



## **77<sup>th</sup> Annual Business Convention** **June 1, 2024**

The Fox Tower @ Foxwoods  
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.

**76<sup>th</sup> Annual AFT CT Business Convention**  
**Saturday, May 6, 2023**  
**The Fox Tower @ Foxwoods**  
*(Transcripts did not include timestamps)*

**9:30am Business Session Begins**

**Call to Order**

President Jan Hochadel mentions Secretary-Treasurer (David Hayes) could not be here today due to family obligations, motions to have Secretary-Treasurer for the day be Shawn Brown from UHP. M/S/V to accept. Motion passed.

Jan introduces AFT CT VP John Brady. She mentions Eric Chester is going to be parliamentarian today, and notes that Legal Team James Demetriades & Tim O'Flynn are in the audience. Trent Harrison (Local President of Newtown Teachers) will be sergeant-at-arms. The timekeeper will be Eric Borlaug.

**Code of Conduct**

John Brady mentions that the official Code of Conduct is in the Business Packet and reads an abbreviated version.

**Adoption of Agenda**

Jan presents the agenda for the 2023 Convention. Motion to accept the 2023 Convention Agenda M/S/V. Motion passed.

**Credentials Committee Report**

Dennis Bogusky reports there's 96 locals that AFT Connecticut represents, 26 of them are attending today. We have a voting strength overall of 31,453 members. Membership count of those 26 locals being represented is 23,734. All of the locals have been voted to be seated. There were a couple of exceptions (form not signed or dues payment), but those exceptions were taken care of.

**Adoption of Rules for Debate**

Jan mentions that the Adoption of Rules for Debate is in the Business Packet. Motion to accept the Rules for Debate M/S/V. Motion passed.

**Minutes of 75th Convention**

Jan mentions that the Minutes from the 75<sup>th</sup> Annual Business Convention that was held on June 4, 2022 is in the Business Packet. Motion to accept the 2022 AFT CT Convention Minutes M/S/V. Motion passed.

**President's/Leadership Reports**

President's Report given by Jan Hochadel mentioning all the problems our members and divisions have faced within the last year.

Comments from Chief of Staff Stuart Savelkoul spoke about him being old and the union organizing amongst young and motivated adults, mentioning how important it is to reach out to those young, potential new members not to gain a dues payer, but to gain a potential activist, we need to find a place in the movement for these young people.

Comments from Organizing Director Eric Borlaug updated delegates on pivoting to local specific MOIs (Member Organizing Institutes), decline in membership having more to do with how hard it is to get to all the new hires in a post-Covid world with so many turnovers. Organizing Dept wants to establish solid system at every local for new hires.

Jan motions to accept the President's Report M/S/V. Motion passed.

## **Budget Approval**

The budget process was explained by Chief Financial Officer, Stephanie Burnham, followed by the proposed 2023-24 budget, mentioning additional revenue from AAUP members that merged with our affiliate to hopefully supplement the decrease in our member count.

Jan motions to accept the 2023-2024 Budget M/S/V. Motion passed.

## **Constitutional Amendments**

Stuart presented the three proposed constitutional amendments, which have all been voted on by the Executive Committee:

Amendments #1 – Expand the Executive Committee by one, non-divisional VP, to be filled at the next Delegate Assembly meeting. Additional 4000 AAUP members, seems logical to grow the board to expand representation.  
Jan motions to accept Amendment #1 M/S/V. Motion passed.

Amendment #2 – Go back to two-year budget.  
Jan motions to accept Amendment #2 M/S/V. Motion passed.

Amendment #3 – Dues increase of no more than \$0.10 per member/per month, unless larger increase is approved by the AFT Connecticut Business Convention. Stephanie explains formula on where dues increase proposal numbers came from.

Jan motions to accept Amendment #3. 15 minutes for Discussion:

- Dale Cunningham, L&M RNs 5049 – strongly opposes dues increase
- Mary Yordon, Norwalk Teachers 1723 – in favor of amendment, provides flexibility
- Connie Fields, L&M Healthcare Workers 5123 – totally opposes, as well every year
- John Disette, A&R 4200 – Motion to replace the phrase “a larger increase” with the words “a modification” (Bill Garrity seconded). His reading of this

language right now does not give the executive board or any the ability to decrease the raise amount or set it to zero if that is what the executive board wants. If we modify the language slightly to read “a modification” rather than only given the ability to make a larger increase, thinks that helps some of the people that are opposed.

- Carol Gale, Hartford Teachers 1018 – Oppose, not correct time for it due to Janus opt-outs
- Janice Stauffer, Danbury Nurses 5047 – in favor, \$0.10 over the 12 months is less than a cup of coffee for the entire year.
- Susan Mangi, L&M Healthcare Workers 5123 – opposing as local represents lowest paid workers in hospital, the word “increase” alone will deter members
- Sherri Dayton, Backus Nurses, 5149 – in favor, unions need the financial resources to stand up to the organizations we are fighting against during negotiations
- Courtney Fields, L&M Healthcare Workers 5123 – against
- Alli Sexton, A&R 4200 – in favor, piggybacking what Sherri Dayton said regarding the AFT CT Staff does a lot to fight for our members. Proposes amendment that we change date of increase to Sept 1<sup>st</sup> (seconded).
- Carol Gale, Hartford Teachers 1018 – suggests taking more time to look from an equity lens, Stuart reminds delegates this was presented to the delegate assembly prior to Convention, which is open to all locals

M/S/V. Motion passed. Challenge, stand up vote to count all those in favor, Eric C. counts, the yeas have it.

## **Legislative Update**

Given by Teri Merisotis.

## **Recovery For All**

Leslie Blatteau, Puya Gerami & Dan Livingston discuss why AFT CT is a part of the coalition to do more work to promote real investment in public education at the state level

## **Discussion on Formation of Black Caucus**

Shawn Brown introduces the Black Caucus that was formed October 22, 2022, guiding principles include facilitating the exchange of ideas and information to address critical information that affects communities of color, identify opportunities for candidates of color to ensure they have access to full union participation, elevate issues of diversity, social justice and equity within our union and society.

## **Elections**

No other nominees, Jan asks acting Secretary-Treasurer to cast one vote, vote in favor

**12:30pm Luncheon**  
**George Springer, Jr.**  
**Scholarships**  
**Awards Program**  
**COPE Raffle**

**TIME M/S/V to Adjourn. Motion passed.**

## 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		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