



2023 VT AFL-CIO Convention Bulletin

Table of Contents

<u>Convention Dates, Location, and Agenda</u>	<u>2</u>
<u>Social Media</u>	<u>9</u>
<u>Registration (Delegates & Alternates)</u>	<u>10</u>
<u>Registration (Guests)</u>	<u>11</u>
<u>Reserving Rooms (All Attendees)</u>	<u>12</u>
<u>ADA, Dietary, & Childcare Needs</u>	<u>13</u>
<u>AFL-CIO Code of Conduct & Code of Conduct Designee</u>	<u>14</u>
<u>Convention Committees</u>	<u>14</u>
<u>Convention Rules</u>	<u>17</u>
<u>Minutes from 2022 Convention</u>	<u>19</u>
<u>Officer Nominations & Elections</u>	<u>22</u>
<u>Resolutions & Amendments</u>	<u>25</u>
<u>Tabling</u>	<u>27</u>
<u>How to Participate & Follow Robert's Rules</u>	<u>27</u>



Convention Dates, Location, and Agenda

Dates

Our 2023 annual Vermont State Labor Council Convention will take place on Saturday, September 9th and Sunday, September 10th.

Location

Jay Peak Resort. 830 Jay Peak Rd, Jay, VT 05859. For more information and directions, [please go here](#).

Agenda

Our tentative agenda is subject to change. Please check this document and other communications regularly for updates.

Friday, September 8th

4:00 pm	Check-in Time (Board Members)
5:00 pm - 6:00 pm	Room & AV Setup

	<ul style="list-style-type: none"> • Registration Tables • Foeger Ballroom (Main Conference Room) • Tabling (Conference Lobby)
6:00 pm - 7:00 pm	<p>*Committee Prep Meeting</p> <ol style="list-style-type: none"> 1. Credentials 2. Elections 3. Auditing 4. Organization 5. Amendments to Constitution & Bylaws 6. Grievance 7. Rules 8. Resolutions <p>*These meetings are open to all Committee members; however, we don't expect members other than those on our Board to attend this Friday night session</p>
7:00 - 8:00 pm	Dinner (Dine out)

Saturday, September 9th

8:30 am - 9:30 am	<p>Registration</p> <p>*Volunteers for Registration:</p> <ul style="list-style-type: none"> • Danielle Bombardier • Liz Medina • Trey Cook • Martin Gil • Paul Montague • Robin Grant • Rhone Allison
9:30 am - 9:45 am	Opening Remarks: David Van Deusen, President

	Credentials Committee Check-in
9:45 am - 10:15 am	<p>Committee Reports</p> <ul style="list-style-type: none"> ● Credentials <ul style="list-style-type: none"> ○ Report the number of total delegates & alternates ○ Motion to approve the report ○ Swear-in delegates ● Rules <ul style="list-style-type: none"> ○ Rules proposal ○ Vote on rules ● Elections ● Auditing ● Organization ● Amendments to Constitution & Bylaws ● Grievance ● Resolutions <p>Convention Business</p> <ul style="list-style-type: none"> ● Roll Call of Officers ● Approval of Minutes (from last Convention) ● Approval of Presidential & Financial Reports
10:15 am - 10:30 am	15-min Break
10:30 am - 12:00 pm	<p>Nominations & Caucusing</p> <ol style="list-style-type: none"> 1. Principal Officers 2. Union Caucuses/At-Large Caucus 3. Sectoral Caucuses 4. District Caucuses <p>Nominations - Candidate Speeches</p>

	Election Rules & Possible Vote
12:00 pm - 1:00 pm	Lunch
1:00 pm - 1:30 pm	<p>Workshop Room Setup</p> <p>Committees Meetings</p> <ol style="list-style-type: none"> 1. Credentials 2. Elections 3. Auditing 4. Organization 5. Amendments to Constitution & Bylaws 6. Grievance 7. Resolutions 8. Rules
1:30 pm - 3:00 pm	<p>Afternoon Workshops</p> <ul style="list-style-type: none"> • Track A: “Labor, Veterans, Healthcare Profiteering and the Fight Against Privatization” <ul style="list-style-type: none"> ◦ Moderator: Steve Early & Suzanne Gordon ◦ Panelists: Lizzie Harkins (President of AFGE 2604, White River VA), Dr. Betty Keller (PNHP-VT), Paul Montague (President, APWU Local 759), Mark Dimondstein (APWU-VT), Bud Haas (White River VA Patient) • Track B: Workers’ Circles <ul style="list-style-type: none"> ◦ Facilitator: Trey Cook (Field Organizer, VT AFL-CIO) • Track C: VT PRO Act (S.102) Panel <ul style="list-style-type: none"> ◦ Moderator: Liz Medina ◦ Panelists: Rossy Alfaro (Migrant Justice), Joe Moore (CVTDSA), Sen Kesha Ram, Rep Emilie Krasnow
3:00 pm - 3:30 pm	Workshop Room Breakdown

	<ul style="list-style-type: none"> • Credentials Report <ul style="list-style-type: none"> ○ Report number of total delegates, alternates <p>Distribution of Ballots</p>
3:30 pm - 4:30 pm	Amendments & Resolutions
3:30 pm	<p>Elections - Polls Open</p> <ol style="list-style-type: none"> 1. Principal Officers 2. Union Caucuses/At-Large Caucus 3. Sectoral Caucuses 4. District Caucuses
5:30 pm - 6:30 pm	<p>Open Bar/Headline Speakers:</p> <ol style="list-style-type: none"> 1. Anya Briy, Emergency Committee for Rojava 2. Will Lambek, Migrant Justice 3. Brandon Mancilla, UAWD Region 9A Director 4. Mark Dimondstein, President APWU
6:30 pm - 8:30 pm	<p>Dinner Buffet</p> <p>Eugene V. Debs Award Ceremony</p>
7:30 pm	Elections - Polls Close
7:30 pm - 8:30 pm	Credentials & Elections Committees Meeting (Verify & Count ballots)

Sunday, September 10th

8:30 am - 9:30 am	<p>Light Breakfast, Hotel Check-out, & Registration</p> <p>Committee Meetings</p> <ul style="list-style-type: none"> • Credentials Committee <ul style="list-style-type: none"> ○ Report number of total delegates, alternates • Elections
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	<ul style="list-style-type: none"> • Auditing • Organization • Amendments to Constitution & Bylaws • Grievance • Resolutions • Rules
9:30 am - 11:00 am	Renew Coalition Workshop <ul style="list-style-type: none"> • Vanessa Rule, 350VT • Kristin Warner, Renew • Danielle Bombardier, IBEW 300
11:00 am - 11:30 am	Election Results and Report Swearing-in of Elected Officers Committee Reports <ul style="list-style-type: none"> • *Credentials <ul style="list-style-type: none"> ○ Report number of total delegates, alternates • *Rules (Vote on Rules) *Only if Amendments and/or Resolutions carry over to the second day.
11:30 am - 12:00 pm	Amendments, Resolutions, continued...OR Executive Board Meeting

Track A (9/9): Labor, Veterans, Healthcare Profiteering, and the Fight Against Privatization

Union members, military veterans, and health care reformers are demanding that the Biden Administration stop its privatization of traditional Medicare and the VA hospital system, two of our best working models for single payer healthcare.

Like the VA, the US Postal Service is heavily unionized and employs more than 100,000 veterans. Yet the USPS is also threatened by the continuation of Trump-era policies designed to replace our national network of post offices with private mail delivery firms.

At this workshop, participants will discuss all three fights against privatization—and what must be done to defend Medicare, win Medicare for All, and prevent our veterans' healthcare system and postal service from being defunded and dismantled.

Facilitators: Steve Early and Suzanne Gordon, CWA/NewsGuild and NWU members and authors of a new book called, *Our Veterans: Winners, Losers, Friends and Enemies on the New Terrain of Veterans Affairs* (Duke University Press).

Panelists:

Lizzie Harkins, Nurse Practitioner and President of AFGE Local 2604, which represents Vermont, New Hampshire and Massachusetts employees of the Veterans Health Administration and Veterans Benefit Administration. (Joined by other Local 2604 officers.)

Bud Haas, VA patient in White River Junction, Vietnam veteran, and former US Coast Guard officer now active in Will Miller Chapter #57 of Veterans for Peace, Bradford, VT.

Dr. Betty Keller, President of Vermont Physicians for a National Health Program and active in national League of Women Voters Healthcare Reform Network, St. Johnsbury, VT.

Paul Montague, Postal Worker and President of APWU Local 759, Montpelier, VT.

Track B (9/9): Workers' Circle

A Workers' Circle is a peer mentoring group for workers to help each other resolve workplace issues while creating a more democratic culture. See a live demonstration and learn how to join a Workers' Circle near you!

Facilitator: Trey Cook, Field Organizer VT AFL-CIO

Track C (9/9): VT PRO Act (S.102) Panel

Last year, the Coalition to Pass the VT PRO Act introduced the VT Protect the Right to Organize (PRO) Act, which would expand collective bargaining rights to agricultural and domestic workers, ban captive audience meetings, simplify union elections in the public sector and enact good cause termination in VT. In order to get it passed in the Senate, we had to compromise on good cause termination. How do we pass the VT PRO Act in the House next year and ensure it will be veto-proof? Should we reattach Good Cause termination, and, if yes, how do we build our capacity to overcome strong opposition?

Facilitator: Liz Medina (Executive Director, VT AFL-CIO)

Panelists: Rossy Alfaro (Migrant Justice), Joe Moore (CVTDSA), Senator Kesha Ram Hinsdale, and Representative Emilie Krasnow.

Renew Coalition Workshop

How can we win a Green New Deal in Vermont that centers workers? What wages, benefits, and other labor standards do we need to see in the growing renewable or "green" economy? What kinds of climate policies would not only help our planet but our people, too?

Facilitators: Vanessa Rule (Renew Coalition, 350 VT), Kristin Warner (Renew Coalition), Danielle Bombardier (Renew Coalition, VT AFL-CIO, IBEW 300)

Social Media

If you are on social media, please help spread the word! Here are graphics, hashtags, and some messaging you may use.

Graphics



**2023 VT AFL-CIO
CONVENTION**

SEP 9-10

Registration and More
Information at
vt.aflcio.org > Convention

WORKERS **RISING**

\$120
EARLY BIRD FEE
MEALS & CHILDCARE

**JAY
PEAK**

Jay Peak | Four Seasons Resort
830 Jay Peak Rd, Jay, VT 05859

**FREE T-SHIRT WITH
REGISTRATION!**
Limited supply. Register today!



Tweets to Share

- @VT_AFLCIO

Hashtags

- #VSLC2023
- #vtpoli
- #1u

Sample Messaging

- VT workers are rising up! Join us at the mountaintop at the VT State Labor Council Convention on Sep 9-10 at Jay Peak.
- As workers, we are stronger together. Join me at the VT State Labor Council Convention on Sep 9-10 at Jay Peak Resort!
- United, we bargain. Divided, we beg. Let's build a united labor movement in VT so we can win at our workplaces and beyond!
- If you agree that we need to organize the working class across all lines of division, then join us at Jay Peak Resort on Sep 9-10!

Registration (Delegates & Alternates)

Cost

\$120 Early Bird Registration Fee, if registered by Friday, August 11th. \$150 Registration Fee if registered after Friday, August 11th. FREE VT AFL-CIO T-SHIRT WITH REGISTRATION! The Registration Fee covers lunch and dinner on Saturday (9/9), breakfast on Sunday (9/10), and childcare on both days while official business is in session. Please note that rooms are *not* included with your registration fee.

How to Register

If you are a member of an affiliated Union Local, your Local will receive credentials in duplicate in the mail. Your credential forms will indicate your Local's number of delegates and voting strength. Credentials will be mailed and emailed to your Local by Secretary-Treasurer Danielle Bombardier in early July. If your Local has a new mailing address or you are unsure if we have your most up-to-date address, please email Secretary-Treasurer Bombardier with your Local's updated mailing address at danielle.ibewlocal300@gmail.com.

All Delegates (voting representatives) and Alternates (non-voting representatives that may vote in the absence of a Delegate) must be nominated and elected as delegates and alternates at a meeting of your Local.

Once Delegates and Alternates have been elected by your Local, your credentials must be signed by one of your Local's officers – usually, your Local President. All credentials must be filled out completely. Please be sure to retain a copy of your credential to present at the Convention at Registration (8:30 am on Sat and 9:00 am on Sun). Only verified delegates and alternates will be seated.

Mail a copy of your credentials to Secretary-Treasurer Bombardier and include a check covering the registration fee of each delegate and alternate your Local is sending. Checks must be made to Vermont State Labor Council, AFL-CIO, and sent with your credentials to P.O. Box 858, Montpelier, VT 05601.

Registration is not complete until credentials are received and registration fees are paid.

As part of our Ten Point Program (#2 Working-Class Unity), we encourage each Local to actively seek women, black, indigenous, people of color, LGBTQIA, people with disabilities, and young workers to send to our Convention as Delegates and Alternates.

Registration (Guests)

The Vermont State Labor Council annual Convention is not a public event. Guests who have not been officially invited must pre-register online at https://act.aflcio.org/events/2022-vt-afl-cio-convention-guest-pre-registration?source=direct_link&

Registration is not complete until confirmed by the Vermont State Labor Council and the Registration Fee is paid.

The Guest registration fee is \$30, which helps us cover meals and childcare. Please note that rooms are *not* included with your registration fee. You may pay the fee online (https://act.aflcio.org/ticketed_events/2022-vt-afl-cio-convention-guest-pre-registration?source=direct_link&) or via check (made out to Vermont State Labor Council, AFL-CIO and sent to P.O. Box 858, Montpelier, VT 05601).

Registering helps us to plan our event and accommodate everyone. Thank you for taking the time to register.

Reserving Rooms (All Attendees)

All attendees are responsible for making their own reservations by calling Jay Peak's Central Reservations Office toll-free (1-800-451-4449). Attendees are required to inform the reservation agent of the Group Code (1026060) and confirm the Group Name (VT AFL-CIO) to activate the discounted rate.

This is a non-refundable deposit and charges will be applied to the credit card according to the Reservation Cancellation Policy below. The remaining 50% is due at the time of check-in. Upon check-in, each guest is required to provide a credit card for incidental charges (room chargebacks, damages, etc).

For the Locals without a credit card to use, please have them call or email our Event Coordinator, Brittany Marquette (bmarquette@jaypeakresort.com, 802-327-2236). Be prepared with how many rooms you need, what type, dates, and the names for each reservation. Use code 1025290 and identify your Local.

Call-In Lodging Room Block

The following rooms have been set aside for our group. Please note in the right-most column the number of rooms available at the corresponding rate. The Convention will take place in Hotel Jay.

Hotel - Room Type	Room Rate ++	Total Inclusive Room Rate / Night	Saturday 9/9/2023
Hotel Jay Standard King Room	\$100.50	\$138.98	6
Hotel Jay Studio (multiple configurations)	\$144.00	\$186.39	22
Hotel Jay One Bedroom Suites	\$207.00	\$255.06	5
Stateside Hotel (King bed + sleeper sofa)	\$93.00	\$130.80	10
Stateside Hotel (2 queen beds per room)	\$93.00	\$130.80	25

Group Name: VT AFL-CIO

Group Code: 1026060

Call-In Reservation Cancelation Policy

For retail reservations staying between May 1st and November 19th each year.

- Cancellations more than 72hrs prior to arrival will be fully refundable.
- When canceling or shortening a stay within 72hrs prior to arrival, the deposit or value of canceled days is forfeited.

ADA, Dietary, & Childcare Needs

Jay Peak has a number of ADA-accessible rooms available. Please indicate your accessibility needs when reserving your room with Jay Peak staff. The main conference room is located on the first floor and is accessible.

If you have other accessibility needs, including interpretation, please email vs1caflcio@gmail.com. We will do our best to make reasonable accommodations.

If you have special dietary needs, please email Director Medina to let us know about any restrictions so we can work with the kitchen staff to accommodate you, vs1caflcio@gmail.com.

Union Early Childhood Educators will be available to take care of children during Convention business. Please let Director Medina know your childcare needs by emailing vslcaflcio@gmail.com (please let us know your name, your children's name(s), ages, and any special needs or requests). This will help us plan relevant activities for your children and ensure we hire enough Early Childhood Educators for the event.

In order to keep everyone healthy – including you! – please do not attend if you are sick. If you become sick at the Convention, please take care of yourself and do not attend Convention events. Masking will be optional. Please feel free to wear a mask or not wear one.

We will do our best to make any reasonable accommodations. If you have other accessibility requests not addressed here, please email them to Director Medina, vslcaflcio@gmail.com.

AFL-CIO Code of Conduct & Code of Conduct Designee

[AFL-CIO Code of Conduct](#)

Code of Conduct Designee: Liz Medina, Executive Director (vslcaflcio@gmail.com or 802-272-6421)

If you need immediate help during the Convention, please reach out either to the Grievance Committee or one of our Sargeant-At-Arms (listed below), who will be wearing red bandanas around their arms.

1. Ruben Serrano, AFSCME 2413
 2. Dan Cornell, AFSCME 490
 3. Dan Brush, Teamster Retiree
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Convention Committees

Your Labor Council requires the participation of union members in order to effectively operate – especially at our highest decision-making body, which is your annual State Labor Council Convention.

Each Committee has its own set of duties, which are outlined below. Time has been allocated in our Convention schedule for Committees to meet. You and your Committee members should decide where to meet and confer about how to carry out your duties. You and your Committee members may decide to choose different meeting times or to schedule additional meetings.

Please note that State Labor Council staff (Liz Medina, Trey Cook) are not full Committee members and are listed on certain critical Committees as advisors only.

Here is a link to our current [VT AFL-CIO Constitution](#).

Amendments to Constitution and By-Laws Committee

Reviews all proposed amendments to our Constitution, ensuring that none of them conflict with our current bylaws. If there is a conflict, committee members will reach out to the individual or group who proposed the amendment and request corrections before resubmission. All non-conflicting, pre-approved bylaw changes will be presented by the committee at the Convention for approval of $\frac{2}{3}$ of eligible delegates.

1. David Van Deusen, AFSCME 2413, Board President
2. Traven Leyshon, Board Member
3. Keely Woodruff, AFSCME 1675

Auditing Committee

Reviews last annual audit and most recent financial statements. The Auditing Officials will put together an Executive Summary of the report to read at the Convention and announce the availability of our annual audit and financial statements to all members.

1. Danielle Bombardier, IBEW 300, Secretary-Treasurer
2. Dylan Kelley, AFSCME 1674

Credentials Committee

Reviews all registrants to determine delegates, alternates, and guests. Reviews each delegate's credentials to ensure the following 1) their per capita tax is paid up in full (60) days of any calendar month prior to the Convention 2) they are active members in good standing with their Local Union and our Council 3) their alternate fulfills these criteria as well should their delegate not be able to attend and the alternate is to be seated instead 4) their voting strength is accurately recorded at the time of elections. Acts as an observer along with the Elections Committee to ensure only credentialed delegates are participating in voting.

1. Danielle Bombardier, IBEW 300, Secretary-Treasurer
2. Liz Medina, Staff, Executive Director
3. Jeff Jones, UFCW 1459, Local President

Elections Committee:

Ensures that only eligible delegates receive ballots. The Elections Officials will work with the Secretary-Treasurer to verify all affiliates' eligibility to participate in the election and cast ballots. They will confirm that each nominated candidate is a member in good-standing of an affiliated Local Union in good standing with the Council, and that the candidate is an official credentialed delegate to the Convention. They will confirm that each candidate accepts the nomination for office, either in-person or in writing to the Election Officials. Immediately after the completion of the election, the Election Officials shall prepare a written, signed report showing the number of votes cast for each candidate. This report and all ballots and election materials shall be retained by the Election Officials until any appeal period and any appeals have been exhausted, and then presented to the Secretary-Treasurer, who shall preserve the materials for no less than six (6) months from the date of the election or the conclusion of all appeals whichever is later. The Election Officials shall review election appeals.

1. Kimmie Johnson, IATSE 481
2. Andy Blanchet, AFSCME 1674, Local President
3. Jim Cardillo, LIUNA 68

Grievance Committee

Decide any jurisdictional issues that arise during the Convention and will act as the investigating and decision-making body to enforce the [AFL-CIO Code of Conduct](#) during the Convention.

1. Don Tremontozzi, CWA 1400
2. Drew Weisse, UFCW 1459

Organization Committee

Organizes other committees to ensure that each is prepared to carry out its duties, including organizing and leading meetings of committees during the Convention and communicating with the Executive Committee of the Board and the Executive Director regarding any emerging needs or issues.

1. Liz Medina, Staff, Executive Director
2. Trey Cook, Staff, Field Organizer
3. Danielle Bombardier, IBEW 300, Secretary-Treasurer
4. Martin Gil, IATSE 919, Board Member
5. Paul Montague, APWU-VT

Resolutions Committee

Reviews all proposed resolutions, ensuring that none of them conflict with any previously adopted resolutions or our current bylaws. If there is a conflict with our bylaws, committee

members will reach out to the individual or group who proposed the amendment and request corrections before resubmission. If there is a conflict with previously adopted resolutions, then that must be noted by the committee as part of their presentation of the resolution. All resolutions that don't conflict with our bylaws will be presented by the committee at the Convention for approval of the majority of delegates.

1. Danielle Bombardier, IBEW 300, Secretary-Treasurer
2. Jeremy Rathbun, AFSCME 1201

Rules Committee

Sets Convention Rules based on our Constitution to be followed throughout the Convention. A proposal for nominations, elections, and voting on amendments and resolutions should be written in advance and voted on as the first order of business on each Convention day in which votes take place.

1. Liz Harkins, AFGE 2604, Board Member
2. Robin Grant, IATSE 919
3. Jeffrey Wimette, IBEW 300

Convention Rules

Convention Rules Proposal (Draft - to be approved by delegates at Convention Opening)

- 1) There is no caucusing for primary officers (President, Secretary-Treasurer, and Executive Vice President), meaning all delegates may cast ballots for these offices.
- 2) In the Vermont State Labor Council, AFL-CIO Constitution, there are Union Caucuses for Unions with 1,000 members or more, Sectoral Caucuses, and District Caucuses.
- 3) According to the latest per capita membership reports, the Union Caucuses shall be for AFSCME, AFT, and IBEW. AFT shall be entitled to two board seats. AFSCME and IBEW shall each be entitled to one board seat. Only delegates of the aforementioned unions shall be eligible to make nominations and cast ballots for their respective union seats.
- 4) The Sectoral Caucuses are Postal Unions, Federal Unions, and the Building Trades. While Postal Unions are technically also Federal Unions, our interpretation of the Constitution is that there is an intention and past practice to keep postal workers and federal workers as separate caucuses. For example, postal unions have traditionally had their own, separate board seat and our federal affiliates, which are the Locals of the American Federation of Government Employees (AFGE), had their own, separate board

seat. Each Sectoral Caucus has been given a colored sticker to assist with caucusing. Stickers have been affixed to your name badges at registration accordingly. Postal Union delegates (APWU, NALC, and NPMHU) should have received a RED sticker. Federal Union delegates (AFGE) should have received a YELLOW sticker. Delegates of the Building Trades Union Locals (IBEW 300, IBEW 104, IBEW 486, IUOE 98, IUPAT 35, IW 7, LIUNA 668, Roofers 241, SMART 63, UA 104, UA 693) who specifically work in the building trades should have received a BLUE sticker.

- 5) For all other unions which have less than 1,000 members in Vermont and do not qualify for the Sectoral Caucuses, there shall be an At-Large Caucus (CWA, IAM, IATSE, IUOE, NFLPA, OPEIU, PASS, SAG-AFTRA, SEIU, UAW, UBC, and UFCW). The At-Large Caucus will nominate and elect an At-Large member to the Executive Board.
 - 6) Our Constitution has the following District Caucuses: 1) Franklin & Grand Isle Counties, 2) Chittenden County, 3) Lamoille County, 4) Washington & Orange Counties, 5) Rutland & Addison Counties, 6) Bennington County, 7) Windham & Windsor Counties, 8) The Northeast Kingdom (Essex, Orleans, & Caledonia Counties). A delegate may choose only one (1) District for caucusing and voting.
 - 7) Caucuses do not qualify for weighted voting. For caucuses, our Constitution and past practice recommends one member, one vote. A roll call vote may be called for primary offices (President, Secretary-Treasurer, Executive Vice President) if 30% of eligible delegates demand a weighted vote.
 - 8) When caucusing concludes, nominations are closed. Each caucus should appoint someone to report back on caucusing. The Chair will call on each caucus to report the names, unions & locals of nominees, and confirm they are a delegate for the purposes of accurately generating ballots.
 - 9) If there is not an election contest, then there will be no ballots and the nominee will be elected by acclamation.
 - 10) No delegate may be nominated for more than one office.
 - 11) No delegate shall be permitted to cast the proxy of another delegate and no delegate shall be allowed to represent more than one organization.
 - 12) Our Convention will follow Robert's Rules of Order except for the following adjustment: Ending the debate, also known as calling the question, shall only require a simple majority vote instead of a two-thirds vote.
 - 13) Delegates should show their hands instead of a voice vote when ending debate or calling the question and when voting on a motion or amendment.
 - 14) When making or seconding a motion, delegates should rise, state their name, Union & Local, and verbally confirm they are a delegate for the record.
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Minutes from 2022 Convention

Vermont State Labor Council AFL-CIO

2022 Convention

8/20/2022

9:00am

Old Socialist Labor Hall, Barre VT

Pres. Van Deusen opens the Convention at 9:20

Roll call of officers: Strike those not in attendance

Board Members: David Van Deusen (President, AFSCME 2413), Dwight Brown (Executive Vice President, AFSCME 1343), Danielle Bombardier (Secretary-Treasurer, IBEW 300), Danielle Gray (VP Rutland & Addison, OPEIU 6), Larry Moquin (VP Building Trades, LiUNA 668), Ron Schneidermann (VP At-Large, UFCW 1459), David Feurzeig (AFT - UA), Alex Potvin (UA) Brian Ritz (VP IBEW 300), Katie Harris (VP AFSCME), Dan Cornell (VP Bennington), Ruben Serrano (VP NEK, AFSCME 2413), Martin Gil (IATSE), Traven Leyshon (Green Mountain CLC), Brittany Rhoads (AFSCME), Ali Brokenshire, Paul Montague (APWU), Liz Harkins (AFGE 2604)

Sarah Williams (AFSCME 3977) motion to accept the prior executive board minutes. Heather Pfaff (AFSCME 4802) seconds the minutes Motion carries.

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Liz Medina reports for auditing committee

Larry Moquin reports for credentialing committee

Traven Leyshon reports for the Rules committee - using a simplified version of Robert's Rules of Orders

Liz Medina makes a report for the Organizing committee

David Feurzeig reports for the amendments committee. Reviewed: Art 12, Sec 22 - 1

amendment proposal regarding an increase to the per capita tax to be discussed later in the day

Liz Harkins reports for the Grievance committee

Katie Harris reports for the resolution committee. Reviewed Art 11 section 5, 10

Pres. Van Duesen provides opening remarks.

Liz Medina presents the 2-year strategic plan for the organization

in the last year include 2 new affiliates, partnership with Vermont Green, new shops formed

Organizational strengths and weaknesses discussed

Opportunities discussed - 33,000 union members in Vermont, current membership at 11,000

Broad level analysis of threats

Goals: 1) unified, democratic labor movement; 2) organizing the unorganized; 3) build a popular front to fight climate change and fascism.

President Van Deusen discusses the National AFL-CIO Convention - Vermont AFL-CIO presented 2 resolutions. About 500 delegates present at the National Convention (many appointed) 12.5 million AFL-CIO members in the US. Vermont proposed a resolution to allow for all 12.5 million members to have a vote for national leadership. National Resolution committee didn't allow the resolutions to be brought forward to the floor for discussion.

10:15-11:30am Liz Medina facilitates the "Organizing for Power" workshop

11:30 - Group photo

11:40-12:35 Lunch and meeting of Women and Gender Equity Caucus

12:35: Presentation of Eugene Debs award presented by Damion Gilbert and Liz Medina

Karen St. Marie (OPEIU 6)

Liz Harkins (AFGE 2604)

Political Speakers

State Representative Candidate Emilie Kornheiser

State Senate Candidate Kesha Ram

Prog Party Candidate for Lt Governor David Zuckerman

State Senate Candidate Tanya Vyhovsky

Political Endorsements

Executive Board recommendations:

Endorse progressive party slate for House of Representatives and Senate: Cindy Weed, Kate Logan, Taylor Small, Emma Mulvaney Stanak, Brian Cina, Erhard Manke, Troy Hendrick, Laurel Hill Eubanks, Tanya Vyhovsky

8 strongest labor champions in the State House for the Democratic party - House: Conor Casey, Mary Howard, Chip Torino, Coach Christie, Emilie Kornheiser, Mari Cordes; Senate: Kesha Ram, Anne Watson

Traven Leyshon GMLC makes a motion to endorse the Vermont Progressive Party Slate, Andy Blanchett (AFSCME 1674) 2nds the motion. Discussion. Motion carries.

Larry Moquin (LiUNA 668) Makes a motion to endorse the 8 candidates of the Democratic party; Heather Pfaff (AFSCME 4802) 2nds the motion. Motion carries unanimously.

Lt Governor: Lisa McCrillis (AFSCME 1674) makes a motion to endorse David Zuckerman for Lt. Governor. Robin Grant (IATSE 919) 2nds the motion. 1 abstention David Schraffenbeg (AFGE 2076); motion carries.

Sarah Williams (AFSCME 3977) questions why we do not have any endorsed Republicans? Pres. Van Duesen responds: not one Republican moved bills in the session - no labor champions currently in the party.

Appointments

Executive Vice President Dwight Brown resigned.

Daniel Peyser (AFSCME 1674) nominates current AFSCME VP Katherine Harris, Marty Gil (IATSE 919) 2nds the motion.

VP Harris makes remarks and accepts the nomination. Motion carries unanimously.

2:10pm Pres Van Deusen calls a meeting of the executive board. Pres. Van Deusen makes the motion to nominate VP Katherine Harris for Executive VP; Paul Montague 2nds the motion. Motion carries unanimously.

VP Harris resigns from her seat as AFSCME VP.

Pres Van Deusen calls on AFSCME members to nominate an AFSCME member for the open VP seat.

Lisa McCrillis (AFSCME 1674) nominates Daniel Peyser (AFSCME 1674); Andy Blachett (AFSCME 1674) 2nds the nomination; Daniel Peyser accepts the nomination

Ruben Serrano (AFSCME 2413) nominates Damion Gilbert (AFSCME 1343); Stephanie Hillman (AFSCME 1343) 2nds the nomination; Damion Gilbert accepts the nomination
Daniel Peyser withdraws his acceptance.

Damion Gilbert makes remarks. AFSCME delegates vote unanimously in favor. Motion passes

2:21pm Pres Van Deusen calls a meeting of the executive board. All executive board members in favor of accepting Damion Gilbert's nomination.

Solidarity Speakers

Migrant Justice

Vermont School Workers Action Committee - Adin Buchanan

Teamsters 597 - UPS - Mike Yalicki

UFCW 1459/JH - Ken Henderson

DSA - Reproductive Justice Working Group - Kate Brown

Resolution

Resolution #1: "Abortion Rights are Workers' Rights!" read by Executive Director Liz Medina

Executive VP Katie Harris (Chair of the Women and Gender Equity Network) speaks to the resolution and moves to adopt the resolution. Heather Pfaff (AFSCME 4802) 2nds the motion

Sarah Williams (AFSCME) proposes an amendment "women and pregnant person's right" replace "women" and change "she" to "she/They;" Heather Ruelke (AFSCME 1201); discussion. Liz Harkins (AFGE 2076) abstains. Motion carries.

Renee Neid (UFCW 1459) makes a motion to strike the name "Trump" from the 5th whereas; David Schraffenberger (AFGE 2076) 2nds the motion; motion carries. 2 abstentions.

David Feurzeig (AFT 3203) makes an amendment to the last Let it Be to “resists such oppression nonviolently but without other limitations or regard to legality”; Liz Harkins (AFGE 2604) 2nds the amendment; Discussion.

Dean Rheame (AFSCME 1201) calls the amendment to question. Delegates vote: 1 abstention Larry Moquin (LiUNA 668). The Nay’s have it. The amendment is voted down.

Robin Grant (IATSE 919) proposes an amendment to the second Whereas paragraph “does not have the right to self-determination, specifically control over their own bodies” Dominic Musumeci (AFSCME 1343) 2nds the motion; 1 abstention Larry Moquin (LiUNA 668) motion carries.

Andy (AFSCME 1343) proposes an amendment in the 5th Let it Be “to advance the rights of women, to seek passage of the Reproductive Liberty Amendment (...), and shield laws,” Sarah Williams (AFSCME 3977) 2nds. Motion carries unanimously

Pres Van Duesen calls the resolution to question. Resolution passes unanimously.

Constitutional Amendment:

Article 10, Section 1. Increase the per capita tax to \$1.50/per member/per month

Patrick Burke (UAW 2322) moves the motion; Heather Pfaff (AFSCME 4802) 2nds; discussion.

45 delegates; motion carries unanimously.

Executive Director Liz Medina reads a statement by Mark Diamonstein (APWU National president).

Danielle Bombardier (IBEW 300) makes a Motion to adjourn at 4:22p; Patrick Burke (UAW 2322) seconds the motion. Motion carries.

Respectfully submitted,
Danielle Bombardier
Sec-Trs

Officer Nominations & Elections

General Elections Information (draft):

1. Ballots will be distributed individually at 3:00 pm at the Registration Table directly outside of this room (Foeger). Queue promptly according to your Union, as you did at Registration, in order to receive your ballots. Again, only delegates may vote and only delegates will receive ballots.

2. Election polls will be open from 4:30 pm to 6:30 pm on Saturday, September 9th.
3. Please fill out your ballot completely. Your name should appear on each ballot.
4. Because we have a delegate voting system, there are no secret ballots.
5. Mark an X or checkmark in the box next to the name of the candidates of your choice.
6. On a roll call vote, each ballot shall clearly show the local union, name of delegate, and the number of votes being cast in the election.
7. When completing a ballot, delegates may abstain from voting in any particular race.

Article IV

Officers and Elections

1. No individual shall be eligible to serve as an officer, member of the executive board or committee or the governing body of, or any other committed of, or as a delegate from, or as a representative, agent or employee of this central body who consistently pursues policies and activities directed toward the achievement of the program or purposes of authoritarianism, fascism, racism and other forces that suppress class solidarity, liberty, and freedom of association or who holds a salaried position or any other position of administrative or executive authority in a union, or any subordinate branch of a union, that is unaffiliated with, or is suspended from the AFL-CIO.

2. The officers of the Vermont State Labor Council shall be: President, Executive Vice President, Secretary-Treasurer, one Vice President for every affiliated union with 1,000 members or more and additional Vice Presidents for every thousand members, one Vice President for the building trades to be elected from delegates of building trades affiliates by delegates of building trades affiliates, one Vice President for the postal unions to be elected from postal union affiliates by delegates from postal union affiliates, one Vice President for federal government affiliates to be elected from delegates of federal government affiliates by delegates from federal government affiliates, and one Vice President at large elected by delegates from affiliates not already represented. One District Vice President shall be elected for Franklin & Grand Isle Counties, Chittenden County, Rutland County, Lamoille County, Washington & Orange Counties, Rutland & Addison Counties, Bennington County, Windham & Windsor Counties, The Northeast Kingdom (Essex, Orleans, & Caledonia Counties). Additionally, in areas with one or more viable AFL-CIO constituency groups, the combined constituency groups affiliated with the labor council shall be entitled to one voting seat (or more, if the labor council's constitution so provides) on the Executive Board. The Vermont Workers Center will have one board seat upon affiliating with the State Labor Council.

3. There shall be an Executive Committee which shall consist of the President, Executive Vice President, and Secretary-Treasurer who shall be elected from the delegates, by the delegates, to the Convention.

4. In accordance with the AFL-CIO Ethical Practices Code, no person who is convicted of any felony involving the infliction of grievous bodily injury, any crime of dishonesty or any crime involving abuse or misuse of such person's position, or employment in a labor organization or any employee benefit fund shall serve as an officer or managerial employee of the Vermont State Labor Council, AFL-CIO.

5. Officers and members of the Executive Board shall be elected for a two-year term commencing with the 1975 Convention and shall hold office until the next regular election unless removed for cause or until their successors have been elected and installed.

6. There shall be an Executive Board, which shall consist of all Officers of the Vermont State Labor Council.

7. Only delegates duly elected and accredited as set forth in Article VIII, Sections 5 and 6 and registered and seated at the Convention are eligible to run for office in this organization.

8. A person duly elected as a delegate to the Convention and who by reason of hospitalization, illness or death in the family, or other serious circumstances beyond such delegate's control and who has signified a desire to run for office in writing or by telegram to the President, though not present and seated, may be permitted to be a candidate for office of this organization.

9. The Executive Board shall transact such business of the Council as may come before it between Conventions. There shall be at least three meetings of the Executive Board during the year at the discretion of the President or upon the petition of five members of the Executive Board. Two weeks' notice of Board meetings shall be given when possible.

10. Nominees for President, Executive Vice President, and Secretary-Treasurer shall be from the delegates at large.

11. The nominees and election of Vice Presidents shall be confined to delegates from the affiliate(s) eligible to participate in the election of the particular Vice President

position. All election contests shall be by ballot and shall be decided by a majority vote of the delegates eligible to participate in the election of the particular Vice President position. Each delegate, present and voting, shall be entitled to one (1) vote.

Resolutions & Amendments

Article XI

Convention

5. All resolutions submitted by affiliated locals to be voted upon by the Convention shall be submitted to the Secretary-Treasurer at least fourteen (14) days prior to the opening of the Convention. These resolutions shall be submitted in triplicate form and shall bear the seal or stamp of the organization submitting same whenever possible. The Executive Committee may submit resolutions at any time during the Convention.

Resolutions may be emailed or mailed to Secretary-Treasurer Bombardier, danielle.ibewlocal300@gmail.com or P.O. Box 858, Montpelier, VT 05601.

Article XII

Amendments to Constitution

1. Amendments to the Constitution shall be submitted in writing and adopted by a two-thirds vote of the delegates present and voting at the Council Convention, providing that the amendment in no way conflicts with the laws of the AFL-CIO.

2. Amendments shall require a two-thirds (2/3rds) vote of the delegates present and voting for approval. Amendments shall not become effective until approved by the President of the AFL-CIO.

Amendments may be emailed or mailed to Secretary-Treasurer Bombardier, danielle.ibewlocal300@gmail.com or P.O. Box 858, Montpelier, VT 05601.

Submitted Resolutions

Workers' Circle Resolution (submitted 8/25/2023)

Whereas, in keeping with Vermont AFL-CIO's goal of moving resources from political lobbying to shop floor organizing, in January 2023 a Workers Circle pilot project was started in Burlington with the support of local chapters of the Democratic Socialists of America in keeping with their Rank and File National Strategy.

Whereas, These Workers Circle meetings provide a place for all workers, Union or Non-Union, to meet with other workers to organize, solve problems, ask questions, seek guidance, and generally support each other in a friendly and open environment.

Whereas, The Burlington meetings proved popular enough, and provided tangible benefits to the workers who participated, that the program was expanded to Montpelier and Rutland where the program has continued to meet with popular success.

Let it Be Resolved, the Workers Circle program should be continued by the Vermont AFL-CIO, and the program should be provided funding as part of the line item budget for material support, such funding as to be determined by the AFL-CIO Executive Board.

Let it Be Further Resolved, all affiliate Locals are encouraged to designate one member to be a representative to their local Workers Circle, attend a workers circle meeting once per month as part of their contract allowed union leave, and report back to their local as to any support that might be provided to their fellow union or non-union members.

Let it Be Further Resolved, the Vermont AFL-CIO and its affiliate Locals should embrace this Rank-and-file, Grassroots effort at organizing, and should look for ways to grow the program through additional circles and material support, including raising funds to hire regional field organizers, to continue to support and expand worker power in the State of Vermont.

Let it Be Further Resolved, the Vermont AFL-CIO Executive Board appoint a five-person Organizing Committee to meet monthly in order to solicit, study, and propose organizing strategies, campaigns, workshops, and programs to support organizing new shops and supporting existing ones, based on ideas and requests generated from Workers' Circles participants.

Submitted Amendment Proposals

(Submitted 9/6/2023)

In Article 3, #4, to include the word “disability” in the sentence that includes the phrase “without regard to” to be read as “without regard to disability...”. In the same sentence, to replace the word “sex” to “gender” as to be read as “without regard to gender...”.

Tabling

We have about six tables available for allied organizations to table with us. If you have an interest in tabling at our Convention to reach over 100 union members and worker-allies, please submit a [Tabling Request Form](#).

How to Participate & Follow Robert's Rules

Our Convention will follow *Robert's Rules of Order Newly Revised 12th Edition*. Only seated Delegates are allowed to make motions, amendments, and vote. However, Alternates and Guests are permitted to participate during discussion/debate.

The VT AFL-CIO President chairs official business, including debating resolutions and amendments.

Making a Motion

To participate in the discussion, a Delegate must first obtain the floor by being recognized by the Chair. Unless a motion is made, no debate or vote can take place on the issue being considered. To make a motion, a Delegate must rise and address the Chair, stating their Name, Union & Local Number, followed by “I move that_____.” For example, “My name is Liz Medina, UAW 2322. I move that_____.”

After you make your motion, sit down. It must be seconded by another Delegate. A second does not mean someone is in favor of the motion – only that it should be discussed. The Delegate should rise, state their Name, Union & Local Number and either say “Second” or “I second the motion.” For example, “My name is Liz Medina, UAW 2322. Second.” Stating your Name, Union & Local Number helps our Secretary-Treasurer accurately record information for our minutes.

If your motion does not get a second, it cannot be discussed, and the Chair goes on to the next business in order.

If your motion is seconded, the Chair will state “It is moved and seconded that [the Chair restates the motion]. Is there any discussion?”

The floor is now open to debate. Motions may be made to amend previous motions. Amendments to motions must be voted on separately from the original motion.

Calling the Question

To end debate and vote on a motion or amendment, a Delegate must rise, be recognized by the Chair, state their Name, Union and Local Number, and say, “I call the question.” Like all motions, calling the question requires a second. Furthermore, the Chair must take a vote on whether to end the debate. A majority of Delegates must vote in favor of cutting off debate. The Chair will state, “It has been moved and seconded that we stop debate and vote on the pending question, which is [re-state the motion being discussed].”

If a majority of Delegates vote in favor of ending the debate, a vote on the motion the group is considering at the time immediately follows. Most motions only require a simple majority to pass. However, certain motions, such as amendments to our Bylaws, require a two-thirds vote to pass.

Point of Order

A “point of order” may be raised if the rules appear to have been broken. You may interrupt business in order to make a point of order. The point must be resolved before business continues.

The Chair will then make a ruling or submit it to the judgment of the assembly. If the Chair accepts the point of order, it is said to be ruled “well taken.” If not, it is said to be ruled “not well taken.”

A point of order must be raised at the time the rules are broken. For example, if a motion was made and discussion began on it, it would be too late to raise a point of order that the motion was not seconded. Exceptions are any time a motion is adopted in violation of our Bylaws or is in conflict with a previously adopted motion.

Point of Information

A “Point of Information” is a request for information relevant to the agenda item or motion under consideration. It is not a statement of fact or opinion. It should be phrased as a question. To make a point of information, the Delegate must rise, be recognized by

the Chair, and state, “Point of information. [Ask your question.]” For example, “Point of information. How much money do we have in our PAC?”