Assembly shall have the power to interpret and enforce this Constitution. Any interpretation of this Constitution by the Delegate Assembly may be appealed at any subsequent business or special convention.

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;
- 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. The requirements of Section 1 (a-f) above may be extended for good cause at the sole discretion of the AFT Connecticut upon request by the Local.

ARTICLE IX - REPRESENTATION

Section 1 Delegates and/or alternates to the Convention and Delegate Assembly from a local shall be elected by secret ballot. Members of each local must be given suitable opportunity to nominate candidates for the office of delegate and alternate. Notice of the right to make nominations must be sent to each member or given a prominent place in the local publication and on the bulletin boards. Notice of the right to make nominations and notice of the election may be combined in one notice. Written notice announcing the time and place of election of delegates must be mailed to each member at least fifteen (15) days prior to the election. The results of the election must be published and the ballots kept for one year.

Section 2 Each local must send to the State Office a certified list and official credentials of all elected delegates and alternates not later than fifteen (15) days prior to the date of the Convention. Only delegates and alternates on this certified list shall be registered and seated at the Convention.

Section 3 In the event of non-delivery in the AFT Connecticut Office of the certified list and official credentials of the elected delegates and alternates, the Convention Body may approve the seating of the delegates and alternates.

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 5 For the purpose of this Article, membership shall mean the average number on which the per capita has been paid for the first twelve months of the fourteen month period immediately preceding the month in which the Convention meets provided that:

- a. Only Locals in Good Standing at the time of the Convention shall be entitled to representation. Per capita is due and payable on or before the fifteenth of each month for that month. (A local is in arrears if the local's dues have not been paid on the sixteenth (16th) day of the month that the per capita payment was due.)
- b. Notwithstanding Article VIII, Section 1a and Section 2, Article IX Section 5a, Article X Section 3; in the event the Convention is held on a date later than the 15th day of the month, a Local shall be considered in good standing and be entitled to representation at the Convention if said Local is two months in arrears on the date of the Convention. (For example: per capita not paid in April and also not paid by May 15, said Local remains in good standing for purposes of representation at Convention if Convention is held between May 16 – May 31) This provision is limited to representation at the Convention. Any Local in arrears for two months shall revert to its appropriate status on the date after the convention pursuant to Article VIII and Article X, Section 3.
- c. In the case of locals which have been chartered during the year preceding the Convention, the average shall be computed on the basis of the number of months of affiliation, the minimum for such computation to be two (2) months.

Section 6 For Convention delegates and voting strength purposes, agency fee payers are counted as members. For members of non-bargaining locals who are required to pay agency fees to a non-AFT local, the delegate and voting strength is the same as the per capita paid to AFT Connecticut.

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.

Section 8 If a delegate leaves the Convention, his/her place in the Convention may be taken by an alternate, if any has been certified as provided in Section 2, in the order as listed on the Certified List of Delegates and Alternates. In the event that there are no alternates, the absent delegate's votes shall be evenly distributed among the remaining delegates present.

ARTICLE X- REVENUES

Section 1

- a. On or before the fifteenth of each month each affiliated local shall pay to the Secretary-Treasurer of the AFT, the AFT dues, AFT Connecticut dues, and the State AFL-CIO dues.
- b. The AFT Connecticut Dues Structure shall be as follows:

Full Dues:	members with an annual salary of over \$25,503
Two-thirds Dues:	members with an annual salary between \$20,402 to \$25,503
One-half Dues:	members with an annual salary between \$12,241 and \$20,402, agency fee payers who are represented by another bargaining unit and members at
One-quarter Dues:	members with an annual salary of \$6,000 or less, and non-paid leave on non-paid leave
Retirees:	\$6.00 per member per year

- c. The threshold for Full, Two-thirds, One-half, and One-quarter dues shall rise 1% per year, unless otherwise amended at the Business Convention.

Section 2 Agency Shop - Fair Share or Like Payments

- a. Where a local receives fees from nonmembers for representing them under an agency shop agreement, it shall pay to the national office a sum equal to the AFT per capita tax for all such non-members and shall also pay to AFT Connecticut a sum equal to the AFT Connecticut per capita for all such non-members.
- b. Each affiliated local that has members within a unit where the bargaining rights have been won by another organization and where the other organization has obtained an agency shop or fair share clause in the contract shall pay per capita dues at one half ($\frac{1}{2}$) the regular rate on those members required to pay agency or fair share fees to another organization.

Representation at the State Convention shall be computed at one half ($\frac{1}{2}$) of the constitutional formula for apportionment of delegate and voting strength, unless the local elects to pay full per capita for such members and receive full representation.

Section 3 A local shall be automatically suspended with loss of all rights and privileges during any period in which it is more than two (2) months in arrears. The local shall be automatically reinstated at such time as it is no longer more than two (2) months in arrears. A local shall be considered a month in arrears if on the sixteenth day following that month, the AFT office has not received payment.

Section 4 The payment of the per capita tax shall entitle each member to a subscription to the official periodicals of AFT Connecticut, AFT, AFL-CIO.

Section 5 Members-at-large shall pay to AFT Connecticut one-half ($\frac{1}{2}$) per capita dues.

ARTICLE-XI- AMENDMENTS

Section 1 Proposed amendments to the Constitution may be submitted either by request of the Executive Committee, Delegate Assembly or by request of a local.

Section 2 Proposed amendments shall be submitted either to a convention or to ratification by two-thirds ($\frac{2}{3}$) of the locals, the method to be decided by the Delegate Assembly.

Section 3 If a proposed amendment, other than a dues amendment, is to be submitted to a State Convention, it must reach the state office at least two (2) months before the date of the convention. If a proposed dues amendment is to be submitted to the State Convention, it must reach the state office at least one (1) month before the date of the Convention. The Office of the President shall make all reasonable attempts to notify the locals, either electronically or in hard copy, of all proposed amendments.

Section 4 A two-thirds ($\frac{2}{3}$) affirmative vote by those voting shall be needed to amend the Constitution.

ARTICLE XII- AFFILIATION

Section 1 This organization shall permanently maintain affiliation with the Connecticut AFL-CIO.

Section 2 Each local union shall maintain affiliation with AFT Connecticut, AFT, AFL-CIO, the State AFL-CIO, and the appropriate local central labor council.

Section 3 Failure of any local union to maintain the affiliation as required in Section 2 of this Article shall be grounds for denial of delegate representation at any AFT Connecticut Convention.

ARTICLE XIII - PARLIAMENTARY AUTHORITY

The rules contained in *Robert's Rules of Order, Revised*, shall govern AFT Connecticut in all cases where this Constitution and Bylaws are silent.

Bylaws of AFT Connecticut

ARTICLE I – PROCEDURES AND SPECIAL RULES OF ORDER FOR CONVENTIONS

Section 1 The Convention shall be chaired by the President or her/his designated officer. The Convention shall be called to order and conducted according to the printed program as prepared by the Convention Program Committee subject to such modification as the Convention may make.

Section 2 Only credentialed delegates and invited guests who are participating in the program of the Convention shall be admitted to the Convention floor. All visitors shall secure a pass from the Credentials Committee and shall be seated only in a special section reserved for them.

Section 3 Resolutions to the Convention may be introduced by locals or the Delegate Assembly or by the Executive Committee. No resolution shall be introduced after the 21st day prior to the start of the Convention, except by the consent of 2/3 of the delegates on the floor. All resolutions shall bear the signatures of at least two elected officers of the local introducing the resolution, or two AFT Connecticut officers, if introduced by the Delegate Assembly or the Executive Committee. The officers signing the resolution shall certify that the resolution was approved for submission to the Convention either by the Executive Board or membership of the local or by the AFT Connecticut Delegate Assembly/Executive Committee. The resolution shall be submitted to the President of AFT Connecticut, AFT, AFL-CIO.

Section 4 The President or presiding officer of the Convention shall appoint a Sergeant-at-Arms whose duty shall be to preserve order at the Convention.

Section 5 Delegates shall be seated upon acceptance by the Convention of the report of the Credentials Committee and the list of delegates shall be made available to the members of the Convention. The right of any delegate to be seated as a member of the Convention shall be subject to challenge within a ONE (1) hour period after he has been declared seated by the Convention. Delegates may vote, unless or until successfully challenged, but in the event of a roll call vote a successful challenge invalidates the individual's vote. No delegate shall be seated after 12:00 noon on the day of the Convention.

Section 6 The order of business for business sessions of the Convention shall be as follows:

- a. Report of Committee on Credentials
- b. Action on Minutes of Previous Convention as Summarized
- c. Reports of Officers and Executive Employees
- d. Report of Delegate Assembly
- e. Reports of Convention Committees
- f. Reports of Special Committees
- g. Election of Officers (if warranted)
- h. Old Business
- i. New Business

Section 7 A quorum for conducting business of a convention shall be twenty percent (20%) of the locals in good standing which represents thirty percent (30%) of the AFT Connecticut membership in good standing.

Section 8 A motion calling for a roll call vote shall require a one-fourth ($\frac{1}{4}$) vote for adoption. When a roll call vote has been ordered, the Chair may call for the next item on the agenda, action on the pending motion being automatically postponed pending the tabulation of the results of the roll call vote. No debate, amendment, or other motion affecting the question on which the roll call vote was ordered may be made after a roll call has been ordered. The ballots shall be distributed to the ranking delegates under the direction of the Chair of the Credentials Committee. Each delegate voting shall enter on his ballot the number of the roll call, the number of his local, his full name, the number of votes he is casting, and how he is voting. The ranking delegate shall return the ballots to the Credentials Committee. If a delegate's ballot is not collected promptly, he may deliver his ballot directly to the Committee on Credentials. No vote shall be accepted later than one-half ($\frac{1}{2}$) hour following the order of the roll call vote. The results of the roll call vote shall be tabulated by the Committee on Credentials and reported to the Convention immediately upon completion of the tabulation according to the following procedures:

- a. The total vote shall be read.
- b. If one half ($\frac{1}{2}$) of the delegates request it, the vote by locals shall be read.
- c. If any delegate challenges the vote of his/her local, the roll of delegates from that local shall be read, and each delegate from that local shall rise as his name is called, announce his vote, and state the number of votes he/she is casting.
- d. The report on the roll call vote shall then be revised to agree with the oral vote just taken.

Section 9 The votes shall be distributed in accordance with the provision in the AFT Connecticut Constitution, Article IX Sections 6, 7, and 8.

ARTICLE II - COMMITTEE ON CREDENTIALS

Section 1 The Committee on Credentials shall be appointed by the President, with the approval of the Executive Committee, and shall be notified of appointment at least two (2) weeks prior to the Convention. The Committee shall consist of at least five (5) members and shall be responsible for registration of delegates and visitors.

Section 2 Before the time for registration, the AFT Connecticut Office, at the direction of the President, shall furnish the Committee on Credentials with copies of the lists of delegations and the duplicates of credentials as reported to him by the various locals. Each delegate and visitor shall be furnished with an official badge to be worn at the Convention.

ARTICLE III - CONVENTION PROGRAM COMMITTEE

The Convention Program Committee shall be appointed by the President with the approval of the Executive Committee not later than three (3) months before the date of the Convention. This Committee shall prepare the tentative program of the next Convention and shall submit it to the President at least one (1) month before the Convention. The President shall send a copy of the tentative program to each delegate as soon thereafter as possible.

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
- Social Justice
- Membership and Structure
- Personnel
- Community Engagement

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 years, starting in 2024. The Delegate Assembly has the duty to recommend a budget to the Business Convention.

Section 2 All AFT Connecticut locals paying per capita tax on less than its entire dues-paying membership shall be subject to suspension by the Executive Committee. The Executive Committee may require a local to produce proof of membership where reason exists to believe such local is violating this provision. If the local shall fail or refuse to produce such proof on request, the Executive Committee shall order an audit of the local. Cost of said audit may be assessed to the local at the discretion of the Executive Committee.

ARTICLE VI - DUES

Section 1: Commencing September 1, 2024 (and yearly September 2 after that) AFT Connecticut per caps will increase by the following formula, but by no more than \$0.10 per member/per month, unless a modification is approved by the AFT Connecticut Business Convention.

Then formula shall take average of that year’s general wage increase realized by bargaining unit members of five locals: one from PreK-12, one from PSRP, one from Healthcare, one from Higher Education, one from State Employees. The Locals used in the formula shall be the locals from which the Divisional Vice Presidents belong to, as of May 1 of the current year.

ARTICLE VII - SPECIAL RULES OF ORDER FOR Delegate Assembly

Section 1 A tentative agenda for each Delegate Assembly meeting must be sent with each call to the meeting, at least one (1) week prior to the meeting.

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Section 2 A motion calling for a roll call vote shall require a one-fourth (1/4) vote for adoption.

Section 3 A quorum for conducting business at a Delegate Assembly meeting shall be twenty percent (20%) of the locals in good standing which represent thirty percent (30%) of the AFT Connecticut membership in good standing.

Section 4

- a. Resolutions to the Delegate Assembly may be introduced by locals or the Executive Committee. All resolutions shall bear the signatures of at least two elected officers of the local introducing the resolution or of the AFT Connecticut if introduced by the Executive Committee. The officers signing the resolution shall certify that the resolution was approved for submission to the Delegate Assembly.
- b. Resolutions shall be sent to the President of AFT Connecticut, AFT, AFL-CIO.
- c. Proposed resolutions must reach the office of AFT Connecticut by the Tuesday of the week preceding the Delegate Assembly meeting at which action is intended.

ARTICLE VIII - SUSPENSIONS OF RULES AND AMENDMENTS OF BYLAWS

Section 1 The special rules of order contained in Article I of these Bylaws may be suspended by a two-thirds (2/3) vote in the same manner as provided by *Robert's Rules of Order, Revised* for the suspension of all regular rules of order.

Section 2 The Bylaws may be amended by following the procedure in the AFT Connecticut Constitution Article XI -- Amendments.