ARTICLE IX NATIONAL PRESIDENT SUSPENSION OF LOCAL/COUNCIL OFFICERS

RESOLUTION # 1001

Submitted by

Council 214 (AFMC), Local 1395 (SSA, D-7), and Local 911 (HUD, D-7)

WHEREAS, AFG E's Due Process language and procedures are flawed and misused.

WHEREAS, Article IX Sec. 5(d) The National President shall be authorized to suspend immediately any officer of an affiliate for serious misconduct.

WHEREAS, there is no constitutional language requiring an investigation before the National President suspends a Local or Council officer.

WHEREAS, Local and Council officers are suspended prior to or without finds from an investigation committee.

WHEREAS, Local/Council officers are suspended from office based on hear-say and allegations, without an investigation being conducted.

WHEREAS, Article IX Sec. 5(d) the National President, when he or she deems it in the best interest of the Federation, or in his or her opinion the local will not proceed promptly to trial, or cannot be expected to fairly or judiciously try the matter, may (1) appoint a trial committee or (2) select an arbitrator under existing Federal Mediation and Conciliation Service or American Arbitration Association procedures, for the trial of the suspended officer.

WHEREAS, If the National President suspends an officer it is inappropriate, a conflict of interest and leads to bias for the National President to also appoint the trial committee or select the arbitrator.
WHEREAS, AFGE committee of investigation guidelines and procedures manual prepared by the Office of General Counsel states on pg4 "The deadlines set forth in Article XXIII apply to Local and Council committees of investigation and trial committees. They do not apply to independent committees appointed by the National President under Article IX, Section 5."

WHEREAS, When the National President suspends a local or Council officer or intervenes in charges filed at the Local or Council level there are no time limits for the establishment of an Investigation or Trial committee, etc. as such the National President, the Investigation or Trial Committees if established can do nothing and not be in violation of AFGE's Constitution.

WHEREAS, Article XXI Sec 7 states "No action shall be taken against national council officers by the NEC or National President without due process. Such due process will be consistent with the provisions of Article XXIII, and the trial or hearing panel shall be composed of three members, at least one of whom shall be a national council president and the second an independent arbitrator chosen from a list of seven arbitrators provided by the FMCS. The National Office shall strike the first name followed by the charged officer, with both parties alternating until one name remains.

WHEREAS, A Local officers should be afforded the same due process as Council officers.

WHEREAS, rightfully so, Investigation and Trial Committees appointed by the President are reimbursed for lost wages, travel cost to and from the hearing, lodging etc. Therefore, the cost of a single independent arbitrator could be less or comparable to the cost associated with a three member panel appointed by the National President.

WHEREAS, The use of independent arbitrators provides a higher level of creditability and confidence the issue will be decided without undue influence.

THEREFORE BE IT RESOLVED, Article IX sec. 5(d) will be amended to read The National President shall be authorized to suspend immediately, after an investigation is conducted, and
completed, any officer of an affiliate for serious misconduct.

**THEREFORE BE IT RESOLVED,** "No action shall be taken against a Local officer by a National Vice President, the NEC or National President without due process. Such due process will be consistent with the provisions of Article XXIII, and the trial or hearing panel shall be composed of three members, at least one of whom shall be a Local President and the second an independent arbitrator chosen from a list of seven arbitrators provided by the FMCS. The National Office shall strike the first name followed by the charged officer, with both parties alternating until one name remains shall be added to Article IX Sec. 5(d)

**THEREFORE BE IT RESOLVED,** No Local or Council officer will be suspended prior to the completion of an investigation by an investigation committee. The committee of investigation has 45 days to complete their investigation.

**THEREFORE BE IT RESOLVED,** Given trial committees and investigations (when conducted) are currently being funded. No additional PCT is required or will be requested.

**THEREFORE BE IT RESOLVED,** When the National President prefers charges against a Local Officer per Article IX 5(d), or intervenes in a Local or Council per Article IX 5(e) an independent arbitrator will be selected to hear the case. The arbitrator will be chosen from a list of seven arbitrators provided by the FMCS. The National Office shall strike the first name followed by the charged officer, with both parties alternating until one name remains.

**THEREFORE BE IT RESOLVED,** Within 10 days after the National President suspends a Local Officer per Article 5(d) or intervenes per Article IX sec 5(e) the National office will request a list of seven arbitrators from FMCS.

**THEREFORE BE IT RESOLVED,** The deadlines set forth in Article XXIII which apply to Local and Council committees of investigation and trial committees, shall also apply to actions taken by the National President under Article IX Sec. 5(e) with the understanding the schedule of an
arbitrator will impact a trial time line.

Committee Action: _F_  Workshop Action: _A_  Convention Action _A_

( Adopt = A  Combine = C  aMend = M  Fail = F )

Amendment:
ARTICLE XXI COUNCILS
RESOLUTION # 1002
Submitted by
Council 214 (AFMC) and Local 911 (HUD, D-7)

WHEREAS, Article XXI sec. 7 States "No action shall be taken against national council officers by the NEC or National President without due process. Such due process will be consistent with the provisions of Article XXIII, and the trial or hearing panel shall be composed of three members, at least one of whom shall be a national council president and the second an independent arbitrator chosen from a list of seven arbitrators provided by the FMCS. The National Office shall strike the first name followed by the charged officer, with both parties alternating until one name remains."

WHEREAS, AFGE removes/suspends a council officer from their council office position. AFGE will then prefer charges against the suspended council officer. AFGE will then tell the suspended council officer they are not entitled to participate in the arbitrator selection process because they are not a current council officer.

WHEREAS, For AFGE to suspend or remove a person from a Council Officer position, then at a later date charge them for alleged actions during the time they were a Council Officer and say because they are not a current Council Officer article XXI section 7 does not apply is wrong.

WHEREAS, Convention delegates did not intend the language in article XXI section 7 to allow AFGE to deprive the individual of due process as described in article XXI section 7 i.e. striking arbitrators because they were removed from their Council Officer position by AFGE.

THEREFORE BE IT RESOLVED, The removal/suspension of a council officer by AFGE will not deprive the council officer of the due process described in sec. 7 will be added to article XXI sec 7.
Committee Action: _A_  Workshop Action: _A_  Convention Action _A_

( Adopt = A  Combine = C  aMend = M  Fail = F )

Amendment:
ARTICLE XIII CHARGES FILED AGAINST A NATIONAL OFFICER

RESOLUTION # 1003

Submitted by

Council 214 (AFMC) and Local 911 (HUD, D-7)

WHEREAS, Article XIII SEC. 7(a). Charges filed against a National Officer of AFGE must be filed in writing with the National President and a copy thereof served by registered mail or personal service upon the officer charged.

WHEREAS, Article XIII SEC. 7(b). The committee of investigation shall be appointed by the National President and shall consist of three members in good standing. The chairman of the committee shall be a National Officer and shall be the sole National Officer on the committee.

WHEREAS, The current Constitution language allows the President to appoint members to the investigation committee based on the outcome the President desires.

WHEREAS, There is no timeframe for the NP to appoint a committee of investigation. As such, the NP could, and has, in the past not appointed a committee until a year or more after charges have been filed or never appoints a committee.

WHEREAS, There is no time limit for a committee of investigation to complete their investigation. As such, the investigation committee could take one or two years to complete the investigation or never.

WHEREAS, Under the current Constitution language charges can be filed and an investigation committee never established and not be a violation of the Constitution.

WHEREAS, Under the current Constitution language charges can be filed and an investigation committee established and never meet, never investigate, never do anything and not be in violation of the Constitution.
WHEREAS, Charges have been filed against National Officers and no actions are taken by AFGE.

WHEREAS, AFGE National Office has a well-established practice of not investigating charges filed against National Officers.

WHEREAS, AFGE National Office has not/will not process charges filed by National Officers concerning the conduct of other National Officers.

THEREFORE BE IT RESOLVED, when charges are filed concerning the conduct of a National Officer, the charges will be investigated by a committee of investigation comprised from AFGE members. The committee of investigation will be randomly selected from Local and Council Presidents from AFGE Locals, Councils or a combination of the two.

THEREFORE BE IT RESOLVED, AFGE will contract with an independent company to make the random selections. AFGE will provide the independent company with a database containing all AFGE designated Local and Council numbers. AFGE will update the database in 3 month intervals.

THEREFORE BE IT RESOLVED, Within 10 days of the charges being filed and received AFGE will request the independent company to provide a randomly selected list of five Locals, Council or a combination of the two designated local, Council number. The President or the President's designee of said Local or Council will serve on the committee of investigation. The independent company will provide AFGE with the requested information within 3 days. If a selected President cannot or does not want to participate for any reason AFGE will request a replacement number from the independent company within 5 days of being notified.

THEREFORE BE IT RESOLVED, in the case of a National Vice President no Local in the National Officer's respective district will be selected.
THEREFORE BE IT RESOLVED, AFGE will notify the Local and or Council Presidents selected along with the contact information for the other members. The committee of investigation members will select a chairperson from the group and determine whether, face to face, phone, or Zoom meetings are required to conduct their investigation.

THEREFORE BE IT RESOLVED, AFGE will provide the committee members with the charges filed.

THEREFORE BE IT RESOLVED, The investigation Committee will have 45 days to investigate the charges and render a decision and recommendation. An extension of time up to 30 additional days is permissible for the committee of investigation to render a decision, if it notifies the charging party and the NEC. The committee's decision and recommendation will be decided by a simple majority vote.

THEREFORE BE IT RESOLVED, If the committee of investigation determines that: (1) Good and sufficient grounds for a charge do not exist, it shall refer the charge to the NEC with a recommendation that it be dismissed; (2) Good and sufficient grounds for a charge exist, but that no material facts are in dispute, it shall refer the charge to the NEC with a disciplinary action based on the Table of Potential Penalties contained in the AFGE Hearing Manual for Internal Disciplinary Trials, based on the investigative file; and (3) There are material facts in dispute, it shall refer the charge to a trial committee.

THEREFORE BE IT RESOLVED, if a trial committee is required the trial committee will be established using the same process and procedures as the Investigation Committee.

THEREFORE BE IT RESOLVED, The trial committee will render its decision within the same timeframe as the investigation committee.

THEREFORE BE IT RESOLVED, All expenses/cost for the Committee of Investigation and Trial Committees will be shared equally by the National President's office and the respective
District funds or the general funds. As such no additional PCT will be required.

**THEREFORE BE IT RESOLVED,** AFGE staff will not assist or represent the accused in any proceedings. No AFGE funds will be used by the accused in their defense.

**THEREFORE BE IT RESOLVED,** A trial committee decision which results in a penalty imposed upon an individual, that individual may appeal to the next National Convention of AFGE under Article XXIII, Section 9, of the AFGE Constitution, provided, however, that the appeal is filed in writing, by certified or registered mail, with the National Secretary-Treasurer within 30 days of receipt of the notice of the decision to the NEC and charging party.

Committee Action: _F_     Workshop Action: _A_     Convention Action _A_  
( Adopt = A   Combine = C   aMend = M   Fail = F )

Amendment:
ARTICLE IX EXPEDITED TRUSTEESHIP

RESOLUTION # 1004

Submitted by

Council 214 (AFMC) and Local 911 (HUD, D-7)

WHEREAS, Article IX section 5(a) authorizes the National President with NEC approval to place a Local or Council in Trusteeship.

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

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

2. The Federation should then review the documentation created during the period for resolution and provide a copy to the NEC;

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

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

5. The Federation should then send a decision letter either sustaining or revoking a proposed notice of trusteeship;

6. This proposed notice should first be served upon the Executive Board by certified mail.

WHEREAS, In 2006 the NEC submitted a resolution entitled Simplify Trusteeship Procedures. The background Information that was provided by the NEC stated "Currently, the authority of the National President to impose trusteeship under Article IX, section 5(a) of the AFGE National Constitution is so restricted by the procedural requirements of Section 5(b) adopted by the 1997
National Convention, that no trusteeships have been imposed since August of 1997 except where there is secession or confirmed loss of leadership (three in the past nine years). The consequences of the 1997 Convention action include Locals that are unable to function, locals that are chronically delinquent in payment of per capita tax, locals that have gross administrative mismanagement, and locals with officers who embezzle dues monies."

WHEREAS, The Simplify Trusteeship Procedures, is now entitled expedited Trusteeship Process Article IX Section 5(b)(4)

WHEREAS, The delegates at the 1997 Convention passed the trusteeship procedures to protect Locals and Councils from questionable, un-needed, or retaliatory trusteeships.

WHEREAS, The procedures for placing a Local or Council in trusteeship under section S(b)(l) requires the cost of mediator/arbitrator to be paid by the District that the local is in, or the Office of National President if it is a Council. Under the Expedited Trusteeship process the National Office bills the Local or Council for Trusteeship expenses.

WHEREAS, Trusteeship has become a favorite method for the National Office to take control of a Local's financial assets, remove all elected officers, and put in place officers of their choice. More often than not locals are kept in trusteeship past the 12 months per the National Constitution.

WHEREAS, Expedited Trusteeship Section S{b} (S) says the National President shall appoint a three member Trusteeship hearing panel. For the person imposing the Trusteeship to also appoint the panel responsible for approving the Trusteeship is a basic Conflict of Interest.

WHEREAS, AFGE's Trusteeship Hearing Manual does not allow the Local or Council to know who the National Office witnesses will be or what documents will be presented at the hearing. No discovery! Not knowing the witnesses or what documents will be used impacts the Local or Council ability to prepare for the hearing.
WHEREAS, removing a local or council autonomy should not be a simple process!

WHEREAS, AFGE Manual and Guide for the appointed Trustee states "remember you are the trustee and the decisions are yours to make. Do not get into the situation of taking votes,"

WHEREAS, The term Loss of Leadership is a reason and often used to place a Local in Trusteeship. However, there is no definition of what is a Loss of Leadership. Does Loss of Leadership mean the Loss of a Local President, Loss of Vice President, etc.

WHEREAS, Article IX Section 5(d) gives the National President authority to "suspend immediately any officer of an affiliate for serious misconduct, including but not limited to incompetence, negligence, or refusal to perform duties validly assigned, or any other offense, as described in Article XXIII, Section 2, where in his or her judgment the continuance in office of such officer would be inimical to the best interests of the Federation and its members."

WHEREAS, Article IX Section 5(d) gives the National President authority to remove the Local Officer responsible for all the issues described under Expedited Trusteeship.

WHEREAS, When a local is placed in trusteeship all elected officers are removed from office regardless if they had any knowledge or involvement in the alleged offense.

WHEREAS, AFGE now only uses the expedited process for placing locals in trusteeship.

WHEREAS, AFGE is abusing the authority granted to it by the delegates at the 2006 Convention.

WHEREAS, AFGE now places locals in trusteeship using the expedited process shortly before a local conducts elections, before District Caucuses, and National Conventions.
WHEREAS, AFGE now places locals in trusteeship using the expedited process purely for political reasons.

WHEREAS, AFGE places locals in trusteeship using the expedited process to cover up AFGE's failure to provide assistance to the Local.

WHEREAS, AFGE places locals in trusteeship using the expedited process for issues AFGE has known about for years before placing the local in trusteeship but failed to assist or work with the local about.

WHEREAS, AFGE places Locals in trusteeship for some of the same actions/failures the National Office commits.

THEREFORE BE IT RESOLVED, The term Loss of Leadership shall be defined as the loss of no less than 50% of the Local's Executive Board in excess of six months.

THEREFORE BE IT RESOLVED, The suspension of local officers by AFGE does not constitute loss of leadership for imposing trusteeship.

THEREFORE BE IT RESOLVED, That Expedited Trusteeship Article IX Section 5(b)(4), (b)(5), (b)(6) will be removed from the AFGE Constitution.

Committee Action: _M_ Resolution review session Action: _A_ Convention Action _A_

( Adopt = A Combine = C aMend = M Fail = F )

Amendment: amended on page 14 by striking lines 104-105 and lines 110-111
AFGE NATIONAL POLICY REGARDING COUNCIL LOCALS

RESOLUTION # 1005

Submitted by

Council 214 (AFMC) and Local 911 (HUD, D-7)

WHEREAS, A Council will have affiliate Locals for the most part in every district in the Federation.

WHEREAS, Any action taken by AFGE National concerning a specific Council Local will have an impact on the Local's respective Council.

WHEREAS, if the National President, NVP or the NEC believes a Council Local should be placed in Trusteeship, merged, disbanded, etc, notwithstanding other procedures in the Constitution or NEC policies the Local's Council should be notified. The Council should be provided the reasons and any pertinent documentation AFGE is using for the proposed action.

WHEREAS, The Council should be allowed to comment on AFGE's proposed action before any action is taken.

WHEREAS, The Council may be able to eliminate AFGE's concerns in a non-confrontational manner.

THEREFORE BE IT RESOLVED, AFGE's Policy shall be as follows;

THEREFORE BE IT RESOLVED, The Council President will be informed of any action the National President, NVP or the NEC are considering taking towards a Local of the respective Council. The Council should be provided the reasons and any pertinent documentation AFGE is using for the proposed action. The Council will be allowed to comment on AFGE's proposed action before any action is taken.
THEREFORE BE IT RESOLVED, AFGE and the Council will set a reasonable time for the Council to comment on AFGE's proposed action.

THEREFORE BE IT RESOLVED, Any action taken by the NEC concerning a Council Local will require a 2/3 vote of the NEC.

Committee Action: _M_ Workshop Action: _A_ Convention Action _A_

( Adopt = A Combine = C aMend = M Fail = F )

Amendment: Strike lines 34-35
ARTICLE XIII ANY AFFILIATE'S APPEAL TO NEC AS A WHOLE

RESOLUTION # 1006

Submitted by

Council 214 (AFMC) Local 1395 (SSA, D-7) and Local 911 (HUD, D-7)

WHEREAS, Article XIII SEC. 8 states" Any affiliate of the Federation desiring assistance from
the Federation in the adjustment of grievance or disputes shall submit to the National President
the full certified statement of such grievance or dispute and shall receive within 20 days a
decision from the National President as to whether the affiliate will be sustained. Such affiliate
however, has the right of appeal to the NEC as a whole, provided such grievance or dispute is
prepared by such affiliate and presented by its delegate or delegates in person at a meeting of the
NEC or duly authorized committee of representatives thereof."

WHEREAS, in person meetings of the NEC only occur 3-5 times a year.

WHEREAS, currently the majority of NEC meetings have been zoom type meetings.

WHEREAS, A duly authorized committee for any affiliate's appeal to the National President's
decision is not defined or known.

WHEREAS, There is no time limit for the NEC as a whole to make a decision on the affiliate's
appeal.

WHEREAS, Affiliate appeals are never addressed or take years to be addressed which may
create internal issues for the affiliate or time makes the issue none reversible?

WHEREAS, There is no requirement or opportunity for the affiliate to address the NEC or have
NEC members ask the affiliate questions.

THEREFORE BE IT RESOLVED, The affiliate can also email its request for assistance to the
entire NEC.

THEREFORE BE IT RESOLVED, The affiliate's representative shall have the opportunity to address the NEC as a whole, in person, via email or by zoom/video conference.

THEREFORE BE IT RESOLVED, The National President's office will contact the affiliate to determine if the affiliate's representative wants to address the NEC in person or by zoom. If by zoom / video conference the National President's office will make the appropriate arrangements.

THEREFORE BE IT RESOLVED, The NEC shall render a decision on the affiliate's appeal within 60 days unless agreed to otherwise by the affiliate.

THEREFORE BE IT RESOLVED, The affiliate can appeal the NEC's decision to the Delegates at the next Convention as the first order of business on day one.

THEREFORE BE IT RESOLVED, All issues which have an appeal process to the AFGE Convention shall be the first order of business before the Convention Delegates.

Committee Action: _M_ Resolution review session Action: _A_ Convention Action _A_

( Adopt = A Combine = C aMend = M Fail = F )

Amendment: amended on line 44 to strike “as the first order of business” and to add “on day one.” Strike lines 46 and 47. Amended to add to Constitution as Article XIII, Sec. 8(b).
AFGE Y.O.U.N.G - FINANCIAL FUTURE 2

RESOLUTION # 1008

Submitted by

YOUNG, Human Rights Committee, and National Executive Council

Whereas, in accordance with AFGE's National constitution, Article XXIV, Section 1(b)(6), AFGE's Y.O.U.N.G. Program currently has 5 cents per member per year for a budget that equates to approximately $15,000 a year, this program has been called a priority by the AFGE delegates at the 39th triennial convention, and

Whereas, this 5 cent per member per year is used by the Women's and Fair Practices Department for the branding and implementation of the AFGE National Y.O.U.N.G. program throughout the federation, and

Whereas, this 5 cent per member per year is not earmarked as for Y.O.U.N.G. Committee usage solely. As such there isn't any constant, consistent and level source of funding for Y.O.U.N.G. Representatives, and

Whereas, the National Y.O.U.N.G. Committee, and respective district coordinators, have been funded through generous contributions from Locals, Councils, and National Executive Council Members, and

Whereas, there is a strong need to ensure Y.O.U.N.G. Representatives are visible and accessible at local, district and national functions.

Therefore be it resolved that, AFGE Y.O.U.N.G. will be funded through a 5 cent per member per month reallocation of existing general funds (this would not require a per capita increase), which will be used to earmark funding for the National Y.O.U.N.G. Committee and AFGE Y.O.U.N.G. Program.

Committee Action: _A_    Workshop Action: _A_    Convention Action _A_

( Adopt = A    Combine = C    aMend = M    Fail = F )

Amendment:
REORGANIZATION OF AFGE HISCO CONSTITUENCY GROUP AND PROGRAM
AFGE HISPANIC COALITION
RESOLUTION # 1009
Submitted by
YOUNG, Human Rights Committee, and National Executive Council and Local 911 (HUD, D-7)

Whereas, AFGE's Hispanic Coalition (HISCO) began its inception as approved by the delegates during AFGE's National Convention in 1997, and

Whereas, AFGE's Hispanic Coalition (HISCO) has been a vital and active coalition within AFGE that provides support for professional advancement, leadership development, educational opportunities for AFGE members of Hispanic or Latino origin, and the expansion of AFGE's political influence surrounding legislative and political action.

Whereas, AFGE HISCO reflects the diversity that exists within the Hispanic/Latino community and, like AFGE's Y.O.U.N.G and PRIDE, HISCO advocates for equal rights and fair treatment of all workers, both within and outside the federal and DC governments.

Whereas, throughout the past two decades AFGE HISCO has provided hospitality for AFGE events and raised awareness of issues of importance to Hispanics through its educational and cultural programs, has celebrated prominent Latino leaders such as Dolores Huerta and Cesar Chavez, and recognized AFGE members through its sponsorship of the Ade/ante Award for service to their union and their communities.

Whereas, in the past AFGE HISCO board members worked tirelessly to lobby Members of Congress in support of a bilingual pay differential for federal and de government workers and have consistently demonstrated their ongoing commitment to AFGE by participating in agency-wide organizing campaigns and mobilizing members to action on a broad array of political issues.
Whereas, AFGE HISCO has collaborated with the Women's and Fair Practices Departments, the AFL-CIO Constituency Groups such as: the Labor Council for Latin American Advancement (LCLAA), Asian Pacific American Labor Alliance (APALA), Coalition of Black Trade Unionists (CBTU), as well as YOUNG and PRIDE, to help ensure that AFGE HISCO will continue to be a strong voice for a diverse and inclusive labor movement.

Whereas, the AFGE Delegates approved funding at the 1997 National Convention and again at the 2006, National Conventions as outlined in accordance with the AFGE National Constitution under Article XXIV (Revenues), Section 1 (b)(3) And 1 (b)(4). These committee appropriations currently amount to $35,000 as allocated within AFGE's 2022 Annual Budget for AFGE HISCO, LEOSC, FFSC, NC, AND

Whereas, these appropriated funds have been utilized on an annual basis to ensure the purpose and duty of each committee (AFGE's HISCO, LEOSC, FFSC, NC) have been fulfilled in accordance with the AFGE National Constitution, each respective group's charter/bylaws, and in accordance with AFGE Policy, AND

Whereas, these appropriated funds have also been used to cover the associated cost for programming needs, business related travel expenses, training events and requests, educational and organizing materials, and other goals and initiatives that are implemented by each respective Group to ensure the advocacy and representation of AFGE Members who identify within these groups. AND

Whereas, AFGE HISCO has been in-active since March 2020 and there has been no goals or strategies presented to AFGE's National Executive Council to date, AND

Whereas, AFGE HISCO was initially established to be administered by the National President's Office upon its creation in 1997-2014, was later overseen by the Women's and Fair Practices Departments from 2015 through 2019, and then moved back to the National President's Office in
Therefore, Be It Resolved that AFGE's HISCO be permanently placed under the Women's and Fair Practices Departments as a Constituency Group and Program, and all current funding as established under AFGE's National Constitution shall be administered by the National Vice President for Women's and Fair Practices and approved in accordance with AFGE's National Constitution, the Constituency Group's Bylaws, and AFGE Policy.

Committee Action: _A_  Workshop Action: _A_  Convention Action _A_

( Adopt = A  Combine = C  aMend = M  Fail = F )

Amendment:
RESOLUTION # 1015
Submitted by
Local 2617 (TSA, D-2)

WHEREAS the Federation’s current Constitution Article 13, page 20 states:

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

WHEREAS the Federation Constitution may be amended by this Convention pursuant to Article XXVIII, and

THEREFORE, SHALL IT BE RESOLVED that Article 13, page 20 be amended, and the following language be added as follows:

SEC.12(d). The President or by majority request of the NEC shall conduct meetings by remote, electronic means (VTC). All E-meetings shall be conducted using media source (VTC equipment) that is readily accessible to all who wish to participate. The method of these meetings shall provide participants with the opportunity to hear and speak to each other and shall allow for
accurate recording of meeting minutes. All notices of such meetings shall include instructions on
how to participate (join) in the meetings and accepted conduct during said meetings.

Committee Action: _F_     Workshop Action: _A_     Convention Action _A_

( Adopt = A     Combine = C     aMend = M     Fail = F )

Amendment:
EXECUTIVE SESSION

RESOLUTION # 1016

Submitted by

Local 2617 (TSA, D-2)

WHEREAS the Federation Constitution may be amended by this Convention pursuant to Article XXVIII, and

THEREFORE, shall the following language be added below Article XIII, National Executive Council, page 20, Section 12 (c) as follows:

SEC. 12(d). Executive Session may be used to “consider matters relating to individual employees or members, proprietary information, litigation and other matters requiring the confidential advice of counsel, commercial or financial information obtained from a person on a privileged or confidential basis, or the purchase of property or services whenever the premature exposure of such purchase would compromise the business interest of the federation.” Minutes taken in these sessions shall be separate from the regular sessions. The NEC shall be the authority to invoke an executive session and when to return to regular session consistent with this section and pursuant to Robert’s Rules procedures.

Committee Action: _F_ Workshop Action: _A_ Convention Action _A_

( Adopt = A Combine = C aMend = M Fail = F )

Amendment:
REMOTE – ONLINE MEETINGS (VTC) STANDARD LOCAL CONSTITUTION

RESOLUTION # 1018

Submitted by

Local 2617 (TSA, D-2)

WHEREAS the Federation’s current Constitution, “Standard Local Constitution”, Appendix B, Article XI, Bylaws state:

SECTION 1. The local shall establish bylaws, establishing among other things the frequency and location of regular meetings, provisions for calling special meetings, a regular order of business, provisions for a quorum, the date, manner and location of nominations and elections, and other operating procedures of the local.

WHEREAS pursuant to Article XXVIII of the Federation’s Constitution, the above section shall be amended with the following language added (underlined):

SECTION 1. The local shall establish bylaws, establishing among other things the frequency and location of regular meetings, provisions for calling special meetings, a regular order of business, provisions for a quorum, the date, manner and location of nominations and elections, and other operating procedures of the local. All meetings, subject to approval by the local President or by majority vote of the Executive Board, conduct said meetings by electronic means (VTC) or both in-person & VTC (hybrid).

Committee Action: _F_ Workshop Action: _A_ Convention Action _A_

( Adopt = A Combine = C aMend = M Fail = F )

Amendment:
REMOTE – ONLINE MEETINGS (VTC) MODEL LOCAL BYLAWS

RESOLUTION # 1019

Submitted by

Local 2617 (TSA, D-2)

WHEREAS the Federation’s current Constitution, “Standard Local Constitution”, Appendix B, MODEL LOCAL BYLAWS states:

SEC. 2(b). The meetings shall be held (choose one: at a time and place selected by the local or the meetings shall be held at __ (location), commencing at __ (time)).

WHEREAS pursuant to Article XXVIII of the Federation’s Constitution, the above section shall be amended with the following language added (underlined):

SEC. 2(b). The meetings shall be held (choose one: at a time and place selected by the local or the meetings shall be held at __ (location), commencing at __ (time)). Meetings may also be conducted by electronic means (VTC) or both in-person and VTC (hybrid).

Committee Action: _F_ Workshop Action: _A_ Convention Action _A_

( Adopt = A Combine = C aMend = M Fail = F )

Amendment:
NEC RECORDING POLICY
RESOLUTION # 1022
Submitted by
Local 906 (VA, D-9) and Local 911 (HUD, D-7)

WHEREAS, the AFGE National Constitution is silent on recording at meetings including NEC Meetings.

WHEREAS, the debate over transparency has historically monopolized the time to discuss and debate amendments or resolutions at the National Convention.

WHEREAS, AFGE General Counsel interprets the National Constitution to read that the NEC cannot interpret the National Constitution, but only make policy that does not conflict with the National Constitution.

WHEREAS, the AFGE NEC crafted a policy prohibiting the recording of NEC meetings. Seemingly counter to the will of Convention Delegates in the prior Conventions.

WHEREAS, Congress hearings are recorded by multiple news sources, the NEC makes a recording of the meetings for their own records, the National Constitution requires notes be mailed to all local/council leaders, and there is no other reasonable or foreseeable reason as to why non-executive session discussion, debate, and voting should be recorded.

THEREFORE BE IT RESOLVED, that the NEC Recording Policy be immediately stricken.

THEREFORE BE IT RESOLVED, the AFGE National Constitution, Article 13, Section 12(d) be added to read "There will be no prohibition of recording of NEC Sunshine Meetings."

Committee Action: _F_ Workshop Action: _A_ Convention Action _A_

( Adopt = A Combine = C aMend = M Fail = F )
Amendment:
NEC MEETING INTERPRETATION

RESOLUTION # 1023

Submitted by

Local 906 (VA, D-9) and Local 911 (HUD, D-7)

WHEREAS, the AFGE National Constitution states in Article 13 Section 12(c), "NEC meetings normally should be held at the AFGE National Headquarters, Washington, D.C., except during the AFGE National Conventions, and except that the NEC is authorized to convene in a regular meeting outside of Washington, D.C., providing such a meeting costs no more than convening a regular NEC meeting in Washington, D.C."

WHEREAS, Nothing in the AFGE National Constitution explicitly states these meetings must be "in- person".

WHEREAS, AFGE General Counsel interprets the National Constitution to read that the NEC cannot interpret the National Constitution, but only make policy that does not conflict with the National Constitution.

WHEREAS, AFGE General Counsel also interpreted the National Constitution to imply that NEC Meetings must be "in-person" for discussion, debate, motions, and/or voting, despite Constitutional silence on these topics.

WHEREAS, Virtual meetings have occurred widespread during the COVID Pandemic, proving that not only are these methods viable, but in most cases are more cost effective and inclusive than previously portrayed.

THEREFORE BE IT RESOLVED, that the Sunshine portions of NEC meetings should be streamed virtually for all AFGE members to participate.

THEREFORE BE IT RESOLVED, the AFGE National Constitution, Article 13, Section 12(e)
be added to read "Nothing in this section should be interpreted to eliminate the option of virtual attendance and participation to NEC Meetings"

**THEREFORE BE IT RESOLVED,** the AFGE National Constitution, Article 13, Section 12(c) be amended to read "NEC meetings normally should be held at the AFGE National Headquarters, Washington, D.C., except during the AFGE National Conventions, and except that the NEC is authorized to convene in a regular meeting outside of Washington, D.C., providing such a meeting costs no more than convening a regular NEC meeting in Washington, D.C. All NEC meetings shall be open "sunshine" meetings to the Federation, and advance notice to locals and councils of the location of NEC meetings will be published by the Federation. Virtual attendance of AFGE Members shall be allowed at all NEC Meetings. Whenever a majority of the NEC gathers in the same location to address business of the Federation, such gathering will be considered a meeting pursuant to this Section. All NEC committee meetings also will be considered meetings pursuant to this Section, with the exception of the Legal Rights Committee when dealing with individual legal rights matters. Members, including virtual participants, may participate in the debate of issues and motions before the NEC. Any member attending the NEC meeting should be allowed up to three minutes to express comments for the good of the Federation."

Committee Action: _M_ Workshop Action: _A_ Convention Action _A_

( Adopt = A Combine = C aMend = M Fail = F )

Amendment:
MAXIMIZING NEC MEETING ATTENDANCE EFFICIENCY

RESOLUTION # 1024

Submitted by

Local 906 (VA, D-9) and Local 911 (HUD, D-7)

Whereas, the AFGE National Constitution requires NEC meetings to be "sunshine" meetings, with AFGE Members optional participation.

Whereas, the cost of travel, lodging, per diem, and use of leave from AFGE Members is not de minimus when attending said NEC Meetings.

Whereas, NEC agendas are crafted prior to the meeting, and the official agenda is approved at the beginning of each meeting.

Whereas, Executive Sessions are only to be called for issues inextricably linked to staff concerns, PII, PHI, etc.

Whereas, there is no time limit, schedule, or process on entering and exiting Executive Session, where members are barred from attending and/or providing input.

Whereas, this lack of process/procedure requires AFGE Members to loiter in the "waiting room" for anywhere from a few minutes to in many cases 4+ hours.

Therefore Be It Resolved, Any issue that knowingly requires Executive Session should be scheduled for a block time at either the beginning or the end of any day of the NEC meetings.

Therefore Be It Resolved, any issue that delves into needing Executive Session should be tabled until the following block time at either the end of the current day, or the beginning of the following day.
Therefore Be It Resolved, These blocks of time will be followed as scheduled, and no other agenda items will be discussed during these blocks. This allows for AFGE Members who attend NEC meetings to handle other obligations, contacting congressional leaders, handling local/council/district issues, all while not missing any topics open to Members.

Committee Action: _F_     Workshop Action: _A_     Convention Action _A_

( Adopt = A   Combine = C   aMend = M   Fail = F )

Amendment:
NEC MEETING TIME LIMITS
RESOLUTION # 1025

Submitted by
Local 906 (VA, D-9) and Local 911 (HUD, D-7)

WHEREAS, the AFGE National Constitution states in Article 13 Section 12(c), "Any member attending the NEC meeting should be allowed up to three minutes to express comments for the good of the Federation".

WHEREAS, Nothing in the AFGE National Constitution explicitly states these time limits apply outside of "comments for the good of the Federation" topic.

WHEREAS, AFGE General Counsel interprets the National Constitution to read that the NEC cannot interpret the National Constitution, but only make policy that does not conflict with the National Constitution.

WHEREAS, AFGE General Counsel also interpreted the National Constitution to imply that the aforementioned time line applies to debate and discussion, but only enforceable upon Members who are not members of the NEC.

WHEREAS, The AFGE National Constitution is silent on differing time limits between NEC members and other members of the Federation.

THEREFORE BE IT RESOLVED, that any time limits on expression should be equally levied across the board.

THEREFORE BE IT RESOLVED, the AFGE National Constitution, Article 13, Section 12(c) be amended to read "NEC meetings normally should be held at the AFGE National Headquarters, Washington, D.C., except during the AFGE National Conventions, and except that the NEC is authorized to convene in a regular meeting outside of Washington, D.C., providing
such a meeting costs no more than convening a regular NEC meeting in Washington, D.C. All NEC meetings shall be open "sunshine" meetings to the Federation, and advance notice to locals and councils of the location of NEC meetings will be published by the Federation. Whenever a majority of the NEC gathers in the same location to address business of the Federation, such gathering will be considered a meeting pursuant to this Section. All NEC committee meetings also will be considered meetings pursuant to this Section, with the exception of the Legal Rights Committee when dealing with individual legal rights matters. Members, may participate in the debate of issues and motions before the NEC. Any member attending the NEC meeting, including all elected officers should be allowed up to three minutes to express comments for the good of the Federation. Time limits on discussion/debate shall be established following the adoption of the NEC agenda, for said meeting, by majority vote of the NEC, and shall be based on the volume of topics on the approved agenda. These time limits will apply to all participants including but not limited to AFGE Members, NVPs, NST, NP, etc."

Committee Action: _F_  Workshop Action: _A_  Convention Action _A_  
( Adopt = A  Combine = C  aMend = M  Fail = F )

Amendment:
POLICY RESOLUTION – CONSTITUTIONAL REMOTE MEETINGS

RESOLUTION # 1026

Submitted by

Local 1395 (SSA, D-7)

WHEREAS, during the pandemic Locals, Councils and the NEC have used many alternate methods to conduct the business of the Federation.

WHEREAS, these methods were far more inclusive than any in person meetings,

WHEREAS, the financial cost at all levels was reduced based on these alternate methods,

THEREFORE BE IT RESLOVED, [sic] that Locals, Councils and the NEC will be allowed the option to conduct any and all meetings/conferences by alternate methods that include but are not limited to phone and internet applications, such as ZOOM, Microsoft Teams with notice to members.

Committee Action: _F_     Workshop Action: _A_     Convention Action _A_

( Adopt = A     Combine = C     aMend = M     Fail = F )

Amendment:
WHEREAS, AFGE locals and councils establish yearly budgets that are approved by membership and/or elected executive board members,

WHEREAS, locals and councils fund their operations by spending revenues in accordance with such budgets,

WHEREAS, if due to unforeseen events locals and councils require budget adjustments to fund their operations, such adjustments are made pursuant to the approval of membership and/or executive boards.

WHEREAS, Councils and locals provide periodic financial reports to their members informing them regarding the expenditure of budgeted and unbudgeted money,

WHEREAS, the AFGE budget for 2022 allocates $2.903 million to finance NEC operations,

WHEREAS, NEC members are not required to create a budget for the revenue allocated for operational expenses,

WHEREAS, no democratic approval mechanism exists in AFGE for budgeting the operational expense allocation,

WHEREAS, the 2022 AFGE budget allocates $532,000 for the President's operational expenses, $90,000 for the operational expenses of the Secretary/Treasurer, $169,000 for the operational expenses of the VP for Women's and Fair Practices, and $2.129 million for the operational expenses of the 12 National Vice Presidents,
WHEREAS, absent a requirement to budget operational expenses, it is next to impossible for the AFGE Secretary/Treasurer to deny an expenditure unless it's illegal or violates an AFGE policy (e.g., travel reimbursements),

WHEREAS, there is no required input or approval mechanism in advance of the budget year to guide NEC members on how to spend operational expenses.

WHEREAS, the operational expense revenue has been used in the past by NEC member(s) for questionable expenditures such as for car services, expensive dinners, parties, and football and baseball tickets,

WHEREAS, the constitution already requires post expenditure reporting in 10 different spending categories,

THEREFORE BE IT RESOLVED, [sic] once the NEC approves the national AFGE budget, NEC members will propose a budget for the planned use of the operational expense budget under their control. Such budget will project expenditures for the items that they currently must report quarterly post expenditure and will also list any other operational expenses outside of those categories that the NEC member proposes for the budget year,

THEREFORE BE IT RESOLVED, [sic] that the proposed operational budget expenditures for the three elected national officers will be submitted to the NEC for approval,

THEREFORE BE IT RESOLVED, [sic] that district National Vice Presidents (NVPs) will submit their proposed budgets to Local Presidents who represent members in their districts. A meeting of locals that represent members in each district will be scheduled before the budget year so that locals can provide input on each operational budget proposal. The NVPs will give serious consideration for the input given and submit final operational expense budgets to the NEC for approval,
THERFORE BE IT RESLOVED, [sic] that the National Secretary/Treasurer will monitor and approve operational budget expenditures by NEC members as long as such expenditures are in accordance with the respective approved operational budget categories and amounts and comply with AFGE policy and the law and federal regulations. The AFGE President will monitor and approve operational expense expenditures by the National Secretary/Treasurer and will apply the same criteria as that applied to the rest of the NEC,

THERFORE BE IT RESLOVED, [sic] that operational budget expenditures by the (three) 3 national officers will be reported quarterly in the same manner as expenditures are reported by the NVPs,

THERFORE BE IT RESLOVED, [sic] that any proposed adjustments to the operational expense budget by the 3 national officers will require submission of such proposed adjustments to the NEC for approval,

THERFORE BE IT RESLOVED, [sic] that prosed [sic] adjustments to operational budgets for NVPs will require convening another meeting of locals that represent members in the respective NVP's district to permit input on the proposed amendments to the operational expense budget. The NVP will give serious consideration of the proposed amendments and will submit the final amended operational budget to the NEC for approval,

THERFORE BE IT RESLOVED, [sic] that all meetings conducted by NVPs with Locals under this policy will either be in person or virtual as determined by the NVP.

THERFORE BE IT RESLOVED, [sic] that all operational budgets for NEC members will be posted to the AFGE website and will be available for review by union members only.

Committee Action: _F_ Workshop Action: _A_ Convention Action _A_

( Adopt = A Combine = C aMend = M Fail = F )
Amendment:
LIMITING DEBATE ON PER CAPITA AND RESTRUCTURING

RESOLUTION # 1028

Submitted by

Local 911 (HUD, D-7) and Local 2499 (BP, D-7)

WHEREAS, the AFGE National Constitution may be amended only by a two-thirds vote of the delegates present at any National Convention of AFGE.

WHEREAS, the debate over per capita has historically monopolized the time to discuss and debate amendments or resolutions at the National Convention.

WHEREAS, AFGE General Counsel interprets the National Constitution to read that debate on per capita and restructuring is unlimited.

WHEREAS, the AFGE National Constitution, Appendix A, Section 7 states that "Speeches from the floor shall be limited to three minutes but may be extended by unanimous consent. Debate on any main motion together with any secondary motions made during its discussion shall be limited to 30 minutes to be divided equally between the proponents and the opponents of the pending question, with the exception of per capita tax and restructuring debate, which time may be extended by a two-thirds vote of the National Convention."

WHEREAS, delegates need to have the ability to make desired changes to the AFGE National Constitution.

THEREFORE BE IT RESOLVED, that debate on per capita and restructuring must be limited so that the delegates have the ability to make desired changes to the AFGE National Constitution.

THEREFORE BE IT RESOLVED, the AFGE National Constitution, Appendix A, Section 7 will be amended to read "Speeches from the floor shall be limited to three minutes but may be extended by unanimous consent. Debate on any main motion together with any secondary
motions made during its discussion shall be limited to 30 minutes to be divided equally between the proponents and the opponents of the pending question, which time may be extended by a two-thirds vote of the National Convention."

**THEREFORE BE IT RESOLVED**, debate on per capita and restructuring will be limited to 30 minutes to be divided equally between the proponents and the opponents of the pending question, unless the time is extended by a two-thirds vote of the National Convention.

**WHEREAS**, the AFGE National Constitution may be amended only by a two-thirds vote of the delegates present at any National Convention of AFGE.

**WHEREAS**, the debate over per capita has historically monopolized the time to discuss and debate amendments or resolutions at the National Convention.

**WHEREAS**, AFGE General Counsel interprets the National Constitution to read that debate on per capita and restructuring is unlimited.

**WHEREAS**, the AFGE National Constitution, Appendix A, Section 7 states that "Speeches from the floor shall be limited to three minutes but may be extended by unanimous consent. Debate on any main motion together with any secondary motions made during its discussion shall be limited to 30 minutes to be divided equally between the proponents and the opponents of the pending question, with the exception of per capita tax and restructuring debate, which time may be extended by a two-thirds vote of the National Convention."

**WHEREAS**, delegates need to have the ability to make desired changes to the AFGE National Constitution.

**THEREFORE BE IT RESOLVED**, that debate on per capita and restructuring must be limited so that the delegates have the ability to make desired changes to the AFGE National Constitution.
THEREFORE BE IT RESOLVED, the AFGE National Constitution, Appendix A [sic], Section 7 will be amended to read "Speeches from the floor shall be limited to three minutes but may be extended by unanimous consent. Debate on any main motion together with any secondary motions made during its discussion shall be limited to 30 120 minutes to be divided equally between the proponents and the opponents of the pending question, which time may be extended by a two-thirds vote of the National Convention."

THEREFORE BE IT RESOLVED, debate on per capita and restructuring will be limited to 30 120 minutes to be divided equally between the proponents and the opponents of the pending question, unless the time is extended by a two-thirds vote of the National Convention.

Committee Action: _F_ Workshop Action: _M_ Convention Action _A_

( Adopt = A Combine = C aMend = M Fail = F )

Amendment: Lines 31 & 35, strike “30” and replace with “120.”
RESOLUTION TO IMPROVE TRUSTEESHIP PROCESS RESOLUTION

RESOLUTION # 1029

Submitted by

Council 1 (DC Metro)

Whereas, AFGE Locals are placed into trusteeship often due to lack of training and knowledge for the principal officers.

Whereas, Training and knowledge could be provided by the District or the National.

Therefore be it resolved, Locals and Councils should be notified in writing when they are being considered for trusteeships; and

Be it further resolved, that before trusteeship can be implemented training shall be offered within 30 days after being notified of trusteeship consideration; and

Be it further resolved, that AFGE shall give AFGE Locals a 60-day opportunity period to improve before placement into trusteeship unless it pertains to financial theft or embezzlement of union funds.

Committee Action: _A_     Workshop Action: _A_     Convention Action _A_

( Adopt = A    Combine = C    aMend = M    Fail = F )

Amendment:
RESOLUTION TO IMPROVE THE AFGE DEATH BENEFITS PROGRAM

RESOLUTION # 1056

Submitted by

District 14

Whereas, the AFGE Death Benefit Program provides inadequate benefits with members over 65 years of age receiving only $1000 per unit of insurance; and

Whereas, AFGE Death Benefit Locals pay extra per capita of $1.05 for each unit of insurance; and

Whereas, the cost of the current insurance is significantly less than the revenue generated resulting in an estimated windfall to the AFGE general fund of $859,000 in 2020, $848,000 in 2021, $819,000 in 2022, and,

Whereas, a good death benefit program will help recruit new members and retain current and active and retired members;

Therefore, be it resolved, that AFGE shall increase the Death Benefit to a minimum of $5000 per unit of insurance, and

Be it further resolved, that AFGE shall promote the program by developing promotional material and encouraging local unions participation, and

Be it further resolved that the National Executive Council shall review the program on an annual basis with the intent of improving the programs benefits if financially appropriate and report their findings to participating locals.

Committee Action: _A_ Workshop Action: _A_ Convention Action _A_

( Adopt = A Combine = C aMend = M Fail = F )

Amendment:
WAIVING A RETIREE’S FIRST YEAR DUES

RESOLUTION # 1059

Submitted by

National Executive Council

WHEREAS AFGE established a Retiree Program at its convention in 2015;

WHEREAS a member in good standing has paid dues for the duration of their membership;

WHEREAS a member in good standing has supported AFGE in some cases 30 plus years;

WHEREAS a member in good standing has to decide whether to remain a retired member or leave our great union;

WHEREAS the purpose of keeping a retiree is union building, organizing, mobilizing and participating in activities, action, social and political functions;

WHEREAS a member in good standing will be influenced to continue as a member if their first year as a retiree per capita is compensated for by AFGE;

WHEREAS many members will want to remain a union member after being informed their first year as a retiree has their per capital compensated by AFGE;

THEREFORE BE IT RESOLVED that in Article XXIV Section 1(a)(3) the per capita tax for a first year retiree member be waived by AFGE;

BE IT FURTHER RESOLVED those locals that require additional dues at the local level may elect to waive the member’s first year additional dues locally.

Committee Action: _A_   Workshop Action: _A_   Convention Action _A_
( Adopt = A    Combine = C    aMend = M    Fail = F )

Amendment:
UPDATING DUES COLLECTION LANGUAGE

RESOLUTION # 1061

Submitted by

National Executive Council

WHEREAS the AFGE National Constitution, Appendix B, Article IV, Section 2(c) states, “Local representatives, collectors, and shop stewards shall make remittance of all dues and initiation fees collected to the Treasurer within ten days and no later than the Tuesday of the last full workweek of the month;” and

WHEREAS the methods of dues collection have dramatically changed over the time period;

THEREFORE BE IT RESOLVED that Appendix B, Article IV, Section 2(c) be stricken.

Committee Action: _A_     Workshop Action: _A_     Convention Action _A_

( Adopt = A     Combine = C     aMend = M     Fail = F )

Amendment:
TRIENNIAL REPORTING OF CERTIFIED REPORTS

RESOLUTION # 1063

Submitted by

National Executive Council

WHEREAS Article IX (Duties of the National President), Section 9 states . . . “Copies of the certified balance sheets and revenue and expense statements from the annual audit reports covering the two immediately prior fiscal years shall be furnished to the president of the constituent locals of the Federation at least ten days prior to the triennial Convention;” and

WHEREAS the AFGE National Convention is a triennial, not a biannual convention.

THEREFORE BE IT RESOLVED that Article IX, Section 9 be amended to state . . . “Copies of the certified balance sheets and revenue and expense statements from the annual audit reports covering the two immediately prior fiscal years shall be furnished to the presidents of the constituent locals of the Federation at least thirty days prior to the triennial Convention.”

Committee Action: _M_ Resolution review session Action: _A_ Convention Action _A_

( Adopt = A Combine = C aMend = M Fail = F )

Amendment: amended on line 16 to strike “ten” and to substitute “thirty.”
APPROVAL OF OBLIGATIONS

RESOLUTION # 1064

Submitted by
National Executive Council

WHEREAS Article X (Duties of the National Secretary-Treasurer), Section 3 states that “The NST shall disburse monies of AFGE in payment of obligations incurred on behalf of the Federation after such obligations are approved by the National President or his or her duly authorized agent;”

WHEREAS Article X, Section 3 further states that “Each check drawn upon the funds of the Federation shall be signed by the National President and countersigned by the NST;”

WHEREAS both the National President and National Secretary-Treasurer must sign the Labor-Management report (LM-2);

WHEREAS the National Secretary-Treasurer may not agree with payments approved by the National President;

WHEREAS a second approver of expenditures provides additional controls;

THEREFORE BE IT RESOLVED that Article X, Section 3 be amended to add the following sentence:

Any payment approved by the National President but not approved by the National Secretary-Treasurer shall be sent to the NEC for resolution.

Committee Action: _A_     Workshop Action: _A_     Convention Action _A_

( Adopt = A     Combine = C     aMend = M     Fail = F )

Amendment:
MANDATE FOR FINANCIAL OFFICERS TRAINING

RESOLUTION # 1065

Submitted by

National Executive Council

WHEREAS over the last decade, the Office of Labor-Management Standards (OLMS) has obtained numerous criminal convictions of AFGE local officers for financial misconduct;

WHEREAS Financial Officers of the local union are required to comply with laws and regulations of the Department of Labor (DOL), the Internal Revenue Service (IRS), the AFGE National Constitution and Local Constitution and Bylaws;

WHEREAS non-compliance with these laws and regulations can lead to fines, prison or both;

WHEREAS The Financial Officers Training class gives officers the knowledge and skills to properly perform their functions as a financial officer of the local union;

WHEREAS the Financial Officers Training class teaches participants about their responsibilities as required by the Labor Management Reporting and Disclosure Act (LMRDA), IRS and AFGE regulations;

THEREFORE, BE IT RESOLVED that The Standard Local Constitution, Article VI add a Section 8 which states the following:

The President and Treasurer (or Secretary-Treasurer) of the local are required to attend the Financial Officers Training class within 60 days of assuming office, whether elected or appointed, or the first available Financial Officers Training class if one is not available within 60 days of assuming office. Also, after taking the initial Financial Officers Training class, the President and Treasurer (or Secretary-Treasurer) are required to take the Financial Officers Training class every two years while holding office.
Committee Action: _A_  Workshop Action: _A_  Convention Action _A_

( Adopt = A  Combine = C  aMend = M  Fail = F )

Amendment:
COMPUTER AND TECHNOLOGY APPROPRIATION

RESOLUTION # 1066

Submitted by

National Executive Council

WHEREAS Article XXIV (Revenues), Section 1(b) 2 and Section 1(b) 4 include appropriations for funds to “computer” and “computer overhaul of mainframe,” respectively;

WHEREAS the appropriations for “computer” and “computer overall of mainframe” are used interchangeably;

THEREFORE BE IT RESOLVED that the respective appropriations be combined and renamed to “computer and technology” appropriation.

Committee Action: _A_     Workshop Action: _A_     Convention Action _A_

( Adopt = A     Combine = C     aMend = M     Fail = F )

Amendment:
AMENDING THE STANDARD LOCAL CONSTITUTION TO PERMIT THE USE OF VIRTUAL/VIDEO/TELEPHONIC METHODS AND/OR PLATFORMS FOR LOCAL MEETINGS

RESOLUTION # 1068

Submitted by
National Executive Council

WHEREAS the Federation’s current Constitution, “Standard Local Constitution”, Appendix B, is silent on virtual/video/telephonic meetings, and during the COVID 19 Pandemic, many locals utilized virtual/video/telephonic meetings with great success. It would be ideal to include language in the standard constitution to allow for virtual/video/telephonic meetings to handle any and all local business.

WHEREAS every local who wishes to continue to hold virtual/video/telephonic meetings, those locals may be required to change their bylaws.

WHEREAS GCO guidance is that conducting virtual meetings, when not specifically approved in the bylaws of the local, would violate Robert’s Rule of Order.

WHEREAS amending the standard local constitution to include language that would permit virtual/video/telephonic meetings would allow the locals to remain compliant with Robert’s Rule of Order without having to amend their bylaws.

THEREFORE IT BE RESOLVED the Federation’s current Constitution, “Standard Local Constitution,” Appendix B shall be amended to add a new article and two sections to that new article. The following language will be added:

Article XII
Meetings

54
Section 1

Meetings to address any and all local business may be held and conducted using any virtual/video/telephonic platform or method the local deems appropriate, in lieu of or in conjunction with any in-person meetings, so long as the meetings provide, at a minimum, conditions of opportunity for simultaneous communication among participating members equivalent to those of meetings held in one location.

Section 2. Where some local bylaws may require meetings of the local to occur at a specific physical location, it will be within the local president’s authority, with consent and advice of the local executive board, to call for a meeting to be held and conducted using any virtual/video/telephonic platform, in lieu of or in conjunction with any in-person meetings, so long as the members receive notice, at least 10 days in advance of the meeting, to every member of the local.

Committee Action: _A_     Workshop Action: _A_     Convention Action _A_

( Adopt = A   Combine = C   aMend = M   Fail = F )

Amendment:
ELECTRONIC MEETINGS AND ADDITIONAL TIME FOR COMMENT BY
MEMBERS
RESOLUTION # 1069
Submitted by
National Executive Council

WHEREAS Article XIII, Section 12(c) of the AFGE National Constitution provides that "NEC meetings normally should be held at the AFGE National Headquarters, Washington, D.C., except during the AFGE National Conventions, and except that the NEC is authorized to convene in a regular meeting outside of Washington, D.C., providing such a meeting costs no more than convening a regular NEC meeting in Washington, D.C.;"

WHEREAS members may be in attendance and are afforded three minutes to express comments for good of the local, but have needed additional time to express their views without a mechanism to extend the time.

WHEREAS Article XIII, Section 12(c) further provides that "[w]henever a majority of the NEC gathers in the same location to address business of the Federation, such gathering will be considered a meeting pursuant to this Section."

WHEREAS Robert's Rules, NEC Practice, and the text of the AFGE National Constitution indicate that NEC meetings must occur in-person.

WHEREAS technology now exists that meetings can be conducted electronically in an orderly and inclusive fashion;

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

NEC meetings normally should be held at the AFGE National Headquarters, Washington, D.C.,
except during the AFGE National Conventions. **The NEC may also convene a regular meeting outside of Washington D.C., or through a suitable videoconferencing platform**, and except that the NEC is authorized to convene in a regular meeting outside of Washington, D.C., providing such a meeting costs no more than convening a regular NEC meeting in Washington, D.C. All NEC meetings shall be open "sunshine" meetings to the Federation, and advance notice to locals and councils of the location of NEC meetings will be published and emailed to every member by the Federation. Whenever a majority of the NEC gathers **convenes a meeting, via videoconference or in-person**, in the same location to address business of the Federation, such gathering will be considered a meeting pursuant to this Section.

All NEC committee meetings also will be considered meetings pursuant to this Section, with the exception of the Legal Rights Committee when dealing with individual legal rights matters. Members may participate in the debate of issues and motions before the NEC. Any member attending the NEC meeting should be allowed up to three minutes to express comments for the good of the Federation. **Additional time can be granted to any member by a majority vote of the NEC.**

Committee Action: _M_  Resolution review session Action: _A_  Convention Action _A_

(A adopt = A  Combine = C  aMend = M  Fail = F )

Amendment: line 36 strike “and emailed to every member”, line 37 strike “gathers” add “convenes a meeting,” line 38 strike “/discuss.”
MAINTAINING INTEGRITY OF ELECTED DELEGATES STATUS

RESOLUTION # 1077

Submitted by

Local 3511 (VA, D-10)

Whereas: The AFGE Constitution, Article VIII, Section 2(a), Election of Officers, specifies: “National Vice Presidents, Fair Practices Affirmative Action Coordinators, and National Women’s Advisory Coordinators are to be nominated and elected at a district caucus to be held within each respective district subsequent to April 30 and prior to June 1 of every third year beginning in 1990.”

Whereas: Article VIII, Section 2(c) states that, “All delegates to district caucuses shall be elected by secret ballot by their respective locals in accordance with the AFGE Rules of Conduct for an Election as provided for in Appendix A of this Constitution.”

Whereas: Article VIII, Section 2(d) further states that, “Locals in good standing within each district may participate through the medium of a delegate(s).

Whereas: It is a well-established past practice of AFGE that participation in all aspects of the district election process involve only local delegates in “good standing” within their respective locals.

Whereas: A more recent development in district caucuses has allowed for participation of non-local delegates from other districts to participate in the election process.

Whereas: It should be noted that our National Officer’s elections require that only elected delegates, of their assigned districts, be permitted to participate in any aspects of the election process for that district.

THEREFORE, BE IT RESOLVED THAT: Participation in all aspects of the of the caucus
election process (notwithstanding the ability to campaign) require the member to be a duly
elected delegate to the caucus from his or her local only and be in good standing.

Committee Action: _A_  Workshop Action: _A_  Convention Action _A_

( Adopt = A  Combine = C  aMend = M  Fail = F )

Amendment
WHISTLEBLOWER PROTECTION POLICY

RESOLUTION # 2003

Submitted by Local 2617 (TSA, D-2)

WHEREAS, IRS form 990 lines 13 and 14 instructions, page 24 state: “A whistleblower policy encourages staff and volunteers to come forward with credible information on illegal practices or violations of adopted policies of the organization, specifies that the organization will protect the individual from retaliation, and identifies those staff or board members or outside parties to whom such information can be reported”. AND.

WHEREAS it also states: “Certain federal or state laws provide protection against whistleblower retaliation and prohibit destruction of certain documents. For instance, while the federal Sarbanes-Oxley legislation generally does not pertain to tax-exempt organizations, it does impose criminal liability on tax-exempt as well as other organizations for (1) retaliation against whistleblowers that report federal offenses, and (2) for destruction of records with the intent to obstruct a federal investigation. See 18 U.S.C. sections 1513(e) and 1519”.

THEREFORE, this Federation shall adopt the following policy, effective immediately upon adoption by the 2022 AFGE National Convention. This policy shall apply to National and all Local’s and Councils.

AFGE Whistleblower Protection Policy

The Federation will not retaliate against a whistleblower. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decreases, or poor work assignments and threats of physical harm. Any whistleblower who believes he/she is being retaliated against must contact the appropriate authority immediately. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.
A whistleblower is any person or entity within the Federation that reasonably believes has tangible evidence of any of the following: (1) a violation of law, rule, policy, or regulation, (2) gross negligence or mismanagement, (3) gross waste of funds or resources, (4) abuse of authority, or (5) a substantial and specific danger to public health or safety.

A Federation official shall not retaliate because an employee or member engaged in other protected whistleblower activities, such as: (1) filing a complaint, grievance, or appeal to remedy whistleblowing reprisal (i.e., retaliation for whistleblowing); (2) testifying for or helping someone else with one of these activities; (3) cooperating with or disclosing information to the appropriate authority (or any other component responsible for internal investigation or review); or (4) refusing to obey an order that would require the employee to violate a law, rule, or regulation.

Committee Action: ___ Workshop Action: ___ Convention Action ___

( Adopt = A Combine = C aMend = M Fail = F )

Amendment:
RECOGNIZING VINCENT R. CASTELLANO, SR.

RESOLUTION # 2007

Submitted by

National Executive Council

WHEREAS Vincent R. Castellano, Sr. has been a member of AFGE Local 1778, McGuire Air Force Base, New Jersey, for 47 years, serving as Shop Steward, Chief Shop Steward, Vice President, Executive Vice President, President, and continues to be active as a Retiree Member.

WHEREAS he enlisted and honorably served our country in the United States Air Force spending a total of 26 years of his life in active duty and as an Air Reserve Technician.

WHEREAS he started his illustrious career with AFGE as a National Representative in 1993 and served honorably in that capacity for 21 years.

WHEREAS he was elected National Vice President of AFGE’s Second District in May of 2014 and served honorably in that capacity for six years.

WHEREAS he has, and continues to work tirelessly for the betterment of all members across AFGE in each of his different capacities for over 40 years.

THEREFORE, BE IT RESOLVED that Vincent R. Castellano, Sr’s name be added to the List of Emeritus Officers of this Federation.

Committee Action: ___  Workshop Action: ___  Convention Action ___

( Adopt = A  Combine = C  aMend = M  Fail = F )

Amendment:
RECOGNIZING DOROTHY JAMES

RESOLUTION # 2008

Submitted by

National Executive Council

WHEREAS Dorothy James was National Vice President for AFGE’s 7th District;

WHEREAS Dorothy James served the Federation with honor, diligence, and dedication for the benefit of the membership for many years;

THEREFORE BE IT RESOLVED that Dorothy James’ name be added to the Emeritus Officers list.

Committee Action: ___ Workshop Action: ___ Convention Action ___

( Adopt = A Combine = C aMend = M Fail = F )

Amendment:
RECOGNIZING MICHAEL KELLY

RESOLUTION # 2009

Submitted by

National Executive Council

WHEREAS Michael C. Kelly has been a member of AFGE Local 0916, Tinker Air Force Base, for over 40 years serving in various positions;

WHEREAS he enlisted and honorably served our country in the United States Army for six years with final rank as Staff Sergeant;

WHEREAS he started his illustrious career with AFGE as a National Representative in 1996 and served honorably in that capacity for 2 years.

WHEREAS he was elected National Vice President of AFGE’s Ninth District in May of 1999 and served honorably in that capacity for the next 21 years ending October 2020.

WHEREAS he has, and continues to work tirelessly for the betterment of all members across AFGE in each of his different capacities for over 40 years.

THEREFORE BE IT RESOLVED that Michael C. Kelly’s name be added to the List of Emeritus Officers of this Federation

Committee Action: ___ Workshop Action: ___ Convention Action ___
( Adopt = A Combine = C aMend = M Fail = F )

Amendment:
RECOGNIZING GERALD D. SWANKE
RESOLUTION # 2010
Submitted by
National Executive Council

WHERE AS, Gerald D. Swanke has been a member of AFGE Local 3006, the Idaho National Guard for 40 years, serving 6 years as Chief Steward, 2 years as Vice President and 2 years President and as a retiree is currently serving as the Local’s Treasurer.

WHERE AS, he enlisted and honorably served our country in the United States Air Force as an Integrated Internal Navigation System Mechanic for 13 years.

WHERE AS, he started his illustrious career with AFGE as a National Representative in 1993 and served honorably in that capacity for 5 years.

WHERE AS, he was elected National Vice President of AFGE’s Eleventh District in March of 1998 and severed honorably in that capacity for 22 years.

Where AS, he has, and continues to work tirelessly for the betterment of all members across AFGE in each of his different capacities for over 40 years.

THEREFORE, BE IT RESOLVED, that Gerald D. Swanke’s name be added to the List of Emeritus Officers of this Federation.

Committee Action: ___ Workshop Action: ___ Convention Action ___
(A adopt = A Combine = C aMend = M Fail = F )

Amendment:
RECOGNIZING GEORGE E. MCCUBBIN III

RESOLUTION # 2011

Submitted by
National Executive Council

WHEREAS George E. McCubbin III was National Vice President for AFGE’s 12th District;

WHEREAS George E. McCubbin III served the Federation with honor, diligence, and dedication for the benefit of the membership for many years;

THEREFORE BE IT RESOLVED that George E. McCubbin III’s name be added to the Emeritus Officers list.

Committee Action: ___ Workshop Action: ___ Convention Action ___

( Adopt = A Combine = C aMend = M Fail = F )

Amendment:
RESOLUTION ON STATEHOOD FOR THE DISTRICT OF COLUMBIA

RESOLUTION # 4001

Submitted by Council 1 (DC Metro)

Whereas, this nation is founded on the belief that all people are endowed with certain inalienable rights and that to secure these rights, governments are instituted, deriving their just powers from the consent of the governed; and

Whereas, the rights of the residents of the District of Columbia are abridged when the U.S. Congress imposes its will on local matters and denies voting representation on federal issues in both houses of the U.S. Congress; and

Whereas, the people of the District of Columbia bear all of the responsibilities of citizenship, but do not enjoy all of the rights of citizenship, including authority over state and local matters and representation in both houses of Congress, making the District, in effect, subordinate to Congressional jurisdiction; and

Whereas, the District has a greater population, 693,000 people, than two states (Wyoming & Vermont); and

Whereas, over 192,000 District residents have served in the armed forces and sacrificed for our country; and

Whereas, there is a lack of equity in that only 11 of the current 100 Senators have a racial or ethnic minority background, and the diverse nature of the population of the District of Columbia makes it reasonable to assume that statehood would improve the diversity in the makeup of the U.S. Senate:

Therefore be it resolved that the American Federation of Government Employees, AFL-CIO will include a question on DC Statehood in candidate surveys, will consider the position of political candidates on DC Statehood when making endorsements, will include as issue paper
regarding DC Statehood in materials for AFGE Legislative Conferences, and urge Congress to support granting the people of Washington, D.C. the full rights of American citizenship by making the residential and commercial areas of the District of Columbia the 51st State, while preserving a smaller federal district as the nation’s capital.

Committee Action: A  Workshop Action: _____  Committee Action: _____

(Adopt = A  Combine = C  aMend = M  Fail = F)

Amendment:
WHEREAS, President Biden’s website declares that “getting to a 100% clean energy economy is not only an obligation, but an opportunity”: and

WHEREAS, assessing a fee on carbon at the source (mines and wells), coupled with the return of these fees to the American people (the dividend) is one important step toward addressing climate change effectively; and

WHEREAS, AFGE’s support for a carbon fee and dividend bill at this early stage with a new president and a new Congress could encourage adoption of this sort of legislation, which could be the springboard to more comprehensive Green New Deal legislation to reduce carbon emissions; and

WHEREAS, reducing the carbon pollution causing climate change is beneficial to government employees and their families; and

WHEREAS, carbon pricing could be implemented through the budget reconciliation, as proposed by the Senate Finance Committee;

Therefore be it resolved, that the AFGE endorses carbon pricing with a carbon dividend returned to U.S. residents as a very important tool for cutting back carbon emissions in line with the goals of President Biden.

Committee Action: M Workshop Action: _____ Committee Action: _____

(Adopt = A Combine = C aMend = M Fail = F)
Amendment: On line 14-15, delete “Green New Deal” and add “to reduce carbon emissions”
RESOLUTION TO SUPPORT DELETING RESPONSIBLE OFF-DUTY MARIJUANA
USAGE FROM SUITABILITY CRITERIA

RESOLUTION # 4003

Submitted by District 14

Whereas, there is increasing acceptance of marijuana use in American society, including for medical treatment for veterans of the armed forces and others, and

Whereas, many States and the District of Columbia have legalized the use of marijuana and related cannabis products, for either medical or recreational use, and

Whereas, AFGE has a history of challenging unreasonable policies around marijuana use, and the AFL-CIO and other unions support the Marijuana Opportunity and Expungement (MORE) Act, and other legislation to decriminalize or legalize the use of marijuana, and

Whereas, the District of Columbia has successfully implemented a program to allow for responsible use of marijuana products by public employees of District, and for applicants for employment, focused on exceptions for public safety, high-level security and work with children, and

Whereas, federal regulations unreasonably cast marijuana usage as a matter of concern for security reasons, and

Whereas, the enforcement of existing policies appear highly susceptible to selective application by management to remove disfavored employees where good cause to terminate does not otherwise exist, with definite patterns of racial and ethnic disparity,

Therefore be it resolved, that the American Federation of Government Employees, AFL-CIO does advocate that the Office of Personnel Management (OPM) rescind its policies regarding pre-employment use and off-duty use of cannabis by federal employees in non-safety-sensitive, non-national-security positions to the extent such cannabis use is permitted by state or District of
Columbia law. Specifically, AFGE does publicly support that OPM, in consultation with the President, delete responsible off-duty, cannabis use, where legal at the state level or in the District of Columbia, from its suitability criteria, 5 CFR § 731.202, and delete the cannabis-related questions from the SF85, SF8SP, SF86, and e-QIP. (This would also require a conforming amendment to Executive Order 12564, "Drug-free Federal workplace.")

Committee Action: A Workshop Action: _____ Committee Action: _____

(Adopt = A Combine = C aMend = M Fail = F)