

2025 Proposed Bylaws and Standing Rules Amendments

Union and Community



AFT Washington, AFL-CIO
2025 Convention

Hotel Murano, Tacoma, WA
May 17-18, 2025

April 25, 2025

Motion to be made before the bylaw amendments are considered.

Resolved, that the secretary, staff, or a committee be authorized to correct article and section designations, punctuation, grammatical errors, and such other technical and conforming changes as necessary in the bylaws as amended as may be necessary to reflect the intent of the 2025 convention.

Bylaws Amendment # 1 A

To amend Article II—OBJECTIVES, Section A 4 by striking the word “educational” and inserting between “best” and “experience” the following: “education and learning”.

Bylaws now read:	Proposed amendment:	If amended, would read:
A 4. To promote the best educational experience for students and communities of the state.	A 4. To promote the best educational education and learning experience for students and communities of the state.	A 4. To promote the best education and learning experience for students and communities of the state.

Rationale: To recognize learning broadly as a valuable element in the educational process in addition to defined educational outcomes.

Submitted by the Executive Board. Executive Board recommends adoption. Convention Bylaws Committee recommends _____.

Bylaws Amendment # 1 B

To amend Article II—OBJECTIVES, Section A 5 by inserting between “professional standards” and “of educational workers” the words: “and standing”.

Bylaws now read:	Proposed amendment:	If amended, would read:
A 5. To advance the professional standards of educational workers.	A 5. To advance the professional standards and standing of educational workers.	A 5. To advance the professional standards and standing of educational workers.

Rationale: To elevate the importance of the contributions to the public good of the workforce of early learning centers, schools and colleges.

Submitted by the Executive Board. Executive Board recommends adoption. Convention Bylaws Committee recommends _____.

April 25, 2025

Bylaws Amendment # 1 C

To amend Article II—OBJECTIVES, Section C 1 by striking: “of the state”.

Bylaws now read:	Proposed amendment:	If amended, would read:
C 1. To participate fully in the organized labor movement of the state.	C 1. To participate fully in the organized labor movement of the state.	C 1. To participate fully in the organized labor movement.

Rationale: Specifying one locale, i.e. the state implies we do not have the objective of full participation in local, national or other defined locales of organized labor.

Submitted by the Executive Board. Executive Board recommends adoption. Convention Bylaws Committee recommends _____.

Bylaws Amendment # 2

To amend Article III—MEMBERSHIP, Section 3 A by striking the existing section and replacing it with the following new section:

Section 3. Affiliation fees: Per Capita and Flat Rate.

- A. Affiliation fees shall be established by majority vote of the convention, having considered recommendations of the executive board. All locals shall pay monthly per capita affiliation fees for all active members based on the following categories **[Note: Standing Rules Amendment #2 A applies here; these color-coded changes will take effect September 1, 2025.]**:
1. Category A: An employee earning \$5,000 or over but less than \$15,000 in all salary earned in a year.
 2. Category B: An employee earning \$15,000 or over, but less than \$25,000 in all salary earned in a year.
 3. Category C: An employee earning \$25,000 or over, but less than \$35,000 in all salary earned in a year.
 4. Category D: An employee earning \$35,000 or over, but less than \$45,000 in all salary earned in a year.
 5. Category E: An employee earning \$45,000 or over, but less than \$65,000 in all salary earned in a year.
 6. Category F: An employee earning \$65,000 or over, but less than \$85,000 in all salary earned in a year.
 7. Category G: An employee earning \$85,000 or over, but less than \$105,000 in all salary earned in a year.
 8. Category H: An employee earning \$105,000 or over in all salary earned in a year.
 9. A laid-off employee or an employee on unpaid leave shall pay one dollar (\$1.00) per month per capita.

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10. An employee in a merged (AFT Washington/AFT/WEA/NEA) local shall pay per capita in accordance with AFT guidelines.
11. An at-large member shall pay the per capita fee based on the same formula as local members.

Bylaws now read:	Proposed amendment:	If amended, would read:
Section 3. Affiliation fees: Per Capita and Flat Rate. A. Affiliation fees shall be established by majority vote of the convention, having considered recommendations of the executive board. All locals shall pay monthly per capita affiliation fees for all active members based on the following categories: 1. Category A: An employee earning \$5,000 or over but less than \$15,000 per annual contract or in combined income for multiple terms in a year. 2. Category B: An employee earning \$15,000 or over, but less than \$25,000 per annual contract or in combined income for multiple terms in a year. 3. Category C: An employee earning \$25,000 or over, but less than \$35,000 per annual contract or in combined income for multiple terms in a year. 4. Category D: An employee earning \$35,000 or over, but less than \$45,000 per annual contract or in combined income for multiple terms in one year.	Section 3. Affiliation fees: Per Capita and Flat Rate. A. Affiliation fees shall be established by majority vote of the convention, having considered recommendations of the executive board. All locals shall pay monthly per capita affiliation fees for all active members based on the following categories: 1. Category A: An employee earning \$5,000 or over but less than \$15,000 per annual contract or in combined income for multiple terms in a year in all salary earned in a year. 2. Category B: An employee earning \$15,000 or over but less than \$25,000 per annual contract or in combined income for multiple terms in a year in all salary earned in a year. 3. Category C: An employee earning \$25,000 or over but less than \$35,000 per annual contract or in combined income for multiple terms in a year in all salary earned in a year. 4. Category D: An employee earning \$35,000 or over but less than \$45,000 per annual contract or in combined income for multiple terms in a year in all salary earned in a year.	Section 3. Affiliation fees: Per Capita and Flat Rate. A. Affiliation fees shall be established by majority vote of the convention, having considered recommendations of the executive board. All locals shall pay monthly per capita affiliation fees for all active members based on the following categories: 1. Category A: An employee earning \$5,000 or over but less than \$15,000 in all salary earned in a year. 2. Category B: An employee earning \$15,000 or over but less than \$25,000 in all salary earned in a year. 3. Category C: An employee earning \$25,000 or over but less than \$35,000 in all salary earned in a year. 4. Category D: An employee earning \$35,000 or over but less than \$45,000 in all salary earned in a year. 5. Category E: An employee earning \$45,000 or over but less than \$65,000 in all salary earned in a year. 6. Category F: An employee earning \$65,000 or over but less than \$85,000 in all salary earned in a year. 7. Category G: An employee earning \$85,000 or over but

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<p>5. Category E: An employee earning \$45,000 or over, but less than \$65,000 per annual contract or in combined income for multiple terms in a year.</p> <p>6. Category F: An employee earning \$65,000 or over per annual contract or in combined income for multiple terms in a year.</p> <p>7. A laid-off employee or an employee on unpaid leave shall pay one dollar (\$1.00) per month per capita.</p> <p>8. An employee in a merged (AFT Washington /AFT/WEA/NEA) local shall pay per capita in accordance with AFT guidelines</p> <p>8. An at-large member shall pay the per capita fee based on the same formula as local members.</p>	<p>a year in all salary earned in a year.</p> <p>5. Category E: An employee earning \$45,000 or over but less than \$65,000 per annual contract or in combined income for multiple terms in a year in all salary earned in a year.</p> <p>6. Category F: An employee earning \$65,000 or over but less than \$85,000 per annual contract or in combined income for multiple terms in a year in all salary earned in a year.</p> <p>7. Category G: An employee earning \$85,000 or over but less than \$105,000 in all salary earned in a year.</p> <p>8. Category H: An employee earning \$105,000 or over in all salary earned in a year.</p> <p>7. 9. A laid-off employee or an employee on unpaid leave shall pay one dollar (\$1.00) per month per capita.</p> <p>8. 10. An employee in a merged (AFT Washington/ AFT/WEA/NEA) local shall pay per capita in accordance with AFT guidelines.</p> <p>8. 11. An at-large member shall pay the per capita fee based on the same formula as local members.</p>	<p>less than \$105,000 in all salary earned in a year.</p> <p>8. Category H: An employee earning \$105,000 or over in all salary earned in a year.</p> <p>9. A laid-off employee or an employee on unpaid leave shall pay one dollar (\$1.00) per month per capita.</p> <p>10. An employee in a merged (AFT Washington/ AFT/WEA/NEA) local shall pay per capita in accordance with AFT guidelines.</p> <p>11. An at-large member shall pay the per capita fee based on the same formula as local members.</p>
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Rationale: Income is earned through a variety of arrangements at different worksites, for example by stipend, additional assignments, overtime, etc. The intention of the per capita system is to include all income earned in the job that places the member in an AFT bargaining unit.

Over the years, the salaries of our members have continued to rise, but our thresholds have not risen commensurate with those salary increases.

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Submitted by the Executive Board. Executive Board recommends adoption. Convention Bylaws Committee recommends _____.

Bylaws Amendment # 3

To amend Article VI—EXECUTIVE BOARD, Section 3 A by striking “generally on the first Saturday of the month” and inserting after “eight (8) times per year” the words: “to be determined by consensus of the board, generally during the first week of the month”.

Bylaws now read:	Proposed amendment:	If amended, would read:
3 A. Regular meetings of the executive board shall be held at least eight (8) times per year, generally on the first Saturday of the month.	3 A. Regular meetings of the executive board shall be held at least eight (8) times per year, generally on the first Saturday of the month to be determined by consensus of the board, generally during the first week of the month.	3 A. Regular meetings of the executive board shall be held at least eight (8) times per year to be determined by consensus of the board, generally during the first week of the month.

Rationale: Saturday meetings have proven to be challenging for board members as they occur after the Council meetings. For board members who are also their local president or designee to the Council, this results in a 6- to 7-hour day in meetings. For others, the afternoon meetings are disruptive to family or other responsibilities. This language allows the board to determine when the meetings work best for them but creates some predictability for staff preparation and other AFT Washington meetings by designating “during the first week of the month.”

Submitted by the Executive Board. Executive Board recommends adoption. Convention Bylaws Committee recommends _____.

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April 25, 2025**Standing Rules Amendment # 1**

To amend Standing Rule # 1—Locals in AFT Washington, Section 1 A by inserting between “6550 AFT Seattle Professional Staff Union” and “8045R AFT Washington Retiree Chapter” two newly chartered locals: “6616 Federated Collective of Washington Charter Teachers” and “6633 AFT-Walla Walla Professional Staff”.

Standing Rules now read:	Proposed amendment:	If amended, would read:
1A. Locals in AFT Washington. The locals chartered by AFT and recognized as part of AFT Washington are:	1A. Locals in AFT Washington. The locals chartered by AFT and recognized as part of AFT Washington are:	1A. Locals in AFT Washington. The locals chartered by AFT and recognized as part of AFT Washington are:
461 Tacoma Federation of Education Support Professionals	461 Tacoma Federation of Education Support Professionals	461 Tacoma Federation of Education Support Professionals
1485 AFT Yakima	1485 AFT Yakima	1485 AFT Yakima
1789 AFT Seattle Community Colleges	1789 AFT Seattle Community Colleges	1789 AFT Seattle Community Colleges
1873 AFT Everett Higher Education	1873 AFT Everett Higher Education	1873 AFT Everett Higher Education
1950 Shoreline Community College Fed of Teachers 4	1950 Shoreline Community College Fed of Teachers 4	1950 Shoreline Community College Fed of Teachers 4
2084 Faculty Professional Union of W WA Univ	2084 Faculty Professional Union of W WA Univ	2084 Faculty Professional Union of W WA Univ
2195 Green River Community College Fed of Teachers	2195 Green River Community College Fed of Teachers	2195 Green River Community College Fed of Teachers
2196 Tacoma Community College Federation	2196 Tacoma Community College Federation	2196 Tacoma Community College Federation
3231 United Faculty of Central Washington University	3231 United Faculty of Central Washington University	3231 United Faculty of Central Washington University
3439 Peninsula Community College Fed of Teachers	3439 Peninsula Community College Fed of Teachers	3439 Peninsula Community College Fed of Teachers
3533 Lake Washington Federation of Teachers	3533 Lake Washington Federation of Teachers	3533 Lake Washington Federation of Teachers
3591 Whatcom Community College Fed of Teachers	3591 Whatcom Community College Fed of Teachers	3591 Whatcom Community College Fed of Teachers
3913 Clover Park Vocational Federation	3913 Clover Park Vocational Federation	3913 Clover Park Vocational Federation
3914 Renton Federation of Teachers	3914 Renton Federation of Teachers	3914 Renton Federation of Teachers
4087 Sno-Isle Vocational Skills Center Federation	4087 Sno-Isle Vocational Skills Center Federation	4087 Sno-Isle Vocational Skills Center Federation
4169 Cornish Federation of Teachers	4169 Cornish Federation of Teachers	4169 Cornish Federation of Teachers

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4184 Bates Technical College	4184 Bates Technical College	4184 Bates Technical College
4254 Edmonds Community College Fed of Teachers	4254 Edmonds Community College Fed of Teachers	4254 Edmonds Community College Fed of Teachers
4469 Centralia College Federation of Teachers	4469 Centralia College Federation of Teachers	4469 Centralia College Federation of Teachers
4603 South Puget Sound Federation of Teachers	4603 South Puget Sound Federation of Teachers	4603 South Puget Sound Federation of Teachers
4795 United Classified Workers of Washington	4795 United Classified Workers of Washington	4795 United Classified Workers of Washington
4787 Lake Washington TC Classified	4787 Lake Washington TC Classified	4787 Lake Washington TC Classified
4789 Clover Park TC Fed of Classified	4789 Clover Park TC Fed of Classified	4789 Clover Park TC Fed of Classified
4821 Pierce College Federation of Teachers	4821 Pierce College Federation of Teachers	4821 Pierce College Federation of Teachers
4904 United Faculty of Eastern Washington Univ	4904 United Faculty of Eastern Washington Univ	4904 United Faculty of Eastern Washington Univ
4984 Grays Harbor College Fed of Teachers	4984 Grays Harbor College Fed of Teachers	4984 Grays Harbor College Fed of Teachers
4985 Skagit Valley College Fed of Teachers	4985 Skagit Valley College Fed of Teachers	4985 Skagit Valley College Fed of Teachers
6153 Federation of Head Start Employees	6153 Federation of Head Start Employees	6153 Federation of Head Start Employees
6191 Cascadia Community College Fed of Teachers	6191 Cascadia Community College Fed of Teachers	6191 Cascadia Community College Fed of Teachers
6344 AFT Kent Classified	6344 AFT Kent Classified	6344 AFT Kent Classified
6367 AFT Renton	6367 AFT Renton	6367 AFT Renton
6390 AFT Yakima Professional Staff	6390 AFT Yakima Professional Staff	6390 AFT Yakima Professional Staff
6392 United Faculty of Evergreen State College	6392 United Faculty of Evergreen State College	6392 United Faculty of Evergreen State College
6421 AFT RTC Classified	6421 AFT RTC Classified	6421 AFT RTC Classified
6431 AFT Professional Staff at Clover Park	6431 AFT Professional Staff at Clover Park	6431 AFT Professional Staff at Clover Park
6485 AFT Everett Professional Staff	6485 AFT Everett Professional Staff	6485 AFT Everett Professional Staff
6486 AFT UW English Language Faculty	6486 AFT UW English Language Faculty	6486 AFT UW English Language Faculty
6550 AFT Seattle Professional Staff Union	6550 AFT Seattle Professional Staff Union	6550 AFT Seattle Professional Staff Union
8045R AFT Washington Retiree Chapter	6616 Federated Collective of Washington Charter Teachers	6616 Federated Collective of Washington Charter Teachers

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	6633 AFT-Walla Walla Professional Staff 8045R AFT Washington Retiree Chapter	6633 AFT-Walla Walla Professional Staff 8045R AFT Washington Retiree Chapter
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Rationale: To include Federated Collective of Washington Charter Teachers 6616 and AFT-Walla Walla Professional Staff 6633 to the official list of AFT Washington locals.

Submitted by the Executive Board. Executive Board recommends adoption. Convention Bylaws Committee recommends _____.

Standing Rules Amendment # 2 A

To amend Standing Rule # 3—Per Capita Affiliate Fees by striking the existing section and replacing it with the following new section:

Effective September 1, 2025, Standing Rule 3. Per Capita Affiliation Fees is replaced by the following:

3. Per Capita Affiliation Fees.

- A. Category A: An employee earning \$5,000 or over but less than \$15,000 in all salary earned in a year shall pay \$5.15 per month.
- B. Category B: An employee earning \$15,000 or over but less than \$25,000 in all salary earned in a year shall pay \$11.85 per month.
- C. Category C: An employee earning \$25,000 or over but less than \$35,000 in all salary earned in a year shall pay \$23.00 per month.
- D. Category D: An employee earning \$35,000 or over but less than \$45,000 in all salary earned in a year shall pay \$26.80 per month.
- E. Category E: An employee earning \$45,000 or over but less than \$65,000 in all salary earned in a year shall pay \$35.00 per month.
- F. Category F: An employee earning \$65,000 or over but less than \$85,000 in all salary earned in a year shall pay \$44.00 per month.
- G. Category G: An employee earning \$85,000 or over but less than \$105,000 in all salary earned in a year shall pay \$52.00.
- H. Category H: An employee earning \$105,000 or over in all salary earned in a year shall pay \$60.00.

Standing Rules now read:	Proposed amendment:	If amended, would read:
Effective September 1, 2023, Standing Rule 3. Per Capita Affiliation Fees is replaced by the following:	Effective September 1, 2023 2025 , Standing Rule 3. Per Capita Affiliation Fees is replaced by the following:	Effective September 1, 2025, Standing Rule 3. Per Capita Affiliation Fees is replaced by the following:
3. Per Capita Affiliation Fees.	3. Per Capita Affiliation Fees.	3. Per Capita Affiliation Fees.

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<p>A. Category A: An employee earning \$5,000 or over but less than \$15,000 per annual contract or in combined income for multiple terms in a year shall pay \$5.00 per month.</p> <p>B. Category B: An employee earning \$15,000 or over, but less than \$25,000 per annual contractor in combined income for multiple terms in a year shall pay \$11.50 per month.</p> <p>C. Category C: An employee earning \$25,000 or over, but less than \$35,000 per annual contractor in combined income for multiple contracts in a year shall pay \$23.00 per month.</p> <p>D. Category D: An employee earning \$35,000 or over, but less than \$45,000 per annual contract or in combined income for multiple contracts in a year shall pay \$26.00 per month.</p> <p>E. Category E: An employee earning \$45,000 or over, but less than \$65,000 per annual contract or in combined income for multiple contracts in a year shall pay \$34.50 per month.</p> <p>F. Category F: An employee earning \$65,000 or over per annual contract or in combined income for</p>	<p>A. Category A: An employee earning \$5,000 or over but less than \$15,000 per annual contract or in combined income for multiple terms in all salary earned in a year shall pay \$5.00 \$5.15 per month.</p> <p>B. Category B: An employee earning \$15,000 or over but less than \$25,000 per annual contractor in combined income for multiple terms in all salary earned in a year shall pay \$11.50 \$11.85 per month.</p> <p>C. Category C: An employee earning \$25,000 or over but less than \$35,000 per annual contractor in combined income for multiple contracts in all salary earned in a year shall pay \$23.00 per month.</p> <p>D. Category D: An employee earning \$35,000 or over but less than \$45,000 per annual contract or in combined income for multiple contracts in all salary earned in a year shall pay \$26.80 per month.</p> <p>E. Category E: An employee earning \$45,000 or over but less than \$65,000 per annual contract or in combined income for multiple contracts in all salary earned in a year shall pay \$44.00 per month.</p>	<p>A. Category A: An employee earning \$5,000 or over but less than \$15,000 in all salary earned in a year shall pay \$5.15 per month.</p> <p>B. Category B: An employee earning \$15,000 or over but less than \$25,000 in all salary earned in a year shall pay \$11.85 per month.</p> <p>C. Category C: An employee earning \$25,000 or over but less than \$35,000 in all salary earned in a year shall pay \$23.00 per month.</p> <p>D. Category D: An employee earning \$35,000 or over but less than \$45,000 in all salary earned in a year shall pay \$26.80 per month.</p> <p>E. Category E: An employee earning \$45,000 or over but less than \$65,000 in all salary earned in a year shall pay \$35.00 per month.</p> <p>F. Category F: An employee earning \$65,000 or over but less than \$85,000 in all salary earned in a year shall pay \$44.00 per month.</p> <p>G. Category G: An employee earning \$85,000 or over, but less than \$105,000 in all salary earned in a year shall pay \$52.00.</p> <p>H. Category H: An employee earning</p>
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multiple contracts in a year shall pay \$43.000 per month.	<div>salary earned in a year shall pay \$34.50 \$35.00 per month.</div> <div>F. Category F: An employee earning \$65,000 or over but less than \$85,000 per annual contract or in combined income for multiple contracts in all salary earned in a year shall pay \$43.000 \$44.00 per month.</div> <div>G. Category G: An employee earning \$85,000 or over but less than \$105,000 in all salary earned in a year shall pay \$52.00.</div> <div>H. Category H: An employee earning \$105,000 or over in all salary earned in a year shall pay \$60.00.</div>	\$105,000 or over in all salary earned in a year shall pay \$60.00.
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Rationale: Income is earned through a variety of arrangements at different worksites, for example by stipend, additional assignments, overtime, etc. The intention of the per capita system is to include all income earned in the job that places the member in an AFT bargaining unit.

Existing rates are increased by 3% to account for inflationary costs of doing business.

Submitted by the Executive Board. Executive Board recommends adoption. Convention Bylaws Committee recommends _____.

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Standing Rules Amendment # 2 B

To amend Standing Rule # 3—Per Capita Affiliate Fees by applying a 3% cost of living adjustment to each category effective September 1, 2026.

Rationale: Over the years, per capita increases have been sporadic, diminishing our ability to keep up with the increasing cost of the work we do while we have also increased the scope of work that we do. Establishing a practice of applying a cost-of-living adjustment to the per capita rate consistently, while making our system more fair, will allow us to continue and build our programs resulting in the powerful locals our members aspire to.

Submitted by the Executive Board. Executive Board recommends adoption. Convention Bylaws Committee recommends _____.

Standing Rules Amendment # 3

To amend Standing Rule # 8—Procedures for Referenda, Section C by inserting after “the president shall send” the words: “either paper or electronic”.

Standing Rules now read:	Proposed amendment:	If amended, would read:
8 C. At the end of six weeks, the president shall send ballots to the individual members of all locals in good standing and to all members-at-large with a closing date of return thirty (30) days from the date ballots are mailed from the AFT Washington office.	8 C. At the end of six weeks, the president shall send either paper or electronic ballots to the individual members of all locals in good standing and to all members-at-large with a closing date of return thirty (30) days from the date ballots are mailed from the AFT Washington office.	8 C. At the end of six weeks, the president shall send either paper or electronic ballots to the individual members of all locals in good standing and to all members-at-large with a closing date of return thirty (30) days from the date ballots are mailed from the AFT Washington office.

Rationale: This change allows for electronic voting.

Submitted by the Executive Board. Executive Board recommends adoption. Convention Bylaws Committee recommends _____.