

2019 Proposed Bylaws and Standing Rules Amendments

AFT Washington, AFL-CIO
Convention

Hotel Murano, Tacoma WA
May 18-19, 2019

AFT WASHINGTON BYLAWS AND STANDING RULES AMENDMENTS

May 18, 2019

Amendment 1 To amend the Bylaws: Article II - Objectives, Numbers - 3, 6, 8, and 11, by updating wording.

Presently reads:

- 1 **The objectives of AFT Washington shall be:**
2 1. To promote the welfare of its members.
3 2. To assist locals in their representation of
4 employees.
5 3. To promote and assist the **formation and growth**
6 of locals.
7 4. To initiate and support state legislation beneficial
8 to education and educational workers.
9 5. To secure the conditions necessary to the
10 greatest effectiveness of educational workers
11 and schools.
12 6. To promote the best educational **services** for the
13 students and communities of the state.
14 7. To advance the professional standards of
15 educational workers.
16 8. To expose and **fight all forms of racism, sexism,**
17 **and other discrimination.**
18 9. To participate fully in the organized labor
19 movement of the state.
20 10. To promote the aims and objectives of the AFT
21 and other affiliated bodies.
22 11. To promote mutual **assistance and cooperation**
23 among the locals of AFT Washington, AFT, and
24 **AFL-CIO.**

Will read if amended:

- 25 **The objectives of AFT Washington shall be:**
26 1. To promote the welfare of its members.
27 2. To assist locals in their representation of
28 employees.
29 3. To promote and assist the **formation, growth,**
30 **and empowerment** of locals.
31 4. To initiate and support state legislation beneficial
32 to education and educational workers.
33 5. To secure the conditions necessary to the
34 greatest effectiveness of educational workers
35 and schools.
36 6. To promote the best educational **experiences** for
37 the students and communities of the state.
38 7. To advance the professional standards of
39 educational workers.
40 8. To expose and **fight all forms of racism, sexism,**
41 **and other discrimination and to dismantle**
42 **oppressive systems, and work for diversity,**
43 **equity, and inclusion within our union, our**
44 **educational systems, and our communities.**
45 9. To participate fully in the organized labor
46 movement of the state.
47 10. To promote the aims and objectives of the AFT
48 and other affiliated bodies.
49 11. To promote mutual **assistance, cooperation, and**
50 **solidarity** among the locals of AFT Washington,
51 AFT, and **the AFL-CIO.**

Rationale: to fit more in line with AFT Washington’s organizational goals.

AFT WASHINGTON BYLAWS AND STANDING RULES AMENDMENTS

May 18, 2019

Amendment 2 To amend the Bylaws: Article III - Membership, Section 1 (A) - Locals, by correcting the word “listed” to “included”.

Presently reads:

1 Section 1. Locals.

2 A. A local union is a certified bargaining unit
3 chartered by AFT. The list of locals recognized by
4 AFT in the State of Washington shall be **listed** in
5 the Standing Rules.

Will read if amended:

6 Section 1. Locals.

7 A. A local union is a certified bargaining unit
8 chartered by AFT. The list of locals recognized by
9 AFT in the State of Washington shall be **included**
10 in the Standing Rules.

Rationale: to correct wording.

May 18, 2019

Amendment 3 To amend the Bylaws: Article III - Membership, Section 1 (B), by adding district Central Labor Council and Washington State Labor Council to affiliation requirement.

Presently reads:

- 1 **Section 1. Locals**
- 2 B. Each local shall maintain affiliations as required
- 3 by the AFT constitution.

Will read if amended:

- 4 **Section 1. Locals**
- 5 B. Each local shall maintain affiliations as required
- 6 by the AFT constitution, including the Central
- 7 Labor Council of their district and the
- 8 Washington State Labor Council.

Rationale: to clarify and make explicit a current requirement.

May 18, 2019

Amendment 4 To amend the Bylaws: Article III - Membership, Section 2 - Categories of Membership, Sub Section B (1)(b) - At-Large, by correcting the word “in” to “with”.

Presently reads:

1 **Sub Section B (1). At-Large.**

2 b. Such membership may be maintained only until
3 there exists a local in the district or jurisdiction in
4 which the at-large member may conveniently
5 affiliate.

Will read if amended:

6 **Sub Section B (1). At-Large.**

7 b. Such membership may be maintained only until
8 there exists a local in the district or jurisdiction
9 with which the at-large member may conveniently
10 affiliate.

Rationale: to correct wording.

May 18, 2019

Amendment 5 To amend the Bylaws: Article III - Membership, Section 2 - Categories of Membership, Sub Section D - Student, by adding the word Educators to the title and Educator to the body.

Presently reads:	Will read if amended:
1 D. Student. 2 Student membership shall be open to any person 3 preparing for the education profession in a duly 4 accredited higher education institution in the 5 State of Washington.	6 D. Student Educators 7 Student educator membership shall be open to 8 any person preparing for the education 9 profession in a duly accredited higher education 10 institution in the State of Washington.

Rationale: to clarify that this type of membership is for students pursuing an education career.

May 18, 2019

Amendment 6 To amend the Bylaws: Article III - Membership, Section 2 – Categories of Membership, Sub Section E - Retired, by adding the word Chapter to the name and adding clarifying language.

Presently reads:

1 **E. Retired.**
2 A retired member shall be defined as anyone
3 who is a member in good standing of the AFT
4 Washington **Retiree.**

Will read if amended:

5 **E. Retired.**
6 A retired member shall be defined as anyone
7 who is a member in good standing of the AFT
8 Washington Retiree **Chapter or their home local.**

Rationale: to correct the title of the AFT Washington Retiree Chapter and update the section.

May 18, 2019

Amendment 7 To amend the Bylaws: Article III - Membership, Section 2, by creating Sub Section F – Student General.

Presently reads:

1 No current text. This would be a new sub-
2 section.

Will read if amended:

3 **F. Student General.**
4
5 General student membership shall be open to
6 any person enrolled in an accredited institution
of higher education in the state of Washington.

Rationale: to expand options for student membership.

May 18, 2019

Amendment 8 To amend the Bylaws: Article III - Membership, Section 3 (A) - Affiliation fees: Per Capita and Flat Rate, correcting the paragraph language.

Presently reads:

- 1 **Section 3. Affiliation fees: Per Capita and Flat Rate.**
2 A. Affiliation fees shall be established by majority
3 vote of the convention, having considered
4 recommendations of the executive board. All
5 **active members** shall pay monthly per capita
6 affiliation **fees based** on the following categories:

Will read if amended:

- 7 **Section 3. Affiliation fees: Per Capita and Flat Rate.**
8 A. Affiliation fees shall be established by majority
9 vote of the convention, having considered
10 recommendations of the executive board. All
11 **locals** shall pay monthly per capita affiliation fees
12 **for all active members based** on the following
13 categories:

Rationale: to correct paragraph language.

May 18, 2019

Amendment 9 To amend the Bylaws: Article IV - Officers, Section 1 - Officers, adding a new vice president position.

Presently reads:

1 **Section 1. Officers.**

2 The officers of AFT Washington shall be a
3 president, a secretary, a treasurer, three at-large
4 vice presidents, a vice president for the
5 committee on political education (COPE), a vice
6 president for legal defense, a vice president for
7 human rights, a vice president for legislative
8 affairs, a vice president for contingent faculty
9 issues, and a vice president for each council. No
10 person may hold more than one office.

Will read if amended:

11 **Section 1. Officers.**

12 The officers of AFT Washington shall be a
13 president, a secretary, a treasurer, three at-large
14 vice presidents, a vice president for the
15 committee on political education (COPE), a vice
16 president for legal defense, a vice president for
17 human rights, a vice president for legislative
18 affairs, a vice president for contingent faculty
19 issues, a vice president for paraeducators, and a
20 vice president for each council. No person may
21 hold more than one office.

Rationale: to create a new vice president position for paraeducators.

May 18, 2019

Amendment 10 To amend the Bylaws: Article IV - Officers, Section 2 (B)(1) - Duties, updating the section and adding language.

Presently reads:

1 **Section 2 (B). Duties.**

- 2 1. At-large vice presidents shall represent the
3 general membership and shall **chair** an AFT
4 Washington standing committee to be
5 determined by the executive **board.**

Will read if amended:

6 **Section 2 (B). Duties.**

- 7 1. At-large vice presidents shall represent the
8 general membership and shall **serve on** an AFT
9 Washington standing committee to be
10 determined by the executive board. **At-large vice**
11 **presidents shall reach out to locals not**
12 **represented on the AFT Washington executive**
13 **board to support member and local engagement**
14 **in AFT Washington activities and to insure the**
15 **interests of all locals are represented to AFT**
16 **Washington.**

Rationale: to strengthen and specify the at-large vice president role.

May 18, 2019

Amendment 11 To amend the Bylaws: Article IV - Officers, Section 2 - Duties, Sub Section D (3), reworded the first sentence.

Presently reads:

- 1 **Sub Section D. The treasurer shall:**
2 3. Verify the accounting of all receipts and
3 disbursements as prepared by AFT Washington
4 staff and report to the executive board at all
5 regularly scheduled meetings and at such
6 additional times as may be required by a two-
7 thirds (2/3) vote of the executive board.

Will read if amended:

- 8 **Sub Section D. The treasurer shall:**
9 3. Review the monthly financial reports and annual
10 audits as prepared by AFT Washington staff and
11 report to the executive board at all regularly
12 scheduled meetings and at such additional times
13 as may be required by a two-thirds (2/3) vote of
14 the executive board.

Rationale: to be more aligned with the duties of what the treasurer does.

May 18, 2019

Amendment 12 To amend the Bylaws: Article IV - Officers, Section 5 – Vacancies, Sub Sections A and B, to reword Sub Section A, move wording of Sub Section B down creating a Sub Section C, and adding new wording for Sub Section B.

Presently reads:

1 **Section 5. Vacancies.**

- 2 A. Presidential. In the event that the president is
3 unable to complete the elected term, the board
4 member with the longest continuous seniority
5 will succeed to the presidency. In the case of
6 equal seniority, the executive board shall elect
7 one of the members having equal seniority.
8 B. Other. The vacancy created by the succession to
9 the office of the president and any other vacancy
10 shall be filled by appointment of the executive
11 board. An officer appointed to fill a vacancy shall
12 serve for the remainder of the term.

Will read if amended:

13 **Section 5. Vacancies.**

- 14 A. Presidential. In the event that the president is
15 unable to complete the elected term, the board
16 will appoint an interim president. A special
17 election will be held within three months to elect
18 a new president unless the remaining duration of
19 the term is less than 6 months.
20 B. In the temporary absence of the president, the
21 board member with the most seniority will
22 preside over meetings and proceedings.
23 C. Other. The vacancy created by the succession to
24 the office of the president and any other vacancy
25 shall be filled by appointment of the executive
26 board. An officer appointed to fill a vacancy shall
27 serve for the remainder of the term.

Rationale: To create a process that factors in circumstances and interests of board members in determining the appointment of the president.

May 18, 2019

Amendment 13 To amend the Bylaws: Article V - Nominations and Elections, Section 4 (D) – Election of Officers, adding a new sentence.

Presently reads:

- 1 **Section 4. Election of Officers.**
- 2 D. No more than two (2) persons shall be elected
- 3 from the same local.

Will read if amended:

- 4 **Section 4. Election of Officers.**
- 5 D. No more than two (2) persons shall be elected
- 6 from the same local. The AFT Washington
- 7 president shall not be included as one of the two
- 8 officers from their local.

Rationale: to establish the president shall not count as one of the two persons elected by locals to the executive board and to avoid limiting the involvement and leadership development opportunities of the home local of the president.

May 18, 2019

Amendment 14 To amend the Bylaws: Article VII - Councils, Section 1 - Assignment to Councils, removing Sub Section D title – Paraprofessional Classified Personnel, moving Sub Sections E and F up and adding title - Higher Education Professional/Exempt – as Sub Section F.

Presently reads:

- 1 **Section 1. Councils.**
- 2 A. Four-Year Colleges and Universities.
- 3 B. Community and Technical Colleges.
- 4 C. K-12.
- 5 D. Paraprofessional Classified Personnel.
- 6 E. Higher Education Classified.
- 7 F. School Related Personnel.
- 8 G. Special Programs.

Will read if amended:

- 9 **Section 1. Councils.**
- 10 A. Four-Year Colleges and Universities.
- 11 B. Community and Technical Colleges.
- 12 C. K-12.
- 13 D. Higher Education Classified.
- 14 E. School Related Personnel.
- 15 F. Higher Education Professional/Exempt.
- 16 G. Special Programs.

Rationale: to include professional and exempt staff and update the list to reflect current councils.

May 18, 2019

Amendment 15 To amend the Bylaws: Article VII - Councils, Section 4 - Meetings, Sub Section C, remove it.

Presently reads:

1 **Section 4. Meetings.**
2 C. The community and technical college council
3 shall meet jointly with the contingent faculty
4 issues committee at least once per quarter.

Will read if amended:

5 **Section 4. Meetings.**
6 ~~C. The community and technical college council~~
7 ~~shall meet jointly with the contingent faculty~~
8 ~~issues committee at least once per quarter.~~

Rationale: to be more intentional in determining when meeting together is needed and will be beneficial.

AFT WASHINGTON BYLAWS AND STANDING RULES AMENDMENTS

May 18, 2019

Amendment 16 To amend the Bylaws: Article VIII - Committees, Section 1 - Standing Committees, Sub Section A (2) – Human Rights, removing subsection (A)(2) and adding clarifying language.

Presently reads:

Will read if amended:

- 1 **A. Human Rights. The committee shall:**
- 2 1. Monitor issues of human rights and civil rights
- 3 that are of concern to AFT Washington
- 4 members.
- 5 2. Point out and publicize employment practices
- 6 that abridge these rights.
- 7 3. Bring to the attention of AFT Washington
- 8 executive board any practices and proposals
- 9 that tend to perpetuate discrimination in any
- 10 manner.
- 11 4. Recommend action to the executive board in
- 12 support of human and civil rights.

- 13 **A. Human Rights. The committee shall:**
- 14 1. Monitor issues of human rights and civil rights
- 15 that are of concern to AFT Washington
- 16 members.
- 17 2. Bring to the attention of AFT Washington
- 18 executive board any practices and proposals
- 19 that tend to perpetuate discrimination in any
- 20 manner.
- 21 3. Recommend action to the executive board in
- 22 support of human and civil rights, such as
- 23 best practices contract language and
- 24 promoting constituency group participation
- 25 among membership.

Rationale: to clarify the Human Rights Committee roles and remove unclear language.

May 18, 2019

Amendment 17 To amend the Standing Rules: Rule 2 - Membership, Section D, changing AFT National’s data base name and clarifying verbiage.

Presently reads:

- 1 **Rule 2. Membership.**
2 D. Locals shall update their membership and officer
3 rosters in the AFT database through Membership
4 Suite, the Affiliate Management System or their
5 equivalent no later than every six (6) months.

Will read if amended:

- 6 **Rule 2. Membership.**
7 D. Locals shall update their membership and officer
8 rosters in the AFT database AFT Connect or its
9 equivalent no later than every six (6) months.

Rationale: to update the name of AFT National’s membership database and changing language to match.

AFT WASHINGTON BYLAWS AND STANDING RULES AMENDMENTS

May 18, 2019

Amendment 18 To amend the Standing Rules: Rule 3 - Per Capita Affiliation Fees, changing the category rates.

Presently reads:

1 Rule 3. Per Capita Affiliation Fees.

- 2 A. Category A: An employee earning less than
3 \$10,000 per annual contract or in combined
4 income for multiple terms in a year shall pay
5 \$4.73 per month.
- 6 B. Category B: An employee earning \$10,000 or
7 over, but less than \$20,000 per annual contract
8 or in combined income for multiple terms in a
9 year shall pay \$10.40 per month.
- 10 C. Category C: An employee earning \$20,000 or
11 over, but less than \$45,000 per annual contract
12 or in combined income for multiple contracts in a
13 year shall pay \$23.24 per month.
- 14 D. Category D: An employee earning \$45,000 or
15 more per annual contract or in combined income
16 for multiple contracts in a year shall pay \$30.32
17 per month.

Will read if amended:

18 Rule 3. Per Capita Affiliation Fees.

- 19 A. Category A: An employee earning less than
20 \$10,000 per annual contract or in combined
21 income for multiple terms in a year shall pay
22 \$4.93 per month.
- 23 B. Category B: An employee earning \$10,000 or
24 over, but less than \$20,000 per annual contract
25 or in combined income for multiple terms in a
26 year shall pay \$10.60 per month.
- 27 C. Category C: An employee earning \$20,000 or
28 over, but less than \$45,000 per annual contract
29 or in combined income for multiple contracts in a
30 year shall pay \$24.64 per month.
- 31 D. Category D: An employee earning \$45,000 or
32 more per annual contract or in combined income
33 for multiple contracts in a year shall pay \$32.12
34 per month.

Rationale: to increase Categories A and B by \$0.20, Category C by \$1.40, and Category D by \$1.80.