

2019 Proposed AFT-Oregon Constitution and Bylaws Amendments

To be presented to the Sixty-Seventh AFT-Oregon Convention
Sunriver, Oregon
May 3-5, 2019

TABLE OF CONTENTS

CONSTITUTIONAL AMENDMENTS

ARTICLE VI. Section 3. ELECTION OF OFFICERS -----	2
Local 4671, Hillsboro Classified Unite	

ARTICLE VI. Section 4. ELECTION AND RECALL OF OFFICERS -----	3
Local 6069, Coalition of Graduate Employee, Executive Council	

BYLAW AMENDMENTS

ARTICLE II. Section 1. PER CAPITA -----	5
Local 2277, Portland Community College of Faculty and Academic Professionals and Local 3544, Graduate Teaching Fellows Federation	

ARTICLE II. Section 1. PER CAPITA -----	7
Local 4671, Hillsboro Classified United	

PROPOSED CONSTITUTIONAL AMENDMENT

CONSTITUTION

1 ARTICLE VI - ELECTION AND RECALL OF OFFICERS

2 Section 3. Election of Officers.

3 e. 1. Balloting for election of officers shall take place under the supervision of the Elections Committee
4 during the last general session of the Convention. Elections will be conducted by a single ballot listing all
5 offices and all candidates for each office with each delegate casting the number of votes allotted to the
6 delegate for a candidate for each office. Delegates will rank candidates in the order of their preference
7 for each office. The number of votes for a local shall first be distributed evenly, without fractional votes,
8 to the seated delegates of the local and then any remaining votes shall be distributed one at a time in
9 the order of the delegate ranking.

10 f. ~~A majority of votes cast for each office shall be required to elect the officer(s). In the event that no~~
11 ~~candidate for an office receives a majority of votes cast, a runoff election between the two candidates~~
12 ~~having the highest number of votes shall be conducted. The runoff shall be by roll call vote.~~

13 f. If a candidate receives a majority of first preference votes, that candidate is elected. If no candidate
14 receives a majority of first preference votes, an instant runoff shall be tabulated by eliminating the
15 candidate with the lowest total votes and awarding those votes to other candidates in the order of the
16 delegate's preference ranking. The instant runoff tabulation is repeated until a candidate receives a
17 majority of the vote. If a delegate's ballot reaches the last preference, those votes remain with their last
18 candidate preference. In the event of a tie for lowest vote total, those candidates who tie for lowest
19 vote total are eliminated. In the event that a winner could not be awarded, the two candidates with the
20 most votes in the final tabulation shall be elected by a roll-call vote.

21 g. In elections for positions with multiple seats, the number of votes needed to be elected shall be half
22 of the number of votes distributed to delegates. The number of votes distributed to a delegate shall be
23 awarded to each candidate that the delegate specified a ranking number lower than or equal to the
24 total number of seats available. The candidates with the most votes, that are above the number of votes
25 needed, shall be elected. If vacancies exists after the first round, additional elections shall be held. If
26 there is only a single multi-seat vacancy after an election, the next election shall be considered a single
27 seat election.

Submitted by Local 4671, Hillsboro Classified United

PROPOSED CONSTITUTIONAL AMENDMENT

CONSTITUTION

1 ARTICLE VI – ELECTION AND RECALL OF OFFICERS

2 Section 4. Recall of Elected Officers

- 3 a. Any elected officer may be recalled for specific cause, which may include, but not limited to,
4 misconduct, illegal acts or willful, significant violation of the constitution or bylaws. Further,
5 AFT-Oregon will not tolerate any form of sexual harassment, and will treat all incidents and
6 allegations seriously and promptly with trauma-based response, investigation, and considering
7 whether the event is grounds for recall of elected officers. [Sexual harassment is defined as
8 unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a
9 sexual nature, regardless of the response to those advances, particularly if: there is direct or
10 implied understanding that submission to or rejection of such conduct by an individual would be
11 used as a basis to change that person’s standing within AFT-OR, or such conduct has the
12 purpose or effect of interfering with an individual’s work performance or creating an
13 intimidating, hostile or offensive work environment.] This definition is not dependent on the
14 gender identity of either party involved in an allegation of sexual harassment.
- 15 b. Such recall election may commence and proceed in this manner:
- 16 1. When at least one-third of the member locals representing at least one-third (33.3%) of
17 the membership, within a period of sixty calendar days ask for a recall of an elected
18 officer by submitting such request in writing to either the president or secretary, the
19 president or secretary shall within seven working days notify each member of the
20 executive council of such petition. The request shall state specific, detailed charges.
 - 21 2. The president or secretary shall, within five calendar days of receipt of said petition,
22 instruct the locals referenced in 1) above to prepare a summary of the question and
23 office to be voted on by the locals of the state. This summary shall be submitted to the
24 president. Upon receipt, the summary will be forwarded to the officers subject to
25 removal who will be permitted to respond to each or any of the charges. Where the
26 secretary is the subject of the petition for removal, the president shall designate
27 another officer to conduct the responsibilities of the secretary under this article.
 - 28 3. The president or secretary shall concurrently appoint a three-member polling
29 committee, presided over by a polling officer, which the committee
30 shall select from its membership.
 - 31 4. The polling committee shall, within one calendar week of its appointment,
32 mail to each AFT-Oregon member in good standing the following:
33 a. The summary provided by petitioning locals in 2) above;
34 b. A ballot for each member; and
35 c. Instructions for completing the ballot, including time lines
36 and dates by which ballots must be returned by mail to the polling committee.
 - 37 5. Members shall return the marked ballot to the polling committee within
38 three calendar weeks. In no case shall more than 45 calendar days elapse
39 from the date of receipt of the petition identified in 1) above until results are
40 delivered by the polling committee to the executive council.
 - 41 6. The number of the local shall appear on the ballot and only those
42 ballots of members of locals in good standing shall be counted. These

- 43 votes shall not exceed in number the number of members for which per
44 capita was last paid prior to the date on which ballots were sent from the state
45 office. Should the number of ballots cast by any local exceed that number
46 to which that local is entitled, then the “ayes” and “nays” shall be reduced
47 proportionately to come within the required number. The voters eligible
48 to vote for removal will be restricted to members in good standing in a local in
49 good standing at the end of the month immediately preceding the receipt of
50 the petition in Section 4(b)(1).
- 51 7. The polling officer shall tabulate the votes sent in by the members. The
52 tabulations by the polling officer shall be verified at the next meeting of the
53 executive council.
 - 54 8. Ballots shall be impounded by AFT-Oregon for a period of no less than one year.

Submitted by Local 6069 Coalition of Graduate Employees, Executive Council

PROPOSED CONSTITUTIONAL AMENDMENT

BYLAWS

ARTICLE II - PER CAPITA

1 Section 1. Each local shall pay directly to the state office for each member or fair share contributor a per
2 capita per month based on the schedule in subsection (a).

3 a. Effective November 1, 2018, each local shall pay a monthly per capita tax based on a
4 percentage of annual salary with a floor dollar amount:

- 5 1. For each member whose annual salary is greater than or equal to \$92,500, the
6 local shall pay a per capita tax of 0.064285% of annual salary or \$59.46,
7 whichever is larger.
- 8 2. For each member whose annual salary is greater than or equal to \$40,000 and
9 less than \$92,500, the local shall pay a per capita tax of 0.055582% of annual
10 salary or \$28.48, whichever is larger.
- 11 3. For each member whose annual salary is greater than or equal to \$28,000 and
12 less than \$40,000, the local shall pay a per capita tax of 0.071208% of annual
13 salary or \$21.40, whichever is larger.
- 14 4. For each member whose annual salary is greater than or equal to \$17,000 and
15 less than \$28,000, the local shall pay a per capita tax of 0.076415% of annual
16 salary or \$12.99, whichever is larger.
- 17 5. For each member whose annual salary is greater than or equal to \$10,000 and
18 less than \$17,000, the local shall pay a per capita tax of 0.071321% of annual
19 salary or \$7.13, whichever is larger.
- 20 6. For each member whose annual salary is less than \$10,000, the local shall pay a
21 per capita tax of 0.055019% of annual salary.

22 Note 1: Floor dollar amounts are included to ensure that when a member in one tier
23 has a larger annual salary than a member in another tier, the per capita for the
24 member who makes more is at least as large as the per capita for the member who
25 makes less. Each floor is the current tier's minimum annual salary multiplied by the
26 percentage for the tier below.

27 Note 2: The percentage for each tier is computed by multiplying each of the
28 following base percentages by a scaling factor: (Tier 6, 0.065%), (Tier 5, 0.0562%),
29 (Tier 4, 0.072%), (Tier 3, 0.077265%), (Tier 2, 0.072114%), (Tier 1, 0.055631%). The
30 current scaling factor is 0.989. Scaling factors of 0.94 through 0.99903, inclusive,
31 shall be considered within scope of amendments for this proposal. Changing the
32 scaling factor adjusts the total AFT-OR revenue while approximately maintaining the
33 shape of the graph. Additionally, adjustments to each base percentage of +/-
34 0.002%, inclusive, will be considered within scope of amendments for this proposal.
35 Changing the base percentages adjusts the impact to locals with different annual
36 salary distributions, changing the shape of the graph

- 37 b. Three dollars (\$3.00) of per capita prorated on the schedule of per capitas in Section (a)
38 shall be set aside each month in a political action account. Effective September 1, 2012,
39 the amount shall be increased to three dollars and fifty cents (\$3.50). The funding
40 generated will be used in candidate and ballot measure campaigns in support of the
41 goals of AFT-Oregon and in the cause of its members, their work places, and their
42 occupations in our education, health care, other valued services, and to raise the voice
43 of working people. In addition, the funds will be used to support candidates and ballot
44 measures, endorsed by AFT-Oregon, in cooperation with the AFL-CIO, to advance the
45 cause of our members.
- 46 c. Locals having members who pay a fair share fee to another employee organization for
47 representation within the local's jurisdiction may submit per capita for the income
48 category which is one-half (1/2) of the full income category of those members.
- 49 d. The per capita rate on members who are laid-off or on unpaid leave shall be one dollar
50 (\$1.00) per month.
- 51 e. There shall be no per capita requirement from the local to the state federation for an
52 active member who retires from their represented position and who remains a retiree
53 member of their local.
- 54 f. Effective July 1, 2019 the income thresholds listed in Section 1 shall be increased by the
55 preceding year's US Western Region CPI-U percentage

*Submitted by Local 2277, Portland Community College Federation of Faculty and Academic Professionals
and Local 3544, Graduate Teaching Fellows Federation.*

PROPOSED CONSTITUTIONAL AMENDMENT

BYLAWS

1 ARTICLE II – PER CAPITA

2 ~~Section 1b. Three dollars (\$3.00) of per capita prorated on the schedule of per capitas in Section (a) shall~~
3 ~~be set aside each month in a political action account. Effective September 1, 2012, the amount shall be~~
4 ~~increased to three dollars and fifty cents (\$3.50). The funding generated will be used in candidate and~~
5 ~~ballot measure campaigns in support of the goals of AFT Oregon and in the cause of its members, their~~
6 ~~work places, and their occupations in our education, health care, other valued services, and to raise the~~
7 ~~voice of working people. In addition, the funds will be used to support candidates and ballot measures,~~
8 ~~endorsed by AFT Oregon, in cooperation with the AFL-CIO, to advance the cause of our members.~~

9 ~~Section 5.~~

10 ~~Three cents of each per capita shall be set aside for the defense fund. The fund shall not be utilized~~
11 ~~initially until it has accumulated at least \$5,000. At no time will the fund be decreased below \$1,000.~~

12 ~~Section 6.~~

13 ~~Two cents of each per capita shall be set aside each month in a building fund to finance the purchase of~~
14 ~~an AFT Oregon building. The fund shall continue until such time as the purchase has been completed~~
15 ~~and any additional financial costs of the building not covered by income from the building have been~~
16 ~~met.~~

17 Section 5.

18 Effective July 1, 2019, ten percent (10%) of each per capita shall be set aside to be distributed into action
19 funds specified in this section.

- 20 a. The Solidarity Fund shall be used to support candidate and ballot measure campaigns in
21 accordance with the member specified goals of AFT-Oregon, to improve workplace conditions,
22 and to raise the voice of working people. In addition, the funds will be used to support
23 candidates and ballot measures, endorsed by AFT-Oregon, in cooperation with the AFL-CIO, to
24 advance the cause of our members.
- 25 b. The Defense Fund shall be used to support locals requesting assistance when facing legal
26 challenges.
- 27 c. The Building Fund shall be used to finance the purchase and maintenance of AFT-Oregon owned
28 property.
- 29 d. The normal distribution of funds shall be ninety-five percent (95%) to the Solidarity fund, one
30 percent (1%) to the defense fund, and four percent (4%) to the Building Fund
- 31 e. When the Solidarity Fund holds over one million dollars (\$1,000,000), the fund allocation shall
32 be decreased by forty-five percent (45%) and the Building Fund shall be increased by the same
33 amount.
- 34 f. When the Defense Fund holds less than five thousand dollars (\$5000), the fund allocation shall
35 be increased by two percent (2%) and the Solidarity Fund shall be decreased by the same
36 amount.

Submitted by 4671, Hillsboro Classified United