

**AMENDMENT 1_Bylaw Amendment_Article VI_Section 2_Financial Matters
SUBMITTED BY THE AFT-WISCONSIN EXECUTIVE BOARD**

Article VI: Financial Matters

Section 2.

(c) 1. Beginning January 1, 2026, and ending on December 31, 2027, zero cents (\$.00), of each member's regular per capita assessment on a 12-month basis shall be allocated to the AFT-Wisconsin Solidarity Fund. Beginning on January 1, 2028, return to sixty cents (\$.60) allocation.

2. These resources will be divided for the dual purposes of:
 - a. Communication with members regarding legislative and electoral information.
 - b. Communicating with the public in advocacy of AFT-Wisconsin membership.
3. Resources allocated for this purpose will be audited annually.
4. A report will be provided to the members of the AFT-Wisconsin Convention which includes the audit and an account of the previous year's activities.
5. AFT-Wisconsin will comply with all local, state, and federal laws in the expenditure of these resources.

(d) 1. Beginning January 1, 2026, and ending December 31, 2027, zero cents (\$.00), proportionally of each member's regular per capita assessment on a 12-month basis shall be allocated to the AFT-Wisconsin Member Mobilization Fund. Beginning on January 1, 2028, return to sixty cents (\$.60) allocation.

Submitted by the AFT-Wisconsin Executive Board

The AFT-Wisconsin Executive Board recommends adoption.

White Paper: AFT-Wisconsin has not increased per capita dues since 2012. The organization has dramatically cut operating costs and membership is holding steady. In some areas, we are even seeing modest growth. With major organizing in higher ed across the state and Act 10 technically overturned in a lower court, there are numerous organizing opportunities on the horizon. The executive board proposes to extend—for one more term—this bylaw change the convention approved in 2025. Without raising dues, this one-time reallocation of AFT-Wisconsin Solidarity Funds and AFT-Wisconsin Member Mobilization Funds will allow an additional \$63,360 (\$31,680 annually) to go towards operating expenses. The operating account focuses heavily on staffing and resources which directly support the organizing efforts of the local unions, so we can continue to fund staffing at current levels.

Balances		July 2025
Member Mobilization	\$ 0.60	\$ 118,328.72
SSF	\$ 0.60	\$ 181,479.84

EXECUTIVE BOARD RECOMMENDATION IS ADOPTION WITHOUT AMENDMENT

AMENDMENT 2_Bylaw Amendment_ Article I _Section 1_Membership

SUBMITTED BY TEACHING ASSISTANTS ASSOCIATION LOCAL 3220

ARTICLE I Membership

Section 1. Locals may establish the following special classes of membership:

- (a) Locals shall pay one half per caps on those members whose salary is less than ~~\$45,000~~ ~~\$34,000~~ per year except as provided by the classes below.
- (b) Locals shall pay one quarter of the regular per cap rates on those members whose wages fall within the threshold set by AFT-National for this category.
- (c) Locals shall pay one eighth of the regular per cap rates on those members whose wages fall within the threshold set by AFT-National for this category.
- (d) Retirees. Such locals pay per capita dues for such members at one-twentieth the regular rate.
- (e) Locals that represent employees that are laid off, on unpaid leave, or whose appointment for the upcoming term have not yet been renewed, may place those employees in inactive status. Such local shall pay per capita tax for such members of \$2.00 per month.
- (f) Applications for special classes of membership may be made on behalf of a bargaining unit or other clearly identified group within a local. The Executive Board shall adopt guidelines to govern the filing and consideration of such applications. All such members shall be entitled to receive full benefits of membership.

EXECUTIVE BOARD RECOMMENDS ADOPTION WITH THE FOLLOWING AMENDMENT:

- (a) Locals shall pay one half per caps on those members whose salary is less than ~~\$42,259~~ ~~\$34,000~~ per year except as provided by the classes below.

EXPLANATION:

The intention of this bylaw proposal is to ensure that dues thresholds are changing to reflect the increased cost of living. As members' salaries get higher, the threshold, which is mean to be progressive, should increase as well. The board, however, thought it prudent to create a threshold for full per caps that is pegged to the average starting teacher salary in Wisconsin, as measured by the National Education Association's data on teacher pay. See:

<https://www.nea.org/resource-library/educator-pay-and-student-spending-how-does-your-state-rank>

Amendment 3: Several Constitution and Bylaw Changes

Submitted by 8047R, AFTW Retiree Council

Constitution_ARTICLE III

Membership

Section 1. Active Employee Membership: All members of the Wisconsin locals of the American Federation of Teachers, who are actively employed as educational professionals or public employees, other than those affiliated with the Wisconsin Federation of Nurses and Health Professionals 3 (WFNHP), are members of AFT-Wisconsin (AFT-W). Provided, however, that members of locals affiliated with WFNHP shall become members of AFT-W if WFNHP affiliates with AFT-W.

Section 2. All Wisconsin locals affiliated with the American Federation of Teachers (AFT), other than those affiliated with the Wisconsin Federation of Nurses and Health Professionals (WFNHP), must affiliate with AFT-Wisconsin (AFT-W). Provided, however, if WFNHP affiliates with AFT-W, all Wisconsin Local affiliated with WFNHP must affiliate with AFT-W.

Section 3. Other Membership Categories.

(a) At Large Membership: Any education professional or other public employee, who are active employees, residing outside of the jurisdiction of an established local may be a member at large of the State Federation. The State Executive Board shall determine procedures for participation by these at large members in all activities of the State Federation, except where other constitutional provisions apply.

(b) Retiree Council Membership: Retiree members of any AFT local, of Retiree Local 8047R, or retiree members at large are eligible for membership in the AFT-Wisconsin Retiree Council. The exclusive source of voting rights of members of the AFT-Wisconsin Retiree Council are provided in Article VIII, Section 4 of the Constitution.

(c) Associate Membership: Where a local of the American Federation of Teachers exists in or near a college or university having a department of education, that local may accept prospective teachers as associate members. Associate members shall have only visitor's privileges at the state and national conventions. A student teacher may also be accepted as a member at large of the State Federation.

Constitution_ARTICLE IV

Special Interest Councils and Representatives

Section 1. Councils shall be:

- (a) PK-12 – for locals representing employees of local education agencies;
- (b) WTCS – for locals representing employees of the Wisconsin Technical College System;
- (c) University – for locals representing employees primarily from the university system;
- (d) State Employees – for locals representing employees of State agencies;
- (e) PSRP – for locals representing paraprofessionals and school related personnel;
- (f) Graduate Employees – for locals representing assistants employed by a university;
- (g) Retirees – for any retired person who was previously represented by AFT-Wisconsin
(deleted: for any retired member of AFT-Wisconsin).

Submitted by: AFTW Retiree Council, Local 8047R

ARTICLE VIII

Conventions

Section 1. The Convention shall be held biennially in the odd-number years at such time and place as the previous convention or the Executive Board may determine. The Convention call shall go out at least 60 days prior to the Convention.

Section 2. A special convention may be called in the even-numbered years by a two-thirds(2/3) vote of the Executive Board or upon request from at least 15 locals representing a minimum of 30% of the AFT-Wisconsin membership then in good standing.

Section 3. Active/At Large Delegate: Each local may elect five delegates, who hold Active Employee or At Large Membership status, to the AFT-Wisconsin Convention. For each one hundred (100) members or major fraction thereof, five (5) additional delegates may be elected.

Section 4. Retiree Delegate: The AFT-Wisconsin Retiree Council may elect ~~five (5)~~ twenty delegates, who hold Retiree Membership status, to the AFT-Wisconsin Convention and shall be entitled to five votes at the Convention.

Section 5. The members of the Executive Board shall be ex-officio members of the Convention, but without the power to vote, unless they are credentialed as delegates from their locals.

Section 6. One-third (1/3) of the seated delegates shall constitute a quorum for the transaction of any business.

Section 7. Except as otherwise provided in this constitution, a majority vote shall decide all matters voted upon.

Submitted by: AFTW Retiree Council, Local 8047R

Whitepaper: The Retiree Council Local 8047R has 323 current members. Local 8047R is not treated as a regular local which would get to elect 20 delegates to convention and would have 323 votes based on our membership total. While it was reasonable to limit the power of The Retiree Council over the AFTW organization, Local 8047R has been allowed only five (5) delegates for years and gets only one (1) vote per delegate for a total of five (5) votes. With the growth of membership in Local 8047R the original delegate and vote limit is putting a damper on the goal of life-long continued union activism. With 323 members, and only five (5) spots for our members to be able to actively participate in Convention, the issues facing the wider AFTW organization do not attract the interest of enough of the Local 8047R members. There is need to revise the original language to support the Local 8047R goal to connect more with the AFTW locals (with working members) so those folks are encouraged to move their union activism

to retiree membership immediately following retirement. These newer, younger members are more likely to want to participate in convention to continue their activism in the AFTW organization they have supported throughout their lives.

Bylaws_ARTICLE IV

Elections

Section 1. Nominations for office open 6 months prior to the convention (see Article VII, Elections, Section 1 of the Constitution). Nomination of officers may be made as follows:

(a) Up to seven (7) days prior to Convention, nomination may be made by any local (signature of two officers) or by petition of any ten (10) members of the State Federation for any offices except Council Vice Presidents. Nominations for Council Vice Presidents may be made by any local attached to the respective Council or by petition of any ten (10) members belonging to the respective Council. Nominations for Regional Vice Presidents may be made by any local attached to the respective region or by petition of any ten (10) members belonging to the respective region. The word "days" shall be construed to mean calendar days throughout the AFT-Wisconsin Constitution and Bylaws unless otherwise noted.

Members will receive monthly, electronic notifications of nominations received. The deadline for nominations is 7 days prior to convention.

(b) If no candidate files for an office, the incoming elected Executive Board will notify respective groups of openings and the President will appoint the position with the advice and consent of the newly-elected Executive Board from the names received for consideration.

(c) In each case, Convention shall be informed of who has made each nomination.

(d) A candidate may only be nominated or appear on the ballot for one (1) Executive Board position during the same election year.

(e) The AFT-W Retiree Council V-P shall be the AFT-W Retiree Council President nominated and elected at the annual [deleted: biennial] retiree council meeting held prior to the AFT-W Convention in odd years, by the members present.

Submitted by: AFT-W Retiree Council Local 8047R

Executive board recommends adoption of each of these amendments—most of which clean up language in the constitution around the processes of the retirees follow for selecting their own membership and leadership. The board recommends adoption with one amendment:

Section 4. Retiree Delegate: The AFT-Wisconsin Retiree Council may elect ~~ten (10)~~ ~~twenty (20)~~ delegates, who hold Retiree Membership status, to the AFT-Wisconsin Convention and shall be entitled to five votes at the Convention.