Motions to be made before the actual bylaw amendments are considered

A On behalf of the Bylaws and Rules Committee, I move that the AFT Washington staff be authorized to correct article and section designations, punctuation, and cross-references and to make such other technical and conforming changes as may be necessary to reflect the intent of the assembly in connection with the amendments just adopted.

B. On behalf of the Bylaws and Rules Committee, I move that the following grammatical and punctuation changes be made:

1. In Bylaw Article IX—Convention Section 3 B.1. c by striking who and inserting that.

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| Presently reads: | Proposed change: | If changed, will read: |
| c. New locals who do not meet the provisions stated above shall be invited to send . . . any official delegates. | c. New locals ~~who~~ that do not meet the provisions stated above shall be invited to send . . . any official delegates. | c. New locals that do not meet the provisions stated above shall be invited to send . . . any official delegates. |

1. In Standing Rule 11. A. 1. and 2. by inserting hyphens between forty five in both 1. And 2.

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| Presently reads: | Proposed change | If changed, will read |
| A. 1. Extension shall be in fifteen (15) minute blocks, up to a total of forty five (45) minutes | B. 1. Extension shall be in fifteen (15) minute blocks, up to a total of ~~forty five~~ forty-five (45) minutes | B. 1. Extension shall be in fifteen (15) minute blocks, up to a total of forty-five (45) minutes |
| A. At the end of forty five (45) minutes, a vote on the question shall immediately be taken. | A. At the end of ~~forty five~~ forty-five (45) minutes, a vote on the question shall immediately be taken. | A. At the end of forty-five (45) minutes, a vote on the question shall immediately be taken |

Rationale: To make grammar and punctuation correct.

**Bylaw Amendment 1**

To amend Bylaw article II, Objectives 5 by adding after “schools” the phrase “throughout the education system from early learning to higher education”

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| Presently reads: | Proposed amendment: | If adopted, will read: |
| II. 5. To secure the conditions necessary to the greatest effectiveness of educational workers and schools. | II. 5. To secure the conditions necessary to the greatest effectiveness of educational workers and schools throughout the educational system from early learning to higher education. | II. 5. To secure the conditions necessary to the greatest effectiveness of educational workers and schools throughout the educational system from early learning to higher education. |

Proposed by the AFT Washington Executive Board

Rationale:

**Bylaw Amendment 2**

To amend Bylaw article II, Objectives 8 to add “and to become an anti-racist, unified and inclusive union.”

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| Presently reads: | Proposed amendment: | If adopted, will read: |
| II. 8. To expose and fight all forms of racism, sexism, and other discrimination and to dismantle oppressive systems and work for diversity, equity, and inclusion within our union, our educational system and our communities. | II. 8. To expose and fight all forms of racism, sexism, and other discrimination and to dismantle oppressive systems and work for diversity, equity, and inclusion within our union, our educational system, and our communities, and to become an anti-racist, unified, and inclusive union. | II. 8. To expose and fight all forms of racism, sexism, and other discrimination and to dismantle oppressive systems and work for diversity, equity, and inclusion within our union, our educational system, and our communities, and to become an anti-racist, unified, and inclusive union. |

Proposed by the AFT Washington Executive Board

Rationale:

**Bylaw Amendment 3**

To amend Bylaw Article III, Membership, Section 2 A. by adding the following sentence: Member in

Good Standing of AFT Washington is defined as having been a dues paying member of a local in good standing within the previous twelve months.

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| Presently reads: | Proposed amendment: | If adopted, will read: |
| III. Section 2. A. Active members are those public and private school educational workers and other workers who are members in good standing of AFT, AFT Washington, and the recognized local for which they are eligible. | III. Section 2. A. Active members are those public and private school educational workers and other workers who are members in good standing of AFT, AFT Washington, and the recognized local for which they are eligible. Member in GoodStanding of AFT Washington isdefined as having been a dues paying member of a local ingood standing within theprevious twelve months. | III. Section 2. A. Active members are those public and private school educational workers and other workers who are members in good standing of AFT, AFT Washington, and the recognized local for which they are eligible. Member in GoodStanding of AFT Washington isdefined having been a duespaying member of a local ingood standing within theprevious twelve months. |

Proposed by the AFT Washington Executive Board

Rationale:

**Bylaw Amendment 4**

To amend Bylaws Article III, Membership, Section 3 A:

Subsection 3 by striking $45,000 and inserting $30,000,

Subsection 4 by striking the remainder of the sentence after “earning” and inserting $30,000 or over but less than $45,000 per annual contract or in combined income for multiple terms in a year.

By adding a new subsection 5 “Category E: An employee earning $45,000 or more per annual contract or in combined income for multiple terms in a year.” And renumbering the remaining subsections.

With the proviso that these changes will not take effect until the pay period beginning September 2022.

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| Presently reads: | Proposed amendment: | If adopted, will read: |
| Subsection 3: Category C.: An employee earning $20,00 or over, but less than $45,000 per annual contract or in combined income for multiple terms in a year.Subsection 4: Category D: An employee earning $20,000 or over, but less than $45,000 per annual contract or in combined income for multiple terms in a year.Subsection 5.Subsection 6.Subsection 7.  | Subsection 3: Category C.: An employee earning $20,000 or over, but less than ~~$45,000~~ $30,000 per annual contract or in combined income for multiple terms in a year.Subsection 4: Category D: An employee earning ~~$20,000~~ $30,000 or over, but less than $45,000 per annual contract or in combined income for multiple terms in a year.Subsection 5: Category E.: An employee earning $45,000 or more per annual contract or in combined income for multiple terms in a year.Subsection ~~5~~. 6.Subsection ~~6.~~ 7.Subsection ~~7~~. 8. | Subsection 3: Category C.: An employee earning $20,000 or over, but less than $30,000 per annual contract or in combined income for multiple terms in a year.Subsection 4: Category D: An employee earning $30,000 or over, but less than $45,000 per annual contract or in combined income for multiple terms in a year.Subsection 5: Category E.: An employee earning $45,000 or more per annual contract or in combined income for multiple terms in a year.Subsection 6.Subsection 7.Subsection 8. |

Proposed by the AFT Washington Executive Board

Rationale:

**Bylaw Amendment 5**

To amend Article IV Officers, Section 2, subsection 6 by adding the following sentence: A yearly stipend shall be provided to the Vice President for Contingent Faculty Issues, who is also the chair of the Contingent Faculty Issues Committee.

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| Presently reads: | Proposed amendment: | If adopted, will read: |
| The vice president for contingent faculty issues shall work with the president, withconcurrence of the executive board, to appoint members to the contingent faculty issuescommittee (CFIC); shall chair meetings of the CFIC and see that records are kept of theproceedings of the committee; shall identify issues facing contingent faculty and workwith the committee to identify priorities and recommend action to the executive board;shall meet with the vice president of the community and technical college council atleast quarterly to share information and coordinate activities of each body; and shallcarry out other duties in keeping with the position as assigned by the president orexecutive board.  | The vice president for contingent faculty issues shall work with the president, withconcurrence of the executive board, to appoint members to the contingent faculty issuescommittee (CFIC); shall chair meetings of the CFIC and see that records are kept of theproceedings of the committee; shall identify issues facing contingent faculty and workwith the committee to identify priorities and recommend action to the executive board;shall meet with the vice president of the community and technical college council atleast quarterly to share information and coordinate activities of each body; and shallcarry out other duties in keeping with the position as assigned by the president orexecutive board. A yearly stipend shall be provided to the Vice President for Contingent Faculty Issues, who is also the chair of the Contingent Faculty Issues Committee. | The vice president for contingent faculty issues shall work with the president, withconcurrence of the executive board, to appoint members to the contingent faculty issuescommittee (CFIC); shall chair meetings of the CFIC and see that records are kept of theproceedings of the committee; shall identify issues facing contingent faculty and workwith the committee to identify priorities and recommend action to the executive board;shall meet with the vice president of the community and technical college council atleast quarterly to share information and coordinate activities of each body; and shallcarry out other duties in keeping with the position as assigned by the president orexecutive board. A yearly stipend shall be provided to the Vice President forContingent Faculty Issues, who is also the chair of the Contingent Faculty IssuesCommittee. |

Proposed by the AFT Washington Executive Board

Rationale:

**Bylaws Amendment 6**

To amend Article IV Officers, Section 2, subsection 7 by a adding the following sentence: A yearly stipend shall be provided to the Vice President for School Related Personnel. A separate stipend will be

provided to the Chair of the Classified Council.

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| Presently reads: | Proposed amendment: | If adopted, will read: |
| 7. Each vice president for a council shall be the chair of the designated council, shallprovide for the establishment of rules of procedure for conduct of the council’s businesswithin the constraints of these bylaws, and shall see that proper records are kept of theproceedings of the councils. The vice president for the community and technical collegecouncil shall meet with the vice president of contingent faculty issues at least quarterlyto share information and coordinate the activities of each body.  | 7. Each vice president for a council shall be the chair of the designated council, shallprovide for the establishment of rules of procedure for conduct of the council’s businesswithin the constraints of these bylaws, and shall see that proper records are kept of theproceedings of the councils. The vice president for the community and technical collegecouncil shall meet with the vice president of contingent faculty issues at least quarterlyto share information and coordinate the activities of each body. A yearly stipend shall beprovided to the Vice President for School Related Personnel. A separate stipend will beprovided to the Chair of the Classified Council. | 7. Each vice president for a council shall be the chair of the designated council, shallprovide for the establishment of rules of procedure for conduct of the council’s businesswithin the constraints of these bylaws, and shall see that proper records are kept of theproceedings of the councils. The vice president for the community and technical collegecouncil shall meet with the vice president of contingent faculty issues at least quarterlyto share information and coordinate the activities of each body. A yearly stipend shall beprovided to the Vice President for School Related Personnel. A separate stipend will beprovided to the Chair of the Classified Council. |

Proposed by the AFT Washington Executive Board

Rationale:

**Standing Rule Amendment 1**

To amend Standing Rule 1. Locals in AFT Washington:

In 461 by striking ParaEducators and inserting Education Support Professionals

By striking 772 Everett Federation of Teachers

In 3533 by striking Institute of Technology and adding Federation of Teachers

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| Presently reads: | Proposed amendment: | If adopted, will read: |
| Standing Rule 1. Locals in AFT Washington461 Tacoma Federation of ParaEducators772 Everett Federation of Teachers3533 Lake Washington Institute of Technology | Standing Rule 1. Locals in AFTWashington461 Tacoma Federation of ~~ParaEducators~~ Education Support Professionals~~772 Everett Federation of Teachers~~ 3533 Lake Washington ~~Institute of Technology~~ Federation of Teachers | Standing Rule 1. Locals in AFT Washington461 Tacoma Federation of Education Support Professionals3533 Lake Washington Federation of Teachers |

Proposed by

Rationale: Names have been changed by the local and AFT national has approved of the change.

**Standing Rule Amendment 2**

To amend Standing Rule 3. Per Capita Affiliation Fees:

Section A by striking 4.93 and inserting $5.00.

Section B by striking $10.60 and inserting $10.80.

Section C by striking $45,000 and inserting $30,000 and also by striking $24.64 and inserting $23.00.

Section D. by striking $45,000 or more and inserting $30,000 or over, but less than $45,000.

By adding a section E: An employee earning $45,000 or more per annual contract or in combined income for multiple terms in a year. And renumbering the remaining subsections.

With the proviso that these changes will not take effect until the pay period beginning September 2022.

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| Presently reads: | Proposed amendment: | If adopted, will read: |
| 3. Per Capita Affiliation Fees.A. An employee earning less than $10,000 per annual contract or in combined income for multiple terms in a year shall pay $4.93 per month.B. An employee earning $10,000 or over, but less than $20,000 per annual contract or in combined income for multiple terms in a year shall pay $10.60 per month.C. An employee earning $20,000 or over, but less than $45,000 per annual contract or in combined income for multiple contracts in a year shall pay $24.64 per month.D. An employee earning $45,000 or more per annual contract or in combined income for multiple contracts in a year shall pay $32.12 per month. | 3. Per Capita Affiliation Fees.A. An employee earning less than $10,000 per annual contract or in combined income for multiple terms in a year shall pay ~~$4.93~~ $5.00 per month.B. An employee earning $10,000 or over, but less than $20,000 per annual contract or in combined income for multiple terms in a year shall pay ~~$10.60~~ $10.80 per month.C. An employee earning $20,000 or over, but less than ~~$45.00~~ $30,000 per annual contract or in combined income for multiple contracts in a year shall pay ~~$24.64~~ $23.00 per month.D. An employee earning ~~$45,000 or more~~ $30,000 or over, but less than $45,000 per annual contract or in combined income for multiple contracts in a year shall pay ~~$32.12~~ $25.50 per month.E. An employee earning $45,000 or more per annual contract or in combined income for multiple contracts in a year shall pay $33.50 per month. | 3. Per Capita Affiliation Fees.A. An employee earning less than $10,000 per annual contract or in combined income for multiple terms in a year shall pay $5.00 per month.B. An employee earning $10,000 or over, but less than $20,000 per annual contract or in combined income for multiple terms in a year shall pay $10.80 per month.C. An employee earning $20,000 or over, but less than $30,000 per annual contract or in combined income for multiple contracts in a year shall pay $23.00 per month.D. An employee earning $30,000 or over, but less than $45,000 per annual contract or in combined income for multiple contracts in a year shall pay $25.50 per month.E. An employee earning $45,000 or more per annual contract or in combined income for multiple contracts in a year shall pay $33.50 per month. |

Proposed by the AFT Washington Executive Board

Rationale:

Motion for bylaws revision.

On behalf of the Bylaws Committee, I move that the Bylaws committee for the 2023 Convention be appointed at the next executive board meeting after this convention adjourns and be authorized to prepare a general revision of the AFT bylaws and Standing Rules for consideration at the 2023 convention.