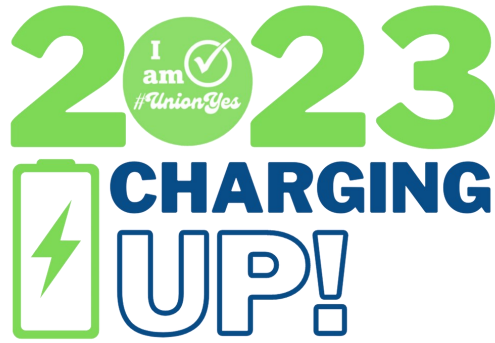


**76<sup>th</sup> Annual Business Convention**  
**May 6, 2023**

The Fox Tower @ Foxwoods  
Ledyard, CT

**BUSINESS**



**76<sup>th</sup> Annual Business Convention  
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Ledyard, 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.

## **75<sup>th</sup> Annual AFT CT Business Convention**

**Saturday, June 4, 2022**

**In Person, Aqua Turf, Southington, CT**

9:00 AM **Business Session Began.** Participants were urged to read the convention packet sent to them previously to help facilitate business.

President Jan Hochadel led us in the Pledge of Allegiance and then asked for a **Moment of Silence** for union brothers and sisters who have passed away. Guests from AFT National and members of AFT CT staff were introduced.

**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 then explained the Rules for Debate. John Brady read the Code of Conduct, which was also in the packet. Jan presented the agenda for the 2022 Convention.

**Motion to accept the 2022 Convention Agenda M/S/V.** Motion passed.

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

**Minutes from last year's 74th 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.

**Divisional VP Reports** – Jan allowed any Divisional VP who was present to speak if they wished to do so. VP's Davis, Yordon, Dayton, and Garrity each spoke briefly.

**Special Presentation** – AFT President Randi Weingarten arrived and spoke.

**Comments from Chief of Staff** Stuart spoke briefly about anti-union efforts.

**Organizing Report** Eric updated members on efforts to organize new healthcare locals.

**Credentials Committee Report** Janice Stauffer reported there were 2 locals who registered late, 2 missing audits, 3 missing signed certifications, and 1 with dues that were late. It was the recommendation of the credentials committee to seat these delegates. M/S/V and passed. Janice reported a voting strength representing 18629 out of 27039 eligible AFT CT members. M/S/V to accept the report of the committee. Motion passed.

**Constitutional Amendments** – John presented an amendment from the budget committee. *Commencing July 1, 2022 dues shall be increased by \$ 0.39 to \$22.52 per member per month. M/S/V passed.*

**Budget Approval** – The budget process was explained by Stephanie Burnham and David Hayes, followed by the proposed 2022-23 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.

11:51 M/S/V to **Adjourn**. Motion passed.

# Amendment for By-Laws

## ARTICLE V – BUDGET AND AUDIT

Section 1 The Finance and Budget Committee shall prepare and present a ~~one-year~~ **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.



# Amendment for By-Laws

## ARTICLE VI - DUES

**Section 1:** ~~Commencing July 1, 2020, dues shall be increased by \$ .50 to \$22.13 per member per month.~~ Commencing July 1, 2024 (and yearly on July 1 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 larger increase is approved by the AFT Connecticut Business Convention.

The formula shall take the 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.

# Amendment for Constitution

## 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-four (24)~~ **Twenty-five (25)** Vice Presidents

Of the ~~twenty-four (24)~~ **Twenty-five (25)** Vice Presidents, ~~eighteen (18)~~ **nineteen (19)** shall represent the membership at-large (**non-Divisional Vice Presidents**). Six (6) of the ~~twenty-four (24)~~ **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 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 ~~eighteen (18)~~ **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 ~~eighteen (18) candidates~~ **nineteen (19)** 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 1 st, 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.**

## 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

## 2023-2025 Executive Committee

President: Jan Hochadel

Vice-President: John Brady

Secretary/Treasurer: Shawn Brown

<b>2023-2025</b>		
<b>PreK-12</b>		
4	Lauren Mancini-Averitt	Meriden
5	Stuart Beckford	Hartford
6	<b><i>Leslie Blatteau</i></b>	New Haven
7	Sue Humanick	New Britain
8	Carol Gale	Hartford
9	Trent Harrison	Newtown
10	Mike Reynolds	Bristol
11	Kristen Malloy-Scanlon	West Haven
12	Steve McKeever	Middletown
13	Mary Yordon	Norwalk
<b>Healthcare</b>		
14	<b><i>Sherri Dayton</i></b>	Backus
15	Heather Howlett	Windham
16	Janice Stauffer	Danbury
<b>State Workers</b>		
17	Joan Andrews	AAGs
18	Paul Angelucci*	SVFT
19	John DiSette	A&R
20	<b><i>Bill Garrity*</i></b>	UHP
21	Denise Bouffard	JPE
22	Ally Sexton	A&R
23	Kathy Fischer*	UCPEA
<b>PSRP</b>		
24	<b><i>Shellye Davis</i></b>	Hartford
25	Mary Symkowicz	East Hartford
<b>Higher Ed</b>		
26	<b><i>Dennis Bogusky*</i></b>	Tech Colleges
<b>Retirees</b>		
27	<b><i>Walter O'Connor</i></b>	Retirees

***Names in Bold and Italicized*** represent Divisional Vice-President  
 \*\*\* indicate members who identify with more than one constituency