



VICE PRESIDENTS

J. Philippe Abraham
Shelvy Y. Abrams
Barbara Bowen
Vicky Rae Byrd
Zeph Capo
Alex Caputo-Pearl
Donald Carlisto
Larry J. Carter, Jr.
Kathy A. Chavez
Melissa Cropper
Aida Diaz Rivera
Jolene T. DiBrango
Marietta A. English
Eric Feaver
Francis J. Flynn
Jeffery M. Freitas
David Gray
Anthony M. Harmon
David Hecker
Jan Hochadel
Fedrick C. Ingram
Jerry T. Jordan
Ted Kirsch
Frederick E. Kowal
Louis Malfaro
Terrence Martin, Sr.
Joanne M. McCall
John McDonald
Daniel J. Montgomery
Michael Mulgrew
Candice Owley
Andrew Pallotta
Paul Pecorale
David J. Quolke
Jesse Sharkey
Denise Specht
Wayne Spence
Jessica J. Tang
Ann Twomey
Adam Urbanski

April 24, 2020

Dear AFT Affiliate Leader:

The coronavirus has upended all of our lives—from those in our union family who have lost loved ones, to those who risk their lives every day to help others, to those who every day are keeping our kids engaged, our families fed and our communities safe. Yes, these are scary, unprecedented and uncertain times, but I am so inspired by what our members continue to do every day to care, fight and show up for the students, patients and communities they serve.

In this moment, we are literally focused 24/7 on the following four goals: protect the health, safety and well-being of our members, communities and the people we serve; focus like a laser on the health and safety of people on the frontlines, especially those working in healthcare; fight to ensure working families and our state and local governments, schools and universities are supported as this pandemic ravages our economy; and safeguard our democracy. You can visit www.AFT.org for resources and information on everything the AFT is doing to combat this pandemic

We still don't know whether the AFT July convention will be all virtual or a hybrid of in-person and virtual, but our constitution requires certain notices at certain times. One of these notices is a letter notifying you of any proposed constitutional amendments that delegates will vote on.

The COVID-19 pandemic has upended so much of what we all had planned, but the work and business of our union continues. If anything, this pandemic makes our fight for a better life for all and to elect a president and governing majority who share our values even more critical. That's the only way we can secure good jobs with a decent wage and secure retirement, safe and welcoming communities, affordable college, well-funded public schools, a healthy democracy; and justice for all.

The dues proposals set forth below were approved by the executive council in mid February, well before any of us knew how COVID-19 would dramatically alter the lives of our members and our economy. As such, while we are required to send this letter at this time, the executive council will be revisiting and revising the per capita proposal at our May meeting.

Prior to the pandemic, the officers and executive council of the AFT voted to propose a per capita increase. The proposal is a total of 70 cents over two years (35 cents in 2020 and 35 cents in 2021). The entire per capita increase is directed to two key areas: 45 cents to the Militancy/Defense Fund and 25 cents to the Solidarity Fund.

The Militancy/Defense Fund supports many areas of our work. It goes directly back to affiliates to support their efforts to protect the rights of our members and protect the services they provide—from countering right-wing efforts like the Janus case and the

(over)

dozens of lawsuits being promulgated by the Kochs, the DeVos family and others in the aftermath of Janus, to confronting efforts to defund and dismantle public education and target teachers, to our legal advocacy taking on loan servicers like Navient and DeVos for efforts to sabotage the Public Service Loan Forgiveness program.

The Solidarity Fund is the cornerstone of our union's political strength at every level of the union. It supports our work in the field—from engaging members around key issues to campaign support to defeating dangerous ballot measures at the state and local levels.

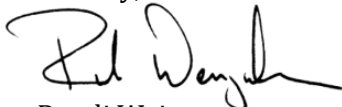
Finally, you will see proposed constitutional changes that recognize the importance of our retired members by elevating their status to equal that of our five constituency groups. With this change, our retirees will have a program and policy council to make recommendations directly to the AFT executive council. Within the structure of the AFT, this is a change that recognizes the value of the voice and experience of our retired members in all that we do.

Again, we will be revisiting these proposals at the May executive council meeting to adjust the total and the timing of the proposed increases to reflect the hardship and strain COVID-19 has put on our members and our local unions.

Together, we will get through this.

Thank you for all you do.

In unity,

A handwritten signature in black ink, appearing to read "Randi Weingarten". The signature is fluid and cursive, with a large initial "R" and "W".

Randi Weingarten
President

Enclosure

THE AMERICAN FEDERATION OF TEACHERS
PROPOSED CONSTITUTIONAL AMENDMENTS

TO BE SUBMITTED TO THE AFT CONVENTION
HOUSTON, TEXAS — JULY 27-30, 2020

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 I—Name (page 1)

This organization shall be known as the American Federation of Teachers, with divisions known as AFT Teachers, AFT Paraprofessionals and School-Related Personnel, AFT Nurses and Health Professionals, AFT Higher Education, ~~and~~ AFT Public Employees, and AFT Retirees.

Submitted by: AFT Executive Council

ARTICLE II—Objects (page 2)

Section 12. To encourage state federations and locals to organize retired members, to promote organizing and engagement among active and retired members, and to advance the interests of retired persons in our society.

Submitted by: AFT Executive Council

ARTICLE III—Membership (pages 2-4)

Section 1. This organization shall consist of divisions of public and private school teachers, paraprofessionals and school-related personnel, higher education faculty and professionals, nurses, allied health professionals and other healthcare employees, state and local public employees and other workers organized in conformity with the provisions of this constitution, including those members who have retired and are recognized by the applicable state or local affiliate. Other employees may be members of any local whose constitution so permits.

Section 10. ~~Effective September 1, 1990, a~~ An active member who retires from his/her present position shall be admitted as an AFT retiree member whose sole AFT voting rights are provided in Article VIII, Section 6, and with the right to participate in the benefit programs otherwise available to the general membership. The AFT executive council shall have the power to establish a program for voluntary financial support by retired members that will assist the AFT in sustaining programs for their benefit.

Submitted by: AFT Executive Council

ARTICLE V—Officers (page 7)

Section 5. No one shall be elected an officer of the federation unless he/she is a member or retired member of an affiliated local or a state federation.

Submitted by: AFT Executive Council

ARTICLE IX—Revenues (page 14)

Section 1. Effective September 1, ~~2018~~2020, ~~70~~90 cents and effective September 1, 2021, \$1.15 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 VIII—Per Capita, Budget and Audits (pages 21-23)

Section 1. (a) Effective September 1, ~~2018~~2020, each local shall pay a per capita tax of ~~\$19.28~~\$19.93 per month, of which \$1.20 shall be dedicated to a special AFT fund to engage members and to assist locals in crisis. Effective September 1, ~~2019~~2021, each local shall pay a per capita tax of ~~\$19.58~~\$20.28 per month, of which \$1.20 shall be dedicated to a special AFT fund 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.

Section 7. Effective September 1, ~~2018~~2020, ~~\$2.50~~\$2.75 and effective September 1, ~~2019~~2021, ~~\$2.60~~\$2.85 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, ~~2018~~2020, ~~96 cents~~\$1.04 and effective September 1, ~~2019~~2021, the AFT will pay ~~99 cents~~\$1.09 per member per month to be deposited in such similar state fund.

Submitted by: AFT Executive Council

April 3, 2020

