

1 **AFGE National Convention**

2 **Constitutional Resolutions**

3 **MEMORIALIZING ANDREA E. BROOKS**

4 **RESOLUTION # 1001**

5 **Submitted by**

6 **National Executive Council**

7  
8 **WHEREAS** Andrea E. Brooks was committed to AFGE and the labor movement for 40 years,  
9 having been a local officer, a National Veterans Affairs Council officer, the 12<sup>th</sup> District National  
10 Women’s Coordinator, a National Representative, the 12<sup>th</sup> District National Vice President, and  
11 the National Vice President for Women and Fair Practices,

12  
13 **WHEREAS** she was one of the highest ranked African American women in the labor  
14 movement, holding a seat on the National Executive Council of the AFL-CIO,

15  
16 **WHEREAS** she had a vision that the work of the Women’s and Fair Practices Departments was  
17 inclusive of everyone and built a program that included education and training, member  
18 mobilization, representation through litigation, and legislative and political action, and which  
19 promoted younger workers within AFGE and the labor movement,

20  
21 **WHEREAS** she fought to maintain and grow the coordinator structure, which enabled  
22 minorities and women to advance and maintain leadership positions in AFGE and the labor  
23 community,

24  
25 **WHEREAS** she was a strong advocate for women, working to eliminate the glass ceiling and to  
26 provide women with equal pay and equal rights on the job,

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28 **WHEREAS** she was an ally to the Lesbian, Gay, Bi-sexual, and Transgender community  
29 believing that an injustice to one community is an injustice to all,

30  
31 **WHEREAS** she was AFGE’s leader in the struggle for better working conditions, equality, and  
32 advancement of disabled Americans, and

33  
34 **WHEREAS** she never backed down on advancing civil, human, women’s, or workers’ rights  
35 issues,

36  
37 **THEREFORE BE IT RESOLVED** that Andrea E. Brooks’s name be added to the List of  
38 Memorialized and Deceased Emeritus Officers.

39 | Yes, voice vote.





1 **ELIMINATING OBSOLETE LANGUAGE**

2 **RESOLUTION # 1004**

3 **Submitted by**

4 **National Executive Council**

5  
6 **WHEREAS** the AFGE National Constitution, Article XXIV (Revenues), Section 3 provides for  
7 an action that was to be accomplished by the year 2003, and

8 **WHEREAS** Article XXIV (Revenues), Section 10 provides for oversight of a nonexistent  
9 program,

10 **THEREFORE BE IT RESOLVED** that Article XXIV, Section 3 be stricken:

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12 ~~SEC. 3. By December 31, 2003, the NEC will develop a plan for a uniform federal~~  
13 ~~and D.C. government retiree dues amount, thereby ensuring equal treatment of all~~  
14 ~~retirees by all locals.~~

15  
16 that Article XXIV, Section 10 be stricken:

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18 ~~SEC. 10. AFGE's General Counsel will take any and all actions necessary in~~  
19 ~~conjunction with expert retained ERISA counsel to get all members with~~  
20 ~~outstanding valid claims filed with the Dental Trust paid.~~

21  
22 | Yes. Voice vote.

1                   **ADJUSTMENT OF SPECIAL RETIREE AFFILIATION FEE**

2                                   **RESOLUTION # 1005**

3   **Submitted by**

4   **National Executive Council**

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6   **WHEREAS** the fee currently charged for the special retiree affiliation program is not  
7 competitive with that charged by other retiree organizations, and

8   **WHEREAS** the AFGE National Constitution, Article III (Membership), Section 1(e) and Article  
9 XXIV (Revenues), Section 2 provide for a special retiree affiliation fee of \$50.00 per year,

10 **THEREFORE BE IT RESOLVED** that Article III, Section 1(e) be amended as follows:

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12           Any retired person who either:

- 13  
14                   (1) At the time of being retired from governmental employment covered by  
15 subsection (b) was not a member of good standing of any local, or  
16                   (2) Has dropped membership in the Federation subsequent to retirement from  
17 employment covered by subsection (b),

18  
19                   is eligible for special retiree affiliation in the at-large or recruiting local, except  
20 where a local wishes to affiliate its own retiree affiliate members, with all rights,  
21 except any representational rights, insured local benefits, voting, candidacy for  
22 office, and participation and representation in direct or indirect elections under  
23 Appendix A, subject to receipt by the National Secretary-Treasurer of the special  
24 retiree affiliation rate of ~~\$50.00~~ **\$30.00** per annum, effective September 1, ~~2006~~  
25 **2009**...

26  
27 that Article XXIV, Section 2 be amended as follows:

28  
29                   For those individuals who do not qualify for retiree membership in the Federation,  
30 the national affiliation fee is ~~\$50.00~~ **\$30.00** per annum, effective September 1,  
31 ~~2006~~ **2009**. The national affiliation fee for special retiree affiliation shall increase  
32 by the exact amount required to cover any increase in the affiliation fees for the  
33 AFL-CIO retiree program or other NEC-certified program, and by the same  
34 percentage and on the same date as cost-of-living adjustments to federal annuities.

35 | No, voice vote.

1                                   **USE OF UNION-BUILT AND NEUTRAL HOTELS**

2   **RESOLUTION # 1006**

3   **Submitted by**

4   **National Executive Council**

5  
6   **WHEREAS** the AFGE National Constitution, Article V (Governing Body), Section 4(a)  
7 provides that the Federation must hold its National Convention at union hotels,

8   **WHEREAS** amending this provision to include union-built and neutral hotels would allow the  
9 Federation to hold the National Convention in a greater number of Districts, allowing members  
10 greater access to the Convention, and

11 **WHEREAS** this provision has not, in fact, promoted the building of hotels with union labor or  
12 even ensured that non-union hotels agree not to engage in anti-unions campaigns,

13 **THEREFORE BE IT RESOLVED** that Article V, Section 4(a) be amended as follows:

14  
15                                   The National Convention shall meet triennially at such place as the NEC shall  
16 select during the months of August or September of each third year in a union ***or***  
17 ***union-built*** hotel, ***or in a hotel that has a neutrality agreement,*** and the date to  
18 be set will be left to the discretion of the NEC. The NEC shall name the dates of  
19 the National Convention by October 1 of the year preceding the National  
20 Convention year, and the National Office shall notify all locals 30 days after said  
21 date is set.

22 | **No. voice vote. J. Davis (Yea)**

1                   **PREVENTING AND ADDRESSING PER CAPITA TAX DELINQUENCY**

2                                   **RESOLUTION # 1007**

3                                   **Submitted by**

4                   **National Executive Council Motion made to go through by item.**

5  
6   **WHEREAS** per capita delinquency and other debts severely harm the Federation’s financial  
7 security and inhibit its ability to provide services to the members,

8   **WHEREAS** the AFGE National Constitution, Article III (Membership), Section 1(f) provides  
9 for waiver of per capita tax for active military service,

10   **WHEREAS** Article VI (Delegates), Section 1 establishes timely payment of per capita as a  
11 condition for voting in National elections,

12   **WHEREAS** Article VIII (Election of Officers), Section 2(d) establishes timely payment of per  
13 capita as a condition for voting in District elections,

14   **WHEREAS** Article XXIV (Revenues), Section 1(c)(1) provides for payment of fifty-percent per  
15 capita for part-time employees, and

16   **WHEREAS** Article XXIV (Revenues), Section 6(a) provides for suspension of locals that fail to  
17 pay their per capita tax for three months,

18   **THEREFORE BE IT RESOLVED** that Article III, Section 1(f) be amended as follows:

19  
20                   Special Military Affiliation of DOD Activation: Any person who is drafted,  
21 appointed, enlisted and/or placed on orders by Presidential Executive Orders,  
22 DOD Directive or Implementing Issuance via Title 10 or Title 32, for the purpose  
23 of, but not limited to, national security, war on drugs, anti-terrorist, or national  
24 disaster, will be considered a member in good standing while performing such  
25 duties. ~~These individuals will be per capita dues exempt from their local’s~~  
26 ~~national billing for the whole term of their commitment.~~ **Locals will not be**  
27 **charged per capita tax on activated members for the duration of their**  
28 **commitment. It is the responsibility of all local presidents and/or secretary-**  
29 **treasurers to report the starting and ending dates of all activated members to the**  
30 **National Secretary-Treasurer’s Office for appropriate per capita tax billing.** At  
31 the time of being placed on orders, an individual’s tenure or time in service to the  
32 local will continue and the individual will be considered as a member in good  
33 standing until the time of the return; **Yes, voice.**

34  
35 that Article VI, Section 1 be amended as follows:

1 Representation in the AFGE National Convention shall be one vote for each  
2 member and shall be based on the average number of paid members for the 12-  
3 month period May 1 through April 30. "Member" is defined to be one for whom  
4 ~~an initiation fee or per capita tax shall have been paid to the Federation~~ **AFGE**  
5 **National**. ~~No local shall be entitled to representation in the National Convention,~~  
6 ~~unless all initiation fees, per capita tax, and all other accounts due to the~~  
7 ~~Federation from such local as of June 30 prior to the National Convention are paid~~  
8 ~~in full before any delegate is seated in the National Convention. No local will be~~  
9 ~~eligible to vote in district caucus, council conventions, or National Conventions or~~  
10 ~~any council, district, or national matters unless per capita tax is paid in full 60~~  
11 ~~days prior to convening.~~ **Per capita tax due to AFGE National and all other**  
12 **accounts due to AFGE National shall be paid in full 60 days prior to convening**  
13 **in order for a local to be entitled to representation or to vote in a National**  
14 **Convention, district caucus, or council convention or meeting.** Such information  
15 shall be furnished to the Committee on Credentials by the National Secretary-  
16 Treasurer; **Yes,voice.**  
17

18 that Article VIII, Section 2(d) be amended as follows:  
19

20 Locals in good standing within each district may participate through the medium  
21 of a delegate(s). Membership strength will be based on the average number of  
22 paid members of the 12-month period through December of the year preceding  
23 the election. Each local shall be entitled to cast one vote for each member on all  
24 business and elections coming before the caucus, based on said average number  
25 of paid members for the previous calendar year for whom ~~an initiation fee or per~~  
26 ~~capita tax shall have been paid to the Federation~~ **AFGE National**. ~~To be in good~~  
27 ~~standing a local shall have submitted all membership and financial reports and~~  
28 ~~remittance through the month of February of the election year to the National~~  
29 ~~Office. No local shall be entitled to cast a vote in the district caucus unless all~~  
30 ~~initiation fees, per capita tax, and all other accounts due the Federation from such~~  
31 ~~locals for the period ending on February 28, prior to the district caucus, are paid~~  
32 ~~in full.~~ **Per capita tax due to AFGE National and all other accounts due to**  
33 **AFGE National shall be paid in full 60 days prior to convening in order for a**  
34 **local to be entitled to representation or to vote in a district caucus.** The number  
35 of caucus delegates a local is entitled to is determined in the same manner as  
36 National Convention delegates under Article VI, Section 2. Councils shall not be  
37 permitted to send delegate(s) to the caucus. Full-time National Representatives  
38 and full-time paid employees of AFGE shall not be permitted to attend the caucus  
39 as delegates;  
40 **Yes,voice.**

41 that Article XXIV, Section 1(c)(1) be amended as follows:  
42

43 Those employees on a regular part time weekly schedule of 25 hours per week or  
44 less will be assessed per capita tax at a rate of 50%, and this rate will be applied to

1 all Non-Appropriated Fund employees ~~including canteen workers~~ who fall under  
2 the lowest pay scale in the federal sector (equivalent to below grade GS-4, Step  
3 1). **Locals must certify that the reduction in per capita tax applies only to**  
4 **eligible NAF employees and is reflected in a reduction in local dues in an**  
5 **appropriate amount for those employees.** ~~Strike (line 43) Begin (line 44) at “per~~  
6 ~~capita”Strike “Non-Appropriated” (line 1) Strike “NAF” (line 4) Yes, as~~  
7 ~~amended.~~

8  
9 that Article XXIV, Section 6(a) be amended as follows:

10  
11 **Each month Locals are provided billing statements showing all monies due for**  
12 **the current monthly billing cycle as well as any outstanding balances due from**  
13 **previous months. A If a local is in arrears in per capita tax payments or other**  
14 **payments to the National Office more than 90 days, its officers** ~~failing to pay~~  
15 ~~the monthly per capita tax, any assessment, or other indebtedness to the~~  
16 ~~Federation by the dues dates indicated above, shall be notified promptly by the~~  
17 ~~NST of its arrearages, and if at the end of the three months the local is still in~~  
18 ~~arrears, it may be suspended from membership, and its members shall forfeit all~~  
19 ~~rights, privileges, and benefits. Any local suspended for six months shall~~  
20 ~~surrender its charter to the NST.~~ ~~Amend and insert “fiduciary” after “it’s (line 14)~~  
21 ~~After “from” (line 18) Strike membership Insert “office, pending outcome of the~~  
22 ~~trial” After trail (line 18) Insert “However, this does not apply to those debts~~  
23 ~~inherited by the fiduciary officers or debts occurring prior to them assuming their~~  
24 ~~offices” Yes, as amended.~~

25  
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1 **ELIMINATION OF INITIATION FEE**  
2 **AND SIMPLIFICATION OF MEMBERSHIP**  
3 **RESOLUTION # 1008**

4 **Submitted by**  
5 **National Executive Council**  
6

7 **WHEREAS** the Federation's membership and accounting systems make initiation fees,  
8 honorable withdrawal cards, letters of transfer, and related procedures obsolete,

9 **WHEREAS** the AFGE National Constitution, Article III (Membership), Section 3 provides for  
10 waiver of initiation fees through honorable withdrawal cards,

11 **WHEREAS** Article III (Membership), 4 provides for waiver of initiation fees through letters of  
12 transfer,

13 **WHEREAS** Article III (Membership), 5 provides for waiver of initiation fees through payment  
14 of initiation fees to AFL-CIO unions,

15 **WHEREAS** Article VI (Delegates), Section 1, Article VIII (Election of Officers), Section 2(d),  
16 Article XIX, Section 6(a), and Article XXIV (Revenues), Sections 5(a) and 5(b) refer to  
17 initiation fees in passing,

18 **WHEREAS** Article XIX (Locals), Sections 2, 3, 4, 5, 7(a)(3), 7(a)(4), 7(b)(3), and 7(b)(4)  
19 provide procedures for chartering a local, and

20 **WHEREAS** Article XIX (Locals), Sections 7(a)(5) and 7(b)(5) and Article XXIV (Revenues),  
21 Section 1(a) set the initiation fee,

22 **THEREFORE BE IT RESOLVED** that Article III, Sections 3, 4, and 5 be stricken:

23 ~~SEC. 3. A member in good standing, if separated from employment, upon~~  
24 ~~application may receive an honorable withdrawal card from the local to which he~~  
25 ~~or she belongs. Such members may be permitted to resume full membership upon~~  
26 ~~returning to actual employment of the Government or its instrumentalities and the~~  
27 ~~resumption of dues without payment of an initiation fee.~~

28  
29 ~~SEC. 4. Letters of transfer may be issued to members in good standing when~~  
30 ~~transferring from one local to another.~~

31  
32 ~~SEC. 5 Any person who has paid an initiation fee to another organization while~~  
33 ~~such organization was affiliated with AFL-CIO and has been continually a~~  
34 ~~member of such organization may be admitted to membership in this Federation~~  
35 ~~without the payment of an initiation fee upon the presentation of his or her~~  
36 ~~membership card in such organization; Yes, voice.~~

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that Article VI, Section 1 be amended as follows:

Representation in the AFGE National Convention shall be one vote for each member and shall be based on the average number of paid members for the 12-month period May 1 through April 30. "Member" is defined to be one for whom ~~an initiation fee or~~ per capita tax shall have been paid to the Federation. No local shall be entitled to representation in the National Convention, unless all ~~initiation fees,~~ per capita tax, and all other accounts due to the Federation from such local, as of June 30 prior to the National Convention are paid in full before any delegate is seated in the National Convention. No local will be eligible to vote in district caucus, council conventions, or National Conventions or any council, district, or national matters unless per capita tax is paid in full 60 days prior to convening. Such information shall be furnished to the Committee on Credentials by the National Secretary-Treasurer; Yes, voice. Reconsidered by substitute motion and withdraw previous motion. Yes, voice.

that Article VIII, Section 2(d) be amended as follows:

Locals in good standing within each district may participate through the medium of a delegate(s). Membership strength will be based on the average number of paid members of the 12-month period through December of the year preceding the election. Each local shall be entitled to cast one vote for each member on all business and elections coming before the caucus, based on said average number of paid members for the previous calendar year for whom ~~an initiation fee or~~ per capita tax shall have been paid to the Federation. To be in good standing a local shall have submitted all membership and financial reports and remittance through the month of February of the election year to the National Office. No local shall be entitled to cast a vote in the district caucus unless all ~~initiation fees,~~ per capita tax, and all other accounts due the Federation from such locals for the period ending on February 28, prior to the district caucus, are paid in full. The number of caucus delegates a local is entitled to is determined in the same manner as National Convention delegates under Article VI, Section 2. Councils shall not be permitted to send delegate(s) to the caucus. Full-time National Representatives and full-time paid employees of AFGE shall not be permitted to attend the caucus as delegates;

that Article XIX, Sections 2, 3, 4, and 6(a) be stricken and, Section 5 be amended as follows:

~~SEC. 2. When necessary, in the judgment of the NEC, additional locals may be chartered in cities, towns, or municipalities where locals already exist.~~

~~SEC. 3. Ten or more eligible governmental employees shall constitute a local to be formed in any locality.~~

1 ~~SEC. 4. When desired, separate branches of a local with the necessary officers~~  
2 ~~may be formed and sub-chartered in the same city, town, etc., but all branches of~~  
3 ~~any local shall be under direct supervision of the parent local.~~

4  
5 SEC. 5 Each application for charter for locals must be signed by the National Vice  
6 President and sent to the NST together with copies of the membership forms for  
7 each charter member. The charter members will be entered into the AFGE  
8 membership data base through the NST's Office, and the local will be charged  
9 appropriate per capita tax;

10  
11 SEC. 6(a). Upon formation of a local, the local's secretary shall submit to the NST  
12 a complete list of names and addresses of all members, and the local shall forward  
13 to the NST the initiation fees;  
14

15 that Article XIX, Sections 7(a)(3) be stricken and 7(a)(4) and 7(a)(5) be amended as follows:

16 ~~(3) On a separate sheet list the names and addresses (in alphabetical order) of the~~  
17 ~~employees filling out the Membership Application forms. Make certain the zip~~  
18 ~~code is shown;~~

19 (4) Fill out the Charter Application form. Attach it to the ~~list of names and~~  
20 ~~addresses of charter applicants, but retain the Membership Application forms.~~  
21 copies of the membership forms for all charter members. If the charter  
22 member is a current member of another AFGE local, provide the name and  
23 address with the charter application. The above documents will be submitted to  
24 the NVP of the district for review and approval. After he or she has approved the  
25 Charter Application, he or she will transmit it to the NST;  
26

27 ~~(5) The initiation fees and dues are collected by the locals. The initiation fee in a~~  
28 ~~Regular Local shall be whatever amount is determined by the local. The local is~~  
29 ~~required to send \$.50 for each charter member to the NST, and this must~~  
30 ~~accompany the Charter Application form. Appropriate per capita tax will be~~  
31 ~~charged to the local's account by the NST upon receipt of the charter~~  
32 ~~application. After the month of charter, the The local must forward will be~~  
33 ~~charged per capita tax \$.50 for each new member subsequently enrolled;~~  
34

35 that Article XIX, Section 7(b)(3) be stricken 7(b)(4) and 7(b)(5) be amended as follows:

36 ~~(3) On a separate sheet list the names and addresses (in alphabetical order) of the~~  
37 ~~employees filling out the Membership Application forms. Make certain the zip~~  
38 ~~code is shown;~~

39 (4) Fill out the Charter Application form. Attach it to the ~~list of names and~~  
40 ~~addresses of charter applicants, but retain the Membership Application forms;~~  
41 copies of the membership forms for all charter members. If the charter  
42 member is a current member of another AFGE local, provide the name and  
43 address with the charter application. these forms must be completely filled out,  
44 making certain that all information pertaining to beneficiaries is completed. The  
45 above documents will be submitted to the NVP of the district for review and

1 approval. After he or she has approved the Charter Application, he or she will  
2 transmit it to the NST;

3 ~~(5) The initiation fees and dues are collected by the locals. The initiation fee for~~  
4 ~~an Insured Local shall be whatever amount is determined by the local. The local~~  
5 ~~is required to send \$1.55 for each charter member to the NST, and this must~~  
6 ~~accompany the Charter Application form. Appropriate per capita tax for each~~  
7 ~~charter member will be charged to the local's account by the NST upon receipt~~  
8 ~~of the charter application. After the month of charter, the The local must~~  
9 ~~forward will be charged per capita tax \$1.55 for each new member subsequently~~  
10 ~~enrolled;~~  
11

12 that Article XXIV, Section 1(a) be amended as follows:

13 (1) Regular Locals  
14 ~~\$.50 initiation fee for each new member reported and a The per capita tax of is~~  
15 ~~\$17.50 per member per month and \$.50 per capita tax per member per month for~~  
16 ~~retired members. The per capita tax for retired members will be raised by the~~  
17 ~~exact amount required to cover the affiliation fees for the AFL-CIO retiree~~  
18 ~~program.~~  
19

20 (2) Insured Locals  
21 ~~\$1.55 initiation fee for each new member reported and a The per capita tax of is~~  
22 ~~\$18.55 per member per month for insured members and \$1.55 per capita tax per~~  
23 ~~member per month for retired insured members. The per capita tax for retired~~  
24 ~~members will be raised by the exact amount required to cover the affiliation fees~~  
25 ~~for the AFL-CIO retiree program.~~  
26

27 and that Article XXIV, Section 5(a) and 5(b) be amended as follows:

28 SEC. 5(a). Per capita tax of members of a Regular Local ~~are~~ is due and payable  
29 ~~before the end of each month, and a monthly Membership and Financial Report~~  
30 ~~for each such local must be forwarded to the National Secretary Treasurer not~~  
31 ~~later than on the 20<sup>th</sup> day of the following month, together with all money due as~~  
32 ~~initiation fees, per capita tax, and other items owed by the local.~~  
33

34 SEC. 5(b). Per capita tax of members of an Insured Local ~~are~~ is due and payable  
35 ~~on in advance before the first of each month, and a monthly Membership and~~  
36 ~~Financial Report must be forwarded to the NST not later than the first day of each~~  
37 ~~month, together with all money due as initiation fees, per capita tax, and other~~  
38 ~~items owed by the local; Entire resolution failed. No, voice. See notes above.~~  
39  
40

1                   **INCREASING MINIMUM MEMBERSHIP TO CHARTER LOCALS**

2                                   **RESOLUTION # 1009**

3   **Submitted by**

4   **National Executive Council**

5  
6   **WHEREAS** ten members are insufficient to support a local's operations, and

7   **WHEREAS** the AFGE National Constitution, Article XIX (Locals), Sections 7(a)(2), and  
8   7(b)(2) provide that ten members are required to charter a local,

9   **THEREFORE BE IT RESOLVED** that Article XIX, Section 7(a)(2) be amended as follows:

10  
11                                   A minimum of ~~ten United States Government~~ ***twenty-five eligible*** employees is  
12                                   required to charter a Regular Local;

13  
14   that Article XIX, Section 7(b)(2) be amended as follows:

15  
16                                   A minimum of ~~ten United States Government~~ ***twenty-five eligible*** employees is  
17                                   required to charter an Insured Local. Each applicant must complete an AFGE  
18                                   Membership Application form in its entirety;

19 | Yes, voice.

1           **CLARIFYING THE ROLE OF COUNCILS AT THE NATIONAL CONVENTION**

2   **RESOLUTION # 1010**

3   **Submitted by**

4   **National Executive Council**

5  
6   **WHEREAS** labor laws do not allow councils to cast votes in elections since their members are  
7 already accounted for through local delegate voting, and

8   **WHEREAS** the AFGE National Constitution, Article VI (Delegates), Section 11(a) provides  
9 that the councils are entitled to delegates to the National Convention,

10 **FOR CLARIFICATION THEREFORE BE IT RESOLVED** that Article VI, Section 11(a) be  
11 amended as follows:

12  
13   Any chartered national, regional, state, or district council shall be entitled to two  
14 delegates, and such delegates shall pay the same registration fee as other  
15 delegates, *but may not vote in an election for national officers, except as elected*  
16 *delegates from their own locals, in which case they are entitled to carry their*  
17 *proper share of local votes and any proxies;*

18 | Yes, voice.

1 **PROMOTING LOCAL UNITY**

2 **RESOLUTION # 1011**

3 **Submitted by**

4 **National Executive Council**

5  
6 **WHEREAS** investigations and trials of charges keep locals bogged down and compromise their  
7 ability to represent members,

8 **WHEREAS** charges are often frivolous and are often used for political purposes,

9 **WHEREAS** some charges are vague or potentially unlawful,

10 **WHEREAS** many issues, which are not charges, could be resolved through mediation or other  
11 means,

12 **WHEREAS** the AFGE National Constitution, Article XXIII (Offenses, Trials, Penalties,  
13 Appeals) establishes the procedures for investigation and trial of charges, generally,

14 **WHEREAS** Article XIII (National Executive Council), Section 7 establishes the procedures for  
15 investigation and trial of charges against a national officer, and

16 **WHEREAS** Article IX (Duties of the National President), Sections 5(d) and 5(e) provide that  
17 the National President may suspend officers and appoint independent trial authorities,

18 **THEREFORE BE IT RESOLVED** that Article XXIII be amended as follows:

19  
20 SECTION 1. Except as provided for under the powers of the National President in  
21 Article IX, Section 5, ~~the local in which an individual member holds membership~~  
22 ~~is the court of~~ original jurisdiction for trial of charges against ~~the~~ a local's  
23 members and officers shall be the District in which the local is headquartered,  
24 unless the charges arise out of or result from an individual's conduct or status as a  
25 council officer on matters concerning council operations, in which case the  
26 ~~council~~ National President has original jurisdiction over ~~for trial of~~ such charges.  
27 The due process provisions of Article XXIII shall govern at the council level  
28 when a council officer is charged and tried in his or her capacity as a council  
29 officer. Members of the Federation, including officers, agents, and representatives  
30 of locals or councils, shall be tried for any of the offenses listed in Section 2  
31 hereof.

32  
33 SEC. 2. Charges may be preferred for conduct detrimental or inimical to the best  
34 interests of the Federation. Offenses against this Federation include the following:

35  
36 (a) ~~Advocating, encouraging, or attempting~~ Taking any action to bring about a  
37 secession from the Federation of any local or of any member or group of

1 members. ~~The conflict resolution program is not available.~~ Penalty for conviction  
2 under this subsection shall be expulsion;

3 (b) Working in the interest of or becoming a member of the Communist Party or  
4 any other organization which advocates the overthrow of the democratic form of  
5 government under which our members live. ~~The conflict resolution program is not~~  
6 ~~available.~~ Penalty for conviction under this subsection shall be expulsion;

7 (c) Violation of any provision of this Constitution, a council constitution, or the  
8 constitution and bylaws of the local to which a member belongs;

9 (d) Making known the business of any affiliate of the Federation to management  
10 officials of any agency or other persons not entitled to such knowledge;

11 (e) ~~Engaging in conduct unbecoming a union member;~~ Discrimination on the  
12 basis of a class protected under Article III, Section 1(a) of this Constitution or  
13 under a local or council constitution and bylaws;

14 (f) Engaging in gross neglect of duty or conduct constituting misfeasance or  
15 malfeasance in office as an officer or representative of a local. ~~The conflict~~  
16 ~~resolution program is not available after the committee of investigation has~~  
17 ~~preferred charges;~~

18 (g) ~~Incompetence, negligence, or insubordination~~ Insubordination in the  
19 performance of official duties by officers or representatives of a local or council  
20 or failure or refusal to perform duties validly assigned; such as refusing, failing,  
21 or neglecting to deliver at specified periods or on demand, in accordance with  
22 this Constitution or the constitution and bylaws of the local or council to which  
23 a member belongs, a full and accurate account of all monies, properties, books,  
24 and records for examination and audit;

25 (h) Committing any act of fraud, embezzlement, mismanagement, or  
26 appropriating to one's own use any money, property, or thing of value belonging  
27 to the Federation or any affiliate. A legally sufficient complaint under this  
28 subsection must proceed to the preferral of charges. Penalty for conviction  
29 under this subsection shall be expulsion; ~~The conflict resolution program is not~~  
30 ~~available after the committee of investigation has preferred charges;~~

31 (i) ~~Refusing, failing, or neglecting to deliver at specified periods or on demand, in~~  
32 ~~accordance with this Constitution or the constitution and bylaws of the local or~~  
33 ~~council to which a member belongs, a full and accurate account of all monies,~~  
34 ~~properties, books, and records for examination and audit; and/or~~

35 (j) (i) Assisting, counseling, or aiding any member or officer of the Federation or  
36 any of its affiliates to commit any of the offenses herein set forth.

37  
38 SEC. 3. Any member may file a complaint with the National Vice President  
39 having jurisdiction over the Local. Any complaint alleging violation of Section  
40 2 must be duly sworn to and must state the exact nature of the alleged offenses  
41 and, so far as possible, the times and places the alleged offenses occurred. Any  
42 complaint must be submitted to the National Vice President within sixty (60)  
43 days of the time the complainant first became aware, or reasonably should have  
44 been aware, of the alleged offense.

45  
46 The National Vice President may attempt to settle the matter, order mandatory  
47 mediation, or take such other appropriate action as is within his or her

1 discretion. If the complaint cannot be resolved, the National Vice President may  
2 prefer charges. If the National Vice President decides to prefer charges, he or  
3 she shall submit the charges to a review for legal sufficiency by the General  
4 Counsel's Office. If the complaint is not legally sufficient to prefer charges, the  
5 National Vice President may retain jurisdiction to order mediation or to take  
6 other appropriate actions, but ultimately the complaint shall be dismissed.

7  
8 There is no appeal from such a dismissal.  
9

10 Charges may be preferred by the National President, the National Executive  
11 Council, or the National Vice President having jurisdiction over the local of  
12 which the accused is a member, ~~or by a committee of investigation of the local.~~  
13 ~~Any member may request conflict resolution or bring charges by first filing them~~  
14 ~~with the local of which the accused is a member, and the charges shall be~~  
15 ~~investigated by a committee of investigation appointed by the local president or~~  
16 ~~by the majority of the local Executive Board if the local president is being~~  
17 ~~accused. If it is the local president who brings charges against a member, then the~~  
18 ~~local Executive Board shall appoint a committee of investigation. If a member of~~  
19 ~~the local Executive Board is the accused member, he or she may not vote in the~~  
20 ~~selection of the committee of investigation. No member of the Executive Board~~  
21 ~~may serve on the committee of investigation. The local committee of investigation~~  
22 ~~shall conduct and complete the investigation within 120 days of the filing of~~  
23 ~~charges. If the committee of investigation finds probable cause and cannot settle~~  
24 ~~the matter informally or through the conflict resolution process, it shall prefer~~  
25 ~~charges upon the accused. Such charges shall be in writing and shall be served~~  
26 ~~upon the accused by registered or certified mail at his or her last known address,~~  
27 ~~and the local of which the accused is a member also shall be served at its office or~~  
28 ~~address of its highest ranking officer. The charges shall contain an allegation of~~  
29 ~~the facts describing the nature of the offenses charged.~~  
30

31 SEC. 4. The trial shall be conducted either by an impartial trial authority,  
32 specifically a trial committee or arbitrator appointed by the National President  
33 under Article IX, Sections 5(d) or 5(e). (a) by all of the eligible members of the  
34 local's Executive Board or (b) by a trial committee elected by the membership  
35 and composed of not less than three nor more than seven members of the local. In  
36 any event, no member of a local union shall be eligible to serve on the board or  
37 trial committee for the hearing of charges under this Article if he or she is directly  
38 or indirectly involved in the matter which gave rise to the charges upon which the  
39 accused is to be tried. In no case will the committee of investigation and the trial  
40 committee be composed of any of the same members. The trial committee shall be  
41 elected by the membership of the local at the next regular meeting after the  
42 charges have been preferred or at a special meeting called for that purpose to be  
43 held not less than five days after a copy of the charges has been filed with the  
44 local. The body hearing the trial shall select from among themselves a presiding  
45 officer and a secretary and fix the time and place of the trial. The presiding officer  
46 trial authority shall notify the accused, ~~and~~ those who filed the complaint, and  
47 those who preferred the charges by registered or certified mail of the time and

1 place of trial, and such trial shall be held promptly but shall not be held less than  
2 two weeks after the mailing of the notice so as to insure the accused of a  
3 reasonable time to prepare his or her defense, nor more than 180 days after the  
4 preferring of charges, so as to insure a prompt trial. ~~The conflict resolution~~  
5 ~~program is not available after the trial commences.~~

6  
7 **SEC. 5. The duration of any trial shall not be greater than one day, unless the**  
8 **trial authority, in its discretion, extends the trial.** All parties shall be given full  
9 opportunity to present all relevant evidence and exhibits which they deem  
10 necessary to the proper presentation of their case and shall be entitled to cross-  
11 examine witnesses of the other party or parties. The accused shall have the  
12 privilege of being represented by representatives of his or her choice, except by a  
13 ~~member of the trial committee or a member of the Executive Board when it is~~  
14 ~~acting as a trial board or a representative of another labor organization.~~

15  
16 At the discretion of the ~~local union~~ **trial authority**, a verbatim transcript of the  
17 trial proceedings may be taken. For the purpose of creating an official record of  
18 the hearing conducted by the trial body, a verbatim transcript also shall mean **an**  
19 **audio** tape-recording. ~~In the event no verbatim transcript is made, the secretary of~~  
20 ~~the trial body shall reduce the minutes of the trial to writing and include therein~~  
21 ~~the substance of the testimony and all exhibits submitted at the trial. The secretary~~  
22 ~~also shall furnish to each party a copy of the transcript or minutes, as the case may~~  
23 ~~be, and each party within ten days after receiving said transcript or minutes shall~~  
24 ~~submit to the secretary in writing any objections thereto. The~~ **trial authority shall**  
25 **make a** record ~~thus made, which~~ shall constitute the record of the trial for the  
26 purpose of appeal, and in the event any party fails to attest to the correctness of  
27 the record or to file objections to the correctness of the record within **ten (10)**  
28 **days of receipt** ~~the time limit prescribed herein, the transcript or minutes~~ **record**  
29 ~~furnished by the secretary of the trial committee~~ **trial authority** for the purpose of  
30 appeal shall be deemed to be a correct record of the trial procedure and of the  
31 evidence presented. All matters relating to the procedure of the trial not otherwise  
32 specified in this Section shall be determined by the **trial authority** ~~trial body~~, and  
33 all parties and their respective counsel shall comply with all orders and directions  
34 of the **trial authority** ~~trial body~~ with respect to such matters. ~~No member of the~~  
35 ~~board or trial committee who absents him or her self from any session of a trial~~  
36 ~~may participate in findings, decisions, or recommendations of the board or trial~~  
37 ~~committee or file any concurring or dissenting opinion.~~

38  
39 SEC. 6. Should the accused fail, refuse, or neglect to appear for trial after due  
40 notice, or after appearing refuse to comply with orders or directions of the trial  
41 ~~committee~~ **authority** relating to the conduct of the trial or otherwise attempt to  
42 obstruct or thwart the trial ~~committee~~ **authority** in its conduct of the trial, the trial  
43 ~~committee~~ **authority** shall proceed with the trial in the absence of the accused,  
44 hear such evidence as may be presented by witnesses who respond to notice, and  
45 render its findings, recommendation, and decision. However, the accused shall not  
46 be deprived of the privilege of being represented by a representative of his or her  
47 choice.

1  
2 SEC. 7. The trial authority shall normally notify the charged party and the  
3 National Officer(s), who preferred the charges, in writing by registered or  
4 certified mail of its findings and decision within ninety (90) days of the  
5 completion of the trial, unless an extension is granted by the Legal Rights  
6 Committee of the NEC. The notice to the charged party shall be mailed to the  
7 last known address and shall advise the charged party of available appeal  
8 rights. Any adverse decision against the charged party shall remain in effect  
9 pending final appeal. With the exception of the appeal procedures available  
10 under Section 8 of this Article, the decision of the trial authority shall be final.

11  
12 At the next regular meeting of the local following the conclusion of the trial, as  
13 the first order of business, the trial body shall read the sustained charges against  
14 the accused. At that time the accused or representative may make a statement on  
15 his or her behalf to the membership. The trial body then shall submit to the local  
16 in writing and read its findings of the facts, decisions, and recommendations. The  
17 accused shall retire from the room when the vote of the membership is taken. The  
18 members of the local there assembled shall vote without debate solely on the  
19 question of whether to accept or reject the decision and recommendations of the  
20 trial body. The local by a majority vote of its members voting may fine, suspend,  
21 or expel the accused from its membership or suspend or remove the accused from  
22 any local offices, which the accused may hold. No further trial shall be had on the  
23 same charges except for violation of the procedures described by the Constitution  
24 or of procedural due process, and then only if desired by a decision on appeal.

25  
26 ~~SEC. 8. The accused and those who preferred the charges shall be notified by~~  
27 ~~registered or certified mail of the decision of the local. The notice to the accused~~  
28 ~~shall be mailed to the last known address and shall advise the accused of available~~  
29 ~~appeal rights. Any adverse decision against the accused shall remain in effect~~  
30 ~~pending final appeal.~~

31  
32 SEC. ~~9~~ 8. Any officer or member fined, suspended, or expelled from membership  
33 or suspended or removed from office by a vote of his or her local may appeal such  
34 decision to the NEC, provided such appeal is filed in writing with the NST within  
35 fifteen (15) days after the officer or member is notified of the decision of the  
36 local. The NEC shall consider the appeal at its next regularly scheduled meeting  
37 or at a special meeting called for that purpose by the National President or two-  
38 thirds of the NEC. The NEC shall review the case and affirm or reverse the  
39 decision, reduce the penalty, or return the case to the local for a new trial before a  
40 different trial committee authority. If the decision of the NEC should affirm any  
41 adverse action taken against the appellant by the local, the appellant may further  
42 appeal to the next National Convention. The decision of the NEC shall be final.

43  
44 SEC. 10. All provisions relating to the trial procedures and appeals in local  
45 constitutions and bylaws must comply with the Rules and Regulations of the  
46 Assistant Secretary of Labor for Labor-Management Standards implementing  
47 Public Law 95-454, Standards of Conduct for Labor Organizations. This Article

1           supersedes any provisions in local constitutions and bylaws which do not meet the  
2           basic democratic procedures prescribed in this Article.

3  
4  
5   that Article IX, Section 5(d) and 5(e) be amended as follows:

6  
7           SEC. 5(d). The National President shall be authorized to suspend immediately any  
8           officer of an affiliate for serious misconduct, including but not limited to  
9           incompetence, negligence, or refusal to perform duties validly assigned, or any  
10          other offense, as described in Article XXIII, Section 2, where in his or her  
11          judgment the continuance in office of such officer would be inimical to the best  
12          interests of the Federation and its members. At the time of the suspension, the  
13          National President shall serve upon the suspended officer by registered or  
14          certified mail a written notice of the suspension stating in detail the charges  
15          against the officer, and he or she also shall mail a copy of such notice and charges  
16          to the president or highest remaining ranking officers of the local. Such suspended  
17          local officer shall be tried ~~by his or her local~~ under the procedures established in  
18          Article XXIII.

19  
20          However, ~~the~~ *The* National President, ~~when he or she deems it in the best interest~~  
21          of the Federation, ~~or in his or her opinion the local will not proceed promptly to~~  
22          trial, ~~or cannot be expected to fairly or judiciously try the matter, may~~ *shall* (1)  
23          appoint *an impartial* trial committee or (2) select an arbitrator under existing  
24          Federal Mediation and Conciliation Service or American Arbitration Association  
25          procedures, for the trial of the suspended officer. A suspended national bargaining  
26          council officer will be tried by a trial committee composed of three members, one  
27          of whom shall be an arbitrator selected in accordance with Article XXI, Section 7,  
28          and of the others, who shall be appointed by the National President, one shall be a  
29          national council president. A suspended local officer shall be tried by a trial  
30          committee composed of at least three members or employees of the Federation  
31          appointed by the National President, or by an arbitrator selected by the National  
32          President. Such trials shall be conducted speedily but with reasonable time for the  
33          accused to prepare his or her defense. The procedures described in Article XXIII,  
34          Sections 4, 5 and 6 governing the conduct of hearings ~~by local trial bodies~~ shall be  
35          followed by the trial committee or arbitrator to assure the accused a full and fair  
36          hearing in accordance with the basic requisites of due process. The trial  
37          committee or arbitrator shall render a decision suspending the accused for a  
38          specific time from his or her office, removing him or her from the office, barring  
39          him or her from holding any office for a specified time, and/or suspending for a  
40          specified period of time, or removing him or her from membership, or finding  
41          him or her not guilty as accused. An officer suspended or removed from office  
42          and/or membership shall have the appeal right as set forth in Article XXIII,  
43          Section 9, after decision by the trial committee or arbitrator.

44  
45          The suspension or removal of an officer shall operate only to suspend the right of  
46          such person to occupy any office or position, or perform any of the functions  
47          thereof, but all other membership rights of such individual shall remain unaffected

1 unless and until the trial committee renders a decision affecting his or her  
2 membership rights.

3  
4 SEC. 5(e). Where ~~the National President determines that the conditions within a~~  
5 ~~local or council are such that a fair and impartial investigation and trial of charges~~  
6 ~~against a member cannot be conducted by the local or council under the~~  
7 ~~provisions of Article XXIII, Section 3, then in that event~~ **a complaint against a**  
8 **member leads to a trial,** the National President may **shall** appoint a committee of  
9 ~~investigation and/or~~ **an impartial** trial committee, such committees to be  
10 composed of at least three members. In lieu of a trial committee, the National  
11 President may select an arbitrator under existing Federal Mediation and  
12 Conciliation Service or American Arbitration Association procedures. In the case  
13 of a national council officer, the composition of the trial committee shall be  
14 consistent with Article XXI, Section 7. ~~In no case will the committee of~~  
15 ~~investigation and the trial committee be composed of the same members.~~ All of  
16 the due process provisions in Sections 4, 5 and 6 of Article XXIII govern the trial  
17 before such trial committee. The findings and recommendations and decision of  
18 such trial committee or arbitrator shall be submitted to the National President.  
19 Within 15 days after the National President receives the **record transcript or**  
20 ~~minutes~~ of the hearing and the findings and recommendation and decision of the  
21 trial committee or arbitrator, he or she shall render a written decision. The  
22 National President's decision may be appealed by the charged member to the NEC  
23 ~~and to the National Convention~~ in accordance with the procedures in Section 9 of  
24 Article XXIII.

25  
26 that Article XIII, Section 7 be amended as follows:

27  
28 SEC. 7. Any officer of the Federation may have charges filed against him or her  
29 for violations of Article XXIII. Any officer of the Federation having charges  
30 preferred against him or her may be suspended by a two-thirds vote of the NEC,  
31 only after being notified in writing of the charges and given an opportunity to  
32 present his or her defense to the NEC.

33  
34 SEC. 7(a). Charges filed against a national officer of AFGE must be **sworn to**  
35 **under penalty of perjury,** filed in writing with the National President, and a copy  
36 thereof served by registered mail or personal service upon the officer charged in  
37 question. Delivery of the copy by mail to the official address of the officer  
38 involved shall constitute valid service. Charges may be filed solely by a member  
39 of AFGE in good standing and for good and sufficient cause, and shall relate  
40 solely to acts or omissions required or taken by such officer as an official of  
41 AFGE. **Prior to constituting a committee of investigation, any charge shall be**  
42 **referred to the General Counsel's Office for review to determine whether the**  
43 **complaint states a chargeable offense.**

44  
45 SEC. 7(b). The committee of investigation shall be appointed by the National  
46 President **(or if the charges are against the National President, such committee**  
47 **shall be appointed by the chair of the Legal Rights Committee of the NEC)** and

1 shall consist of three members in good standing. The chairman of the committee  
2 shall be a national officer and shall be the sole national officer on the committee.  
3 The committee of investigation shall investigate the charges by initially  
4 interviewing orally or in writing each complainant, the officer charged, and such  
5 other persons as it deems necessary to determine if good and sufficient grounds  
6 exist for the charge and whether or not material facts concerning the charge are in  
7 dispute. The written charges, related papers and correspondence, and all  
8 statements, documents, recordings, and reports containing evidence or  
9 information obtained in the course of the investigation shall constitute the  
10 investigative file.

11  
12 If the committee of investigation determines that:

13 (1) Good and sufficient grounds for a charge do not exist, it shall refer the charge  
14 to the NEC with a recommendation that it be dismissed;

15 (2) Good and sufficient grounds for a charge exist, but that no material facts are in  
16 dispute, it shall refer the charge to the NEC for decision on the basis of the  
17 investigative file; and

18 (3) Good and sufficient grounds for a charge exist, and there ~~There~~ are material  
19 facts in dispute, it shall refer the charge to a trial committee.

20  
21 SEC. 7(c). The trial committee shall consist of three national officers. The  
22 National President (or if the charges are against the National President, the  
23 chair of the Legal Rights Committee of the NEC) shall select one member, the  
24 officer who is the subject of the charges shall select one, and those members shall  
25 select a third member who shall be the chairman of the trial committee.

26  
27 The trial committee shall have full authority to conduct a fair and thorough trial of  
28 the charges, hold hearings, take testimony under oath, receive documents,  
29 affidavits, and records as exhibits, take depositions, and issue interrogatories, and  
30 do all things necessary to ascertain the truth, make a verbatim transcript of  
31 testimony, establish a record of all relevant and material evidence, and provide a  
32 written report and recommendation on each charge as to whether it is sustained or  
33 not sustained and the appropriate discipline, if any, to the NEC.

34  
35 The trial committee shall complete its proceedings and issue its final report and  
36 recommendation in a timely manner, such that due process is not materially  
37 jeopardized. ~~within 90 days of the referral of the charge to it, unless for good~~  
38 ~~cause, the NEC grants an extension of time. No such extension of time shall be~~  
39 ~~granted for more than 30 days.~~

40  
41 SEC. 7(d). Each member of the NEC shall have a copy of the complete record  
42 available to ~~it~~ him or her, as well as the trial committee report and  
43 recommendation for at least ten days prior to voting upon the final decision.  
44 Voting may be by mail ballot or at a duly constituted meeting of the NEC. The  
45 national officer under charges shall abstain from voting as a member of the NEC  
46 with respect to the charges. It shall take a two-thirds vote of the remaining  
47 members of the NEC to sustain a charge and to impose discipline. ~~The NEC shall~~

1 ~~take separate votes on each charge, and on the discipline, if any, appropriate to~~  
2 ~~each charge which is sustained.~~

3  
4 Where the NEC upholds, in whole or in part, any decision which results in a  
5 penalty imposed upon an individual, that individual may appeal to the next  
6 National Convention of AFGE ~~under Article XXIII, Section 9, of the AFGE~~  
7 ~~Constitution~~, provided, however, that the appeal is filed in writing, by certified or  
8 registered mail, with the National Secretary-Treasurer within 30 days of receipt of  
9 the notice of the decision of the NEC.

10 ~~Such suspension by the NEC, to become permanent, must be sustained by a~~  
11 ~~majority vote of the next regular National Convention.~~

12  
13  
14 | No, failed.

1                   **ELECTRONIC DISTRIBUTION OF OFFICIAL DOCUMENTS**

2                                   **RESOLUTION # 1012**

3   **Submitted by**

4   **National Executive Council**

5  
6   **WHEREAS** the cost of printing and mailing *The Government Standard* when resolutions and  
7 reports are included is enormous and increases each year,

8   **WHEREAS** traditional, outdated means of publication and dissemination of reports inhibit  
9 members' access to the most current information,

10 **WHEREAS** advances that have been and will be made in information technology present a wide  
11 array of more effective, efficient, and flexible means of communication,

12 **WHEREAS** the AFGE National Constitution, Article IX (Duties of the National President),  
13 Section 9 provides that annual audit reports shall be furnished to members of the NEC and to  
14 locals, upon request,

15 **WHEREAS** the AFGE National Constitution, Article X (Duties of the National Secretary-  
16 Treasurer), Section 5 provides that the NST shall prepare a quarterly report to be published in  
17 *The Government Standard*,

18 **WHEREAS** the AFGE National Constitution, Article XII (Duties of the National Vice  
19 President), Section 1(b)(6) provides that National Vice Presidents shall provide, at least  
20 quarterly, accounts of PAC and LAF monies,

21 **WHEREAS** the AFGE National Constitution, Article XII, Section 1(b)(7) provides that National  
22 Vice Presidents shall issue, at least quarterly, accounts of expenditures on locals and councils,

23 **WHEREAS** Article XIII (National Executive Council), Section 12(b) provides that reports from  
24 NEC meetings shall be mailed to each local president, and

25 **WHEREAS** Article XXVIII (Amendments), Section 2 provides that amendments to the AFGE  
26 National Constitution shall be printed in *The Government Standard*,

27 **THEREFORE BE IT RESOLVED** that Article X, Section 5 be amended to read as follows:

28       In addition to his or her triennial report, the NST shall prepare a quarterly financial  
29 report which shall be published ~~in *The Government Standard*~~. Such reports shall  
30 include the following disbursements: salaries, maintenance of Headquarters, travel,  
31 and miscellaneous expenditures. Such information is to be itemized by Headquarters  
32 department and NVP district and program function expenditures;  
33

1 and that Article XXVIII, Section 2 be amended as follows:

2 Amendments must be submitted so as to reach the National Secretary-Treasurer not  
3 less than 60 days prior to the date of the National Convention, and ~~printed in the first~~  
4 ~~official newspaper or other publication going to the entire membership~~ **published**  
5 **immediately thereafter;**  
6

7 **AND BE IT FURTHER RESOLVED** that with the exception of Appendix A and the  
8 distribution of *The Government Standard* pursuant to Article I, Section 4, wherever in the AFGE  
9 National Constitution documents are required to be “printed” or “published,” or “mailed,”  
10 “issued,” “provided,” or “furnished” to members or affiliates, such terms shall be interpreted to  
11 allow electronic means, where feasible and otherwise consistent with law.

12 Yes, voice.

13

14

15

16

1                   **NON-DISCRIMINATION IN HIRING HEADQUARTERS EMPLOYEES**

2                                   **RESOLUTION # 1013**

3   **Submitted by**

4   **National Executive Council**

5  
6   **WHEREAS** it is discriminatory under United States law to have a provision barring  
7 employment of legal, documented immigrants,

8   **WHEREAS** positions such as accountants, attorneys, and IT specialists are historically not filled  
9 by members, who are able to earn more with the Federal Government or in the private sector,  
10 and

11 **WHEREAS** the AFGE National Constitution, Article I (Name and Headquarters), Section 5  
12 provides that all employees, with the exception of stenographic or clerical employees, hired at  
13 AFGE Headquarters must have been members of AFGE or the AFL-CIO and be U.S. citizens,  
14 unless no such candidates are available,

15 **THEREFORE BE IT RESOLVED** that Article I, Section 5 be stricken and the following  
16 language added:

17                   ~~All employees hired for positions in the Headquarters office, with the exception~~  
18 ~~of clerical and stenographic help, shall have been members in good standing of~~  
19 ~~AFGE for at least one year prior to their employment or a member for one year or~~  
20 ~~more of the AFL-CIO and must be a citizen of the United States. If no qualified~~  
21 ~~applicants from the above two sources are available, the area of consideration will~~  
22 ~~be expanded. Members in good standing of AFGE and members of AFL-CIO~~  
23 ~~affiliates shall be encouraged to apply for positions in the Headquarters office.~~  
24

25 |   Yes, voice.

1                                   **SIMPLIFICATION OF TRUSTEESHIP PROCEDURES**

2   **RESOLUTION # 1014**

3   **Submitted by**

4   **National Executive Council**

5  
6   **WHEREAS** many of the procedures for placing affiliates under trusteeship are onerous,  
7 convoluted, and inconsistent with law or policy,

8   **WHEREAS** the National President and NEC have been forced to deny the requests of troubled  
9 locals and councils to be placed in trusteeship, and

10 **WHEREAS** the AFGE National Constitution, Article IX (Duties of the National President),  
11 Sections 5(b) and 5(c) provide the procedures for placing an affiliate under trusteeship,

12 **THEREFORE BE IT RESOLVED** that Article IX, Section 5(b) and 5(c) be amended as  
13 follows:

14  
15                   ~~SEC. 5(b)(1). In all cases but secession from AFGE or confirmed loss of~~  
16 ~~leadership, or where the local or council fails to agree to mediation, the National~~  
17 ~~President shall be authorized and empowered with the approval of the NEC, to~~  
18 ~~place any council or local under trusteeship only after the following procedures~~  
19 ~~have been followed:~~

20  
21                   ~~(1) There will be mediation by a certified mediator, appointed by the National~~  
22 ~~President and paid from the district in which the trusteeship is proposed. A~~  
23 ~~council trusteeship will be paid by the Office of the National President. After~~  
24 ~~mediation and conciliation has been exhausted to resolve any conflict;~~

25                   ~~(2) The Federation should then review the documentation created during the~~  
26 ~~period for resolution and provide a copy to the NEC;~~

27                   ~~(3) After the review the disputed local should be notified within 120 days of the~~  
28 ~~proposed notice to place a local in trusteeship and the reason why;~~

29                   ~~(4) That the Federation allow the local a response period after notification (no~~  
30 ~~more than 30 work days) to state why it should not be placed in trusteeship;~~

31                   ~~(5) The Federation should then send a decision letter either sustaining or revoking~~  
32 ~~a proposed notice of trusteeship;~~

33                   ~~(6) This proposed notice should first be served upon the Executive Board by~~  
34 ~~certified mail.~~

35  
36                   ~~Prior to the imposition of trusteeship, the notice shall be sent by mail from the~~  
37 ~~National Office to all members of the affiliate setting forth the reasons why the~~  
38 ~~affiliate was placed in trusteeship. In all cases except secession or confirmed loss~~  
39 ~~of leadership, all elected officers shall remain in office until after a decision from~~  
40 ~~a fair and impartial hearing by the Federation. In all cases except secession or~~  
41 ~~confirmed loss of leadership, the National President shall employ an independent~~

1 ~~arbitrator solicited from the AAA or another arbitration association. The selected~~  
2 ~~arbitrator shall live in close proximity to the council or local where the hearing is~~  
3 ~~being heard. The arbitrator shall have the authority to decide the trusteeship based~~  
4 ~~on the standard of evidence used in the courts. The arbitrator shall conduct a~~  
5 ~~hearing concerning the circumstances surrounding the trusteeship. The arbitrator~~  
6 ~~shall be selected with consultation by the NVP having jurisdiction over the~~  
7 ~~affiliate. The affiliate and the National President designee shall select the~~  
8 ~~arbitrator from a seven member list supplied by the AAA or other association.~~  
9

10 ~~Either party shall have three opportunities to strike from such list until there~~  
11 ~~remains one arbitrator. This last arbitrator shall be selected to hear the case for~~  
12 ~~trusteeship for the affiliate. If it is documented by certified return notice that the~~  
13 ~~local or council will not participate in the selection of the arbitrator after certified~~  
14 ~~notice, the National President shall contact and employ this arbitrator; the expense~~  
15 ~~shall be borne by the district in which the trusteeship is proposed. For proposed~~  
16 ~~council trusteeships, the cost will be paid by the Office of the National President.~~  
17

18 ~~The hearing normally shall commence within 60 days after the notice of~~  
19 ~~trusteeship has been served upon the members of the affiliate. The reason for the~~  
20 ~~establishment of the trusteeship will be fully explored through the testimony of~~  
21 ~~witnesses. The arbitrator will rule on questions of evidence and testimony at the~~  
22 ~~hearing.~~  
23

24 ~~Within 15 days, the National President will receive the record of hearing, along~~  
25 ~~with the findings and the decision of the arbitrator. He or she shall render a~~  
26 ~~written decision, either ratifying the establishment of the trusteeship if the~~  
27 ~~preponderance of the charges are sustained, or rescinding the trusteeship if the~~  
28 ~~decision is not sustained by a preponderance of the evidence. The National~~  
29 ~~President shall not modify or change the decision of the arbitrator.~~  
30

31 ~~SEC. 5(b)(2). In cases of secession or confirmed loss of leadership, the imposition~~  
32 ~~of trusteeship will be followed within 90 days by a report and recommendations~~  
33 ~~by a three member panel appointed by the President. The panel may act on the~~  
34 ~~basis of the written record, or may hold an on site hearing, or may take evidence~~  
35 ~~or argument by electronic means.~~  
36

37 ~~SEC. 5(b)(3). If the decision/report is for trusteeship, the National President will~~  
38 ~~notify the affiliate; any member may appeal the decision in writing to the Labor~~  
39 ~~Department or the next Convention. A copy shall be mailed by certified or~~  
40 ~~registered mail to the National Secretary Treasurer of the Federation, within 15~~  
41 ~~days after the National President has established the trusteeship.~~  
42

43 ~~The appeal will be processed under the regulations/guidance of the Labor~~  
44 ~~Department. If the trusteeship is still sustained, the member of the affiliate can~~  
45 ~~only appeal again that decision at the next Convention.~~  
46

1 ~~While an affiliate in the Federation is under trusteeship the trustee will ensure that~~  
2 ~~the membership of the affiliate will be involved or participate by: allowing the~~  
3 ~~membership's approval for all expenditures over \$250; providing the membership~~  
4 ~~a voice in setting policy; ensuring representation is given; and allowing the Bill of~~  
5 ~~Rights to govern.~~

6  
7 ~~To safeguard and protect the affiliate's assets, the Federation will take immediate~~  
8 ~~charge of all equities and properties, both tangible and intangible, acquired or~~  
9 ~~possessed by the affiliate for the purpose of preventing corruption or financial~~  
10 ~~malfeasance. The Federation will assure the performance of the collective~~  
11 ~~bargaining agreement, restore the duties and responsibilities of the representatives~~  
12 ~~and promote democratic procedures, and otherwise carry out the legitimate~~  
13 ~~objectives of the Federation.~~

14  
15 ~~SEC. 5(b)(4). Expedited Trusteeship Process: In situations where there is: (1) a~~  
16 ~~violation of law established by preponderant evidence gathered by AFGE or by~~  
17 ~~local, state, or federal officials; (2) secession from AFGE; or (3) confirmed loss of~~  
18 ~~leadership, the following shall apply:~~

19  
20 SEC. 5(b)(5) ~~(1)~~. The National President shall remove incumbent officers and give  
21 notice of the imposition of trusteeship to the membership of the local or the  
22 constituent locals of the council within five days, providing the time, date, and  
23 place of the trusteeship hearing. The National President shall appoint a three  
24 member trusteeship hearing panel. The hearing shall take place within 60 days in  
25 the vicinity of the local or council headquarters, with the exception of trusteeships  
26 imposed for chronic (three months) per capita tax delinquency which will be held  
27 in the National Office. Any affected member may appear at the hearing in person  
28 or by electronic means, and the hearing panel will receive testimony and  
29 documentary evidence from those attending or their representatives.

30  
31 SEC. 5(b)(6) ~~(2)~~. The hearing panel shall issue its decision within 30 days of the  
32 close of the hearing to ratify or rescind the trusteeship, and the National President  
33 shall notify the membership of the local or the constituent locals of the council.  
34 ~~Any affected member may file an appeal within 15 days of notification to the~~  
35 ~~National Secretary Treasurer for appeal to the next AFGE National Convention.~~  
36 **The hearing panel's decision shall be final.**

37  
38 SEC. 5(b)(3). **While an affiliate in the Federation is under trusteeship, the**  
39 **trustee will ensure that the membership of the affiliate will be involved or**  
40 **participate by providing the membership a voice in setting policy, ensuring**  
41 **representation is given, and allowing the Bill of Rights to govern. The trustee**  
42 **shall not expend more than \$500 per month without the prior approval of the**  
43 **National President.**

44  
45 **To safeguard and protect the affiliate's assets, the Federation will take**  
46 **immediate charge of all equities and properties, both tangible and intangible,**  
47 **acquired or possessed by the affiliate for the purpose of preventing corruption**

1 **or financial malfeasance. The Federation will assure the performance of the**  
2 **collective bargaining agreement, restore the duties and responsibilities of the**  
3 **representatives and promote democratic procedures, and otherwise carry out the**  
4 **legitimate objectives of the Federation.**  
5

6  
7 SEC. 5(b)(~~7~~) **(4)**. The trusteeship shall end within ~~12~~ **18** months, **as required by**  
8 **Department of Labor regulations.**  
9

10 SEC. 5(c). The National President shall be authorized and empowered to revoke or  
11 suspend, with the approval of the NEC, the charter of any council or local when  
12 the National President has proof that such affiliate body has disbanded, has ceased  
13 to be beneficial to the Federation, is in such disarray that its continuation will be  
14 prejudicial to the objectives and best interests of the Federation, or when a local is  
15 delinquent in paying its monthly per capita tax, assessments or other  
16 indebtedness, as provided for in Article XXIV. Any member of the local or  
17 council whose charter is suspended or revoked under this subsection may  
18 challenge the action by mailing a written statement, setting forth the grounds for  
19 the challenge, to the National President within 15 days after the suspension or  
20 revocation. The National President will order a hearing on such challenge, and  
21 such hearing ~~and appeal procedures~~ will be conducted in accordance with the  
22 procedures set forth in Section 5(b) of this Article.  
23

24 | Tabled by voice vote until workshop.

1                                   **ITEMIZED REPORTS**  
2                                   **RESOLUTION # 1015**

3                                   **Submitted by**  
4                                   **National Executive Council**

5  
6   **WHEREAS** it is not possible to categorize many activities, such as those involving PAC,  
7 agency-wide issues, or district-wide matters, by local or council, or the records are not  
8 maintained by the districts, and

9   **WHEREAS** the AFGE National Constitution, Article XII (Duties of the National Vice  
10 President), Section 1(b) provides that the NVP must issue reports of expenditures broken down  
11 by local and/or council,

12 **THEREFORE BE IT RESOLVED** that Article XII, Section 1(b)(7) be stricken:

13  
14                                   ~~(7) To issue to all local and council presidents in the district at least a quarterly~~  
15 ~~report of expenditures showing the funds spent on each local and council served,~~  
16 ~~and a pre-caucus audit report showing expenditures to all district locals and~~  
17 ~~councils served.~~  
18 ~~Each council that has local constituencies in the district regardless of where the~~  
19 ~~council officers reside shall receive these reports.~~

20  
21 | No by divison.



1                                   **ESCALATOR CLAUSE FOR AFFILIATION FEES**

2   **RESOLUTION # 1017**

3   **Submitted by**

4   **National Executive Council**

5  
6   **WHEREAS** AFL-CIO affiliation fees have increased over and above the funds earmarked to  
7 cover said fees,

8   **THEREFORE BE IT RESOLVED** that Article XXIV (Revenues), be amended to add Section  
9 1(e) as follows:

10   **SEC. 1(e). INCREASES IN AFL-CIO AFFILIATION FEES**

11   **The per capita tax shall be increased automatically by the amount, if any, by**  
12   **which the national average of AFL-CIO affiliation fees increases.**

13  
14  
15  
16 |   **Yes, voice.**

1                                   **NATIONAL EXECUTIVE COUNCIL MEETINGS**

2   **RESOLUTION # 1018**

3   **Submitted by**

4   **National Executive Council**

5  
6   **WHEREAS** not all gatherings of the NEC are business meetings, and informal brainstorming  
7 discussions among NEC members about business issues (even if eight members are at dinner)  
8 should be encouraged to occur without advance notice and publication, and

9   **WHEREAS** the AFGE National Constitution, Article XIII (National Executive Council),  
10 Section 12(c) defines an NEC meeting,

11 **THEREFORE BE IT RESOLVED** that Article XIII, Section 12(c) be amended as follows:

12                                   NEC meetings normally should be held at the AFGE National Headquarters,  
13 Washington, D.C., except during the AFGE National Conventions, and except  
14 that the NEC is authorized to convene in a regular meeting outside of  
15 Washington, D.C., providing such a meeting costs no more than convening a  
16 regular NEC meeting in Washington, D.C. All official NEC meetings shall be  
17 open "sunshine" meetings to the Federation, and advance notice to locals and  
18 councils of the location of NEC meetings will be published by the Federation.  
19 ~~Whenever a majority of the NEC gathers in the same location to address business~~  
20 ~~of the Federation, such gathering will be considered a meeting pursuant to this~~  
21 ~~Section. All NEC committee meetings also will be considered meetings pursuant~~  
22 ~~to this Section, with the exception of the Legal Rights Committee when dealing~~  
23 ~~with individual legal rights matters.~~ Members may participate in the debate of  
24 issues and motions before the NEC. Any member attending the NEC meeting  
25 should be allowed up to three minutes to express comments for the good of the  
26 Federation.  
27

28 | Yes, voice. Nay John Sammons.

1                                   **INCREASING DELEGATE ENTITLEMENTS**

2   **RESOLUTION # 1019**

3   **Submitted by**

4   **National Executive Council**

5  
6   **WHEREAS** a substantial number of locals have more than 2000 members, and

7   **WHEREAS** the AFGE National Constitution, Article VI (Delegates), Section 2 establishes the  
8 basis on which delegates are awarded to locals,

9   **THEREFORE BE IT RESOLVED** that Article VI, Section 2 be amended as follows:

10  
11                                   Locals having a membership of 100 or less shall be entitled to one delegate; 101-  
12 200 members, two delegates; 201-300 members, three delegates; 301-400  
13 members, four delegates; 401-500 members, five delegates; 501-750 members,  
14 six delegates; 751-1,000 members, seven delegates; 1,001-2,000 members, eight  
15 delegates; and 2,001-3000 and over, ten delegates. Locals having a membership  
16 over 3000 are entitled to an additional delegate for every additional 1000  
17 members. Any local whose charter has not been in existence for one year is  
18 entitled to representation at the National Convention in accordance with the  
19 above, on the average of per capita tax paid monthly since its admission.

20 | No. voice.

1 **TO BUILD STRONGER LOCALS AND A STRONGER AFGE**  
2 **RESOLUTION # 1020**

3 **Submitted by**

4 **National Executive Council**

5 5<sup>th</sup> District votes to go straight to this resolution and vote item by item.

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6  
7 **WHEREAS**, we are very proud of our union’s record of success in saving the merit system,  
8 saving the 1 million civil service positions from being contracted out, winning decent pay raises  
9 for our members, preventing the NSPS and MAX HR destructive pay systems from being  
10 applied to our members, saving the right to a union voice in the workplace through collective  
11 bargaining, saving due process, and preventing the privatization of the VA, defeating the  
12 privatization of Social Security, saving the federal meat inspection system and many more  
13 accomplishments in the face of the most hostile administration in our lifetimes;

14  
15 **WHEREAS**, our union has continued to become stronger by increasing our membership power  
16 through mobilization and recruitment campaigns around those issues;

17  
18 **WHEREAS**, AFGE is proud but not satisfied with the status quo for federal or DC government  
19 workers as the moment is right for AFGE to change from defending government and government  
20 employees to going on the offense to secure better working conditions and improved government  
21 operations;

22  
23 **WHEREAS**, our DC government members still face hostile management actions and need more  
24 support;

25  
26 **WHEREAS**, we have a unique window of opportunity in the current political environment with  
27 a President and a Congress that value government and government employees;

28  
29 **WHEREAS**, as AFGE must act quickly while the window of opportunity is open to secure  
30 offensive victories and make them permanent in legislation or in our agency contracts;

31  
32 **WHEREAS**, AFGE needs to continue to grow in membership and become more powerful in the  
33 years ahead to accomplish those goals;

34  
35 **WHEREAS**, we know that every local and council contract needs to be negotiated over the next  
36 four years;

37  
38 **WHEREAS**, we have learned that mobilizing our members around our fights for good contracts  
39 and key legislative goals such as improved agency budgets, health insurance, contracting in, etc.  
40 creates visibility, excitement, more members and more power to “Win”;

41  
42 **WHEREAS**, mobilizing, organizing and harnessing the power of our members and the 350,000  
43 potential members requires effectively creating and coordinating efforts involving  
44 representatives, bargaining communications, education, volunteers actions, organizing and  
45 mobilizing activities, lobbying and political support;

1 **WHEREAS**, increasing our capability to organize, mobilize, represent, bargain, lobby, educate  
2 enlist volunteers, communicate faster, better and more often and to build coalitions with others  
3 are essential to increase our power to win;

4  
5 **WHEREAS**, we must take advantage of this unique window of opportunity to propel our union  
6 forward to greater power and greater victories now before the window closes;

7  
8 **THEREFORE BE IT RESOLVED**, that AFGE adopt a program now to propel our union  
9 forward to become more powerful;

10  
11 **THEREFORE BE IT RESOLVED**, that AFGE members be asked to invest \$1 a week to make  
12 our strong union today much more powerful tomorrow by:

- 13
- 14 1) Making every AFGE (Local and Council) contract a great contract over the next 3 years  
15 by using the power of members to support the negotiations, assisted by a special  
16 contract mobilization fund; @ \$.24
    - 17 ▪ Contract/Mobilization Campaigns
    - 18 ▪ Heightens interest among potential members No, by voice vote.
  - 19
  - 20 2) More technical support for Locals and Councils in the negotiation of the best contracts  
21 for our members over the next 4 years with the addition of 4 National Labor Relations  
22 Specialists; @ \$.16
    - 23 ▪ Bargaining for the Future
    - 24 ▪ Training for Local/Council Negotiators and National Representatives
    - 25 ▪ Professional staff for all Council contracts No, by voice vote.
  - 26
  - 27 3) Increasing the legal support that Locals need by adding 2 EEO Attorneys and 2 Legal  
28 Rights Fund Attorneys; @ \$.16
    - 29 ▪ Locals need more attorney support against agency attorneys
    - 30 ▪ Attorney Fees help offset some costs of attorney representation by AFGE Lengthy  
31 discussion. A. Young moves to vote no. T. Scott 2<sup>nd</sup> No, by voice vote.
  - 32
  - 33 4) Enhancing District support to Locals with 1 additional staff per district; @ \$.45
    - 34 ▪ More contract and representation support
    - 35 ▪ More overall support on other Local needs Lengthy discussion. Lunch. Split vote.  
36 Division of the house. More discussion. Seven Yea.. Remainder Nay.
  - 37
  - 38
  - 39 5) Dramatically increase the support of current and future local leaders, stewards, etc. to  
40 obtain world class education in the skills needed for union leaders, by increasing the  
41 number of education professional staff from 1 to 5; @ \$.17
    - 42 ▪ Regional support for Districts, Councils and Locals
    - 43 ▪ More online and video conference training
    - 44 ▪ Core curriculum with college credits – uniform quality training No, by division.  
45 Division. Yea 14, Nay 26.
  - 46

- 1 6) Increasing our support of Locals with their membership recruitment activities through  
2 the addition of 10 more National Organizers; @ \$.36  
3     ▪ Advance teams to help Locals set up organizing activities  
4     ▪ Help Locals with contract campaign/activities Discussion. No, by voice vote.  
5  
6 7) Increasing our lobbying power by adding 2 additional lobbyists to more fully cover  
7 AFGE represented agency issues; @ \$.08  
8     ▪ Better coverage for all our agencies  
9     ▪ Move our agenda on staffing, pay, and contracting-in Discussion. Yea, voice  
10 vote. Nay from T. Scott (987).  
11  
12 8) Increasing our volunteer and retiree power by adding staff who can focus 100% of  
13 their time to the cultivation of volunteers, particularly volunteers to increase our  
14 political power; @ \$.04  
15     ▪ More grassroots volunteers equals greater results at local, agency and  
16 Congress/DC Government No, voice vote.  
17  
18 9) Strengthening our ability to work with natural allies and coalition partners, which helps  
19 achieve our vital goals; and @ \$.01 Brief discussion. Division. Nay, 23/24, Yea 14. No.  
20  
21 10) Enhancing our communications in support of our contract and legislative campaigns; @  
22 \$.10  
23     ▪ More frequent communications like “Week in Review” for Local use  
24     ▪ Help with onsite media for hot Local issues No, voice vote.  
25  
26 11) Continuing our strong affiliations with the AFL-CIO State Federations; @ \$.18 Yes,  
27 voice vote.  
28  
29 12) Meeting the operational resource needs of the District and National offices for travel,  
30 etc. to support our Locals, Councils and national issues; @ \$.38 (District Operational  
31 Resources -\$.16, President’s Departments Operational Resources-\$.11, NST’s  
32 Departments Operational Resources-\$.07, NVP for W/FP’s Operational Resources-  
33 \$.04) Discussion. Motion to strike all but District fund @.16. Yes, voice vote. No (1)  
34 Tom Scott. Friendly amendment made by D. Blue with 2<sup>nd</sup> to include WFP @.04. Same  
35 vote. Yes with one no.  
36  
37 13) Realistically deal with inflation that can silently undermine AFGE’s resources. @  
38 \$2.17 Lengthy discussion. No, by voice vote.  
39

40 **AND FURTHER BE IT RESOLVED** that effective January 1, 2012, the National Secretary-  
41 Treasurer may increase the per capita to reflect the increases in the affiliation fees for the  
42 program of affiliation with the AFL-CIO State Federations.  
43  
44  
45

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14

**JURISDICTION OF NATIONAL SECRETARY-TREASURER**

**RESOLUTION # 1021**

**Submitted by  
Council 147**

Article XXI Council

New after end of Section 9 the National Secretary-Treasurer will have jurisdiction over any questions of any bargaining Council Expenditures.

New Section 10. Council activities will fall under the jurisdiction of the National Secretary Treasurer.

No, voice.

1        **AMENDMENT ARTICLE 24 SECTION 9 OF AFGE NATIONAL CONSTITUTION**

2                                **RESOLUTION # 1022**

3                                **Submitted by**

4                                **Council 147**

5  
6 Section 9. All books, records, and fiscal accounts of a local or council shall be open at all times  
7 to the inspection of the national Sec. Treasure [sic] office ~~officers or accredited representative of~~  
8 ~~the NEC~~ and any duly authorized and accredited representative of the local or council. Prior to  
9 the inspection, the effected [sic] local or council will receive a written rationale for the  
10 inspection, what the inspection expects [sic] to find, as well as a statement listing the period of  
11 time the inspection is to cover. Any inspection will be at no cost to the local or council.

12  
13 Purpose of amendment- supplies impacted local or council with an understanding as to why the  
14 inspection is occurring and the rational for the inspection. Period of time will enable the  
15 impacted officers to make ready the material requested.

16 | No. voice.

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1 **AMENDMENT ARTICLE 24 SECTION 6A OF AFGE NATIONAL CONSTITUTION**

2 **RESOLUTION # 1023**

3 **Submitted by**

4 **Council 147**

5  
6 Sec. 6(a). A local failing to pay the monthly per capita tax, any assessment, or other  
7 indebtedness to the Federation, *including but not limited to National Councils chartered by the*  
8 *NEC*, by the due dates indicated above, shall be notified promptly by the NST of its arrearages,  
9 and if at the end of three months the local is still in arrears, it may be suspended from  
10 membership, and its members shall forfeit all rights, privileges, and benefits. Any local  
11 suspended for six months shall surrender its charter to the NST.

12  
13 | No. voice.

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1 **PER CAPITA INCREASE**

2 **RESOLUTION # 1024**

3 **Submitted by**

4 **Council 147**

5

6 **WHEREAS** AFL-CIO affiliation dues have increased;

7 **WHEREAS** AFGE has benefited from prior conventions earmarked funding;

8 **WHEREAS** contract campaigns shall be a major endeavor by AFGE Councils and Locals over  
9 the next 3 years;

10 **WHEREAS** AFGE's participation in the national election process is invaluable to it's [sic]  
11 membership;

12 **WHEREAS** AFGE's legislative department is unable to provide services to all councils and  
13 locals;

14 **WHEREAS** AFGE has publically supported cap of 2% COLA for all federal employees for FY  
15 2010 and/or the duration of the recession,

16 **THEREFORE BE IT RESOLVED**

17 1) Effective January 1, 2010, per capita tax shall be increased by \$1.00 per member per  
18 month. Additionally, the following shall replace Article XXIV, Sec. 1(b), Subsections 1-4  
19 as follows:

20 2) Effective January 1, 2010, \$3.46 of the total per capita tax shall be dedicated as follows:  
21  
22 \$.54 for AFL-CIO affiliation, \$.70 for member organizing program, \$.45 for media, \$.15  
23 communications programs, \$.30 for education programs, \$.20 for election education  
24 programs, \$.55 for legislation, \$.13 for Women's programs, \$.15 for fair practices  
25 programs, \$.03 for Women and Fair Practice Coordinators, \$.02 for conflict resolution,  
26 \$.08 for building improvements, \$.08 for savings, \$.01 each to AFGE's Firefighters  
27 Steering Committee, Law Enforcement Steering Committee, Hispanic Coalition, and  
28 Nurses Committee.

29  
30 Additionally, AFGE's Defense Conference shall receive \$.30 per DOD member, per  
31 month; each bargaining council shall receive a rebate of \$.25 for each of its dues paying  
32 members month [sic] and AFGE's Fire Fighters Steering Committee, Law Enforcement  
33 Steering Committee, Hispanic Coalition and Nurses Committee shall each receive a [sic]  
34 annual endowment of \$15,000.

35

36

No. Voice.

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1 **ABOLISH THE WOMEN’S AND FAIR PRACTICES DEPARTMENTS**

2 **RESOLUTION # 1025**

3 **Submitted by**

4 **Local 1997**

5  
6 **WHEREAS;** The women, Farr [sic] Practices Department Cost A F G E One Million, Nine  
7 hundred Thousand for the year 2008.

8  
9 **WHEREAS;** The word Union means ONE. Not male or Female.

10  
11 **WHEREAS;** The most experienced Fair Practices Lawyer. Joe Henderson is assigned to the  
12 general councils office

13  
14 **WHEREAS;** National Representatives are trained in all aspects of Representation

15  
16 **WHEREAS;** The cost of living affects the lowest grade employs [sic] most, and cannot afford  
17 more union Dues.

18  
19 **THEREFORE BE IT RESOLVED;** The Women. Fair Practices National office and all District  
20 Reps Deleted effective Oct. 1, 2009.

21  
22 No. voice.

23

1                                   **CAP NVP PAY**  
2                                   **RESOLUTION # 1026**  
3                                   **Submitted by**  
4                                   **Local 1997**

5  
6 **WHEREAS** 1968 was the first year all 15 N VP's [sic] were paid full wages.

7  
8 **WHEREAS;** The wages are totally beyond reason compared to what our members earn.

9  
10 **THEREFORE BE IT RESOLVED;** The N V P 's [sic] pay be capped \$90,000 per year.

11  
12 **THEREFORE BE IT FURTHER RESOLVED** that. That this alignment become effective  
13 Jan. 1.2010.

14 | No. voice.

1     **SIMULTANEOUS OFFICE HOLDING AT LOCAL, COUNCIL, AND/OR DISTRICT**  
2                                     **LEVELS**

3                     **RESOLUTION # 1027**

4                     **Submitted by**

5                     **Council 45**

6  
7     A local or Council shall not preclude any member in good standing from simultaneously holding  
8     another office at the local and council levels, at the local and NVP levels, as well as the council  
9     and NVP levels.

10  
11     No. voice.

12

1 **BARGAINING COUNCIL DELINQUENCIES**

2 **RESOLUTION # 1028**

3 **Submitted by**

4 **Council 220**

5  
6 **WHEREAS** delinquencies in revenues owed to Bargaining Councils do not prevent seating of  
7 locals at the National Convention and District Conventions or meetings

8 And

9 **WHEREAS** delinquencies in National per capita do prevent seating of Locals at Council  
10 Meetings and Conventions

11 And

12 **WHEREAS** this creates an inequity in the treatment of Locals with delinquencies to National  
13 AFGE and Locals with Delinquencies to Bargaining Councils

14  
15 **THEREFORE BE IT RESOLVED** that:

16 Article VI Section 1 of the AFGE Constitution be changed by striking the section beginning at  
17 the third sentence to the end of the section and replacing it with the following:

18  
19 In order to be entitled representation at the National Convention, a local must pay all initiation  
20 fees, per capita tax and all other accounts due to the Federation including Bargaining Councils as  
21 of June 30 prior to the National Convention.

22  
23 In addition no local will be eligible to vote in any District Caucus, Council Convention, National  
24 Convention or on any Council, District or National matter unless per capita tax, Bargaining  
25 Council dues and any other accounts due to the Federation or Bargaining Council are paid in full  
26 60 days prior to convening the event.

27  
28 The National Secretary Treasurer will request information on Bargaining Council delinquencies  
29 60 days prior to such event and include such information in the report to the Committee on  
30 Credentials.” No, by voice vote as amended to include 1030, and 1033.

1       **COORDINATION OF EFFORT BETWEEN COUNCILS AND AFFECTED LOCALS**

2                               **RESOLUTION # 1029**

3                               **Submitted by**

4                               **Local 1156**

5  
6       **WHEREAS** the AFGE National Constitution, Article XXI, provides for the creation and  
7 establishment of Councils.

8       **WHEREAS** the AFGE National Constitution, Article XXI, Section 1 states that AFGE locals  
9 having members represented by a council with national exclusive recognition or a national  
10 consolidated unit must pay the dues and/or per capita tax to the appropriate council and in  
11 accordance with the council's constitution.

12       **WHEREAS** the AFGE National Constitution, Article XXI, Section 2 states that an annual report  
13 of each council's activity, including the annual audit, shall be made to the National Office.

14 Further copies of official publications shall be furnished to the National Office.

15       **WHEREAS** the AFGE National Constitution, Article XXI, Section 5 states that only locals in  
16 good standing shall be affiliated with such councils.

17       **WHEREAS** the AFGE National Constitution, Article XXII, Section 1 states that the council  
18 presidents shall exercise general supervision over their respective councils.

19       **THEREFORE BE IT RESOLVED** that Article XXI, Section 1 of the be amended as follows:  
20

21               AFGE locals may form councils to be comprised of member locals in good standing;  
22 such councils are to be formed after due application and approval by the National  
23 Executive Council, which in turn will issue a charter under the same conditions  
24 applying to the locals. If the NEC does not approve the first application for a charter,  
25 within 30 days it must furnish in writing to all locals involved the reason why  
26 approval has not been granted and the specific actions which will lead to the granting  
27 of the charter. Upon completion of the stated actions the charter must be issued.

28 AFGE locals having members represented by a council with national exclusive  
29 recognition or a national consolidated unit must pay the dues and/or per capita tax to  
30 the appropriate council and in accordance with the council's constitution. **No Council**  
31 **will take final action (approval/rejection) on any issue or management proposal**  
32 **which may have national or regional implications without first conferring with**

1 and receiving the permission from 75% of affected Locals of their Council. Retired  
2 members may pay national council or national consolidated unit council dues, but it  
3 is not mandatory unless the local of which they are a member requires them to do so.  
4 Locals not paying their national council or national consolidated unit council dues  
5 and/or per capita tax, as required, are subject to all penalties as prescribed in the  
6 AFGE National Constitution and the appropriate national council or national  
7 consolidated unit council constitution.

8  
9 and that Article XXI, Section 2 of the be amended as follows:

10 An annual report of each council's activity, including the annual audit, shall be made  
11 to the National Office and all member locals. Further copies of official publications  
12 shall be furnished to the National Office and all member Locals.

13  
14 and that Article XXI, Section 5 of the be amended as follows:

15 Only locals in good standing shall be affiliated with such councils. By remaining in  
16 good standing, it is the duty of the Council to maintain fair and open  
17 communications with the Locals in all matters which may affect the ongoing  
18 business of the Locals.

19  
20 and that Article XXII, Section 1 of the be amended as follows:

21 The council presidents shall exercise general supervision over the affairs of their  
22 respective councils. In the spirit of unionism and solidarity, they must be vigilant  
23 in maintaining open communications with all Local Presidents or their designated  
24 representatives within their purview.

25 Yes, voice.as amended to exclude BOP.



1                                   **PERCAPITA TAX INCREASE**  
2                                   **CONSTITUTIONAL AMENDMENT**  
3                                   **RESOLUTION # 1031**

4                                   **Submitted by**  
5                                   **Council 53**

6  
7   **WHEREAS** American Federation of Government Employees may receive a Per Capita Tax  
8   increase at this 2009 Convention

9   **WHEREAS** the current process for Bargaining Councils is to receive rebates is set currently at  
10   40 cents per member, per month

11   **WHEREAS** it appears AFGE National has a different meaning of “all other accounts to  
12   Federation” than the delegates,

13   **THEREFORE BE IT RESOLVED** that Bargaining Councils will receive in addition to the  
14   current 40 cent rebate, a 25 cents increase (per Union member) in their rebate from any realized  
15   Per Captia [sic] Increase.

16 |  
17 | No. voice.

1 VACANCIES IN THE OFFICE OF NVP FOR WOMEN AND FAIR PRACTICES  
2 CONSTITUTIONAL AMENDMENT  
3 RESOLUTION # 1032

4 Submitted by  
5 Human Rights Committee and Local 32  
6

7 ARTICLE XI

8 *Duties of the National Vice President for Women and Fair Practices*

9 Sec. II. If the National Vice President for Women and Fair Practices for any valid reason,  
10 such as ill health, is unable to perform his or her duties for any substantial period of time, he or  
11 she shall designate, in writing and from the recommendation of the Human Rights Committee,  
12 who is to perform his or her duties. Such notice will be served upon the NEC. This designation  
13 may be revoked at the discretion of the National Vice President for Women and Fair Practices.  
14 Vacancies in the office of the National Vice President for Women and Fair Practices shall be  
15 filled by the NEC from the recommendation of the Human Rights Committee within 30 calendar  
16 days of the vacancy Motion to amend after "in writing" (line 11) insert "from among the  
17 members of the Human Rights Committee" Strike the words (line 16) "within 30 calendar days  
18 of the vacancy", Motion passed as amended.

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1 **SUSPENSION OF LOCALS FOR FAILURE TO PAY COUNCIL PER CAPITA TAX**

2 **RESOLUTION # 1033**

3 **Submitted by**

4 **Local 3172**

5  
6 **WHEREAS** the AFGE constitution provides that locals that fail to pay monthly per capita taxes  
7 and assessments to AFGE for three months may be suspended from membership and its  
8 members can forfeit all rights, privileges and benefits,

9 **WHEREAS** the AFGE constitution contains no penalty to locals that fail to pay per capita tax to  
10 national bargaining councils that such locals are affiliated with,

11 **WHEREAS** AFGE national bargaining councils have no enforcement mechanism at their  
12 disposal to compel locals in arrears to pay their debts,

13 **WHEREAS** the AFGE General Council [sic] has determined that locals who are in arrears in  
14 their per capita obligations to AFGE national bargaining councils are entitled to be seated as  
15 locals in good standing at the AFGE convention and at District caucuses,

16 **WHEREAS** AFGE national bargaining councils and Regional counseling [sic] are dependent on  
17 per capita revenue of their affiliates to provide representational services for members,

18 **WHEREAS** it is fair and just that locals delinquent in per capita payments to AFGE national  
19 bargaining councils should incur similar penalties for arrearages to AFGE,

20 **THEREFORE BE IT RESOLVED** that Article XXIV, Section 6(a) be amended as follows:

21 A local failing to pay the monthly per capita tax, any assessment, or other  
22 indebtedness to the Federation by the due dates indicated above, shall be notified  
23 promptly by the NST of its arrearages, and if at the end of three months the local is  
24 still in arrears, it may be suspended from membership, and its members shall forfeit  
25 all rights, privileges, and benefits. Any local suspended for six months shall  
26 surrender its charter to the NST. *A local failing to pay the monthly per capita tax,*  
27 *any assessment, or other indebtedness to a national bargaining council of which it is*  
28 *a member by the dates stipulated in the national bargaining council constitution and*  
29 *bylaws shall be notified promptly by the council Treasurer of its arrearages, and if at*  
30 *the end of three months the local is still in arrear the council treasurer shall notify*  
31 *the NST who may suspend the local from membership, and its members shall forfeit*  
32 *all rights, privileges, and benefits. Any local suspended for six months for failure to*

1 *pay per capita tax, any assessments or other indebtedness to its affiliated national*  
2 *bargaining council(s) shall surrender its charter to the NST.*

3  
4 That Article XXIV, Section 6(b) be amended as follows:

5 Add to Section 6(b):

6 *Any local in arrears in its per capita tax, any assessments or other payments to*  
7 *national bargaining councils with which it is affiliated for more than 90 days*  
8 *automatically will generate a review by the appropriate national council President*  
9 *in conjunction with the NST's office. A certified letter of notification will be sent to*  
10 *the Executive Board that a review will be conducted and will state the time date and*  
11 *place. If the review substantiates the arrearages, then the local's dues deductions, at*  
12 *the direction of the National President with the concurrence of the national council*  
13 *President, will be sent directly from the agency to the Federation for a period of at*  
14 *least 12 months. The NST shall deduct the appropriate amount of per capita tax,*  
15 *deduct an appropriate portion of the other obligations owed the AFGE national*  
16 *bargaining council, forward such deduction to the AFGE natio9nal [sic] bargaining*  
17 *council, and send the remainder to the local.*

18  
19 *After 12 months, the NST and national bargaining council President will review the*  
20 *Local's structure and other appropriate considerations and determine whether the*  
21 *direct dues process should be terminated. If the direct dues process is terminated*  
22 *and thereafter the local becomes delinquent for more than 90 days, the direct dues*  
23 *process will be reinstated and remain in place, except that if there is a change in the*  
24 *principal financial officers of the local, those officers can request reconsideration.*  
25 *The decision whether or not to reconsider is at the discretion of the National*  
26 *President after consultation with the appropriate national bargaining council*  
27 *President.*

28 No. per the note at 1028,

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1 **REVIEWING COUNCIL RECORDS**

2 **RESOLUTION # 1034**

3 **Submitted by**

4 **Local 3172**

5  
6 **WHEREAS** national bargaining councils are not located in any particular AFGE District,

7 **WHEREAS** an AFGE National Vice President has no supervisory authority over any national  
8 bargaining council

9 **WHEREAS** the National Secretary Treasurer is the appropriate national officer that should be  
10 responsible for inspecting council records when such need is demonstrated,

11 **WHEREAS** the location of the national bargaining council President is incidental to the national  
12 agency scope of national council jurisdictions,

13 **THEREFORE BE IT REOLVED THAT** Article XXIV, Section 9 of the AFGE constitution  
14 be amended as follows:

15 Strike the words “or council” in the 2<sup>nd</sup> and the 6<sup>th</sup> lines. Add the following sentence:

16 *All books, records and fiscal accounts of a council shall be open at all times to the inspection of*  
17 *the National Secretary Treasure, the National President and any duly authorized and accredited*  
18 *representatives of affiliate locals and council officers.*

19  
20 No. voice vote.

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1                   **OFFICERS OF THE HUMAN RIGHTS COMMITTEE**  
2                   **RESOLUTION # 1035**

3                   **Submitted by**

4                   **Human Rights Committee and Local 32**

5  
6  
7   **DELETE:**

8  
9   Article XI, Section F - Duties of the National Vice President for Women and Fair Practices

10  
11   **ADD NEW:**

12   Article XIV, Section 2

13  
14   Duties of the National Human Rights Committee

15  
16   National Human Rights Committee (HRC) will elect a Chairperson, Vice Chairperson, and  
17   Secretary to preside over meetings of the Committee at the next HRC meeting and continue  
18   every three (3) years beginning after the Caucus 2011.

19  
20  
21                   No, voice.



1 **ELECTION OF LOCAL WOMEN’S COORDINATORS AND LOCAL FAIR**  
2 **PRACTICES COORDINATORS**

3

4

**RESOLUTION # 1037**

5

**Submitted by**

6

**Human Rights Committee**

7

8

9 **DELETE:** Article XVII, Section 3

10

11 **ADD NEW:** Article XVII Section 3

12

13 All locals, councils, national steering committees, and national steering-type committees shall  
14 include in their proposed bylaws, constitution, articles, or articles of operation, the position and  
15 duties of the Women’s Coordinator by December 2011

16

17 **ADD NEW:** Article XVIII, Section 4

18

19 All locals, councils, national steering committees, and national steering-type committees shall  
20 include in their proposed bylaws, constitution, articles, or articles of operation, the position and  
21 duties of the Fair Practices Coordinator by December 2011.

22

23

24

No. voice.

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1 **SETTING THE SALARY OF THE NATIONAL PRESIDENT**

2 **RESOLUTION # 1038**

3 **Submitted by**

4 **Local 1923**

5

6 **WHEREAS** the AFGE National Constitution, Article VII (Officers), Section 3 provides that the  
7 salary for the National President is tied to the Executive Level pay scale with no provisions for  
8 cost of living or other increases, and

9 **WHEREAS** pay increases have been frozen at the Executive Level in the federal government,

10 **THEREFORE BE IT RESOLVED** that Article VII, Section 3 be amended as follows:

11

12 The entrance salary of the officers shall be consistent with the Classification Act  
13 for Federal Employees:

14 (a) National President Executive Level IV

15 **(1) The National President's salary shall increase at the following rate:**

16 **After completion of one year of service** **Executive Level III**

17 **After completion of two years of service at Level III** **Executive Level II**

18 **After completion of three years of service at Level II** **Executive Level I**

19 (b) National Secretary-Treasurer GS-15

20 (c) National Vice President for Women and Fair Practices GS-14

21 (d) National Vice Presidents GS-14

22 except that an elected officer shall not suffer any loss in pay if occupying a  
23 Federal or District government position when elected. The in-grade step raises for  
24 the prescribed grades, if any, shall apply.

25 Pay increases for all national officers will be in accordance with the Federal  
26 Employees Pay Comparability Act of 1990 (FEPCA).

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28 **No, voice vote.**

29

1 **NATIONAL VICE PRESIDENT ANDREA E. BROOKS**

2 **RESOLUTION # 1039**

3 **Submitted by**

4 **District 12**

5 Whereas AFGE owes a debt of gratitude for the many years of service and dedication of Andrea  
6 E. Brooks, and

7  
8 Whereas the federation places the names of those special members who gave such great service  
9 on the roles of Emeritus Officers, to be honored and memorialized ever after.

10  
11 Therefore be it resolved that the name of Andrea E. Brooks be placed onto the list of Emeritus  
12 Officers of AFGE, and written into the AFGE National Constitution.

13  
14 Yes, voice.

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1 **PER CAPITA INCREASE**

2 **RESOLUTION # 1040**

3 **Submitted by**

4 **Local 1199**

5  
6 **Whereas**, AFGE has always been a good strong Union, and one that gets its strength from the  
7 membership and leaders who together determine the way, and  
8

9 **Whereas**, it costs money to provide the services necessary and requested by the members, and  
10 the people needed to provide those services, and the members decide how the funding is spent  
11 when they agree to increase the per capita, and  
12

13 **Whereas**, inflation has grown over the past three years and will surely grow more in the next-  
14 three years and we must pay for that inflationary cost in order to get what we need and desire,  
15

16 **Therefore Be It Resolved** that Article XXIV is amended effective January 1, 2010 per ca[ita tax  
17 is increased \$2.00 per month to include:  
18

19	(12) National Representatives	\$ .48
20	(6) National Organizers	.24
21	(2) Labor Relations Specialists	.08
22	(4) Legislative Lobbyists	.16
23	(2) Communications Specialists	.08
24	State Fed Affiliation	.18
25	(2) EEO Attorneys	.18
26	District Operational Resources	.16
27	President’s Department’s Operational Resources	.11
28	NSTs Departments Operational Resources	.07
29	NVP for W/FP Operational Resources	.04
30	Inflation	.22

31  
32 **Be It Further Resolved** that effective 2012, the National Secretary Treasurer may require a one-  
33 time \$2.00 assessment per member for the actual increases in affiliation fees with the AFL-CIO  
34 State Federations and inflation.  
35

36 No, voice.  
37

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1 **CONTINUATION OF OPERATIONS PLAN (COOP) FOR AMERICAN FEDERATION**  
2 **OF GOVERNMENT EMPLOYEES' LOCALS, COUNCILS, DISTRICT AND**  
3 **NATIONAL OFFICES**

4 **RESOLUTION # 1041**  
5 **Submitted by Local 2341**

- 6
- 7 1 **WHEREAS** emergencies, including natural acts of nature, accidents, man-made or  
8 natural disasters, technological/ physical attacks, and Pandemic Disease have the  
9 potential to occur, causing a serious interruption to the continuity of Union Business  
10 Operations and  
11
- 12 2 **WHEREAS** natural and man-made disasters are occurring more frequently, and more  
13 and more representatives and members of the American Federation of Government  
14 Employees' Locals, Councils, Districts, and National Office are becoming physically  
15 displaced by these disasters, there is now a greater need for the American Federation  
16 of Government Employees' to devise a Continuation of Operations Plan (COOP);  
17
- 18 3 A Continuation of Operations Plan (COOP) establishes operational procedures to sustain  
19 essential functions if normal operations for the Locals, Councils, Districts and/or  
20 National Headquarters Offices are not feasible;  
21
- 22 4 Continuation of Operations Plan (COOP) focuses on actions that must be initiated in the  
23 several days after an incident to ensure continued operations;  
24
- 25 5 A Continuation of Operations Plan (COOP) provides for sustained operations, within 30  
26 days, in the event of an emergency affecting the Locals, Councils, Districts or  
27 National Office operations; and  
28
- 29 6 A Continuation of Operations Plan (COOP) guides the restoration of affected  
30 components' full functions for the period over which they are affected by the disaster;  
31

32 **THEREFORE BE IT RESOLVED**

- 33
- 34
- 35 7 that the American Federation of Government Employees, in an effort to ensure that all  
36 affected components can continue to perform their Mission Essential Functions  
37 (MEFs) and Primary Mission Essential Functions (PMEFs) during a wide range of  
38 emergencies, including acts of nature, man-made disasters, accidents, pandemic  
39 disease, technological or other attacks, will develop a full and complete Continuation  
40 Of Operation Plan to cover all Locals, Councils, Districts and National Office  
41 Operations.  
42  
43  
44

1 8 **BE IT FURTHER RESOLVED** that AFGE add an amendment to the National  
2 Constitution to prescribe a Continuation of Operation Plan for all Locals, Councils,  
3 Districts and the National Headquarters in order to continue essential union functions  
4 in the event of a disaster/ emergency;

5  
6 9 **BE IT FURTHER RESOLVED** that the National Office of the American Federation of  
7 Government Employees will set up and fund A Continuation of Operation Plan to  
8 assist the locals, councils, Districts and/or National Office Staff to carry out essential  
9 representational and other business functions when affected by such emergencies,  
10 and to ensure that the component can continue it's essential business functions;

11  
12 10 **BE IT FURTHER RESOLVED**, that if an emergency situation should occur which  
13 causes the displacement of Locals, Councils, Districts and/or National Headquarters  
14 Offices, that the displaced Officers of the affected component will be assisted by  
15 nearest available Locals, Councils, Districts or National Headquarters office to carry  
16 out AFGE mission essential tasks and duties. When possible displaced officers should  
17 be allowed to utilize other Local's, Council's, District's or National Offices'  
18 equipment and supplies to carry out AFGE Mission essential functions.

19 | No, voice vote.

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1 **AFGE Convention Resolutions**

2 **TAPE PROCESSING**

3 **RESOLUTION # 2001**

4 **Submitted by**

5 **National Executive Council**

6  
7 **WHEREAS** AFGE Locals and Councils frequently request aid in arranging tape processing with  
8 their agencies,

9 **WHEREAS** tape processing allows locals to handle funds in smaller amounts for reporting  
10 purposes and for more streamlined record-keeping, and

11 **WHEREAS** tape processing can assure payment of council and AFGE national per capita,

12 **THEREFORE BE IT RESOLVED** that AFGE National Bargaining Councils and AFGE  
13 Locals are strongly encouraged to include in negotiations, provisions for AFGE to directly  
14 receive dues monies and dues deduction listings through electronic format from the agency.  
15 AFGE National shall supply all support as is reasonable and appropriate to such ends.  
16

17  
18 Strike "strongly" (line 13). Yes, voice. Motion as amended.

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1 **CONTINGENCY REPRESENTATION**

2 **RESOLUTION # 2002**

3 **Submitted by**

4 **National Executive Council**

5

6 **WHEREAS** private sector attorneys employed by numerous AFGE Councils and Locals  
7 routinely negotiate retainers which include the recovery of attorney fees at a market rate or at  
8 33% of the total back pay recovery, *whichever is greater*; and

9 **WHEREAS** large back pay recoveries in certain FLSA (overtime) group grievances and EEO  
10 class actions often exceed millions of dollars, with the resulting fee recovery for the private  
11 sector attorney approaching a windfall as the percentage of the lump sum far exceeds a  
12 reasonable market rate; and

13 **WHEREAS** large proportions of members' back pay recoveries end up funding out-sourced  
14 private counsel in such situations; and

15 **WHEREAS** AFGE has successfully negotiated million dollar settlements with fee recoveries in  
16 the neighborhood of 1% rather than the 25-33% recovered by private counsel; and

17 **WHEREAS** enhanced fee recoveries into the Legal Representation Fund will be spent entirely  
18 on AFGE representation, often off-setting litigation expenses otherwise paid by membership  
19 dues;

20 **THEREFORE BE IT RESOLVED** that the Convention authorize the introduction of General  
21 Counsel's Office and Women's and Fair Practices retainers in FLSA and group grievances and  
22 class action MSPB and court cases to secure a minimum of 10% attorney fee recovery. Any  
23 market rate fees recovered by AFGE from agencies would offset the 10% calculation for such  
24 cases.

25

26 No, voice.

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1 **DISTRICT COMMUNITY SERVICE COORDINATORS**

2 **RESOLUTION # 2003**

3 **Submitted by**

4 **Council 147**

5

6 **WHEREAS** AFGE represents federal workers throughout the United States and its territories as  
7 well as government facilities on foreign lands and,

8 **WHEREAS** AFGE represents employees who can be impacted by national disasters such as  
9 Hurricanes, Tornadoes, Earthquakes, monsoons, typhoons, tsunamis and

10 **WHEREAS** AFGE as a part of the AFL-CIO, state labor federations, central labor councils is  
11 aware of the network of Community Services Organizations that labor provides to help sister and  
12 brother employees who are victims of national disasters and who suffer during times of need;

13 **WHEREAS** District Offices have provided assistance to member employees during their time  
14 of need such as Hurricane Katrina, among other national disasters

15 **BE IT RESOLVED** that within each AFGE District, an individual be designated as the  
16 District's Community Services Director whose duty will be to work with the National Vice  
17 President, Fair Practices Coordinator and Women's Director as well as the National AFGE  
18 office, other Districts, State Federations of Labor, Central Labor organizations, United Way and  
19 other volunteer organizations to help coordinate the District's assistance to its members and their  
20 families during times of need.

21 No, voice.

1                   **CAP NATIONAL REPRESENTATIVE AND ORGANIZER PAY**

2                                   **RESOLUTION # 2004**

3   **Submitted by**

4   **Local 1997**

5  
6  
7 **WHEREAS;** National Representatives and organizers pay is beyond reasonable limits.

8  
9 **BE IT RESOLVED.** That this pay be adjusted to limit of \$70,000.00 Per year. The effective  
10 date be Jan. 1,2010. If Contract allows.

11  
12 | No. on motion from A. Young on all financial resolutions limiting pay.

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1 **CAP EMPLOYEE PAY**

2 **RESOLUTION # 2005**

3 **Submitted by**

4 **Local 1997**

5  
6  
7 **WHEREAS;** Section heads and other Employees are earning as high \$150,000.00 per year

8  
9 **BE IT RESOLVED;** All wages be capped at \$90,000.00 per year effective Dec.31. 2009

10  
11  
12 | No. on Res. 2004 motion.

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1 **CAP AFGE ATTORNEY PAY**

2 **RESOLUTION # 2006**

3 **Submitted by**

4 **Local 1997**

5

6

7 **WHERE AS** [sic]; A F G E Lawyers cost us \$1,084,388.00 for L M 2 2007

8 **WHERE AS** [sic]; When Military technicians were order [sic] to wear the Military Uniform

9 when performing Civilians Duties. We Had to hire an outside an outside [sic] attorney.

10 **BE IT RESOLVED;** They be capped \$120,000.00 per year.

11 No. on 2004 resolution.

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1 **CAP DISTRICT ADMINISTRATIVE ASSISTANT PAY**

2 **RESOLUTION # 2007**

3 **Submitted by**

4 **Local 1997**

5

6

7 **WHERE AS** [sic]; District secretary are now classified as Administrative asst.

8 **WHERE AS** [sic]; The base pay was \$71,427.00 as per L M 2 2007.

9 **WHERE AS** [sic]; With bonuses, and other total pay was \$98,793.00

10 **THEREFORE BE RESOLVED**; They be titled Secretary and pay be capped at \$45,000.00

11 | Effective Dec. 31, 2009

12 | No, on 2004 resolutions.

1  
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17

**REDUCE NUMBER OF ATTORNEYS**

**RESOLUTION # 2008**

**Submitted by  
Local 1997**

**WHEREAS;** AFGE National employs NINE lawyers at a cost of \$1,084,388.00 as per its LM-2 for 2007

**WHEREAS;** the Air Force Reserve Command ordered its Air Reserve Technicians to wear military uniforms while performing civilian duties.

**WHEREAS;** AFGE National would not assign one of OUR lawyers to the aid of DEFCON and its own LOCALS in combating the ILLEGAL MANDATES of the Air Force Reserve Command

**WHEREAS;** DEFCON and AFGE LOCALS had to hire their own Lawyers

**THEREFORE BE IT RESOLVED;** THAT AFGE National reduce its lawyer pool to FIVE

No. voice.

1  
2 **AFGE DISTRICT VETERANS COUNCILS**

3 **RESOLUTION # 2009**

4 **Submitted by**

5 **Local 3172**

6  
7 **WHEREAS** prior military service has often been a way for people to obtain employment in the  
8 federal sector, and

9 **WHEREAS** federal agencies currently face brain drains as eligible employees retire, and

10 **WHEREAS** new federal employees face enormous challenges at a time when federal workers  
11 are being asked continually to do more with less, and

12 **WHEREAS** federal job seekers often find themselves in an extremely competitive situation as a  
13 result of the economy, and

14 **WHEREAS** new veterans often find themselves facing enormous health challenges as a result of  
15 the war on terror, such as the abuse at Walter Reed and other hospitals treating veterans, and

16 **WHEREAS** AFGE is proud to represent employees of the Veterans Administration and other  
17 federal agencies, and

18 **WHEREAS** current and future veterans have many issues and experiences in common which  
19 they can share with one another,

20 **BE IT RESOLVED** that AFGE establish within each District Veterans Councils in which  
21 participants can share experiences, resources and also testify when needed on behalf of current  
22 and future veterans about the continued need to provide veterans with services and assist other  
23 veterans in the transition from military to civilian life.

24  
25 **No, voice.**

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1  
2 **CLASSIFICATION AND DESK AUDITS**

3 **RESOLUTION # 2010**

4 **Submitted by**

5 **National Council of EPA Locals #238**

6  
7 **WHEREAS** bargaining unit employees dissatisfied with the classification of their positions need  
8 advice on classification or desk audits including appeals to the Office of Personnel Management,  
9 and

10 **WHEREAS** bargaining unit employees represented by AFGE Locals and Councils often turn to  
11 the Locals and Councils for assistance, seeking advice or consultation when faced with a position  
12 audits or reviews that affects the classification of their positions, and

13 **WHEREAS** most AFGE Locals and Councils do not maintain expertise on classification or desk  
14 audits, and

15 **WHEREAS** AFGE National does not currently maintain any expertise at the National or District  
16 Offices in the specialized area of classification or desk audits.

17 **THEREFORE BE IT RESOLVED** that AFGE will hire and provide two additional new staff  
18 positions in its National Office with expertise in classifications and desk audits, in order to  
19 provide advice to Locals and Councils.

20 **THEREFORE BE IT FURTHER RESOLVED** that AFGE will fund these two additional  
21 positions with \$0.10 of the additional Per Capita Tax adopted by the membership at this  
22 Convention in August 2009.

23 | No, voice.

1  
2 **RESOLUTION ON FORMATION OF NON-APPROPRIATED FUND BARGAINING**  
3 **COUNCIL**

4 **RESOLUTION # 2011**

5 **Submitted by**

6 **Local 2065**

7  
8 **WHEREAS** AFGE is a string Union that benefits from coordinated action in support of  
9 represented employees, and;

10 **WHEREAS** Employees in the Army and Air Force Exchange system represented by AFGE are  
11 covered by a nation-wide Bargaining Council, and;

12 **WHEREAS** Employees of other Non-Appropriated Fund activities represented by AFGE have  
13 traditionally bargained over matters similar and identical to those addressed in the AAFES  
14 Bargaining Council, and;

15 **WHEREAS** The advantages of coordinated negotiations for Non-Appropriated Fund employees  
16 over appropriated matters would save resources and give Non-Appropriated Fund Employees  
17 some continuity when moving between AFGE represented units.

18 **THEREFORE BE IT RESOLVED** that AFGE support and encourage the formation of a Non-  
19 Appropriated Fund bargaining council of AFGE represented employees as is presently the case  
20 with AFGE represented AAFES employees.

21 No, voice.

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1 **COORDINATION OF LOCALS BY THE NATIONAL OFFICE ON DEPARTMENT**  
2 **WIDE DIRECTIVES AND REGULATIONS AFFECTING BARGAINING UNIT**  
3 **MEMBERS**

4 **RESOLUTION # 2012**

5 **Submitted by**

6 **Local 1165**

7  
8 **WHEREAS** we are proud of the hard work that the individual Locals across the Nation are  
9 doing in preserving and protecting the rights of our members and holding at bay many  
10 overbearing and unnecessary policies.

11 **WHEREAS** our union has become stronger and is gaining in membership, yet communication  
12 between locals continues to be difficult, time consuming and burdensome due to distances and  
13 time changes between parts of the country/world;

14 **WHEREAS** our locals are still facing hostile management actions and require support and a  
15 coordinated effort through the National Office when dealing with “All Activity” (DOD, DON,  
16 FAA, VA, etc). [sic]

17 **WHEREAS** because local management now claims non-negotiability due to the directive  
18 coming down from “higher authority,” locals are now being divided and defeated by Agency  
19 Legal Offices and costly Arbitration expenses.

20 **WHEREAS** due to a lack of communication, locals only one hundred miles apart may be  
21 fighting on opposite sides of the same issue.

22 **WHEREAS** due to a lack of communication and being unable to present a united front, locals  
23 appear to be weak and lacking in coordination, knowledge and power.

24 **THEREFORE BE IT RESOLVED** that when an Agency attempts to issue a Directive,  
25 Instruction or Notice that will affect more than one local in more than one geographic area, these  
26 directives should be coordinated through the Office of General Counsel at the National  
27 Headquarters. If other Unions are involved, the Office of General Counsel will attempt to  
28 coordinate this effort with these other Unions. This will permit all locals to proceed as one, in a  
29 coordinated effort, to bargain at the highest level.

30 No, Voice.

1    **RESOLUTION TO CONSOLIDATE ALL AAFES LOCATIONS UNDER ONE LOCAL**  
2                                    **RESOLUTION # 2013**  
3                                    **Submitted by**  
4                                    **Local 2921 and Council 235**

5  
6    **WHEREAS** AAFES is a worldwide consolidated bargaining unit with 1100 of 16,00 eligible,  
7    and

8    **WHEREAS** the field suffers low membership because Locals don't pass on the NAF percapita  
9    [sic] savings, and

10   **WHEREAS** lower level representation occurs from non-AAFES Locals that don't understand  
11   AAFES, and

12   **WHEREAS** all discipline and field issues ultimately are decided or resolved at the HQ AAFES  
13   level, and

14   **WHEREAS** Local 2921 has the funding and staffing to effectively support a worldwide local.

15   **THEREFORE BE IT RESOLVED** that all AAFES locations be consolidated under Local 2921  
16   at HQ AAFES.

17

18   No, voice.

1  
2 **BARGAINING IN GOOD TIMES TO BUILD POWER FOR HARD TIMES**

3 **RESOLUTION # 2014**

4 **Submitted by**

5 **Local 3258**  
6

7 **WHEREAS**, during the next three years, almost every collective bargaining agreement in AFGE  
8 will be open for negotiation. Given the changes in the FLRA and FSIP, we anticipate a great  
9 demand by our Locals and Councils to engage in bargaining; and

10 **WHEREAS**, in good times or bad, good contracts are hard work – hard work to create and hard  
11 work to enforce; and

12 **WHEREAS**, building upon our organizational strength can result in better contracts, as well as  
13 create the framework for successful enforcement of those contracts;

14 **THEREFORE BE IT RESOLVED** that building and solidifying the strength necessary to  
15 successfully negotiate and enforce contracts shall be a priority of the federation for the next three  
16 years. These efforts shall be known as “contract campaigns.”

17 To this end, AFGE shall dedicate a minimum of \$3 million annually towards contract campaigns,  
18 to include the following targeted resources:

- 19 • Creation of the “FAST CAT” – Field Assistance, Support and Training Contract Action  
20 Team: this team shall have a minimum of 10 employees available to assist Locals and  
21 Councils in organizing, educating, mobilizing and bargaining;
- 22 • Supported by:
- 23 ○ two additional educators to give our current and emerging leaders the skills to be  
24 effective “campaigners”;
  - 25 ○ four additional Labor Relations specialists to provide timely and accurate  
26 bargaining assistance;
  - 27 ○ two additional lobbyists to help connect the needs of employees at the bargaining  
28 table to lawmakers on Capital [sic] Hill;
  - 29 ○ two additional media and communications staff to help our current and emerging  
30 leaders communicate with members, our allies and the media about the value of

1                   good contracts for good working conditions, and ultimately for good government;  
2                   and  
3                   ○ two additional EEO attorneys and two additional Legal Rights Attorneys to  
4                   ensure that as issues arise during negotiations, members have access to effective  
5                   legal representation.  
6 **BE IT FURTHER RESOLVED** that these employees shall be full time, or a number equivalent  
7 to full time; and  
8 **BE IT FURTHER RESOLVED** that this priority shall be revisited by the delegates to the 2012  
9 AFGE National Convention.  
10 | No. voice.

1  
2 **LEGAL SERVICES CONTRACTS**

3 **RESOLUTION # 2015**

4 **Submitted by**

5 **Local 3258**  
6

7 **WHEREAS**, the National Executive Council on August 4, 2007, adopted a policy regarding  
8 Affiliates' Retention of Attorneys (the Policy); and

9 **WHEREAS**, the Policy requires affiliates to secure prior approval from AFGE National before  
10 entering into any contract for legal services; and

11 **WHEREAS**, experience has demonstrated that AFGE National often takes more than six months  
12 for review of proposed legal services contracts, and even then may refuse to approve contracts;  
13 and

14 **WHEREAS**, timelines for providing effective representation are not suspended by the need to  
15 secure advance approval for a legal services contract, sometimes forcing the affiliate to proceed  
16 without an attorney; and

17 **WHEREAS**, affiliates recognize that AFGE has some legitimate interests regarding affiliates'  
18 legal services contracts, including an interest in ensuring that AFGE National and Districts are  
19 not liable for costs related to an affiliates' [sic] legal services contract, that the attorney  
20 recognizes the affiliate as the client, and that AFGE has knowledge about affiliates' activities;

21 **NOW THEREFORE BE IT RESOLVED**, AFGE shall adopt the following as its policy  
22 regarding affiliate retention of attorneys:

- 23 • AFGE Affiliates may retain attorneys and enter into legal services contracts without  
24 advance approval from AFGE National, or any unit thereof;
- 25 • Affiliates shall ensure that all legal services contracts specify that the affiliate is  
26 responsible for meeting any monetary obligations under the contract, and that AFGE  
27 National and Districts are not parties to the contract and bear no responsibility under the  
28 contract;
- 29 • Affiliates shall ensure that all legal services contract specify that the affiliate is the client,  
30 and not any individual(s); and

1 • Affiliates shall forward a copy of all legal services contracts to AFGE national within ten  
2 days of their execution;

3 **THEREFORE BE IT FURTHER RESOLVED**, this policy shall be effective immediately  
4 and apply to all legal services contracts including those that may currently be at AFGE  
5 National for review under the August 4, 2007, Policy.

6 **No, voice.**



1 **HRC STAFFING RESOLUTION**

2 **RESOLUTION # 2017**

3 **Submitted by**

4 **Human Rights Committee**

5  
6  
7 **WHEREAS** under the leadership of the National Vice President for Women's and Fair Practices  
8 (W/FP) and advice of the Human Rights Committee, the Women's and Fair Practices  
9 Departments support a broad spectrum of issues of priority to today's working families; and

10 **WHEREAS** in 1997 Article XI of the Constitution formalized the supervision of the W/FP  
11 Departments to be under the leadership of the National Vice President of W/FP; and

12 **WHEREAS** the delegates at the AFGE 2000 Convention demanded that the WFP Departments  
13 address two concerns: (a) that AFGE work to improve fairness in government employment, and  
14 (b) that AFGE work to become the organization to respond to the civil rights needs of its  
15 members; and

16 **WHEREAS** the departments have initiated aggressive programs in response to the delegates  
17 demands, such as: a litigation network; training and educational forums for union activists; a  
18 civil rights media awareness; increased coalition and affiliation group activity; a revolving  
19 litigation loan program for locals; intervention program for disputes within locals; an intern  
20 program to bring in additional legal fees, and a grass roots array of district and local coordinators  
21 to work with the W/FP departments on special emphasis events; and

22  
23 **WHEREAS** the W/FP program supports the AFGE vision, mission, core values, and strategic  
24 goals as adopted at the 2002 National Leadership Meeting. The departments' specific role in  
25 maintaining the core values is ensuring that diversity and inclusion are reflected throughout  
26 AFGE and ensuring that fairness, integrity, honesty and service guide our path; and

27  
28 **WHEREAS** the W/FP Departments promote civil, women, human, and worker rights and  
29 combat discrimination against AFGE members by D.C. and Federal governments; cases are  
30 accepted for representation when they are meritorious and are of precedential value or of  
31 significance to the Federation; and

32  
33 **WHEREAS** the W/FP Departments offers free representation in discrimination cases referred by  
34 AFGE national vice presidents, district coordinators, councils, and locals on behalf of AFGE  
35 members throughout the country on cases that are meritorious, precedential and/or substantially  
36 significant to the AFGE as a whole; and

37  
38 **WHEREAS** the WFP attorneys provide three primary legal services: consultation, direct  
39 representation, and co-representation along with the member's local representative. The EEO  
40 specialists represent members in the claims of unlawful discrimination issues such as age, race,  
41 sex, religion, disability, and national origin at arbitrations, the Equal Employment Opportunity

1 Commission (EEOC), the Merit System Protection Board (MSPB), the Federal Labor Relations  
2 Authority (FLRA), and D.C.'s Office of Human Rights; and  
3

4 **WHEREAS** the departments are limited in how many staff it can hire using money from WFP  
5 Departments' appropriations to meet the needs of the Federation. There is no increase in staff to  
6 handle the corresponding increase in discrimination and representational cases and workload;  
7 and  
8

9 **WHEREAS** the current and future projected workload of the WFP Departments necessitate  
10 hiring additional EEO specialists/attorneys to maintain basic operations, perform the basic  
11 representational responsibilities, train activists, continue targeted campaigns, and timely respond  
12 to requests for representation; and  
13

14 **WHEREAS** WFP EEO specialists/attorneys do not represent members in court because of the  
15 lack of sufficient staff to handle the routine influx of individual requests for representation; and  
16

17 **WHEREAS**, the Options 2009 voted to support four (4) additional EEO specialists/attorneys in  
18 the Women's and Fair Practices Departments.  
19

20 **THEREFORE BE IT RESOLVED**

21 | AFGE permanently fund four (4) additional EEO specialists/ attorneys in the WFP Departments. Formatted: Left

22 | The new EEO specialist/attorney positions could be funded at 5 cents per attorney and that

23 | would support pay grade 11/12/13 positions to handle civil rights and discrimination cases

24 | presented to National Office, including court litiga ~~No by motion to fail 2016, 17, 18. C. howard,~~ Deleted: tion. ¶

1 **INCREASE IN BUDGET FOR NATIONAL COORDINATORS**  
2 **RESOLUTION # 2018**

3 **Submitted by**

4 **Human Rights Committee**

5  
6  
7 **WHEREAS** under the leadership of the National Vice President of the Women’s and Fair  
8 Practices (WFP) Departments, the Human Rights Committee—comprised of 24 elected National  
9 officers called the National Fair Practices Affirmative Action Coordinators (NFPAACs) and the  
10 National Women’s Advisory Coordinators (NWACs)—supports a broad spectrum of issues of  
11 priority to today’s working families; and

12 **WHEREAS** the delegates at the AFGE 2000 Convention support the National Fair Practices  
13 Affirmative Action Coordinator and National Women’s Advisory Coordinator as cited in the  
14 National Constitution (Articles XV and XVI); and

15 **WHEREAS** the National Human Rights Committee supports the AFGE vision, mission, core  
16 values, and strategic goals as adopted at the 2002 National Leadership Meeting. The roles  
17 include maintaining AFGE’s core values by ensuring that diversity and inclusion are reflected  
18 throughout AFGE and ensuring that fairness, integrity, honesty and service guide the path; and  
19

20 **WHEREAS** the National Human Rights Committee promote civil, women, human, and worker  
21 rights and combat discrimination against AFGE members by D.C. and Federal governments; and  
22

23 **WHEREAS** the members of the Human Rights Committee offers free advise and sometimes  
24 representation service in discrimination cases referred to them by AFGE locals before the Equal  
25 Employment Opportunity Commission (EEOC), the Merit System Protection Board (MSPB), the  
26 Federal Labor Relations Authority (FLRA), and D.C.’s Office of Human Rights; and  
27

28 **WHEREAS** the National Fair Practices Affirmative Action Coordinators and the National  
29 Women’s Advisory Coordinators are expected to travel within their districts to mobilize, educate  
30 and organize bargaining unit members on W/FP Departments core values, resulting in  
31 overspending of allotted budgets or using personal finances; and  
32

33 **WHEREAS** the National Fair Practices Affirmative Action Coordinators and National Women’s  
34 Advisory Coordinators are expected to attend meetings and training in their respective districts,  
35 some of which is funded by the Coordinator; and  
36

37 **WHEREAS** the financial resources for the National Fair Practices Affirmative Action  
38 Coordinators and the National Women’s Coordinators are limited because of inflationary cost for  
39 repeated services and has affected the level of services offered the locals in the Districts; and  
40

41 **WHEREAS** the current and future projected workload of the National Fair Practices Affirmative  
42 Action Coordinators and National Women’s Coordinators will continue to expand as reflected in  
43 our membership growth during the past six years.

1  
2 **THEREFORE BE IT RESOLVED THAT** AFGE increase the budget line item for the  
3 National Fair Practices Affirmative Action Coordinators and the National Women's Advisory  
4 Coordinators by \$0.03 per member per month effective January 1, 2010.  
5 | No voice.

1                                   **CONSOLIDATION OF BARGAINING UNITS**  
2                                   **RESOLUTION # 2019**

3                                   **Submitted by**

4                                   **District 12**

5   **Whereas** AFGE’s goal is to provide good government services, while ensuring that government  
6 workers are treated fairly and with dignity; and

7   **Whereas** many AFGE Locals own their own bargaining unit certifications; and

8   **Whereas** many AFGE Locals own multiple bargaining unit certifications; and

9   **Whereas** AFGE National owns some bargaining unit certifications at some locations where  
10 Locals owns [sic] other bargaining unit certifications; and

11 **Whereas** AFGE Local representatives, who have the responsibility to represent employees from  
12 all bargaining units under its jurisdiction, including units other than where they are employed,  
13 are not authorized official time to perform such cross unit representation; and

14 **Whereas** the FLRA consolidates bargaining units for reasons of efficiency of operation; and

15 **Whereas** upon petition to the FLRA by the owner(s) of bargaining units the FLRA may  
16 consolidate certain bargaining units which have similar communities of interest; and

17 **Whereas** consolidating bargaining units may have the effect of authorizing AFGE Local  
18 representatives to represent all members in a consolidated =20 [sic] unit;

19 **Therefore be it resolved** that where the AFGE National owns a bargaining unit certification,  
20 that is represented by a Local which owns other bargaining unit certification(s) under its  
21 jurisdiction, upon request of the Local President, the AFGE National will delegate its authority to  
22 petition the FLRA to consolidate those AFGE National units and AFGE Local units into one  
23 bargaining unit under the name and authority of the Local; and

24 **Let it be further resolved** that the AFGE National staff, upon request of the Local President,  
25 will assist any Local wishing to consolidate units under the above terms; and

26 **Therefore let it be finally resolved** that AFGE National will not make or have made, any policy  
27 or practice that interferes with a Local’s ability to consolidate units represented by that Local at  
28 its respective government agency.

29 |                                   No voice.

1                   **GENERAL SERVICES ATTORNEY IN EACH DISTRICT**  
2                   **RESOLUTION # 2020**

3                   **Submitted by**

4                   **District 12**

5  
6   **Whereas**, the legal rights attorneys only take back pay cases, and

7   **Whereas**, the district's locals need greater assistance with litigation requiring an attorney that  
8   can take all types of cases.

9   **Therefore, be it resolved**, that each district shall have an attorney physically located in the  
10   district to litigate, and help advise our locals in each of the federations [sic] respective districts.

11 |                   No voice.

1           **ADDITIONAL NATIONAL REPRESENTATIVE IN EACH DISTRICT**  
2                           **RESOLUTION # 2021**

3                           **Submitted by**  
4                           **District 12**

6   **Whereas**, the Districts are some of the most important components of the federation, and

7   **Whereas**, National Representatives work more closely with our locals in providing assistance to  
8 them and their members, and

9   **Whereas**, each district gave up one National Representative Position in 2001 which was  
10 converted to an [sic] National Organizer position;

11 **Therefore, be it resolved**, that each district be assigned an additional National Representative  
12 position to work in their respective district.

13  
14 Motion to amend after "that" (line 11) "the action in 2001 in reference to the national  
15 representative action be reverted back to include the funding for that position to work in their  
16 respective district" Yes, voice as amended.

1           **DISTRICT OPERATIONAL BUDGET TO COVER INCREASED EXPENSES**  
2                                   **RESOLUTION # 2022**

3                                   **Submitted by**

4                                   **District 12**

5  
6   **Whereas**, the District's [sic] operational budgets are not enough to cover the travel, lodging, per  
7   diem, and other expenses of their staff to meet the needs of their perspective locals, and

8   **Whereas**, the membership has increased and with that the services needed by our local's [sic]  
9   has increase as well, and

10 **Whereas**, with the addition of members, does not come the added funding needed to adequately  
11 provide the additional services;

12 **Therefore, be it resolved** that each district be given an additional \$0.20 cents per member per  
13 month for operational expenses.

14 No. voice.