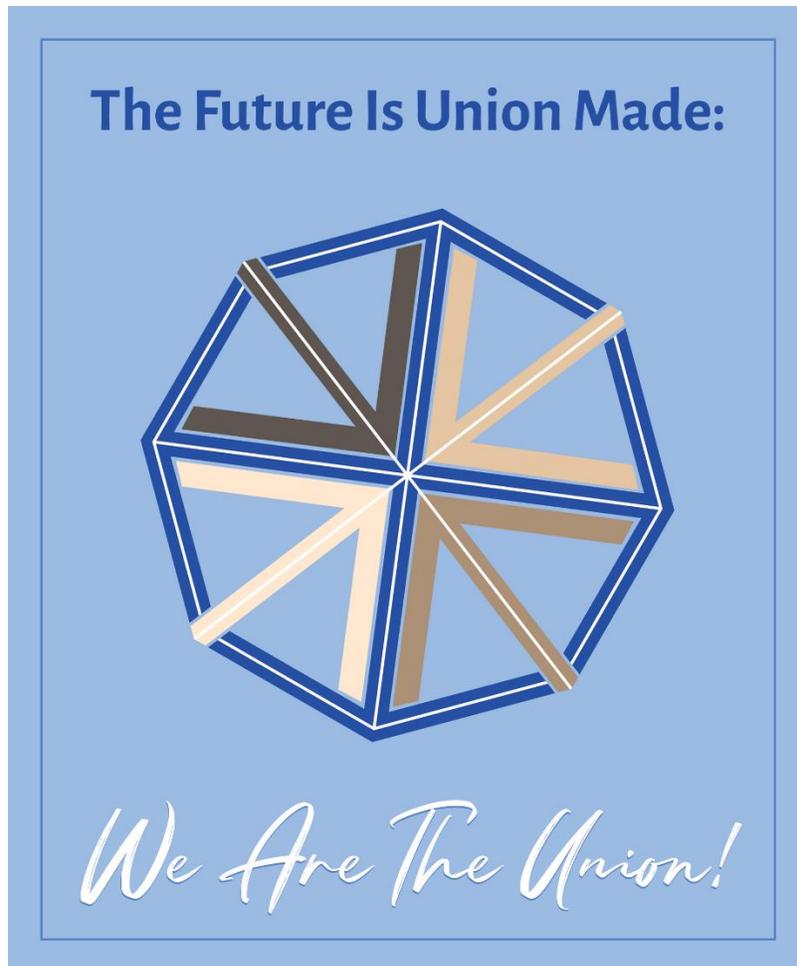


2023 Proposed Bylaws and Standing Rules Amendments



AFT Washington, AFL-CIO
2023 Convention

Virtual and In-Person
May 18-21, 2023

AFT WASHINGTON BYLAWS AND STANDING RULES AMENDMENTS

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Motion to be made before the bylaw amendments are considered.

Resolved, that the secretary, staff, or a committee be authorized to correct article and section designations, punctuation, grammatical errors, and such other technical and conforming changes as necessary in the bylaws as amended as may be necessary to reflect the intent of the 2023 convention.

Bylaws Amendment # 1

Proposed by the AFT Washington Executive Board:

To amend Article I—NAME, Section 2 by striking the entire sentence and inserting the following: This organization is chartered by the American federation of Teachers (AFT) and subject to requirements in AFT’s constitution and bylaws.

Bylaws now read:	Proposed amendment:	If amended, would read:
Section 2. This organization shall affiliate with the American Federation of Teachers (AFT) and those organizations mandated by AFT’s constitution and bylaws.	Section 2. This organization shall affiliate with the American Federation of Teachers (AFT) and those organizations mandated by AFT’s constitution and bylaws. This organization is chartered by the American federation of Teachers (AFT) and subject to requirements in AFT’s constitution and bylaws.	Section 2. This organization is chartered by the American federation of Teachers (AFT) and subject to requirements in AFT’s constitution and bylaws.

Rationale: The word “affiliate” can mean “attached to equally or subsidiary to”, while the AFT Constitution has the power to grant charters to state federations (Article IV Charters, section 3. Charters may be granted by the executive council to state federations upon the payment of a charter fee of \$10....) and requires that no AFT Washington constitution or bylaws shall be in conflict with the constitution of the American Federation of Teachers.

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Bylaws Amendment # 2

Proposed by the AFT Washington Executive Board:

To amend Article II—OBJECTIVES by striking items 1-11 and inserting the following new Sections:

A. Welfare and Justice:

1. To promote the welfare of its members.
2. To assist locals in their representation of employees.
3. To promote and assist the formation, growth, and empowerment of locals.
4. To promote the best educational experiences for students and communities of the state.
5. To advance the professional standards of educational workers.
6. To expose and fight all forms of racism, sexism, and other forms of discrimination; to dismantle oppressive systems, work for diversity, equity, and inclusion within our union, our educational systems and our communities; and to become an anti-racist, unified and inclusive union.

B. Legislative and Political:

1. To initiate and support state legislation beneficial to education and educational workers.
2. To secure the conditions necessary to the greatest effectiveness of educational workers and schools throughout the educational system from early learning to higher education.

C. Labor and Community Partnerships:

1. To participate fully in the organized labor movement of the state.
2. To promote the aims and objectives of the AFT and other affiliated bodies.
3. To promote mutual assistance, cooperation, and solidarity among the locals of AFT Washington, the AFT, and the AFL-CIO.

Bylaws now read:	Proposed amendment:	If amended, would read:
<ol style="list-style-type: none"> 1. To promote the welfare of its members. 2. To assist locals in their representation of employees. 3. To promote and assist the formation, growth, and empowerment of locals. 4. To initiate and support state legislation beneficial to education and educational workers. 5. To secure the conditions necessary for the greatest effectiveness of educational workers and schools throughout the educational system from early learning to higher education. 6. To promote the best educational experiences for 	<ol style="list-style-type: none"> 1. To promote the welfare of its members. 2. To assist locals in their representation of employees. 3. To promote and assist the formation, growth, and empowerment of locals. 4. To initiate and support state legislation beneficial to education and educational workers. 5. To secure the conditions necessary for the greatest effectiveness of educational workers and schools throughout the educational system from early learning to higher education. 6. To promote the best educational experiences for 	<p>A. Welfare and Justice:</p> <ol style="list-style-type: none"> 1. To promote the welfare of its members. 2. To assist locals in their representation of employees. 3. To promote and assist the formation, growth, and empowerment of locals. 4. To promote the best educational experiences for students and communities of the state. 5. To advance the professional standards of educational workers.

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<p>the students and communities of the state.</p> <p>7. To advance the professional standards of educational workers.</p> <p>8. To expose and fight all forms of racism, sexism, and other discrimination and to dismantle oppressive systems, 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.</p> <p>9. To participate fully in the organized labor movement of the state.</p> <p>10. To promote the aims and objectives of the AFT and other affiliated bodies.</p> <p>11. To promote mutual assistance, cooperation, and solidarity among the locals of AFT Washington, AFT and the AFL-CIO.</p>	<p>the students and communities of the state.</p> <p>7. To advance the professional standards of educational workers.</p> <p>8. To expose and fight all forms of racism, sexism, and other discrimination and to dismantle oppressive systems, 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.</p> <p>9. To participate fully in the organized labor movement of the state.</p> <p>10. To promote the aims and objectives of the AFT and other affiliated bodies.</p> <p>11. To promote mutual assistance, cooperation, and solidarity among the locals of AFT Washington, AFT and the AFL-CIO.</p> <p>A. Welfare and Justice:</p> <p>1. To promote the welfare of its members.</p> <p>2. To assist locals in their representation of employees.</p> <p>3. To promote and assist the formation, growth, and empowerment of locals.</p> <p>4. To promote the best educational experiences for students and communities of the state.</p> <p>5. To advance the professional standards of educational workers.</p>	<p>6. To expose and fight all forms of racism, sexism, and other forms of discrimination; to dismantle oppressive systems, work for diversity, equity, and inclusion within our union, our educational systems, and our communities; and to become an anti-racist, unified and inclusive union.</p> <p>B. Legislative and Political:</p> <p>1. To initiate and support state legislation beneficial to education and educational workers.</p> <p>2. To secure the conditions necessary to the greatest effectiveness of educational workers and schools throughout the educational system from early learning to higher education.</p> <p>C. Labor and Community Partnerships:</p> <p>1. To participate fully in the organized labor movement of the state.</p> <p>2. To promote the aims and objectives of the AFT and other affiliated bodies.</p> <p>3. To promote mutual assistance, cooperation, and solidarity among the locals of AFT Washington, the AFT, and the AFL-CIO.</p>
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	<p>6. To expose and fight all forms of racism, sexism, and other forms of discrimination; to dismantle oppressive systems, work for diversity, equity, and inclusion within our union, our educational systems, and our communities; and to become an anti-racist, unified and inclusive union.</p> <p>B. Legislative and Political:</p> <ol style="list-style-type: none">1. To initiate and support state legislation beneficial to education and educational workers.2. To secure the conditions necessary to the greatest effectiveness of educational workers and schools throughout the educational system from early learning to higher education. <p>C. Labor and Community Partnerships:</p> <ol style="list-style-type: none">1. To participate fully in the organized labor movement of the state.2. To promote the aims and objectives of the AFT and other affiliated bodies.3. To promote mutual assistance, cooperation, and solidarity among the locals of AFT Washington, the AFT, and the AFL-CIO.	
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Rationale: This amendment groups the list of 11 objectives into categories and provides clarity to the objectives.

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Bylaws Amendment # 3

Proposed by the AFT Washington Executive Board:

To amend Article III—MEMBERSHIP, Section 2 D by adding the sentence: Student Educators members do not have voting rights but do have benefits.

Bylaws now read:	Proposed amendment:	If amended, would read:
D. Student Educators. Student educator membership shall be open to any person preparing for the education profession in a duly accredited higher education institution in the State of Washington.	D. Student Educators. Student educator membership shall be open to any person preparing for the education profession in a duly accredited higher education institution in the State of Washington. Student Educators have the right to participate in the benefit programs but do not have voting rights.	D. Student Educators. Student educator membership shall be open to any person preparing for the education profession in a duly accredited higher education institution in the State of Washington. Student Educators have the right to participate in the benefit programs but do not have voting rights.

Rationale: To clarify the rights of the Student Educator members.

Bylaws Amendment # 4

Proposed by the AFT Washington Executive Board:

To amend Article III—MEMBERSHIP, Section 2 E by adding the sentence: Retired members have the right to participate in the benefit programs but do not have voting rights.

Bylaws now read:	Proposed amendment:	If amended, would read:
E. Retired. A retired member shall be defined as anyone who is a member in good standing of the AFT Washington Retiree Chapter or their home local.	E. Retired. A retired member shall be defined as anyone who is a member in good standing of the AFT Washington Retiree Chapter or their home local. Retired members have the right to participate in the benefit programs but do not have voting rights.	E. Retired. A retired member shall be defined as anyone who is a member in good standing of the AFT Washington Retiree Chapter or their home local. Retired members have the right to participate in the benefit programs but do not have voting rights.

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Rationale: To add clarification of membership rights of subsection E to make consistent with subsections A, B, and C.

Bylaws Amendment # 5

Proposed by the AFT Washington Executive Board:

To amend Article III—MEMBERSHIP, Section 2 F by adding the sentence: Student General members do not have voting rights but do have benefits.

Bylaws now read:	Proposed amendment:	If amended, would read:
F. Student General. General student membership shall be open to any person enrolled in an accredited institution of higher education in the state of Washington.	F. Student General. General student membership shall be open to any person enrolled in an accredited institution of higher education in the state of Washington. Student General members have the right to participate in the benefit programs but do not have voting rights.	F. Student General. General student membership shall be open to any person enrolled in an accredited institution of higher education in the state of Washington. Student General members have the right to participate in the benefit programs but do not have voting rights.

Rationale: To clarify the rights of Student General members

Bylaws Amendment # 6

Proposed by the AFT Washington Executive Board:

To amend Article III—MEMBERSHIP, Section 3 A. by striking the existing section and replacing it with the following new section:

Effective September 1, 2023, Article III, Section 3, Subsection A will be replaced by the following.

Section 3. Affiliation fees: Per Capita and Flat Rate.

- A. Affiliation fees shall be established by majority vote of the convention, having considered recommendations of the executive board. All locals shall pay monthly per capita affiliation fees for all active members based on the following categories [Note: Proviso on p. 1 of the Standing Rules applies here; these color-coded changes will take effect in September 2024.]:
 1. Category A: An employee earning \$5,000 or over but less than \$15,000 per annual contract or in combined income for multiple terms in a year.
 2. Category B: An employee earning \$15,000 or over, but less than \$25,000 per annual contract or in combined income for multiple terms in a year.

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- 3. Category C: An employee earning \$25,000 or over, but less than \$35,000 per annual contract or in combined income for multiple terms in a year.
- 4. Category D: An employee earning \$35,000 or over, but less than \$45,000 per annual contract or in combined income for multiple terms in one year.
- 5. Category E: An employee earning \$45,000 or over, but less than \$65,000 per annual contract or in combined income for multiple terms in a year.
- 6. Category F: An employee earning \$65,000 or over per annual contract or in combined income for multiple terms in a year.

Bylaws now read:	Proposed amendment:	If amended, would read:
<p>Effective September 1, 2022, Article III, Section 3, Subsection A will be replaced by the following.</p> <p>Section 3. Affiliation fees: Per Capita and Flat Rate.</p> <p>A. Affiliation fees shall be established by majority vote of the convention, having considered recommendations of the executive board. All locals shall pay monthly per capita affiliation fees for all active members based on the following categories:</p> <ol style="list-style-type: none"> 1. Category A: An employee earning less than \$10,000 per annual contract or in combined income for multiple terms in a year. 2. Category 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. 	<p>Effective September 1, 20222023, Article III, Section 3, Subsection A will be replaced by the following.</p> <p>Section 3. Affiliation fees: Per Capita and Flat Rate.</p> <p>A. Affiliation fees shall be established by majority vote of the convention, having considered recommendations of the executive board. All locals shall pay monthly per capita affiliation fees for all active members based on the following categories:</p> <ol style="list-style-type: none"> 1. Category A: An employee earning \$5,000 \$5,000 or over but less than \$10,000 \$15,000 per annual contract or in combined income for multiple terms in a year. 2. Category B: An employee earning \$10,000 \$15,000 or over, but less than \$20,000 \$25,000 per annual contract or in combined income for multiple terms in a year. 3. Category C: An employee 	<p>Effective September 1, 2023, Article III, Section 3, Subsection A will be replaced by the following.</p> <p>Section 3. Affiliation fees: Per Capita and Flat Rate.</p> <p>A. Affiliation fees shall be established by majority vote of the convention, having considered recommendations of the executive board. All locals shall pay monthly per capita affiliation fees for all active members based on the following categories:</p> <ol style="list-style-type: none"> 1. Category A: An employee earning \$5,000 or over but less than \$15,000 per annual contract or in combined income for multiple terms in a year. 2. Category B: An employee earning \$15,000 or over, but less than \$25,000 per annual contract or in combined income for multiple terms in a year. 3. Category C: An employee earning \$25,000 or over, but less than \$35,000 per

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<p>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.</p> <p>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 one year.</p> <p>5. Category E: An employee earning \$45,000 or over per annual contract or in combined income for multiple terms in a year.</p>	<p>earning \$20,000 \$25,000 or over, but less than \$30,000 \$35,000 per annual contract or in combined income for multiple terms in a year.</p> <p>4. Category D: An employee earning \$30,000 \$35,000 or over, but less than \$45,000 per annual contract or in combined income for multiple terms in one year.</p> <p>5. Category E: An employee earning \$45,000 or over, but less than \$65,000 per annual contract or in combined income for multiple terms in a year.</p> <p>6. Category F: An employee earning \$65,000 or over per annual contract or in combined income for multiple terms in a year.</p>	<p>annual contract or in combined income for multiple terms in a year.</p> <p>4. Category D: An employee earning \$35,000 or over, but less than \$45,000 per annual contract or in combined income for multiple terms in one year.</p> <p>5. Category E: An employee earning \$45,000 or over, but less than \$65,000 per annual contract or in combined income for multiple terms in a year.</p> <p>6. Category F: An employee earning \$65,000 or over per annual contract or in combined income for multiple terms in a year.</p>
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Rationale: AFT Washington’s per capita system is regressive – locals with more members at the lower end of the income scale pay a larger percentage. In order to reduce the regressivity and make it more fair, we need to do two things:

- Make the range in each category smaller by adding another category.
- Increase the per capita on the highest salaries.

Additionally, revenue has not been adequate to cover our expenses. Several factors have contributed to this:

- Declines in enrollment at the CTCs have reduced membership.
- Inflation has led to increased expenses.
- Returning to more in person activity increases expenses.

This proposal will increase our revenue meaningfully, but we will need to continue to increase our membership through membership drives at current locals and through new organizing.

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Bylaws Amendment # 7

Proposed by the AFT Washington Executive Board:

To amend Article III—MEMBERSHIP, Section 3 B. by adding a new subsection 3, There shall be no affiliation fees for a retired member, and amending section 4 by striking the entire Section 4.

Bylaws now read:	Proposed amendment:	If amended, would read:
B. Flat Rate affiliation fees shall be determined as follows: 1. The flat rate fee for an associate member shall be established by the executive board. 2. The flat rate fee for a student member shall be one dollar (\$1.00) per month. Section 4: Retiree Affiliation. There shall be no affiliation fees for a retired member.	B. Flat Rate affiliation fees shall be determined as follows: 1. The flat rate fee for an associate member shall be established by the executive board. 2. The flat rate fee for a student member shall be one dollar (\$1.00) per month. 3. There shall be no affiliation fee for a retired member. Section 4: Retiree Affiliation. There shall be no affiliation fees for a retired member.	B. Flat Rate affiliation fees shall be determined as follows: 1. The flat rate fee for an associate member shall be established by the executive board. 2. The flat rate fee for a student member shall be one dollar (\$1.00) per month. 3. There shall be no affiliation fee for a retired member.

Rationale: This collapses the existing Section 4 into the list of flat rate affiliation fees specified in Article III, Section 3 B.

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Bylaws Amendment # 8

Proposed by the AFT Washington Executive Board:

To amend ARTICLE IV—OFFICERS, Section 2, B, 6, by inserting in the first sentence after “The vice president for contingent faculty issues” the words: shall be a contingent faculty member (contingent faculty are defined as academic positions that are part-time, adjunct, special contract, and other temporary workers in AFT-Washington) and.

Bylaws now read:	Proposed amendment:	If amended, would read:
6. The vice president for contingent faculty shall work with the president, with concurrence of the executive board, to appoint members to the contingent faculty issues committee (CFIC); shall ...	6. The vice president for contingent faculty issues shall be a contingent faculty member (contingent faculty are defined as academic positions that are part-time, adjunct, special contract, and other temporary workers in higher education) and shall work with the president, with concurrence of the executive board, to appoint members to the contingent faculty issues committee (CFIC); shall ...	6. The vice president for contingent faculty issues shall be a contingent faculty member (contingent faculty are defined as academic positions that are part-time, adjunct, special contract, and other temporary workers in higher education) and shall work with the president, with concurrence of the executive board, to appoint members to the contingent faculty issues committee (CFIC); shall ...

Rationale: Several terms are used to refer to this group of faculty, at times interchangeably and at times with a specific intended meaning. This language clarifies that the term “contingent” as used in these bylaws is inclusive of all of these terms.

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Bylaws Amendment # 9

Proposed by the AFT Washington Executive Board:

To amend Article VI—EXECUTIVE BOARD, Section 2. H. by striking the present sentence and inserting the following sentence: Assume power to negotiate agreements or settle disputes by the local only when requested by the local concerned in such agreements or disputes.

Bylaws now read:	Proposed amendment:	If amended, would read:
H. Not assume power to negotiate agreements or settle disputes except upon request by the local concerned in such agreements or disputes.	H. Not assume power to negotiate agreements or settle disputes except upon request by the local concerned in such agreements or disputes. Assume power to negotiate agreements or settle disputes by a local only when requested by the local concerned in such agreements or disputes.	H. Assume power to negotiate agreements or settle disputes by a local only when requested by the local concerned in such agreements or disputes.

Rationale: Stating the authority of the Executive Board in the affirmative sets a constructive tone.

Bylaws Amendment # 10

Proposed by the AFT Washington Executive Board:

To amend Article V—OFFICERS, Section 5 Vacancies, B. by inserting a second sentence at the end of the present bylaws to read:

Seniority is determined by the earliest date of election to AFT Washington office among the continuously serving board members.

Bylaws now read:	Proposed amendment:	If amended, would read:
B. In the temporary absence of the president, the board member with the most seniority will preside over meetings and proceedings.	B. In the temporary absence of the president, the board member with the most seniority will preside over meetings and proceedings. Seniority is determined by the earliest date of election to the AFT Washington Executive Board among the	B. In the temporary absence of the president, the board member with the most seniority will preside over meetings and proceedings. Seniority is determined by the earliest date of election to AFT Washington among the continuously serving board members.

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	continuously serving board members.	
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Rationale: To distinguish between current terms of service and cumulative terms with breaks.

Bylaws Amendment # 11

Proposed by the AFT Washington Executive Board:

To amend ARTICLE V—NOMINATIONS AND ELECTIONS, Section 3. D. by striking the words “twenty (20)” and inserting the words “forty (40)” before the word “days”.

Bylaws now read:	Proposed amendment:	If amended, would read:
D. In the event there is not at least one nominee for each position twenty (20) days prior to the opening date of the convention, the nominations and election committee shall seek nominees for offices for which there have been no nominees.	D. In the event there is not at least one nominee for each position twenty (20) forty (40) calendar days prior to the opening date of the convention, the nominations and election committee shall seek nominees for offices for which there have been no nominees.	D. In the event there is not at least one nominee for each position forty (40) calendar days prior to the opening date of the convention, the nominations and election committee shall seek nominees for offices for which there have been no nominees.

Rationale: 20 days is inadequate to identify potential candidates and afford them time for full consideration.

Bylaws Amendment # 12

Proposed by the AFT Washington Executive Board:

To amend ARTICLE V—NOMINATIONS AND ELECTIONS, Section 4 A., first sentence by striking with the U. S. Department of Labor Management Standards and inserting the following: with the standards of Title IV of the Labor Management Reporting and Disclosure Act (LMRDA) as noted in the AFT Constitution Article IV Charter, Section 1.

Bylaws now read:	Proposed amendment:	If amended, would read:
Section 4. Election of Officers A. The nominations and elections committee shall conduct the election in accordance with the U.S.	Section 4. Election of Officers A. The nominations and elections committee shall conduct the election in accordance with the U.S.	Section 4. Election of Officers A. The nominations and elections committee shall conduct the election in accordance with the

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<p>Department of Labor (Office of Labor management Standards) and as set forth in the AFT Washington standing rules.</p>	<p>Department of Labor (Office of Labor management Standards) the standards of Title IV of the Labor Management Reporting and Disclosures Act (LMRDA) and as set forth in the AFT Washington standing rules.</p>	<p>standards of Title IV of the Labor Management Reporting and Disclosures Act (LMRDA) and as set forth in the AFT Washington standing rules.</p>
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Rationale: This change makes AFT Washington Bylaws consistent with the AFT Constitution, which says in Article IV Charters, Section 5: “... The conduct of elections shall be consistent with the standards for such elections developed under Title IV of the Labor-Management Reporting and Disclosure Act (LMRDA).”

Bylaws Amendment # 13

Proposed by the AFT Washington Executive Board:

To amend Article IX–CONVENTION, Section 3.B., first sentence by striking “elected” and replacing with “selected according to local constitution and bylaws”.

Bylaws now read:	Proposed amendment:	If amended, would read:
<p>Section 3.B. Local delegates B. Local delegates shall be elected from affiliated locals (excluding AFT Washington).</p>	<p>Section 3.B. Local delegates B. Local delegates shall be elected selected according to local constitution and by-laws from affiliated locals (excluding AFT Washington).</p>	<p>Section 3.B. Local delegates B. Local delegates shall be selected according to local constitution and by-laws from affiliated locals (excluding AFT Washington).</p>

Rationale: AFT Washington does not determine the manner of locals’ selection of their local delegates to the AFT Washington Convention.

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Bylaws Amendment # 14

Proposed by the AFT Washington Executive Board

To amend Article IX—CONVENTION, Section 5, Quorum, by striking the entire present section after the word Quorum and inserting the following: Quorum. Registration of delegates representing twenty-five % of all members of all local certified bargaining units and at-large members of AFT Washington, and a majority of those registered delegates present at the meeting shall constitute a quorum.

Bylaws now read:	Proposed amendment:	If amended, would read:
Section 5. Quorum. Delegates representing twenty-five percent (25%) of all votes eligible to attend a biennial or special convention shall constitute a quorum. Delegates constituting a majority of those registered at the meeting must be on the floor before the body may act on any measure.	Section 5. Quorum. Delegates representing twenty-five percent (25%) of all votes eligible to attend a biennial or special convention shall constitute a quorum. Delegates constituting a majority of those registered at the meeting must be on the floor before the body may act on any measure. Registration of delegates representing twenty-five % of all members of all local certified bargaining units and at-large members of AFT Washington, and a majority of those registered delegates present at the meeting shall constitute a quorum.	Section 5. Quorum. Registration of delegates representing twenty-five % of all members of all local certified bargaining units and at-large members of AFT Washington, and a majority of those registered delegates present at the meeting shall constitute a quorum.

Rationale: This amendment makes clear that there are two requirements needed for a quorum: delegates representing 25% of all eligible members as well as a majority of those registered delegates present in the room.

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Bylaws Amendment # 15

Proposed by the AFT Washington Executive Board:

To amend ARTICLE XII—AMENDMENTS, Section 1. D., by striking the present sentence and inserting the following sentence: Sent by physical or electronic email from the AFT Washington office to elected convention delegates and alternates at least seven (7) days prior to the opening of the convention.

Bylaws now read:	Proposed amendment:	If amended, would read:
D. Mailed from the AFT Washington office to elected convention delegates and alternates at least seven calendar days prior to the opening of the convention.	D. Mailed from the AFT Washington office to elected convention delegates and alternates at least seven calendar days prior to the opening of the convention. Sent by physical or electronic email from the AFT Washington office to convention delegates and alternates selected according to local constitution and by-laws at least seven (7) days prior to the opening of the convention.	D. Sent by physical or electronic email from the AFT Washington office to convention delegates and alternates selected according to local constitution and by-laws at least seven (7) calendar days prior to the opening of the convention.

Rationale: To allow for electronic notification and to acknowledge that locals use a variety of procedures to identify delegates.

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Standing Rules Amendment # 1

Proposed by the AFT Washington Executive Board:

To amend Standing Rule # 1 Locals in AFT Washington, Section B by inserting the word “automatically” between the words “shall be” and “added”.

Bylaws now read:	Proposed amendment:	If amended, would read:
A. Upon charter by AFT, the executive board shall vote to confirm recognition of the local as part of AFT Washington and such recognized local shall be added to this list.	A. Upon charter by AFT, the executive board shall vote to confirm recognition of the local as part of AFT Washington and such recognized local shall be automatically added to this list.	A. Upon charter by AFT, the executive board shall vote to confirm recognition of the local as part of AFT Washington and such recognized local shall be automatically added to this list.

Rationale: To allow such additional locals chartered by AFT to be added without needing a standing rule amendment.

Standing Rules Amendment # 2

To amend Standing Rule # 3 Per Capita Affiliation Fees, by adding a new top category F and adjusting the earnings ranges and rates of existing per capita Categories A through E.

Bylaws now read:	Proposed amendment:	If amended, would read:
Effective September 1, 2022, Standing Rule 3. Per Capita Affiliation Fees is replaced by the following: 3. Per Capita Affiliation Fees. A. Category 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. Category B: An employee earning \$10,000 or over, but less than \$20,000 per annual contract or in	Effective September 1, 20222023, Standing Rule 3. Per Capita Affiliation Fees is replaced by the following: 3. Per Capita Affiliation Fees. A. Category A: An employee earning \$5,000 or over but less than \$10,000 \$15,000 per annual contract or in income for multiple terms in a year shall pay \$5.00 per month. B. Category B: An employee earning \$10,000 \$15,000 or over, but less than \$20,000 \$25,000 per	Effective September 1, 2023, Standing Rule 3. Per Capita Affiliation Fees is replaced by the following: 3. Per Capita Affiliation Fees. A. Category A: An employee earning \$5,000 or over but less than \$15,000 per annual contract or in combined income for multiple terms in a year shall pay \$5.00 per month. B. Category B: An employee earning \$15,000 or over, but less than \$25,000 per

AFT WASHINGTON BYLAWS AND STANDING RULES AMENDMENTS

May 20, 2023

<p>combined income for multiple terms in a year shall pay \$10.80 per month.</p> <p>C. Category 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.</p> <p>D. Category 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.</p> <p>E. Category E: An employee earning \$45,000 or over per annual contract or in combined income for multiple contracts in a year shall pay \$33.50 per month.</p>	<p>annual contract in combined income for multiple terms in a year shall pay \$10.80 \$11.50 per month.</p> <p>C. Category C: An employee earning \$20,000 \$25,000 or over, but less than \$30,000 \$35,000 per annual contract or in combined income for multiple contracts in a year shall pay \$23.00 per month.</p> <p>D. Category D: An employee earning \$30,000 \$35,000 or over, but less than \$45,000 per annual contract or in combined income for multiple contracts in a year shall pay \$25.50 \$26.00 per month.</p> <p>E. Category E: An employee earning \$45,000 or over, but less than \$65,000 per annual contract or in combined income for multiple contracts in a year shall pay \$33.50 \$34.50 per month.</p> <p>F. Category F: An employee earning \$65,000 or over per annual contract or in combined income for multiple contracts in a year shall pay \$43.00 per month.</p>	<p>annual contract or in combined income for multiple terms in a year shall pay \$11.50 per month.</p> <p>C. Category C: An employee earning \$25,000 or over, but less than \$35,000 per annual contract or in combined income for multiple contracts in a year shall pay \$23.00 per month.</p> <p>D. Category D: An employee earning \$35,000 or over, but less than \$45,000 per annual contract or in combined income for multiple contracts in a year shall pay \$26.00 per month.</p> <p>E. Category E: An employee earning \$45,000 or over, but less than \$65,000 per annual contract or in combined income for multiple contracts in a year shall pay \$34.50 per month.</p> <p>F. Category F: An employee earning \$65,000 or over per annual contract or in combined income for multiple contracts in a year shall pay \$43.00 per month.</p>
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Rationale: See Rationale for Bylaws Amendment #6.

