





OUR MISSION

AFT-Oregon, a labor organization composed of autonomous locals with shared interests will:

- Provide coordinated advice, resources and education to affiliated locals
- Be a strong unified voice in the labor movement, civic affairs and political action
- Continue to bring new members into the labor movement

in order to improve the quality of people's working and personal lives through commitments to quality education, social justice and a powerful progressive labor movement.

FIVE VALUES OF AFT

- Great neighborhood public schools for every student, in every neighborhood, and high-quality affordable public higher education.
- Economic opportunity for every American and the opportunity to advance by joining a union.
- Affordable, high-quality healthcare for every American.
- Democracy, pluralism and voting rights.
- An end to discrimination, hatred and bigotry, to create a more fair and just society for all.



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VIDEO CONTENT

Guests can stream the convention live on the **AFT-Oregon YouTube [Channel](#)**.

Watch high-resolution versions of the **Convention videos** on our *YouTube [Playlist](#)*, like the 2019-2021 [Photo Slideshow](#).

AFT-OREGON LOCALS

Local 111	Portland Federation of School Professionals
Local 2277	Portland Community College Federation of Faculty and Academic Professionals
Local 2278	Western Oregon University Federation of Teachers
Local 2417	Lane Community College Employees Federation
Local 3190	Southwestern Oregon Community College Federation of Teachers
Local 3209	United Academics of the University of Oregon
Local 3432	Willamette Valley Child Care Federation
Local 3466	Blue Mountain Federation of Teachers
Local 3544	Graduate Teaching Fellows Federation
Local 3571	Portland State University Faculty Association
Local 3662	Scappoose Federation of Classified Employees
Local 3809	Western States Chiropractic College Faculty Association
Local 3922	Portland Community College Federation of Classified Employees
Local 3972	Southwestern Oregon Community College Classified Federation
Local 4671	Hillsboro Classified United
Local 4754	United Employees of Columbia Gorge Community College
Local 4912	Lewis and Clark College Support Staff Association
Local 6020	AFT-Oregon Coast United Employees
Local 6069	Coalition of Graduate Employees
Local 6200	Associated Academic Professionals
Local 6666	Graduate Employees Union of Portland State University
Local 8035R	AFT-Oregon Retirees
Local 9609	United Academics Oregon State University

AFT DIRECT AFFILIATES IN OREGON

Local 5017	Oregon Federation of Nurses and Health Professionals
Local 6732	Oregon School Employees Association
Local 5905	Oregon Nurses Association



FRIDAY, APRIL 23

1:00 PM	Executive Council Meeting
6:00 PM	Registration - (Registration means signing into the webinar. All delegates must be signed into the webinar by 6:30 p.m. PST to be counted for credentialing purposes)
6:30 PM	Convention Opening Session <ul style="list-style-type: none"> • Delegate Orientation for a Virtual Convention • Welcome and introductions • Report of Credential Committee • Elections and Nominations • AFT Executive Council <ul style="list-style-type: none"> • Delegate to the AFT Convention July 14 – 17, 2022 • Boston Convention Center, Boston, MA • Delegate to the Oregon AFL-CIO Convention • Sept.16 – 18, 2021 Hyatt, Portland, Oregon • Committee Meeting Reminder

SATURDAY, APRIL 24

9:00 AM	Committee Meetings <ul style="list-style-type: none"> • Collective Bargaining • Constitutional Amendments • Human Rights and Community Relations • Economic Issues • Legislative Issues • Resolutions
12:45 PM	Credentials Committee Meeting (as needed)
12:30 PM	Registration - (Registration means signing into the webinar. All delegates must be signed into the webinar by 1:00 p.m. PST to be counted for credentialing purposes)
1:00 PM	General Session II <ul style="list-style-type: none"> • Report of Credentials Committee • Committee Reports • State of the Union: Jaime Rodriguez, AFT-Oregon President • Nominations for Executive Council • Nominations for Convention Delegates (AFT & OR AFL-CIO) • Candidate speeches

SUNDAY, APRIL 25

8:30 AM	Registration - (Registration means signing into the webinar. All delegates must be signed into the webinar by 9:00 a.m. PST to be counted for credentialing purposes)
9:00 AM	General Session III <ul style="list-style-type: none"> • Speaker, Randi Weingarten, AFT President • In Memoriam • Report of Credentials Committee • Elections • Report of the Election Committee • Regular Business Resumes • Committee Reports
Post-Convention	Executive Council Meeting (as needed)

ROLL CALL

LOCAL 111

Portland Federation of School Professionals

Delegates: 11

Votes: 868

BELINDA REAGAN

Michelle Batten

John McDuffee

Elizabeth Held

Glenn Johndohl

Tammy Adams

Norma Lawson

Kristy McFarland

Irma Johnson

Tara Cree

Tiara Fitz

LOCAL 2277

Portland Community College Federation of Faculty and Academic Professionals

Delegates: 8

Votes: 1,062

FRANK GOULARD

Julie Hastings

Ira Erbs

Amber Hicks

Mary Schutten

Maureen Wright

Patricia Kepler

Jaime Rodriguez

LOCAL 2278

Western Oregon University Federation of Teachers

Delegates: 5

Votes: 205

SCOTT BEAVER

Bryan Dutton

Dirk Freymuth

Chloe Hughes

Melanie Landon-Hays

Alternate: Emily Plec

Alternate: Adele Schepige

LOCAL 3190

Southwestern Oregon Community College Federation of Teachers

Delegates: 2

Votes: 47

MIKE SPRINGER

Aaron Coyner

Alternate: Kriakos Kypriotakis

LOCAL 3209

United Academics of the University of Oregon

Delegates: 4

Votes: 1,014

ELEANOR WAKEFIELD

Nathan Whalen

Mark Brenner

Edward Davis

LOCAL 3544

Graduate Teaching Fellows Federation

Delegates: 15

Votes: 1,120

TREVOR BRUNNENMEYER

Rajeev Ravisankar

Natascha Reich

Mahindra Mohan Kumar

Nicole Nieves

Elle Stapleton

Ricardo Friaiz

Emrakeb Woldearegay

Cassie Galentine

Tom Bouley

Jean Baptiste Simonnet

Emalydia Flenory

Matt Fellows

Raye Hendrix

Ryan Davies

LOCAL 3571

Portland State University Faculty Association

Delegates: 3

Votes: 321

ARIANA JACOB

Lyndsie Compton

James Sauls

LOCAL 3662

Scappoose Federation of Classified Employees

Delegates: 3

Votes: 86

MARJORIE LORDOS

Alison Jones

Patty Vanderherf

Alternate: Keri Hall

LOCAL 3922

Portland Community College Federation of Classified Employees

Delegates: 8

Votes: 501

JEFF GRIDER

Juanita Lognion

Susan Buckley Watson

Luis Nava

Rachel Black Elk

Shannon Olsen

Denyse Peterson

Elisabeth Garcia-Davidson

LOCAL 3972

Southwestern Oregon Community College Classified Federation

Delegates: 2

Votes: 56

CURTIS BUELL

Natalie Lo



LOCAL 4671

Hillsboro Classified United

Delegates: 7

Votes: 628

MELODY HANSEN

Debbie Langworthy

Christine Chapman

David Lopez

Bethany Schaffner

Anastasia Hernandez-Vasquez

Karla Brokaw

LOCAL 4912

Lewis and Clark College Support Staff Association

Delegates: 3

Votes: 123

LISA FRENZ

Vivian Schmolke

Ronna Craig

LOCAL 6020

AFT-Oregon Coast United Employees

Delegates: 1

Votes: 31

LAYTON SPENCE

Alternate: Marion Mann

LOCAL 6069

Coalition of Graduate Employees

Delegates: 7

Votes: 815

ANDREA HAVERKAMP

Nick Fisher

Shane Scopatz

Cheyenne Jarman

Farallon Broughton

Noah Harvey Vaughn

Tilottama Chatterjee

LOCAL 6200

Associated Academic Professionals

Delegates: 2

Votes: 76

DEANNA TIMMERMAN

James Benton

LOCAL 6666

Graduate Employees Union Portland State University

Delegates: 2

Votes: 172

TED COOPER

Emily Leickly

Sean Anderson

Alternate: Nick Puczkowsky

LOCAL 8035R

AFT-Oregon Retirees

Delegates: 1

Votes: 1

LOUISE CURRIN

Alternates: Deanna Woods, Dean

Pfaender, Richard Schwarz,

Valerie Jack, Claudella Walland

AFT-OREGON EXECUTIVE COUNCIL

Ex-Officio Delegates

Shaun Cain

Kayleigh Peterman

Ellen Kress

Hazel Daniels



DELEGATE COMMITTEE ASSIGNMENTS

Collective Bargaining

LISA FRENZ, 4912 LCCSSA
Tammy Adams, 111 PFSP
Susan Buckley Watson, 3922 PCCFCE
Ronna Craig, 4912 LCCSSA
Dirk Freymuth, 2278 WOUFT
Alison Jones, 3662 SFCE
Melanie Landon-Hays, 2278 WOUFT
Debbie Langworthy, 4671 HCU
Natalie Lo, 3972 SWOCCF
Marji Lordos, 3662 SFCE
Kristy McFarland, 111 PFSP
Mahindra Mohan Kumar, 3544 GTFF
Elizabeth Stapleton, 3544 GTFF
Maureen Wright, 2277 PCCFFAP

Constitutional Amendments

FRANK GOULARD, 2277 PCCFFAP
Michelle Batten, 111 PFSP
Curtis Buell, 3972 SWOCCF
Ted Cooper, 6666 GEU
Louise Currin, 8035R Retirees
Jeff Grider, 3922 PCCFCE
Andrea Haverkamp, 6069 CGE
Anastasia Hernandez-Vasquez, 4671 HCU
Juanita Lognion, 3922 PCCFCE
John MacDuffee, 111 PFSP
Jose Nava, 3922 PCCFCE
Belinda Reagan, 111 PFSP
Jaime Rodriguez, 2277 PCCFFAP
Mary Schutten, 2277 PCCFFAP
Jean-Baptiste Simonnet, 3544 GTFF
DeAnna Timmermann, 6200 AAP
Eleanor Wakefield, 3209 UAUI
Noah Vagn, 6069 CGE

Economic Issues

MARK BRENNER, 3209 UAUI
Trevor Brunnenmeyer, 3544 GTFF
Matt Fellows, 3544 GTFF
Nicholas Fisher, 3544 GTFF
Melody Hansen, 4671 HCU
Irma Johnson, 111 PFSP
David Lopez, 4671 HCU
Glen Johndohl, 111 PFSP
Rajeev Ravisankar, 3544 GTFF
James Sauls, 3571 PSUFA
Cheyenne Jarman, 6069 CGE
Aaron Coyner, 3190 SWOCCFT

Human Rights & Community Relations

IRA ERBS, 2277 PCCFFAP
Rachel Black Elk, 3922 PCCFCE
Karla Brokaw, 4671 HCU
Tilottama Chatterjee, 6069 CGE
Tara Cree, 111 PFSP
Elisabeth Garcia Davidson, 3922 PCCFCE
Edward Davis, 3209 UAUI
Julie Hastings, 2277 PCCFFAP
Raye Hendrix, 3544 GTFF
Amber Hicks, 2277 PCCFFAP
Patricia Kepler, 2277 PCCFFAP
Norma Lawson, 111 PFSP
Denyse Peterson, 3922 PCCFCE
Bethany Schaffner, 4671 HCU
Shane Scopatz, 6069 CGE
Layton Spence, 6020 AFTOCUE

Elections

MARY SCHUTTEN, 2277 PCCFFAP
Tilottama Chatterjee, 6069 CGE
David Lopez, 4671 HCU
Shannon Olsen, 3922 PCCFCE
Eleanor Wakefield, 3209 UAUI
Alternate: Jose Nava, 3922 PCCFCE

Legislative Issues

KAYLEIGH PETERMAN
Sean Anderson, 6666 GEU
James Benton, 6200 AAP
Thomas Bouely, 3544 GTFF
Christine Chapman, 4671 HCU
Lyndsie Compton, 3571 PSUFA
Bryan Dutton, 2278 WOUFT
Emalydia Flenory, 3544 GTFF
Chloe Hughes, 2278 WOUFT
Shannon Olsen, 3922 PCCFCE
Nick Puczkowsky, 6666 GEU

Resolutions

ARIANA JACOB, 3571 PSUFA
Farallon Broughton, 6069 CGE
Dirk Freymuth, 2278 WOUFT
Tiara Fitz, 111 PFSP
Ricardo Friaz, 3544 GTFF
Cassandra Galentine, 3544 GTFF
Elizabeth Held, 111 PFSP
Emily Leickly, 6666 GEU
Natascha Reich, 3544 GTFF
Vivian Schmolke, 4912 LCCSSA
Patty Vanderwerf, 3662 SFCE
Nathan Whalen, 3209 UAUI
Mike Springer, 3190 SWOCCFT
Scott Beaver, 2278 WOUFT

Credentials

MELODY HANSEN, 4671 HCU
Mark Brenner, 3209 UAUI
Elisabeth Garcia Davidson, 3922 PCCFCE
Andrea Haverkamp, 3544 GTFF
Vivian Schmolke, 4912 LCCSSA
Alternate: Raye Hendrix, 3544 GTFF



SPECIAL GUESTS



RANDI WEINGARTEN, AFT PRESIDENT

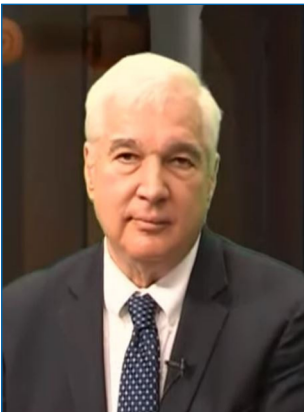
Randi Weingarten is president of the 1.7 million-member American Federation of Teachers, AFL-CIO, which represents teachers; paraprofessionals and school-related personnel; higher education faculty and staff; nurses and other healthcare professionals; local, state and federal government employees; and early childhood educators.

The AFT champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for students, their families and communities. The AFT and its members advance these principles through community engagement, organizing, collective bargaining and political activism, and especially through members' work.

Prior to her election as AFT president in 2008, Weingarten served for 12 years as president of the United Federation of Teachers, AFT Local 2, representing approximately 200,000 educators in the New York City public school system, as well as home child care providers and other workers in health, law and education. In 2013 the New York Observer named Weingarten one of the most influential New Yorkers of the past 25 years. Washington Life magazine included Weingarten on its 2013 Power 100 list of influential leaders.

Weingarten has launched major efforts to place real education reform high on the nation's and her union's agendas. She created the AFT Innovation Fund, a groundbreaking initiative to support sustainable, innovative and collaborative education reform projects developed by members and their local unions.

Weingarten holds degrees from Cornell University's School of Industrial and Labor Relations and the Cardozo School of Law.



LAWRENCE TAYLOR, PARLIAMENTARIAN

Lawrence Taylor is a Professional Registered Parliamentarian (PRP) with the National Association of Parliamentarians. He currently serves as Vice President of the Oregon Association of Parliamentarians, and as Vice President and founding member of the virtual Cascadia Parliamentary Study Group.

Mr. Taylor first became a presiding officer using Robert's Rules of Order in 1998. He teaches parliamentary procedure at Clatsop Community College in Astoria, Oregon and online.

Mr. Taylor's ancestors have a rich association with the rule of law. He is the great-great-grandson of Dr. Washington Maley, one of the drafters of the Oregon Constitution. He is also a direct descendant of William White, one of the signers of the Mayflower Compact in 1620.



PRESIDENT'S REPORT

Hola Delegates of the 68th AFT-Oregon Convention,

I continue to be honored, humbled and hard-working as your state federation president. My first year was filled with enthusiastic energy with victories, defeat and ongoing challenges. And with steady input from the Executive Council, local presidents and staff, it has now been a solid 22 months of leadership during unprecedented times.



FIRST YEAR HIGHLIGHTS

My first year started well with a successful Executive Council retreat. I was glad to see that the new council shared common threads of unity, mutual goals and a “*Let’s be bold!*” attitude from a diverse group of statewide leaders. Attendance and enthusiasm has been excellent for our quarterly meetings and almost everyone wanted to be on the PLAC. The PLAC doubled in size from five to ten and has provided broader levels of support on political issues. The council voted to give the Retiree Liaison full voting rights. Council members are on time and there is no waiting or hoping to reach a quorum. Thank you to the Executive Council for your hard work and service these last two years.

We also welcomed back the oldest AFT local west of the Mississippi, the **Portland Federation of School Professionals** (PFSP 111) as it celebrated 100 years of solidarity.

In September 2019 we started hiring back some vacated positions that had been lost to post-Janus fears of declining revenue. Rob Glase was hired to fill the third Field Representative position. Will Mahoney-Watson started part-time in October 2019 and his hours were gradually increased to a full-time benefited position this year. In January 2020, Mayra Vasquez-Garcia was hired as AFT-Oregon organizer, a position unstaffed since June 2018. Starting in July 2020, a second organizer, Marylou White, was hired to give us nine staff overall, up from five when I started. This gives us a solid workforce ready to meet the demands of our 23 locals in the years ahead.

Our locals were prepared to strike! **Graduate Teaching Fellows Federation** (GTFF 3554) currently has 500 strike signs ready as they came razor-thin close to a strike with UO administration, until last-minute talks ended successfully. As we went into December 2019, **Portland Community College Federation of Faculty and Academic Professionals** (PCCFFAP 2277) and **Portland Community College Federation of Classified Employees** (PCCFCE 3922) had still not reached agreements with PCC administration after nearly a year of negotiation. The locals organized the collective action of over 2000 members who picketed each campus,

filled the board of directors meetings wearing a sea of blue shirts, and jammed the bargaining talks with member observers. Demonstrating the willingness to strike finally forced administration to agree to contracts with significant gains for the locals.

One major disappointment was the non-floor vote of HB 2041, part-time faculty healthcare bill. Despite a successful lobby day in February, it was not the Republican walk-out that doomed the bill but two supposedly labor/education legislators who voted NO in the joint Ways and Means committee. We are now lobbying them heavily to change their minds this year.

We held a successful Presidents Conference which featured the inaugural ***Feed the Need*** event, where members collected over 70 pounds of food and basic necessities and donated over \$1,700 in cash contributions for **GTF** members to help prepare for a strike.

In January 2020, I also joined an **Associated Academic Professionals of Eastern Oregon University's** (AAP 6200) informational picket, which doubled in size thanks to the classified purple turnout of **SEIU** members. That's testimony to the power of unions working together for a louder voice.



In March our world changed forever.



We had a successful 2020 Winter School at the Embassy Hotel in Hillsboro with over 130 attendees coming to take part in 16 workshops. However, we did not know it would be our last *live* AFT-Oregon event, due to the coming pandemic of 2020-21.

In March our world changed forever. There was no time to look for blame as the leaders of all locals had to step up to reassure our worried members. COVID-19 began infecting our members and their families. And as we lost the ability to meet face-to-face with our bargaining unit, we scrambled to adapt to a strange new world.

On March 24th, AFT-Oregon held its first ever ALL State Leaders Zoom meeting. We have cemented the first Thursday of each month at 4pm for these regular meetings that have brought all 23 locals together to engage in meaningful dialogue. Our monthly meetings have given higher education locals, K-12 classified, CC classified and our three private educational locals an opportunity to share and discuss their concerns.

The public health crises showed that flaws exist in all CBAs no matter how strong they are. Our meetings became an effective forum where we could discuss the common impacts of the virus. Our leaders were on the front lines as administrators struggled to craft policies to effectively combat the virus.

We fought back when our members felt exposed or vulnerable. We scrambled to find protective wear for our members who were on the front lines. And we managed to persuade management to keep as many of our members employed as possible during school closures. We also monitored the implementation of the CARES Act to uncover resources that could help avoid the projected mass layoffs at many locals.

The hard work of reopening our schools safely will be on our agenda this year, but together we can help the administrations create sensible and effective strategies. One of the ironies of our pandemic life is that our meetings are now better attended than ever before. I hope all of you will attend our monthly meetings if you can.

Since that first Zoom meeting, we have all learned to work remotely, teach virtually and we are all zoomed out by the end of the day. We continue to support our members where and when we can. **PCCFCE 3922** fought hard to extend closure pay and to keep health benefits for those members that were unable to transition to working from home. Still some of the members of our locals lost employment as programs were cut, and many other members continue to struggle despite the hard work of our leadership, legislators and national funding.

SECOND YEAR HIGHLIGHTS

When it seemed like the times could not get worse, devastating wildfires began to rage across Oregon last summer. Fires ravaged homes, farms and forests while the rest of the state suffered from weeks of brutal smoke pollution. Many of our **OSEA** members in small communities were especially hard hit by the fires. AFT-Oregon and its members contributed where we could. The AFT-Oregon staff pitched in with cash and toy contributions that were sent to the Southern Oregon chapters of OSEA.

With savings from cancelled events and reduced travel expenses, the Executive Council approved rebate checks to the locals in June 2020. Many locals started hardships funds and others supplemented their existing charitable accounts. AFT-Oregon has pledged to match 25% of all locals' contributions to continue those hardship funds in FY 2020-21. Big shout out to **Coalition of Graduate Employees (CGE 6069)** for a fantastic idea that helps individual members during tough times.

Despite all the challenges of the pandemic, we are proud to welcome a new local to its first ever AFT-Oregon convention! **United Academics of Oregon State University (UAOSU)** was in the middle of bargaining its first contract when the pandemic hit. So they also had to negotiate the transition to bargaining online during the initial pandemic confusion. They persisted and eventually signed their first CBA in June 2020. AFT is proud to award them local number **9609**. Welcome aboard!

MOVING FORWARD!

AFT-Oregon, in partnership with AFT, continues to produce outstanding graduates from the **Member Organizing Institute** (MOI). Organizers Mayra Vasquez-Garcia and Marylou White partner with AFT's Jess Foster to help hire and train the next generation of local leaders. The dozens of graduates have helped increase our local membership by signing up hundreds of new members. Graduates often grow into leadership roles with their locals and help recruit new leaders. The MOI now features its own web portal on AFT-Oregon's revamped website.

AFT-Oregon continues to advocate at the state level for legislation which benefits our members. We decided to change our lobbying firm this year and signed a new contract with **Columbia Public Affairs**. We have high hopes for passing some long-delayed legislation this year.



Stay strong, stay together and labor will win!



With a strong staff and the guidance of our new Executive Council, AFT-Oregon is well prepared to begin ***Moving Forward!*** The last few years have been extremely tough and many challenges lie ahead. But unions are built to handle adversity and together we are ready to meet the challenges like we have in the past. The political climate has changed and now is our time to rise! Stay strong, stay together and labor will win!

In Solidarity, *#BLM, Sí Se Puede*

Jaime Rodriguez - President, AFT-Oregon



2021 ELECTION PROCEDURES HIGHLIGHTS

The AFT-Oregon Constitution outlines the following procedure for elections of officers. These rules can not be suspended except for those that are clearly in the nature of a rule of order.

- Candidates may only run for one office.¹
- Nomination of officers shall be by petition signed by at least ten (10) delegates and presented to the Secretary no later than Noon on the second day of the Convention (Saturday, April 24, 2021).²
- Declination of nominations shall be made no later than 1:00 p.m. on the same day (Saturday, April 24, 2021).³
- There shall not be more than two persons from the same local holding state office at the same time.⁴
- In the event an election results in a violation of Article V, Section 2, and beginning in the order the officers are listed in Article V, Section 1(a), the first candidate elected to office from that Local shall be declared elected; then the second candidate elected to office from that Local shall be declared elected; and subsequent candidates from that Local shall be eliminated until all positions of the Executive Council are filled.⁵
- Candidates shall be introduced to the Convention during the next scheduled general session (Saturday, April 24, 2021) following submission of nominations.⁶
- At the time of introduction, candidates may make a five-minute speech of acceptance.⁷

1 Constitution Article VI, Section 3(b)

2 Constitution Article VI, Section 3(b)

3 Constitution Article VI, Section 3(b)

4 Constitution Article V, Section 2

5 Constitution Article VI, Section 3(b)

6 Constitution Article VI, Section 3(c)

7 Constitution Article VI, Section 3(d)



THE STANDING RULES OF THE CONVENTION

1. Voting will be done electronically by Ballot Point on Sunday, April 25, 2021.
2. Nominations
 - a. Nomination petitions are to be done electronically using [iPetitions](#).
 - b. Email election_committee@aft-oregon.org to request a list of convention delegates with their contact information, create your petition and collect signatures prior to convention.
 - c. Download the completed petition, which will be a .pdf, and email the petition to election_committee@aft-oregon.org
3. Motions
 - a. Motions made during a general session must go to the Convention Secretary. The motion form shall be completed and emailed to convention_secretary@aft-oregon.org. You do not need this form for the Saturday morning committee meetings.
4. Delegate Release
 - a. If a delegate needs to leave the Convention and there is no alternate to take their place, a Delegate Release Form shall be completed and signed by the delegate and their ranking delegate and emailed to credential_committee@aft-oregon.org. Electronic signatures are acceptable.
5. Delegate Replacement
 - a. If a delegate needs to leave the Convention during session and there is a registered alternate to take their place, a Delegate Replacement Form shall be completed and signed by the delegate and their ranking delegate and emailed to credential_committee@aft-oregon.org.
 - b. Electronic signatures are acceptable. Failure to do so, the alternate cannot replace the delegate.
6. Speaking During the Convention
 - a. To speak to the convention, a delegate must raise their hand using the zoom program. This includes speaking, motions, seconds, questions, debate, etc.
 - b. Speakers, when recognized, must state their name and local number before speaking.
7. Motions
 - a. A motion form must be completed to make a change to a resolution.
 - b. Complete the form, save it and email it to convention_secretary@aft-oregon.org.
 - c. This shall be done before you raise your hand to speak.
 - d. Raise your hand when you are called upon and then verbally make the motion by reading your completed motion form.

GLOSSARY OF CONVENTION TERMS

Convention business is conducted according to the rules in our Constitution & Bylaws, last revised April 2017. *Robert's Rules of Order, Newly Revised*, governs all procedures not addressed in those documents.

Caucus	<i>Noun:</i> A closed meeting to discuss positions on an issue. <i>Verb:</i> to hold a caucus.
Chair	<i>Noun:</i> A meeting's presiding officer. <i>Verb:</i> To act as chair.
Committee	A subgroup delegated the responsibility to evaluate specific issues and provide reports or recommendations to the whole body.
Constitution & Bylaws	A pair of documents that establishes the principles and rules of an organization, including how it is comprised, the powers and duties of the governing body and officers, and the rights of members.
Debate	The formal discussion in support of, or in opposition to, a motion before action is taken on it.
Motion	A proposal for action by the group (see "Ranking of Motions").
Move the Question	A motion to close debate. Sometimes said as "Call the Question."
Parliamentary Inquiry	A delegate's question to determine proper procedure on a potential action, or to determine if and when an action would be in order.
Point of Order	A delegate raising a concern with the chair that a rule is being violated.
Recess	A brief break in the meeting.
Rules of Order	Rules that determine what matters will be considered, and in what order.
Ruling	A decision by the chair on a matter of procedure.
Second	<i>Noun:</i> An endorsement to allow debate on the merits of a motion. <i>Verb:</i> To make a second.
Table	<i>Verb:</i> Short for "lay on the table," to suspend consideration of a matter by putting it aside while another matter is considered. It remains "on the table" unless there is a motion and vote "to remove from the table."



BYLAWS ARTICLE VII: SPECIAL RULES OF ORDER FOR CONVENTIONS

Section 1. The convention shall be called to order and conducted according to the printed program as prepared by the convention committee and approved by the executive council, subject to any modifications that the convention may make.

Section 2. Delegates shall be seated upon acceptance by the convention of the report of the credentials committee. A list of delegates shall be made available to the members of the convention.

Section 3. The right of any delegate to be seated as a member of the convention shall be subject to challenge within a twenty-four hour period after they have been declared seated by the convention. Challenged delegates may vote unless or until successfully challenged and determined inappropriately seated by the credentials committee; however, in the event of a roll-call vote, a successful challenge invalidates the individual's vote.

Section 4. In the case of locals represented by fewer delegates than the number of votes to which they are entitled, the votes shall be distributed in accordance with the constitution provision expressed in Article IX, Section 7.

Section 5. A quorum for the conduct of business at a convention shall be twenty-five percent (25%) of the delegates who have been seated.

Section 6. A copy of the rules should be provided to delegates and visitors upon convention registration.

Section 7. Limitation of speeches in debate shall be five minutes instead of ten minutes as provided in "Robert's Rules of Order, Revised," unless time is extended by majority vote of the body.

Section 8. The order of business for the business sessions of the convention shall be as follows:

a. Report of Committee on Credentials (credentials committee shall make supplemental reports at the beginning of each business session of the convention);

b. Any action on minutes of the previous convention as summarized in the delegates' reports prepared by the convention reporter;

c. Reports of Officers and Executive Employees (such reports given prior to seating of delegates shall be referred to the appropriate committees without debate and without action of the convention).

1. The president or their designee shall give a written and/or verbal report to all seated delegates on dispositions including, but not limited to, all actions taken by the executive council as directed by each resolution pertaining to all resolutions passed or referred to the executive council at the previous year's convention.

d. Report of Executive Council; and

e. Reports of Convention Committees:

1. The constitutional amendments committee shall be heard in full prior to other committee reports, and shall report only the proposed amendments which it recommends for adoption; those amendments shall then be considered.

i. At the conclusion of the report, any delegate may move adoption of a proposed amendment not recommended by the committee;

ii. The chair shall immediately put the question of whether the convention desires to debate the proposed amendment;

iii. If this motion prevails by a one-third vote, the proposed amendment shall be before the convention.

2. Each other committee shall select the two resolutions or items of business it considers most important for its initial report.

3. Committee reports shall be received at the time designated in the printed program.

4. Reports shall be made in the order determined by the chairperson of the convention committee and the president who shall make such assignments upon application by the chairs of committees, except that the convention may desire to receive reports in a different order.

5. Once a committee's first two resolutions or items of business have been considered by the convention, or at the end of an hour, whichever comes first, of each committee's partial report, debate shall be closed and all pending questions shall be put to a vote immediately, unless the time of debate is extended by majority vote of the convention.

6. After all committees have had an opportunity to make their first reports, additional committee reports may be made in the order selected by the president.

Section 9. A delegate may move for a roll-call vote on any item being considered.

a. A motion calling for a roll-call vote shall require a thirty percent (30%) vote for adoption.

b. After a roll-call vote has been ordered, further debate on the question being considered shall be limited to ten (10) minutes. In the case of a roll-call vote for an election, the presiding officer shall immediately declare a recess, as in subsection (c).

c. Following the ten (10) minutes of debate, the presiding officer shall declare a ten (10) minute recess for the purpose of delegation caucus.

d. After caucus, the secretary will immediately begin the roll-call, announcing the local and the number of votes that the local is entitled to as prescribed by Article IX, Section 1, of the constitution.

e. The votes shall be voice vote and cast by the ranking delegate of each local represented.

f. The results of the roll-call vote shall be tabulated by the credentials committee (or, in the case of an election, the elections committee) and reported to the convention immediately upon completion of the tabulation according to the following procedure:

1. The total votes shall be read;

2. If any delegates challenge the vote of their local, the roll of delegates from that local shall be read, and each delegate shall rise as their name is called, announce their vote and state the number of votes they are casting;

3. The report on the roll-call vote shall then be revised to agree with the oral vote just taken; and

4. A copy of the roll-call vote shall be posted showing the vote of each delegate, and shall remain posted until the end of the convention.

Section 10. The convention shall not adjourn unless all business of the convention has been properly completed.



RANKING OF MOTIONS

This table shows the ranking of motions from *Robert's Rules of Order*—#1 is the lowest, and #13 the highest.

		Second needed?	Can amend?	Can debate?	Vote threshold	Can reconsider?	Can interrupt?
13	Fix time to which to adjourn (to continue the meeting)	yes	yes	no	majority	yes	no
12	Adjourn	yes	no	no	majority	no	no
11	Recess	yes	yes	no	majority	no	no
10	Raise point of privilege	no	no	no	chair decides	no	yes
9	Call for orders of the day	no	no	no	one member states	no	yes
8	Lay on the table	yes	no	no	majority	no	no
7	Close debate and vote now	yes	no	no	two-thirds	yes	no
6	Limit/extend debate	yes	yes	no	two-thirds	yes	no
5	Postpone motion to a certain time	yes	yes	yes	majority	yes	no
4	Refer motion to a committee	yes	yes	yes	majority	yes	no
3	Amend motion	yes	yes	yes	majority	yes	no
2	Postpone motion indefinitely	yes	no	yes	majority	yes	no
1	Main motion	yes	yes	yes	majority	yes	no

Incidental motions have no rank, but take precedence over a motion on the floor. They include:

Request, or inquiry for: parliamentary procedure, information, or to withdraw a motion. Chair responds.

Division of the assembly. Due to doubt concerning the result of a vote just taken.

Division of a question. Vote to separate a motion into two or more parts.

Point of order. Concerning violation of a rule of the assembly. Chair must rule or let assembly decide.

Appeal. Appeal a decision of the chair; must be made immediately after chair's ruling.

Objection to the consideration of a motion. Must be made before debate begins.

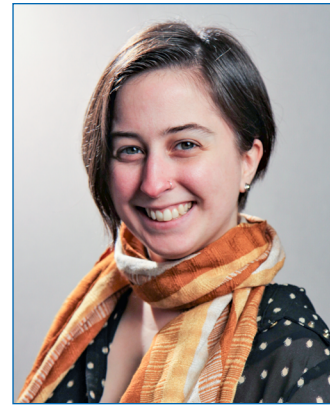
Change method of voting, or close/reopen polls in an election or ballot vote.

POLITICAL AND LEGISLATIVE REPORT

Kayleigh Peterman

Vice President for Political Action

While the COVID-19 pandemic certainly changed some of the tactics for our political advocacy efforts, it didn't stop AFT-Oregon from elevating the voices of our members and ensuring that elected officials keep our issues at the top of their minds. Thanks to the diligent work of AFT members across our state who made phone calls and virtually advocated for candidates, Oregon retained a pro-education and pro-labor Legislative Assembly, as well as helped to elect Shemiah Fagan and return the Secretary of State's office to a strong ally of labor. AFT-Oregon's legislative endorsements and GOTV efforts also helped to elect the most diverse legislature in Oregon's history.



While the Oregon Legislature is continuing to meet mostly remotely, AFT-Oregon has adapted our legislative advocacy and has been meeting one-on-one with legislators virtually. We connect our members with virtual opportunities to testify on our priority bills, and held a virtual lobby week to elevate our legislative agenda. AFT-Oregon is represented by Debbie Koreski and Taylor Sarman as our lobby team before the legislature.

EDUCATION FUNDING

We are strongly advocating for increased state funding for Oregon's school districts, community colleges, and public universities. Adequate funding is vital for retaining faculty and staff positions, important programs, and student services, and in the case of post-secondary education, preventing large tuition increases.

The Governor's Recommended Budget (GRB) and the budget framework released by the budget writers in the legislature does not go far enough to ensure that Oregon's education system is able to serve students and respond to the post-pandemic needs facing students and educators. AFT-Oregon will continue to advocate for the legislature to utilize all federal funds available to prevent any cuts to vital services. Additionally, AFT-Oregon continues to be a member of Oregon's Revenue Coalition, which advocates for progressive revenue policies to help fund vital programs like education.

AFFORDABLE HEALTHCARE FOR ADJUNCT FACULTY

Many part-time faculty across Oregon teach more than half-time and are still not eligible for any employer-paid health insurance. Securing affordable and accessible healthcare for adjunct faculty continues to be a top priority for AFT-Oregon, which is why we have worked with legislators to introduce HB 3007 and SB 551. These bills, introduced by Rep. Susan McLain and Sen. Michael Dembrow, have both successfully passed out of the House and Senate Education Committees, and now are awaiting a

vote in the Oregon Legislature's Ways & Means Committee.

Also, for the first time ever, funding for this policy proposal was included in the Governor's Recommended Budget (GRB), which bolsters our advocacy efforts to ensure the legislature takes action to fund HB 3007/SB 551 this session.

HECC VOTING RIGHTS

The faculty (including Frank Goulard, President of PCCFFAP 2277), staff, and students who serve on the Higher Education Coordinating Commission (HECC) are currently not allowed to vote on issues coming before the HECC. SB 712 would empower the university faculty, community college faculty, non-faculty staff, university student, and community college student commissioners with voting rights to ensure that all stakeholders have both a voice and a vote. SB 712 would also add a graduate student to the commission and ensure voting rights are given to this position as well. Our HECC Voting Rights bill has successfully passed out of the Senate Education Committee, and is scheduled to be voted on by the entire Oregon Senate.

STUDENT LOAN FORGIVENESS INFORMATION AND ACCESS

At the request of AFT-Oregon, Rep. Wlnsvey Campos, Rep. Ricki Ruiz, and Sen. Chris Gorsek introduced HB 3255, which ensures that workers in Oregon's schools, colleges and universities have adequate access to information about the Public Service Loan Forgiveness Program--including their eligibility for the program and information on how to apply.

In addition to requiring employers to provide information about the Public Service Loan Forgiveness Program, HB 3255 will also help expand access to the program for adjunct faculty who often are denied by their employers. HB 3255 directs employers to credit adjunct faculty for 3.35 hours for every one hour of instruction to help meet the 30 hour "full-time employment" requirement from the federal government. HB 3255 received a strong public hearing in the House Education Committee, and a vote is scheduled to approve the measure.

PROTECT PERS

We continue to be vigilant about protecting AFT-Oregon members' retirement plans from politicians and corporate interests trying to trick the public into believing that Oregon public employees are overcompensated. Many bills have been introduced this session to attack PERS, but AFT-Oregon and our public employee union coalition continue to be steadfast in fighting against these bad bills.

YOUR ADVOCACY NEEDED

Enacting our legislative agenda will require continued advocacy efforts to ensure that legislators hear from members directly about the importance of our priorities. Please reach out to Taylor Sarman (taylor@columbiapublicaffairs.com) to get involved and advocate for any of these or other legislative priorities!

EXECUTIVE COUNCIL AND STAFF

Jaime Rodriguez, President

Local 2277, Portland Community
College Federation of Faculty and
Academic Professionals

Jeff Grider,

Executive Vice President

Local 3922, Portland Community
College Federation of Classified
Employees

Shaun Cain, Secretary

Local 6200, Associated
Academic Professionals

Melody Hansen, Treasurer

Local 4761, Hillsboro
Classified United

***Kayleigh Peterman, Vice-
President Political Action***

Local 3544, Graduate Teaching
Fellows Federation

Ira Erbs, Vice-President

Local 2277, Portland Community
College Federation of Faculty and
Academic Professionals

Chloe Hughes, Vice-President

Local 2278, Western Oregon
University Federation
of Teachers

Edward Davis, Vice-President

Local 3209, United Academics
University of Oregon

Ellen Kress, Vice-President

Local 3544, Graduate Teaching
Fellows Federation

Ariana Jacob, Vice-President

Local 3571, Portland State
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***DeAnna Timmerman,
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Local 6069, Coalition of Graduate
Employees

Hazel Daniels, Vice-President

Local 6069, Coalition of Graduate
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Ted Cooper, Vice-President

Local 6666, Coalition of Graduate
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Louise Currin, Liaison

Local 8035R, AFT-Oregon
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Jessica Foster

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Bryan Lally

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Mayra Vasquez-Garcia

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Marylou White

AFT-Oregon Project Organizer

Will Mahoney-Watson

Communications and Data
Specialist

Rafael Morataya

AFT Community Coordinator
for the Western Region



SOLIDARITY FOREVER

tune: Battle Hymn of the Republic

words by Ralph Chaplin



When the u - nion's in - spir - a - tion thru the work - er's blood shall run, There can



be no pow - er great - er an - y - where be - neath the sun, yet what force on earth is weak - er than the



fee - ble strength of one, but the u - nion makes us strong.



Sol - i - dar - i - ty for - ev - er, Sol - i - dar - i - ty for - ev - er.

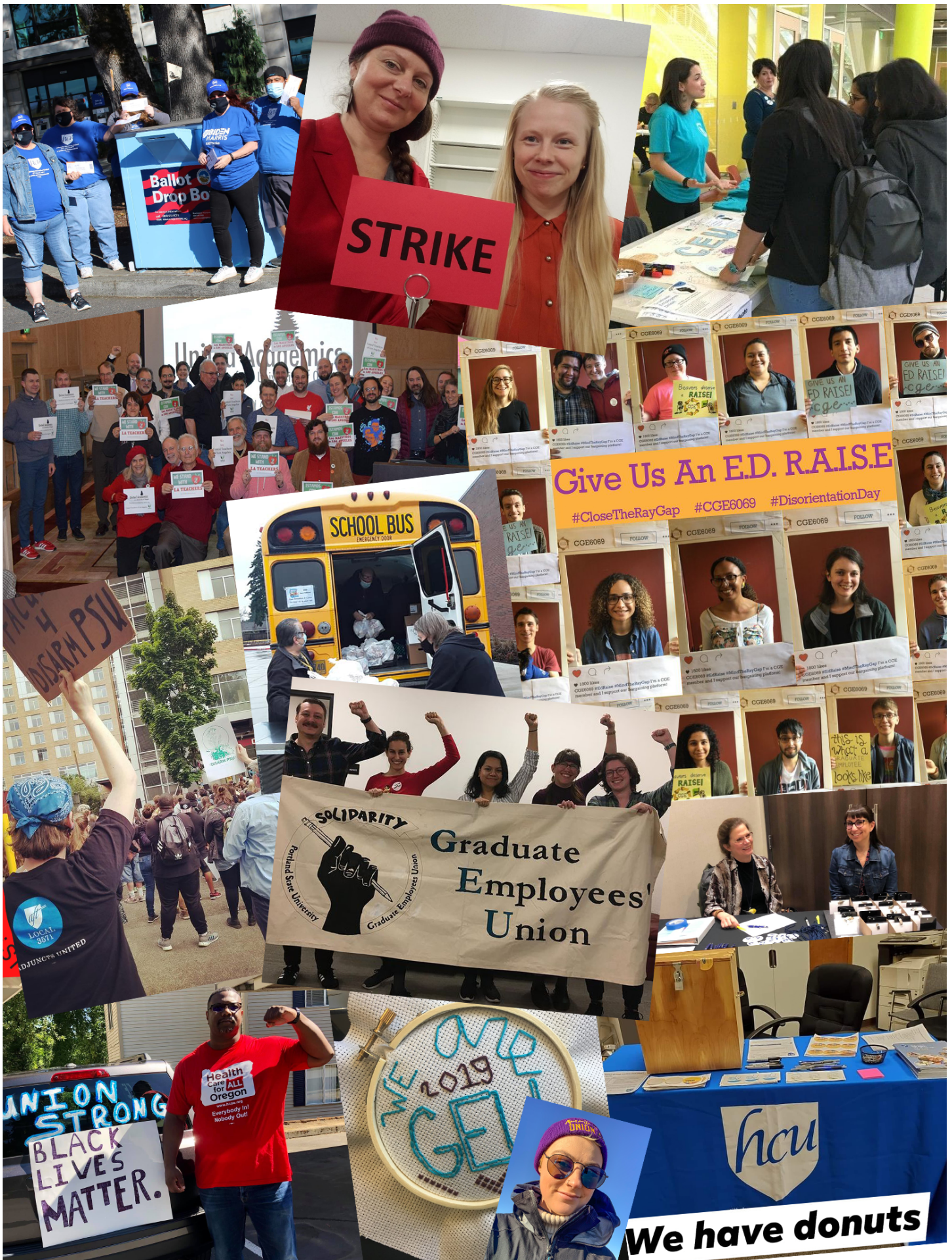


Sol - i - dar - i - ty for - ev - er, for the u - nion makes us strong.

2. They have taken untold millions that they never toiled to earn,
But without our brain and muscle not a single wheel could turn.
We can break their haughty power gain our freedom when we learn
That the union makes us strong. CHORUS
3. In our hands is placed a power greater than their hoarded gold,
Greater than the might of armies magnified a hundred fold.
We can bring to earth a new world from the ashes of the old,
For the union makes us strong. CHORUS











**BLACK
LIVES
MATTER**

Fall 2019--Time for a
#FairContractNow

