77th Annual Business Convention
June 1, 2024

The Fox Tower @ Foxwoods
Ledyard, Connecticut

BUSINESS
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TABLE OF CONTENTS

Rules for Debate ................................................................. 4
Code of Conduct ................................................................. 5
76th Annual Business Convention Minutes ......................... 7
Robert’s Rules at a Glance .................................................... 11
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.
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 75th 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 1st (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

<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>Privileged</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>Privileged</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>Privileged</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>Privileged</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 decision of Chair</td>
<td>Yes</td>
</tr>
<tr>
<td>Incidental</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>Majority</td>
<td>Yes</td>
</tr>
<tr>
<td>Incidental</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>⅔†</td>
<td>No</td>
</tr>
<tr>
<td>Incidental</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>Incidental</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>Incidental</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>Incidental</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>Subsidiary</td>
<td>11. To Reconsider</td>
<td>To consider a defeated motion again</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>Majority</td>
<td>No</td>
</tr>
<tr>
<td>Subsidiary</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>Subsidiary</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>Subsidiary</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>Subsidiary</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>Subsidiary</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>Subsidiary</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>Subsidiary</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>Subsidiary</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>Subsidiary</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>Subsidiary</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>

†⅔ Vote required by AFT Constitution