WASHINGTON FEDERATION OF STATE EMPLOYEES • AFSCME COUNCIL 28

WFSE 48th Biennial Convention

Seatac WA • October 4-6, 2019

DELEGATE GUIDE

https://wfse.org/convention-2019 #OurUnion

AFSCME PEOPLE

Visit the PEOPLE Booth

Come check us out at the PEOPLE Booth - we'll be here all weekend!

THURS OCT. 3
FRI OCT. 4
SAT OCT. 5
SUN OCT. 6

Silent Auction

Visit the PEOPLE Booth to view Silent Auction gift baskets. Bidding is open Sunday morning. Winners will be announced throughout convention.

Proceeds benefit the AFSCME PEOPLE Program.

PEOPLE Merchandise

- WFSE PEOPLE Tee Shirts $20 (MVP)/$25
- WFSE PEOPLE Scarf $15 (MVP)/$20
- WFSE PEOPLE Cap $15 (MVP)/$20
- WFSE PEOPLE Lapel Pins $5 (MVP)/$10
- WFSE PEOPLE Patch $5 (MVP)/$10

PEOPLE Reception

- High Rollers Casino Night
  SAT 8-11pm | Grand 1
- FREE for PEOPLE MVP's
- Prizes!

Sign up as a PEOPLE member or increase your current contribution by at least $2 for a chance to spin the PEOPLE wheel and win a prize!

We accept:

CHECK *CASH* *CREDIT*

Important Information

More than 500 delegates, alternates and guests are expected to participate in WFSE's 48th Biennial Convention.

Your Delegate/Alternate bag contains the materials that will help you participate fully in the Convention's proceedings.

Delegate Resources includes:

- Reports of the Officers
- Copies of proposed constitutional amendments and resolutions submitted prior to the convention
- List of Delegates/Alternates and Delegate Strength
- Convention Committee rosters (Assigned Delegates and staff)

Your Delegate Guide and WFSE.org/convention-2019 site provides:

- Convention Call, Constitution and By-Laws, Resolutions and Constitutional Amendments submitted
- FAQ: "How the Convention Works"
- Agenda details
- Descriptions and locations of committee meetings, caucuses, workshops and booths
- Executive Board & Staff rosters

Find the Delegate Guide online at

https://wfse.org/convention-2019

#OurUnion

Contents

REGISTRATION 6

Member Resource Room 13
PEOPLE Booth 1

AGENDA

Printed Agenda ..... in packet
Online Agenda.....WFSE.org/convention-2019

Find us online:

https://wfse.org/convention-2019

DELEGATE RESOURCES

Vision, Mission, Core Values 4
Awards 10
Convention Call 5
Convention Committees Descriptions.. 11-12

EVENTS

Banquet 8
Caucus Meetings 8
Candidates' Forum 8
PEOPLE Reception 9
PEOPLE Silent Auction 9
Helpful Hints 7
How Convention Works 17
Resolutions ..... online/in packet
Constitutional Amendments ..... online/packet
Council 28 Constitution ..... online/in packet
Council 28 By-Laws ..... online/in packet
Council 28 Executive Board 14-15
Council 28 Locals 16

ELECTIONS

AFSCME App D: Conduct of Elections.... 25
Candidates' Forum 8

Vision, Mission & Core Values

Vision

WFSE is an efficient, dynamic, member driven, and diverse organization that supports and empowers public service employees. We achieve this through organization, training, and education in all public forums, including all political levels with activism, integrity, pride, and coalition building. We build public support and trust. Our membership is inclusive in nature, seeking uniform fairness with strong ethical standards to protect public interests.

Mission

WFSE's Purpose Is:

- To organize and empower individuals to create one powerful, collective voice.
- To respond to the needs and directions of the membership.
- To achieve and maintain excellent wages, benefits, and working conditions.
- To ensure the union is a positive force in workers' lives, families, and communities.
- To unite the WFSE Locals of AFSCME for mutual protection and advancement of workers.

Core Values

DEMOCRATIC - Membership driven, members connected, and essential to the process.

RESPECT - Ideas, diversity, perspectives, public respect, dignity, compassion.

INTEGRITY - Honesty, ethical, courage, doing what's right, mean what you say, trust but verify.

FAIRNESS AND EQUITY - Representation without bias including political action. Diversity in ideas, behavior, and differences.

PROFESSIONALISM - Mentoring, responsiveness, accountability, continuous improvement, education and training.

BETTERMENT OF WORKERS' LIVES AND FAMILIES - Wages, benefits, working conditions, healthcare, and safety.

2016-2020 Strategic Goals

- Improve the benefits and working conditions of all members.
- Engage and empower member participation through education, transparency, visibility and communication.
- Improve perception of public service.
- Effectively, strategically and collaboratively communicate information to build relationships at all levels.

Convention Call

Abbreviated

The **Convention will begin on FRI OCT 4**, at 1pm.

Committee meetings will be held on **THU OCT 3**, beginning at 4:15pm.

This Convention is called in accordance with Article VII – Meetings, Section 1, of the Council Constitution, which states:

> "The Council biennial Convention shall be held in odd-numbered years and on a Saturday and Sunday in September or October but may also be convened on the preceding Friday. The call to the biennial Convention shall be issued at least 120 days preceding the commencement of the Convention. The Council 28 Executive Board shall select the Convention dates and city.

- CONVENTION CALL: Council 28 Constitution Article XII, Section 1
- REGISTRATION: WFSE.org/convention-2019
- REPRESENTATION: Council 28 Constitution Article VIII
- CREDENTIALS: Council 28 By-Laws Article VI
- AMENDMENTS: Council 28 Constitution Article XVII
- RESOLUTIONS: Council 28 By-Laws Article III
- NOMINATIONS AND ELECTIONS: AFSCME Constitution, App. D

Find the Constitution in your packet and online at

https://WFSE.org/convention-2019

Registration

Registration - NORTHWEST 1

We're here to help! Get checked in and pick up your Credentials/Convention materials here.

THU 12-6pm | FRI 8am-5pm | SAT 7:30-9am

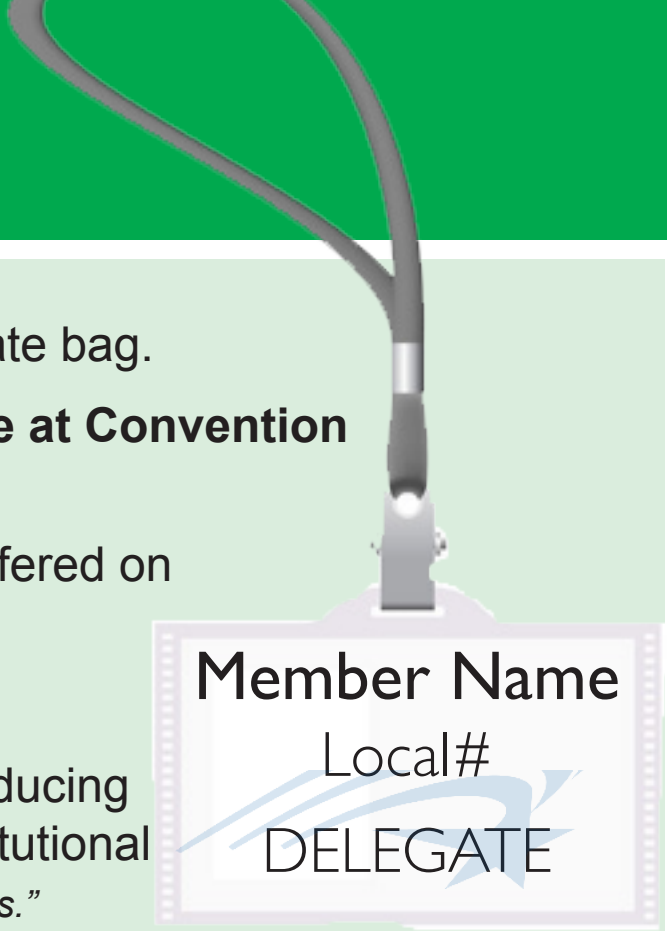
INFORMATION BOOTH - Across from NW 1, Registration

- LOST AND FOUND
- GUEST CHECK-IN
- QUESTIONS AND ANSWERS

Convention Daily News

For information on upcoming activities, committee meetings, caucuses, special events and highlights of the previous and upcoming day's events, read the Daily Bulletin. Read it online at https://wfse.org/convention-2019.

Helpful Hints



- **Review** the materials in your Delegate bag.
- **Wear your badge at all times while at Convention events and activities.**
- Attend **New Delegate Workshop** offered on **FRI OCT 4 at 10am**.
- **Attend** all business sessions.
- Understand the procedures for introducing and acting on resolutions and constitutional amendments. *See "How Convention Works."*
- **Read the Convention Daily.** It's your best source for up-to-minute news and information on Convention activities.
- Find out when and where committees are meeting, and make yourself heard on issues important to your local and bargaining unit.
- **Place your cell phone on vibrate/silent mode during all Convention activities.**
- **Refrain from wearing perfume or aftershave** during Convention activities. Many of your brothers and sisters are sensitive to certain scents.
- **Provide both your badge and a picture ID to vote.**
- When you have a question, ask a WFSE staff person.
- **Distribution of any materials** on the Convention floor is authorized ONLY with permission of the Council President. All approved distributions will be delivered by the Sergeant-at-Arms.

Events

Convention Banquet

FRI OCT 4 at 6:30pm in the GRAND BALLROOM

Social Hour 5:30pm- 6:30pm, dinner program begins at 6:30pm.

Attendees will dine together and enjoy an inspiring Awards program.

Conservative Caucus

SAT 7:30am | Evergreen 4

Guest Speaker: Representative Chris Corry

Progressive Caucus

SAT 7:30am | Evergreen 3

Guest Speaker: Senator Liz Lovelett

CANDIDATES' FORUM

SAT 6pm | NORTHWEST 3

Hear from members nominated for Council 28 President, Vice President, Secretary and Treasurer.

Events

SAT 8pm | GRAND 1 *FREE for PEOPLE MVPs*

PEOPLE MVP members are invited to our "High Rollers" casino night. Upon entering the casino, you'll receive 2 drink tickets and a ticket worth $30,000 in casino money.

Cash in your casino money immediately for a raffle ticket and be entered into a drawing for great prizes, or try your luck at one of the tables and cash in your winnings for more raffle tickets!

We'll be giving away some great prizes and casino night is always a hit event at Convention, but you **have to be a PEOPLE MVP member to get in on the fun.**

PEOPLE Silent Auction

SUN 8-10am | FOYER

PEOPLE Auction - Visit the PEOPLE Booth often to view Silent Auction gift baskets. Winners will be announced at lunch.

Proceeds benefit the PEOPLE Program.

Awards

Medal of Valor

Presented by the WFSE/ AFSCME Executive Committee.

Rosella Charvet Leadership Award

The Leadership award is presented to a member, shop steward, local or statewide officer or other activist who demonstrates outstanding leadership skills.

Job Action of the Year Award

The Job Action award is presented to the member or members who organized the most creative and effective job action since our last Convention in October 2017.

Howard Jorgenson Organizing Award

The Organizing award is presented to the WFSE/ AFSCME member who has demonstrated outstanding skills in the area of organizing.

Howard Ocobock PEOPLE Award

Howard Ocobock was a passionate advocate of PEOPLE and was instrumental in raising WFSE's MVP levels. The PEOPLE Award is presented to the Local with the highest percentage of MVP level members.

Convention Committees

COMMITTEE DESCRIPTIONS

Credentials Committee

Oversees registration at the Convention; tracks the number of local unions, delegates and alternates registered at the Convention. Reports to the Convention and certifies that a quorum is present. Ensures that the Elections Committee receives the final tally of the number of delegates present.

Constitution and Bylaws Committee

Reviews, discusses and makes recommendations to the Convention on resolutions and proposed amendments that require a change to the Council Constitution.

Elections Committee

Responsible for the conduct of the nominations and elections for the four Council officers: President, Vice President, Secretary, and Treasurer. The Committee drafts the rules for the nomination and election procedures and makes recommendations to the body. The Committee conducts the nominations and elections and reports the results of the election to the convention body as each Council officer is elected.

PEOPLE Committee

Raises funds for AFSCME's political action fund known as PEOPLE (Public Employees Organized to Promote Legislative Equality) throughout the Convention. Committee Members encourage delegates/alternates to sign up, increase a contribution and/or buy PEOPLE products and give periodic status reports to the Convention.

Officer Reports

Reviews the reports of the Council President, Vice President, Secretary, and Treasurer. They may suggest changes to the reports or recommend acceptance of the reports as submitted.

Convention Committees

Resolution Committee

Reviews, discusses and makes recommendations to the Convention on resolutions that do not require legislative action or changes to the Council Constitution.

Rules Committee

This committee drafts proposed Rules for the Convention. The adoption of the Rules and Order of Business is one of the first actions taken by the Convention.

Sergeant-at-Arms Committee

Responsible for the Convention hall set up, and for distributing all approved handouts. Assists the Chair with maintaining order and decorum during the Convention. Assists the Elections Committee during the elections on Sunday morning.

MEMBER RESOURCE ROOM

Friday 8am-5pm | NORTHWEST 2

COMMITTEE BOOTHS

- Organizing Committee
- Members Only Benefits
- Steward Committee
- Equity, Diversity and Inclusion Committee

AFFILIATES/PARTNERS

- Retired Public Employees Council (RPEC) of WA
- Northwest Accountability Project
- Institute for Community Leadership

MEMBERS ONLY BENEFITS

- AFLAC/NW Benefit Advisors
- Bright Now! Dental
- Colonial Life
- Modern Woodmen
- Sunrise Dental
- Union Home Services
- Union Plus Mortgage
- Trustmark/NW Benefits Advisor/Jodi Allen

WFSE

- Member Resource Center (MCC)

UNION VENDORS

- Grays Harbor Stamp Works

WFSE Executive Board

COUNCIL OFFICERS

Judy Kuschel, Local 313, President
Jeff Paulsen, Local 443, Vice-President
Tracy Stanley, Local 1400, Secretary
Paula Lukaszek, Local 1488, Treasurer

Corrections

- **Don Malo**, Local 1299, Comm. Corrections, Seattle
- **Jon Oglesby**, Local 1221, Community Corrections, Spokane
- **Sean Raybell**, Local 53, Community Corrections, Tacoma

Employment Security

- **Joanne Bird**, Local 443, Olympia
- **Kati Thompson**, Local 443, Olympia
- **Cynthia Powers**, Local 1221, Spokane

Higher Education

- **Salvador Castillo,** Local 1488, University of Washington, Seattle
- **Tommy Fuglestad**, Local 304, Seattle College District, Seattle
- **Rick Halverson**, Local 1221, Community Colleges of Spokane
- **Skip Jensen**, Local 330, Central Washington University, Ellensburg
- **Jerry Owens**, Local 304, Shoreline Community College, Shoreline
- **Max Phipps**, Local 1020, Everett Community College, Everett
- **Tashia Smith-Hankerson**, Local 3488, Harborview Medical Center, Seattle
- **Theresa Sullivan**, Local 1221, Community Colleges of Spokane

Higher Education continued

- **David Sundstrom**, Local 931, Eastern Washington University, Cheney
- **Craig Walker**, Local 931, Eastern Washington University, Cheney
- **Orson Williamson**, Local 304, Seattle College District, Seattle
- **Lesli Younger**, Local 931, EWU
- **John Frazier**, Local 3488, UW
- **Tom Cline**, Local 1463, Peninsula College

Human Services

- **Kevin Allen**, Local 843, Seattle
- **Kizzy Andreason**, Local 1060, Bellingham
- **Patti Dailey-Shives**, Local 53, Tacoma
- **Cynthia English**, Local 53, Tacoma
- **Steve Fossum**, Local 443, Olympia
- **Kodi Gaddis**, Local 443, Olympia
- **Kristina Johnson-Short**, Local 1054, Colville
- **Katie Nelson**, Local 443, Olympia
- **Carol Van Arnam**, Local 1299, Wenatchee
- **Andrea Vaughn**, Local 948, Lynnwood
- **Becky Withrow**, Local 1326, Yakima
- **Steven Segall**, Local 443, Olympia

Institutions

- **Dolly Adeyemi**, Local 341, Fircrest School, Shoreline
- **Brittany Barber**, Local 491, Rainier School, Buckley

WFSE Executive Board

Institutions continued

- **Kimberly Cogswell**, Local 782, Eastern State Hospital, Medical Lake
- **Dave Greenman**, Local 341, Fircrest School, Shoreline
- **Cindy Hall**, Local 573, Lakeland Village, Medical Lake
- **Gabe Hall**, Local 862, Green Hill School, Chehalis
- **John Henson**, Local 793, Western State Hospital, Steilacoom
- **Aleasha Hodgson**, Local 573, Lakeland Village, Medical Lake
- **Julianne Moore**, Local 1326, Yakima Valley School, Selah
- **Eliga Sacks**, Local 793, Special Commitment Center, McNeil Island
- **Michele Stelovich**, Local 1060, DD Field Services, Bellingham
- **Allison Taylor**, Local 53, DD Field Services, Pierce County
- **Dianne Womack**, Local 782, Eastern State Hospital, Medical Lake
- **Steven Yates**, Local 491, Rainier School, Buckley
- **Mike Yestramski**, Local 793, Western State Hospital, Lakewood

Labor & Industries

- **Nikki Butler**, Local 443, Tumwater
- **Debbie Haigh**, Local 976, Tukwila
- **Carmyn Shute**, Local 443, Tumwater
- **Kenn Grubb**, Local 443, Olympia

Natural Resources

- **Duane Dahlke**, Local 1466, Parks, Wenatchee
- **Llyn Doremus**, Local 1221, Ecology, Spokane
- **Denis Felton**, Local 1466, Parks, Coulee City
- **Diana Ruth Olegre**, Local 872, Ecology, Lacey
- **Debra Alexander**, Local 1253, Ecology, Richland

Public Service

- **Quan Tran**, Local 1671, Interpreters, Brush Prairie

Transportation

- **Steve Fries**, Local 1299, Moses Lake
- **Sam Schneider**, Local 1299, Ephrata
- **Georgina Willner**, Local 443, Olympia

Unified State Agencies

- **Wendy Conway**, Local 443, Office of the Insurance Commissioner, Olympia
- **Linda Erickson**, Local 443, Health Care Authority, Olympia
- **Scott Mallery**, Local 1221, Department of Health, Spokane
- **Terry Nixon**, Local 1225, Center for Childhood Deafness and Hearing Loss
- **Ben Olsen**, Local 304, Board of Industrial Insurance Appeals, Seattle
- **Brooks Salazar**, Local 304, Board of Industrial Insurance Appeals, Seattle
- **Jaymin Kapsandy,** Local 443, Department of Enterprise Services

Council 28 Locals

Locals are the heartbeat of the union.

49 Locals

Local 53 - Tacoma area (not UW Tacoma)

Local 304 - Seattle area

Local 308 - King Co. Community Corrections

Local 313 - Vancouver area

Local 330 - Central Washington University

Local 341 - Fircrest/Echo Glen/SOLA

Local 378 - Seattle Department of Transportation (DOT) D1

Local 396 - Walla Walla area

Local 443 - Olympia/Thurston/Mason

Local 476 - Sedro Woolley area

Local 482 - Veterans Home, Retsil

Local 491 - Rainier/State Operated Living Alternative (SOLA)

Local 504 - Spokane DOT D6

Local 573 - Lakeland Village/DD/SOLA

Local 716 - Skamania/Klickitat

Local 782 - Medical Lake area

Local 793 - Western State Hospital/Child Study & Treatment Center/Oakridge/Special Commitment Center

Local 843 - King Co. Human Services

Local 862 - Chehalis/Centralia area

Local 872 - Thurston County Ecology

Local 931 - Eastern Washington University

Local 948 - Snohomish Co. Human Services

Local 970 - Grays Harbor/Pacific

Local 976 - King Co. Labor & Industries

Local 1020 - Everett area

Local 1054 - Colville area

Local 1060 - NW Washington

Local 1066 - Washington State University, Pullman

Local 1181 - Kitsap area

Local 1208 - Davenport DOT D6

Local 1221 - Spokane area

Local 1225 - Washington State School for the Blind and Washington State Center for Childhood Deafness and Hearing Loss

Local 1253 - Tri-Cities area

Local 1290 - Chehalis DOT D4

Local 1291 - Pasco DOT D5

Local 1299 - North Central Washington

Local 1300 - Whitman and Clarkston

Local 1301 - Ellensburg area

Local 1326 - Yakima area

Local 1381 - Western Washington University

Local 1400 - Longview/Kelso area

Local 1463 - Clallam/Jefferson

Local 1466 - Parks & Recreation (statewide)

Local 1488 - University of WA/Harborview

Local 1556 - Port Angeles DOT D3

Local 1671 - Interpreters United

Local 1984 - Raymond DOT D3

Local 2263 - Naselle Youth Camp

Local 2559 - Vancouver DOT D4

Local 3488 - Harborview Medical Center, University of WA Medicine)

How the Convention Works

The following is important information on how business is conducted at the WFSE Convention. We also have included answers to frequently asked questions on speaking at the Convention, voting and taking action on resolutions and amendments.

The Rules Committee will meet to review and make recommendations to the official rules. Copies will be distributed to delegates and posted on www.wfse.org/convention-2019.

Local Elections

Once the Convention Call was received, Locals held elections by secret ballot to choose delegates and alternates to represent them at Convention. These delegates and alternates had their credential papers certified by their local officers and sent to the Council Secretary at Council Headquarters at least sixty (60) days before the start of the Convention.

Locally Sponsored Resolutions and Amendments

Over the past several months, Locals and Executive Board members have taken the time to discuss issues and determine their position with respect to those issues. Some of these discussions and decisions resulted in resolutions and proposed amendments to the WFSE Constitution. Signed by the Local President and Secretary, these were sent to the Council Secretary at Council Headquarters. Resolutions may also be moved to Convention by the Council 28 Executive Board.

The Council made copies of all resolutions and amendments received. You have a set of them in your Delegate Bag.

A copy of the WFSE Constitution is in your packet and online: https://wfse.org/convention-2019

Convention Committees

Convention committees are appointed by the Council President. These committees

- Credentials, Resolutions, Rules, Sergeant-at-Arms, Constitution & Bylaws, Elections, Legislative, Officer Reports and PEOPLE - meet on THU OCT 3, prior to the opening of the Convention and will make reports during the Convention as needed.

Admission to Convention

Registered delegates receive a Delegate Bag and badge that admits you onto the floor of the Convention every day.

Alternate delegates are also given a bag and a badge that admits them to the section of the Convention floor set aside for Alternates and Guests.

Convention Rules

Rules of order are necessary to conduct business in an organized and democratic way. Becoming familiar with and following the rules of the Convention will make your participation more effective.

Official rules of WFSE's 48th Biennial Convention are not adopted until the opening session. Once approved, copies will be distributed to delegates.

WFSE uses Robert's Rules of Order, Newly Revised, as its guide for setting Convention rules. However, the WFSE Constitution takes precedence, and all rules must be consistent with the Constitution.

Addressing the Convention

How do I get to the floor when I have something to say?

If you want to address the Convention, go to a microphone near you. In turn, the Chair will recognize you and inquire your purpose for rising.

What do I do when I have the floor?

First, give your name and the local you represent. Then state why you wish to speak. When speaking on a motion, you will have a fixed time to speak, unless a majority of the delegates vote you an extension of time. The fixed time limit is set by the Rules Committee.

What if I am interrupted by another delegate?

Delegates may not interrupt one another except when they have a point of order. If the Chair decides the interruption is indeed a point of order, you may be asked to be seated until the question is decided. After that, you may resume speaking.

What if I think the Chair was wrong in determining the point of order?

The decision of the Chair can be appealed, but the appeal must have the support of 25 percent of the delegates.

What if I want to speak again on the same issue?

You may do so, but only after all other delegates wishing to speak on that issue have done so.

What if I think the debate has gone on long enough?

You may go to a microphone and when recognized by the Chair move the previous question to close debate. Once your motion is made and seconded, the Chair is required by the rules to put your motion to a vote. If the ayes have it, debate is closed by a decision of the Convention, and the delegates must proceed to vote on the issue.

If the previous question is moved and only one side of an issue has been heard, the Chair shall recognize additional speakers prior to the vote on the previous question, alternating between those in favor of and in opposition to the pending motion, until three speakers on the opposite side of the issue have been heard or until no speakers on the opposite side of the issue are seeking recognition, whichever comes first.

How do I make a motion to reconsider a vote the Convention has already taken?

If you voted on the winning side of the issue, you may move to have the decision of the Convention reconsidered. You must make the motion to reconsider no later than the meeting following the meeting in which the original vote was taken.

Is it possible to amend a motion made as part of a committee report?

Yes. This may be done in the same manner as amending other motions and resolutions and requires a majority vote of delegates voting, unless it is an amendment to the Constitution, which requires a two-thirds vote for adoption.

Voting at the Convention

Who can vote at the Convention?

Only accredited delegates who are properly seated by the Convention can vote. The Chair can vote to break a tie.

When and how do delegates vote?

Delegates vote for resolutions, amendments and committee reports. Most decisions are made by voice vote, with the Chair exercising his or her best judgment on the decision. However, decisions can be challenged from the floor.

What do I do if I question the Chair's decision on a voice vote?

A delegate who wants to appeal the announced result of a voice vote can request a standing vote (division of the house). When a standing vote is taken, the delgates voting for the motion are asked to stand. If the result is not apparent from viewing the standing delegates, the Sergeants-at-Arms count the number standing in support of the motion and report their count to the Chair. Those who oppose the motion stand and are counted. The Chair announces the result.

How do I appeal the results of a standing vote?

A delegate who wants to appeal the announced result of a standing vote can do so only by requesting a roll-call vote. Before the roll-call vote can go forward, the request must be supported by 15 Locals where the majority of the local delegates concur in requesting a roll-call vote. When a roll-call vote is requested, the delegates who supported the request are asked to stand. If the result is not apparent from viewing the standing delegates, the Sergeant-at-Arms count the number standing in support of the motion and report their count to the Chair.

How does a roll-call vote work?

Once the Chair has ordered a roll-call vote, no adjournment or recess or special order is possible until the roll call is completed. The Treasurer calls each local by number and announces the number of votes to which each is entitled. Each delegate answering must stand, give his or her name and cast the vote. Three official tellers, appointed by the Chair, record the votes and announce the results after the final tabulation.

Resolutions

What happened to the resolution submitted by my local?

If your resolution was submitted to the Council prior to 45 days before the opening of the Convention, it was assigned to a committee for discussion and recommendations. Copies were made available to all delegates and when the committee reports it to the full Convention, your resolution will be acted on.

Is it possible to submit a resolution during the Convention?

Once the Convention has convened, a resolution may only be submitted by the Executive Board at any time up to the afternoon recess on the first day of Convention. At that time it is assigned to a committee for its recommendation and is acted on subsequently by the full Convention.

May I attend committee meetings to discuss resolutions?

Yes. Any delegate may attend any committee meeting to speak on resolutions.

Committees generally allow non-committee members to speak on issues before them after committee members have spoken.

How does the Convention vote on resolutions?

Resolutions are acted on by voice votes of the full Convention. The same general rules apply to voice votes on resolutions that apply to other voice votes.

Constitutional Amendments

The *WFSE Constitution* is a living document that must be amended from time to time as changing circumstances demand. Constitutional amendments can only be adopted by the delegates to a WFSE Convention.

How are amendments to the WFSE Constitution introduced?

Amendments to the Constitution that were submitted to the Council Secretary no later than 45 days before the Convention - except proposals to change the Council's per capita tax, which require submission 90 days prior to Convention - and mailed to all locals at least 30 days prior to the Convention may be passed by a two-thirds vote.

All amendments to the Council 28 Constitution, including amendments to change the per capita tax, require a two-thirds affirmative vote of the delegates voting for adoption.

When is the amendment effective?

Amendments shall be subject to the approval of the International President in accordance with Article IX of the International Constitution.

Electing WFSE Officers

Delegates will elect the WFSE President, Vice President, Secretary and Treasurer.

On SAT **OCT 5 at10:30am**, nominations will be taken from the Convention floor for WFSE's four officers.

In cases where there are more nominees than offices to be filled, elections will be held.

A candidate forum is scheduled for **SAT OCT 5 at 6pm in Northwest 2.**

The Elections Committee will conduct the elections on **SUN OCT 6** from 7-9am. **Delegates are required to show Convention badges and picture ID to cast a vote.** If any runoffs are necessary they will take place immediately after the vote is announced by the Elections Committee.

The Roles of the WFSE Officers

All WFSE Officers promise and pledge to perform faithfully and with honor the duties of their office and to deliver to their successor all books, papers and other property of the union in their possession at the close of the term.

WFSE President is the presiding officer of the Convention and will chair the general session, but at any time may call on the Vice President to preside temporarily. The President will report on the Union's activities since the last Convention. The President serves as an ex-officio member of all committees except Credentials and Elections.

The President is responsible for enforcing the rules of order and has the assistance of a parliamentarian throughout the Convention, and as Convention Chair, makes decisions on voice votes, recognizes persons who wish to speak, calls on committee chairs for reports, introduces guests and speakers and guides the delegates through the demanding business of the Convention.

WFSE Vice President serves to assist the President in conducting the business of the Council.

WFSE Secretary serves as secretary of the Convention and issues the Convention Call to all locals, and at the opening session, reads that Call, thus initiating business.

It is the responsibility of the Secretary to receive the credentials of delegates and alternates and to submit them to the Credentials Committee. The Secretary, with WFSE staff, work with the committee to provide the necessary information as to whether locals meet the constitutional requirements for representation at the Convention and to assign to each local the number of votes to which it is entitled under the *WFSE Constitution*.

The Secretary also receives proposed resolutions and constitutional amendments, and distributes them in accordance with the *WFSE Constitution*. During the Convention, the Secretary reports on activities and maintains a record of the proceedings. Proceedings are distributed to all delegates and locals following the Convention.

WFSE Treasurer has the responsibility to submit an audit report to the Convention covering the two preceding fiscal years and to present the budget for the new biennium.

Committee Reports, and Special Speakers/Guests

Committee Chairs report throughout the Convention on the business of their committees. They are called upon as their committees present items for action by the full Convention.

Various speakers and guests address the Convention on topics of state and local interest, and appear throughout the proceedings.

Appendix D - Elections Code

AFSCME Constitution

Section 1. General provisions.

No funds of the Federation or of any subordinate body shall be used to support the candidacy of any member for any elective office within the Federation or any subordinate body.

No publication sponsored by or supported by the Federation or any subordinate body shall endorse or support any candidate for elective office within the Federation or any subordinate body.

Any nominee or announced candidate for elective office shall have the right once prior to the election to have mailed, through the union office but at private expense, campaign literature. In a local union election, such literature may be mailed to each member in good standing. In an International Union or council election, such literature may be mailed to each affiliated subordinate body and/or to each member in good standing.

No member whose eligibility for membership is based upon employment in a position for which another organization is the exclusive representative with regard to wages, hours, or other terms and conditions of employment shall be eligible to seek or hold office at any level of the union; provided, that any member now serving a term of office shall not be barred by this Section from completing the remainder of such term of office.

Section 2. Election of subordinate body officers.

To be eligible for election, a nominee must be a member in good standing of the local union in which the nominee seeks office or of a local affiliated with the council in which the nominee seeks office, and must meet such other conditions as are stipulated in the constitution of the subordinate body.

An Election Committee shall be established and shall have general responsibility for the conduct of the election in accordance with this Constitution and the constitution of the subordinate body. Any challenge concerning the eligibility of any nominee shall be referred to the Election Committee for decision and the decision shall be reported to the subordinate body prior to the election. The Election Committee shall also report, as expeditiously as possible, the results of the balloting, together with recommendations regarding any protests which have been lodged regarding the conduct of the election. No member of the Election Committee may be a candidate for office.

The terms of office for officers of subordinate bodies shall be set forth in the constitution of each subordinate body, but may not exceed three years in the case of local union officers or four years in the case of council officers.

Not less than fifteen days prior to the holding of nominations for local union officers, a notice of the nominations and elections shall be mailed to each member at the member's last known address. Notice of nominations and elections for council officers shall be sent to each affiliated local not less than fifty days prior to the election or notice may be given as required by the council's approved constitution.

Nominations may be made at a regular or special meeting by a local union member or by a council delegate. Nominations may also be made by a nominating committee, unless prohibited by the constitution of the subordinate body. Those nominated shall be afforded the opportunity to decline, and the name of any nominee who declines shall not appear on the ballot. Write-in votes shall not be valid for any purpose.

In any case where there is only one nominee for office, such nominee shall be declared elected. In all other cases, election shall be by secret ballot. All local union members or council delegates shall be afforded a reasonable opportunity to vote.

In all cases in which election of officers is occurring simultaneously for both at-large and district seats, distinct ballots shall be issued, separating the at-large from the district contests. Ballots from at-large contests shall be

indistinguishable as to district or constituency, and such ballots shall be cast in such a manner that they cannot be identified as coming from a particular district or constituency.

Local union elections may be conducted at the same meeting as nominations or at the following meeting or by referendum, as provided in the local union constitution. Council elections shall be held in accordance with the constitution of the council.

Any candidate whose name is to appear on the ballot shall have the right to have present an official observer of the candidate's own choosing, who must be a member of the Federation, in all places where ballots bearing the candidate's name are to be cast or counted.

Upon completion of the voting, the ballots shall be tabulated and the candidate for each office receiving a majority of the votes cast for that office shall be declared elected. Any remaining unfilled offices shall be filled through a run-off election in which there shall be a ballot bearing two names for each office to be filled, such names being those nominees who received the greatest number of votes in the first balloting and the candidates receiving the highest number of votes shall be declared elected. Those elected shall be installed in office immediately upon the subordinate body's acceptance of the Election Committee's general report on the election, at which time the names, addresses and terms of office of the newly elected officers shall be submitted to the International Secretary-Treasurer so that credential cards may be issued in accordance with the provisions of Article IX, Sections 18 and 23, of this Constitution. The preelection incumbents shall remain in office until new officers are installed.

Vacancies in office shall be filled in accordance with provisions of the constitution of the subordinate body. If no constitutional provision exists, vacancies shall be filled by vote of the executive board of the subordinate body.

All election records, including ballots, shall be retained by the subordinate body for at least one year after the election.

Section 3. Election of convention delegates.

Local unions shall elect council delegates in the manner prescribed for the election of local union officers, subject to the provisions of paragraph C, below.

Locals and councils shall elect delegates to conventions of the International Union in the manner prescribed for the election of local and council officers, subject to the provisions of paragraph C, below, and of Article IV of this Constitution.

The election by local unions of council delegates and of delegates to conventions of the International Union shall not require a majority of the votes cast unless such requirement is specifically contained in the local union constitution.

Section 4. Challenges and protests.

Any member of a local union or any council delegate may challenge the eligibility of any nominee by filing such challenge with the Election Committee prior to the holding of the election. The Election Committee shall make a determination regarding the challenge, and shall report its ruling to the subordinate body. The subordinate body shall either accept or reject the ruling of the Election Committee prior to the election.

Any protest concerning the conduct of the election may be lodged at the meeting at which the election is conducted or by filing such protest in writing with the subordinate body within ten days following the election. All interested parties shall be afforded an opportunity to be heard. Such protests shall be decided by the subordinate body not later than thirty days after the filing of the protest.

If the subordinate body determines that there were violations which may have affected the outcome of the election, it may order such election or any part thereof set aside, and a new election held. Any officers who have been installed prior to such determination shall remain in office pending the outcome of any new election or of a future appeal.

Any protestant or nominee adversely affected by a decision on a challenge or a protest may file a written appeal with the Judicial Panel within ten days of the subordinate body's decision, or, if no decision has been rendered, within forty days after filing the original protest with the subordinate body. Upon receipt of such an appeal, the Chairperson of the Judicial Panel shall designate one or more members of the Judicial Panel to conduct an investigation, affording all interested parties an opportunity to be heard, and such member or members shall issue a decision within forty days after the filing of the protest. If the investigation shows that there were violations which may have affected the outcome of the election, the election or any part thereof may be set aside and a new election held. In such circumstances, the new election may be conducted under the supervision of a representative designated by the Panel member or members who conducted the investigation.

Decisions made by a Panel member or members may be appealed to the full Judicial Panel by filing written notice of such appeal within ten days after the decision is issued. Should a decision not be issued within the time limit set forth above, an appeal to the full Judicial Panel may be filed within ten days after the expiration of such time limit. The Judicial Panel shall hear and decide such appeal at its next meeting. The Judicial Panel shall provide an opportunity for all interested parties to be heard, and shall consider all other information obtained in the investigation conducted by a member or members of the Judicial Panel.

Decisions of the Judicial Panel under this section may be appealed to the International Convention. Notice of such appeal shall be filed in writing with the International Secretary-Treasurer within thirty days after the decision of the Judicial Panel. Pending the decision of the Convention, the decision of the Judicial Panel will be in effect.

No subordinate body funds shall be used to institute legal action outside the union to challenge election rulings.

Challenges and protests regarding the election of council delegates shall be handled in the manner prescribed for challenges and protests regarding the election of officers of subordinate bodies.

Section 5. Challenges and protests regarding election of delegates to International Union Conventions.

A challenge or protest regarding the election of delegates to a convention of the International Union must be filed with and decided by a subordinate body by or on the date of the meeting at which the report of the Elections Committee is voted on. A written appeal from the decision of the subordinate body may be filed with the Judicial Panel not later than the fifth day following the subordinate body's action on the challenge or protest; provided that the Judicial Panel shall not have jurisdiction to hear appeals filed within twenty (20) days of the opening day of the Convention. The Chairperson of the Judicial Panel shall designate one or more members of the Judicial Panel to conduct an investigation and decide the appeal in the manner provided in Section 4(D) as expeditiously as possible. An appeal from the decision may be made in the manner provided in Section 4(E).

If the right of a delegate from any subordinate body to be seated at the Convention is challenged, the Credentials Committee shall review the report and decisions, if any, of any prior appeals before making a decision concerning the validity of the delegate's credential.

Section 6. The provisions of this Elections Code shall conform with applicable law.

Connect with Council 28

UNION COMMUNICATIONS

Join us on Facebook

Facebook.com/wfsec28

Follow us on Twitter

Twitter.com/wfsec28

Tag us on Instagram

#wfsec28

Watch us on YouTube

YouTube.com/wfsec28