

THE AMERICAN FEDERATION OF TEACHERS
PROPOSED CONSTITUTIONAL AMENDMENTS

TO BE SUBMITTED TO THE AFT CONVENTION
MINNEAPOLIS, MINNESOTA—JULY 18-21, 2016

NOTE: Constitutional amendments must be adopted by two-thirds (2/3) of the votes cast. Bylaws are adopted by a majority vote. Underlined words indicate proposed new language. Lines through words indicate proposed deletions.

ARTICLE II—Objects (pages 1-2)

Section 1. To obtain exclusive bargaining rights, including the right to strike, for teachers, paraprofessionals and school-related personnel, higher education faculty and professionals, state and local public employees, healthcare employees and other workers.

Section 2. To bring local and state federations of teachers and other workers into relations of mutual assistance and cooperation.

Section 3. To promote the welfare of children and all others we serve by providing progressively better educational, health and social service opportunities for all, regardless of race, creed, color, national origin, disability, sex, sexual orientation, gender identity or expression, and social, political or economic status.

Section 4. To obtain for teachers and other workers all of the rights to which they are entitled in a free society.

Section 5. To improve standards for teachers, paraprofessionals and school-related personnel, higher education faculty and professionals, state and local public employees, healthcare employees and other workers, by promoting better preparation, encouraging relevant in-service training and securing the working conditions essential to the best performance of professional service.

Section 6. To improve the standards for registered nurses, allied health professionals and other healthcare employees by advancing economic status, promoting better preparation in basic education programs, encouraging and promoting continuing education, securing working conditions essential to the best performance of services and the most effective delivery of healthcare.

Section 7. To improve standards for public employees by working for the passage and strengthening of collective bargaining and civil service legislation in the states, promoting continuing education for state employees and securing working conditions conducive to the best performance and delivery of public service.

Section 8. To encourage the hiring and retention of competent teachers, paraprofessionals and school-related personnel, the maintenance of modern, well-equipped schools and the promotion of such educational programs and conditions in American schools as will enable their students to equip themselves better to take their places in the economic, social and political life of the community.

Section 9. To promote the welfare of the healthcare consumer by promoting progressively better access to and utilization of healthcare resources in this country.

Section 10. To fight all forms of bias due to race, creed, color, national origin, disability, sex, sexual orientation, gender identity or expression, and social, political or economic status.

Section 11. To support and promote the ideals of democracy as envisioned in the Constitution of the United States of America, its Bill of Rights and other Amendments, to work for passage and retention of

just laws that will improve the educational climate for students, teachers and other workers in education and to encourage them to exercise their proper rights and responsibilities under these laws.

Section 12. To encourage state federations and locals to organize retired members.

Section 13. To support and encourage the unification of labor and community to work together for the betterment of civil society.

Submitted by: AFT Executive Council

ARTICLE III—Membership (pages 2-4)

Section 6. Locals may establish the following special classes of membership:

(a) Employees who are eligible for membership whose salary is less than the beginning teacher's salary or employees whose salary is less than \$18,000, whichever salary is higher: Such locals pay per capita tax for such members at one-half the regular rate. Effective September 1, 2016, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.

(b) Employees earning under \$14,000: Such locals pay per capita tax for such members at one-quarter the regular rate. Effective September 1, 2011, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.

(c) Laid-off employees or employees on unpaid leave: Such locals shall pay per capita tax for such members at the rate of \$1 per month.

(d) Employees earning under \$8,500: Such locals pay per capita tax for such members at one-eighth the regular rate. Effective September 1, 2011, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.

Such members shall be entitled to receive full benefits of membership.

Submitted by: AFT Executive Council

ARTICLE III—Membership (pages 2-4)

Section 9. The following classes of associate members and friends of the AFT are established:

(a) In jurisdictions where there is no local, employees may be admitted as associate AFT members without AFT voting rights but with rights to participate in the benefit programs otherwise available to the general membership. ~~The dues for associate AFT members shall be determined by the AFT executive council.~~

(b) Former active members who are not eligible to continue their active membership may be admitted as associate members without voting rights but with the right to participate in benefit programs such as insurance, travel and discount buying services. ~~The dues for this category of associate member shall be determined by the AFT executive council.~~

(c) Friends of the AFT who are not eligible for regular or associate membership but who wish to support the AFT's mission and values may join as Friends of the AFT without voting rights or other benefits of membership.

(d) The dues for each class of members established in this section shall be determined by the AFT executive council.

(e) The AFT executive council is authorized to establish an organization(s) of associate AFT members without AFT voting rights. Associate AFT members in such organization(s) shall elect their chief executive officer.

Submitted by: AFT Executive Council

ARTICLE III—Membership (pages 2-4)

Section 11. No discrimination shall ever be shown toward individual members or applicants for membership because of race, creed, color, national origin, disability, sex, sexual orientation, gender identity or expression, disability, and social, political or economic status or national origin. Locals may establish procedures for admission of new members except that no discrimination shall ever be shown toward individual members or applicants for membership because of race, creed, color, national origin, disability, sex, sexual orientation, gender identity or expression, disability, and social, political or economic status or national origin.

Submitted by: AFT Executive Council

ARTICLE IV—Charters (pages 4-6)

Section 10. No charter of the American Federation of Teachers that defines or recognizes jurisdiction on a basis of race, creed, color, national origin, disability, sex, sexual orientation, gender identity or expression, and social, political or economic status or national origin or permits the practice of such jurisdiction shall be recognized as valid, and the practice of any local in limiting its membership on account of race, creed, color, national origin, disability, sex, sexual orientation, gender identity or expression, and social, political or economic status or national origin shall render its charter void.

Submitted by: AFT Executive Council

ARTICLE IX—Revenues (pages 13-14)

Section 1. ~~Effective September 1, 2014, 55 cents and e~~Effective September 1, 2015~~2016, 60~~65 cents of each member's per capita shall be set aside for a joint AFT Militancy/Defense Fund. The executive council shall establish clear guidelines and procedures that guarantee that the benefits available through the fund shall be distributed on an equitable basis. Strike benefits shall not be provided unless the strike action is in conformity with the AFT strike policy. An annual financial report of the Militancy/Defense Fund shall be made to the AFT executive council and to the convention, the purpose of which shall be in part to ensure that there is an adequate reserve to pay anticipated strike benefits.

Submitted by: AFT Executive Council

BYLAWS

ARTICLE VII—Standing Committees (page 21)

Section 4. In addition to the standing committees established and appointed by the executive council, there shall be a standing committee on civil and human rights. The executive council shall appoint the chair and other members of the committee, which shall perform the following functions:

(a) recommend strategies for encouraging and coordinating local and regional conferences on civil and human rights in education, and work with locals to help establish effective local committees on civil and human rights;

(b) identify resource materials on African-Americans, Asian-Americans, Hispanic-Americans and Native Americans and ~~other minorities~~ and recommend the development of such materials for use by educators;

(c) recommend strategies for identifying, supporting, actively recruiting and retaining African-American, Asian-American, Hispanic-American and Native American ~~minority~~ teachers and other employees; and

(d) conduct a national conference on civil and human rights.

The committee shall submit a report on its activities to the convention, and a copy shall be sent to each local.

Submitted by: Oklahoma City Federation of Classified Employees, Local 4574

ARTICLE VIII—Per Capita, Budget and Audits (pages 21-23)

Section 1. (a) Effective September 1, ~~2014~~2016, each local shall pay a per capita tax of ~~\$18.23~~\$19.03 per month, of which ~~70 cents~~\$1 shall be dedicated to a special AFT ~~crisis response~~ fund to ~~provide services to engage members and~~ to assist locals in crisis. Effective September 1, ~~2015~~2017, each local shall pay a per capita tax of ~~\$18.78~~\$19.28 per month, of which ~~90 cents~~\$1.10 shall be dedicated to a special AFT ~~crisis response~~ fund to ~~provide services to engage members and~~ to assist locals in crisis. The national office shall pay back to the office of each state federation for each member of the state a per capita of 20 cents per month.

Submitted by: AFT Executive Council

ARTICLE VIII—Per Capita, Budget and Audits (pages 21-23)

Section 7. Effective September 1, ~~2014~~2016, ~~\$2.20~~\$2.40 and effective September 1, ~~2015~~2017, ~~\$2.30~~\$2.50 of each member's per capita tax shall be set aside each month in a special fund that will function to assist the AFT and its affiliates in participating in legislative and political activities with significant potential impact on members of the AFT and the institutions where they work. Such assistance shall be collected and utilized in accordance with the provisions of applicable state and federal law. The executive council will adopt guidelines to implement this provision, including the development of criteria and an application for assistance. Where a state affiliate has a fund that is approved by the AFT and similar to the Solidarity Fund, in that it functions to assist the affiliate in participating in legislative and political activities with significant potential impact on the members and the institutions where they work, then the AFT will pay effective September 1, ~~2014~~2016, ~~8894~~ cents and effective September 1, ~~2015~~2017, the AFT will pay ~~9296~~ cents per member per month to be deposited in such similar state fund.

Submitted by: AFT Executive Council

