

AFGE Y.O.U.N.G. Committee

Bylaws

American Federation of Government Employees

Article I: Name

This organization shall be known as the National AFGE Y.O.U.N.G. (Young Organizing Unionist for the Next Generation) Committee.

Article II: Mission

The mission of the AFGE Y.O.U.N.G. Committee is to promote the inclusive empowerment and education of young workers, advocate on issues vital to workers under 40, and influence public policy to improve the quality of life for young workers and their families. The Committee also seeks to engage seasoned mentors to ensure the longevity of the Federation.

Article III: Membership

A. Definition of Members

- 1) AFGE Y.O.U.N.G. members benefit from as much independent thought and action as possible, provided this does not conflict with the AFGE Constitution and Bylaws. Each District NVP may appoint at least one, but no more than two members to serve on the National Y.O.U.N.G. Committee. These appointments are at the discretion of each NVP.
- 2) Eligibility for appointment to the Committee:
 - a. Requires AFGE membership in good standing
 - b. Age of 40 years or below (Members aged 41 or older are ineligible for appointment)
 - c. Terms span three years, beginning with the Y.O.U.N.G. Committee meeting at the Legislative Conference; for example, a term commencing in February 2023 ends in February 2026.
 - d. Membership automatically renews at the start of a new term unless the member is over 41 or un-appointed by their NVP, as described in Article III Section A.4 and Article III Section D.
 - e. Mid-term appointees complete the remainder of the current term.
- 3) Committee members must maintain AFGE membership in good standing.

- a. When a member reaches 41, they vacate their position after the next officer elections. If holding an elected position upon turning 41, the member remains until term end, then resigns. Resigned members may become mentors to the Committee.

B. Active Membership

1) Committee Meeting Participation

- a. Active members must attend at least 70% (e.g., 8 of 12 meetings annually) of all Committee meetings, not including sub-committee meetings. Absences must be communicated to at least one Executive Committee Officer before the meeting to obtain an excused absence.

2) Subcommittee Participation

- a. Committee members are required to participate in at least one subcommittee and attend at least 50% of its meetings. Absences must be communicated to the subcommittee chair or co-chair in advance to obtain an excused absence.

3) Excused Absence

- a. An excused absence is permitted for work obligations, personal health, or family emergencies.

4) Quarterly Reporting

- a. Active members must submit quarterly status reports on District activities to their National Vice President and National Executive Council. Reports are due to the National Y.O.U.N.G. Secretary by the 15th of the month following each quarter.

5) Inactive Membership

- a. Inactive members are required to meet with the Committee Chair.
- b. The Committee will report inactivity to the NVP of Women and Fair Practices and the District NVP.
- c. Inactive members are not funded for Committee-related travel.
- d. Prolonged inactivity may result in a committee vote to recommend replacement to the relevant District NVP.
- e. If approved, the Recording Secretary must send the recommendation within 15 calendar days of the vote.

6) Travel Funding

- a. Travel funding is provided only to active members who meet attendance and participation requirements.
- b. For non-mandatory travel, members must be active and, if unable to attend, must notify an Executive Committee Member within 15 days after the event with a valid excuse.
- c. The Executive Committee and NVP of Women and Fair Practices determine the validity of excuses within 15 days of notification.

- d. If there is no valid communication within 15 days, any non-mandatory travel expenses already used from the YOUNG budget must be reimbursed before any future travel can occur.

C. Resignation of Members

- 1) Members must submit resignation in writing to the Chairpersons, their District National Vice President, and the National Vice President for Women and Fair Practices.

D. Vacancy

- 1) Members who reach age 40 vacate their position after the next officer elections. If holding an elected position, they may remain until the term ends, then resign and become eligible as mentors.
- 2) The District NVP is responsible for filling vacancies, with attention to diversity principles.

E. Members-at-Large

- 1) The National Vice President for Women and Fair Practices may appoint two Members-at-Large to the Committee.
- 2) These members actively represent the interests and concerns of Y.O.U.N.G. members in planning meetings and events.
- 3) Members -at-Large do not have voting rights. Age requirements do not apply to these appointments.

F. Committee Mentor

- 1) The National Vice President for Women and Fair Practices may appoint one mentor to the Committee.
- 2) The mentor assists in representing and addressing Y.O.U.N.G. members' interests for planning meetings and events.
- 3) The mentor does not have voting rights but is otherwise a full member.
- 4) Age requirements do not apply to this appointment.

Article IV: Officers

A. Positions

- 1) Y.O.U.N.G. Committee officers include a Chair, Co-Chair, Recording Secretary, and any other positions deemed necessary by the Committee.

B. Elections

- 1) Officers are elected for three-year terms at the Legislative Conference, by secret ballot in accordance with National guidelines.
- 2) The assigned staff conducts the election meeting and serves as the election committee, counts votes in front of the Committee, and records election results.

3) Carriage of Votes

- a. If a District has one Coordinator, they hold one vote.
- b. If a District has two Coordinators, each holds one vote.
- c. If only one Coordinator is present, a proxy form must be submitted for the present Coordinator to carry the absent member's vote.
- d. Proxy forms must be submitted to the election committee prior to the elections.
- e. Members-at-Large and the Mentor do not have voting rights.

C. Duties of Officers

1) Chair:

- Presides at all meetings
- Collaborates with the Recording Secretary to prepare reports of the Committee for submission to the National Executive Council.

2) Co-Chair:

- Performs the duties of the Chair when the Chair is absent or unable to serve.

3) Recording Secretary:

- Maintains complete records and minutes, preserves election documents for one year unless still relevant,
- Tracks all attendance of committee members to include subcommittee meeting
- Keep updated official bylaws
- Conducts correspondence as directed, and
- Sends meeting notices when required.

D. Term of Office

- 1) Officers begin duties following their election meeting and serve three-year terms. No officer may serve more than two consecutive terms (six years) in the same position.

E. Vacancies in Elected Office

- 1) If an elected office becomes vacant, a special election meeting is held as soon as reasonably possible, as determined by the highest-ranking standing Officer.
- 2) The election may be face-to-face, virtual, or hybrid, and fills the remainder of the term following the process in Article IV, Section B.

Article V: Committees

- A. **The AFGE Y.O.U.N.G. Committee may establish additional committees as needed. The following committees and their duties are included but not limited to the following:**

1. **Executive Committee:** Oversees and directs the Y.O.U.N.G. Committee; includes the Chair, Co-Chair, and Recording Secretary.
2. **Membership and Social Promotion Committee:** Develops plans to increase membership of federal and DC government employees under 40 and maintains communication routes with the Y.O.U.N.G. Committee. Structure is determined by its members and subject to Committee approval.
3. **Training and Mentoring Committee:** Acts as liaison for chartered chapters, oversees mentoring volunteers, and assigns mentors to members. Also responsible for creation, development, and forwarding of ideas and services as outlined in the mission statement in Article II. Structure is determined by its members and subject to Committee approval.
4. **Budget Committee:** Submits a proposed budget for the following year by the first Friday of October. The Committee votes to approve the budget at the November meeting.

Per AFGE Constitution (Article XXIV, Section 1(b)(9)), the Committee does not have a Secretary/Treasurer; funds are administered by the WFP Department. Chairs of the Budget and Y.O.U.N.G. Committees will attend monthly WFP and Finance Department meetings as needed.

5. **Resolutions & By-Laws Committee:** Stewards of the AFGE National Y.O.U.N.G. Committee by-laws and resolutions submitted to the NEC and/or National Convention. Maintains and interprets the Y.O.U.N.G. Committee's bylaws and resolutions. (Will be first point of contact.) Reviews all submitted resolutions for accuracy, creates talking points, and distributes them to the Y.O.U.N.G. Committee. Responsible for oversight of submissions to the NEC and/or National Convention.
6. **WFP Constituency Group Membership:** One member serves as an Executive Board Member, appointed by the Y.O.U.N.G. Committee Chair with Executive Board support, in compliance with WFP Constituency Groups charters.

Article VI: Meetings

A. Regular Meetings

- a. The YOUNG Committee holds at least two face-to-face meetings annually and may convene conference calls as needed.
- b. Mandatory annual meetings coincide with the AFGE Legislative Conference, WFP STAND, or National Convention.
- c. Monthly conference calls are also held, and they are considered official meetings.

B. Notice of Meetings/Conference Calls

- a. The Recording Secretary sends electronic notifications to all Committee members in advance of conference calls, annual meetings, and special calls, using email and appropriate social networks.

C. Quorum

- a. A quorum consists of one voting Executive Committee member plus five Y.O.U.N.G. Committee members at any meeting.

D. Decisions of the Committee

- a. Decisions are recorded in minutes by the Recording Secretary.
- b. Recommendations to the National Executive Council are presented by the Chair.
- c. Decisions are made by consensus, when possible, followed by voice vote or show of hands. Each district has two votes, which may be split with two representatives.
- d. Majority vote decides questions unless otherwise required.
- e. If a Member-at-Large is elected the chair of the Y.O.U.N.G. Committee, the highest-ranking Executive board member with voting rights would cast the tie breaking vote.

E. Conduct of the Meeting

- a. Meetings follow the latest edition of Robert's Rules of Order Newly Revised.
- b. Members violating the AFGE Code of Conduct (e.g. using foul and/or derogatory language, screaming, disruptive, or disrespectful) may be removed by majority vote of members
- c. present.

Article VII: AFGE Y.O.U.N.G. Coordinator Responsibilities within Districts

A. District Coordinators promote the Committee's mission within their District, working with the District NVP, other Coordinators, and the NVP for Women and Fair Practices. Responsibilities include:

1. Serving as the main contact to share and collect information on young workers' rights and issues.
2. Providing training and communication on young workers' issues, ensuring Local Y.O.U.N.G. coordinators are recognized by WFP.
3. Organizing events such as new member drives and solidarity actions within Locals, Districts, and Councils.
4. Attending District events to promote the Y.O.U.N.G. program.
5. Monitoring legal and regulatory trends affecting young workers and informing the NVP for Women and Fair Practices, recommending action plans as needed.
6. Collaborating with AFGE and AFL-CIO constituency groups and allied organizations to strengthen coalitions and working with AFL-CIO State Fed or CLCs to establish young worker groups.

Article VIII: Amendments

A. Process

- 1) Amendments to these Bylaws require a two-thirds vote of members present at a regular Committee meeting.
- 2) Amendments proposed by individual Coordinators or Subcommittees must be submitted in writing to the Resolutions & By-Laws Subcommittee for review. Once satisfied, the amendment is sent to the Committee Secretary at least 14 days before the regular meeting.
- 3) The Secretary then forwards the amendment to the Committee within 4 calendar days.

B. Once approved by the Committee, amendments must be submitted to the National Executive Council (NEC) for review and approval. Implementation of proposed Bylaws follows NEC approval.

Revision Date: November 7, 2025

Approved by Y.O.U.N.G. Committee: November 13, 2025

Approved by NEC: November 19, 2025

