

2025 Proposed Bylaws and Standing Rules Amendments

Union and Community



AFT Washington, AFL-CIO
2025 Convention

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

May 6, 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: |
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| 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: |
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| 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 _____.

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May 6, 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: |
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| 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 A

To amend Article III—MEMBERSHIP, Section 3 A by striking the words “per annual contract or in combined income for multiple terms in a year” throughout this section and replacing each instance with the words: “in all salary earned in a year”.

| Bylaws now read: | Proposed amendment: | If amended, would read: |
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| 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 | 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 | 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 |

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| <p>annual contract or in combined income for multiple terms in a year.</p> <p>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.</p> <p>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.</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.</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>contract or in combined income for multiple terms in a year in all salary earned in a year.</p> <p>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.</p> <p>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.</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 per annual contract or in combined income for multiple terms in a year in all salary earned 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. 9. An at-large member shall pay the per capita fee based on the same formula as local members.</p> | <p>less than \$35,000 in all salary earned in a year.</p> <p>4. Category D: An employee earning \$35,000 or over but less than \$45,000 in all salary earned in a year.</p> <p>5. Category E: An employee earning \$45,000 or over but less than \$65,000 in all salary earned in a year.</p> <p>6. Category F: An employee earning \$65,000 or over in all salary earned 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>9. 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.

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

Bylaws Amendment # 2 B

To amend Article III—MEMBERSHIP, Section 3 A by inserting and adding the following [**Note: Bylaws Amendment #2 A applies here; these color-coded changes will take effect September 1, 2025.**]:

- Inserting after the words “6. Category F: An employee earning \$65,000 or over” the words: “but less than \$85,000”.
- Adding: “7. Category G: An employee earning \$85,000 or over, but less than \$105,000 in all salary earned in a year”.
- Adding: “8. Category H: An employee earning \$105,000 or over in all salary earned in a year”.

| Bylaws now read: | Proposed amendment: | If amended, would read: |
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| 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 | 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 | 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. |

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| <p>combined income for multiple terms in a year.</p> <p>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.</p> <p>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.</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.</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>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.</p> <p>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.</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</p> | <p>4. Category D: An employee earning \$35,000 or over but less than \$45,000 in all salary earned in a year.</p> <p>5. Category E: An employee earning \$45,000 or over but less than \$65,000 in all salary earned in a year.</p> <p>6. Category F: An employee earning \$65,000 or over but less than \$85,000 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>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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| | pay per capita in accordance with AFT guidelines. 8. 11. An at-large member shall pay the per capita fee based on the same formula as local members. | |
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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.

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: |
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| 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 _____.

AFT WASHINGTON PROPOSED BYLAWS AND STANDING RULES AMENDMENTS

May 6, 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: |
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| 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 1485 AFT Yakima 1789 AFT Seattle Community Colleges 1873 AFT Everett Higher Education 1950 Shoreline Community College Fed of Teachers 2084 Faculty Professional Union of W WA Univ 2195 Green River Community College Fed of Teachers 2196 Tacoma Community College Federation 3231 United Faculty of Central Washington University 3439 Peninsula Community College Fed of Teachers 3533 Lake Washington Federation of Teachers 3591 Whatcom Community College Fed of Teachers 3913 Clover Park Vocational Federation 3914 Renton Federation of Teachers 4087 Sno-Isle Vocational Skills Center Federation 4169 Cornish Federation of Teachers | 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 1485 AFT Yakima 1789 AFT Seattle Community Colleges 1873 AFT Everett Higher Education 1950 Shoreline Community College Fed of Teachers 2084 Faculty Professional Union of W WA Univ 2195 Green River Community College Fed of Teachers 2196 Tacoma Community College Federation 3231 United Faculty of Central Washington University 3439 Peninsula Community College Fed of Teachers 3533 Lake Washington Federation of Teachers 3591 Whatcom Community College Fed of Teachers 3913 Clover Park Vocational Federation 3914 Renton Federation of Teachers 4087 Sno-Isle Vocational Skills Center Federation 4169 Cornish Federation of Teachers | 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 1485 AFT Yakima 1789 AFT Seattle Community Colleges 1873 AFT Everett Higher Education 1950 Shoreline Community College Fed of Teachers 2084 Faculty Professional Union of W WA Univ 2195 Green River Community College Fed of Teachers 2196 Tacoma Community College Federation 3231 United Faculty of Central Washington University 3439 Peninsula Community College Fed of Teachers 3533 Lake Washington Federation of Teachers 3591 Whatcom Community College Fed of Teachers 3913 Clover Park Vocational Federation 3914 Renton Federation of Teachers 4087 Sno-Isle Vocational Skills Center Federation 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 |
| | 6633 AFT-Walla Walla Professional Staff | 6633 AFT-Walla Walla Professional Staff |

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| | 8045R AFT Washington Retiree Chapter | 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 year “2023” and replacing it with the following: “2025”.

| 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: |

Rationale: To update the effective date for per capita affiliate fees.

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

Standing Rules Amendment # 2 B

To amend Standing Rule # 3—Per Capita Affiliate Fees by striking the words “per annual contract or in combined income for multiple terms” throughout this section and replacing each instance with the words: “in all salary earned”. [Note: Bylaws Amendment #2 A and Standing Rules Amendment #2 A apply here; these color-coded changes will take effect September 1, 2025.]

| 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: 3. Per Capita Affiliation Fees. A. Category A: An employee earning \$5,000 or over but less than \$15,000 per annual contract or in combined | Effective September 1, 2023 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 per annual contract or in combined | 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 |

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| <p>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 multiple contracts in a year shall pay \$43.000 per month.</p> | <p>income for multiple terms in all salary earned 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 all salary earned 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 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 \$26.00 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 all salary earned 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 multiple contracts in all</p> | <p>earned 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 in all salary earned 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 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 \$26.00 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 \$34.50 per month.</p> <p>F. Category F: An employee earning \$65,000 or over in all salary earned in a year shall pay \$43.00 per month.</p> |
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| | salary earned in a year shall pay \$43.00 0 per month. | |
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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.

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

Standing Rules Amendment # 2 C

To amend Standing Rule # 3—Per Capita Affiliate Fees by striking the existing rate per month of each category and updating them as follows **[Note: Bylaws Amendment #2 A and Standing Rules Amendments #2 A and #2 B apply here; these color-coded changes will take effect September 1, 2025.]**:

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 in all salary earned in a year shall pay \$44.00 per month.

[Note: there is no proposed change to the Category C rate for 2025.]

| 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: 3. Per Capita Affiliation Fees. | Effective September 1, 2023 2025 , Standing Rule 3. Per Capita Affiliation Fees is replaced by the following: 3. Per Capita Affiliation Fees. | Effective September 1, 2025, Standing Rule 3. Per Capita Affiliation Fees is replaced by the following: 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 multiple contracts in a</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 \$26.00 \$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 in all salary earned in a year shall pay \$44.00 per month.</p> |
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AFT WASHINGTON PROPOSED BYLAWS AND STANDING RULES AMENDMENTS

May 6, 2025

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| year shall pay \$43.000 per month. | shall pay \$34.50 \$35.00 per month. F. Category F: An employee earning \$65,000 or over 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. | |
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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 _____.

Standing Rules Amendment # 2 D

To amend Standing Rule # 3—Per Capita Affiliate Fees by inserting and adding the following **[Note: Bylaws Amendments #2 A and # 2 B and Standing Rules Amendments #2 A-C apply here; these color-coded changes will take effect September 1, 2025.]**:

3. Per Capita Affiliation Fees.

- Inserting after the words “F. Category F: An employee earning \$65,000 or over” the words: “but less than \$85,000”.
- Adding: “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”.
- Adding: “H. Category H: An employee earning \$105,000 or over in all salary earned in a year shall pay \$60.00”.

[Note: there is no proposed change to the Category C rate for 2025.]

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

AFT WASHINGTON PROPOSED BYLAWS AND STANDING RULES AMENDMENTS

May 6, 2025

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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 multiple contracts in a</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 \$52.00.</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 \$105,000 or over in all</p> |
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AFT WASHINGTON PROPOSED BYLAWS AND STANDING RULES AMENDMENTS

May 6, 2025

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| year shall pay \$43.000 per month. | shall pay \$34.50 \$35.00 per month. 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. 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. | 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 _____.

Standing Rules Amendment # 2 E

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.

AFT WASHINGTON PROPOSED BYLAWS AND STANDING RULES AMENDMENTS

May 6, 2025

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: |
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| 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 _____.

Motion for 2027 bylaws revision:

On behalf of the Bylaws Committee, I move that the Bylaws committee for the 2027 Convention be appointed at the next executive board meeting after this convention adjourns and be authorized to prepare a general revision of the AFT Washington Bylaws and Standing Rules for consideration at the 2027 Convention.

Rationale: In the process of reviewing the bylaws for amendments, several more substantial ideas were raised, indicating that the revision process should occur. This amendment will allow for the process to occur with revisions and then be considered at the next convention.

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