



# Convention Materials

November 2023

[Contents {tap on an item to jump to the page}](#)

|  |    |
|--|----|
| AGENDA.....                                | 3  |
| FRIDAY, NOVEMBER 10 <sup>TH</sup> .....    | 3  |
| SATURDAY, NOVEMBER 11 <sup>th</sup> .....  | 5  |
| SUNDAY, NOVEMBER 12 <sup>th</sup> .....    | 5  |
| Convention Call .....                      | 6  |
| Proposed Rules and Order of Business ..... | 8  |
| AFSCME Council 93 Constitution.....        | 10 |
| Proposed Constitutional Amendment.....     | 17 |
| Resolutions .....                          | 19 |
| Committee Assignments .....                | 30 |
| Workshop Descriptions.....                 | 31 |
| Danvers DoubleTree Hotel Map.....          | 32 |
| Legislative District Caucus Map .....      | 33 |
| Miscellaneous Links .....                  | 34 |
| AFSCME International Constitution .....    | 34 |
| Local Election Manual .....                | 34 |
| AFSCME Council 93 Website .....            | 34 |



## AGENDA

### THURSDAY, NOVEMBER 9<sup>TH</sup>

- 1:00PM – 2:00PM      Executive Board Registration – Grand Ballroom I
- 2:00PM                Executive Board Meeting – Grand Ballroom I
- 3:00PM – 6:00PM      Registration – Living Room
- 5:00PM                Committee Meetings
- Constitution Committee – Manchester Room
  - Credentials Committee – Ipswich Room
  - Resolutions Committee – Hamilton Room
  - Rules Committee – Topsfield Room
  - Sergeant-At-Arms Committee – Essex Room
  - Election Committee – Georgetown Room
- 6:00PM – 9:00PM      Buffet Dinner – Grand Ballrooms I & II

### FRIDAY, NOVEMBER 10<sup>TH</sup>

- 7:00AM – 9:00AM      Breakfast – Tradewinds Restaurant
- 8:00AM – 11:00AM     Registration – Living Room
- 10:00AM                General Session – Grand Ballrooms III & IV

*Today's Honored Guest Speaker: Ed Markey, United States Senator, MA*

- Call To Order – *Charles Owen, President C93*
- Pledge Of Allegiance
- Invocation – *Reverend Anthony Luongo, Lynnfield MA*
- Reading of the Convention Call – *Nancy Silva, Recording Secretary C93*
- Introduction of Council 93 Executive Board Members – *Charles Owen, President C93*
- Committee Appointments – *Charles Owen, President C93*
- Report of the Rules Committee
- Opening Remarks – *Charles Owen, President C93*
- Convention Address – *Mark Bernard, Executive Director C93*
- Report of the Constitution Committee
- Report of the Resolutions Committee
- First Report of the Credentials Committee
- First Report of the Elections Committee
- Nomination of Table Officers

12:15PM

Caucus for Nominations of Legislative District Seats  
One Seat Per Legislative District

| <u>District</u>    | <u>Room</u>       |
|--------------------|-------------------|
| ○ DDS              | Marblehead A      |
| ○ Essex County     | Essex             |
| ○ Higher Education | Marblehead B      |
| ○ Maine            | Boxford           |
| ○ Mental Health    | Marble Foyer      |
| ○ Middlesex County | Ipswich           |
| ○ New Hampshire    | Manchester        |
| ○ Norfolk County   | Hamilton          |
| ○ Other State      | Newburyport A     |
| ○ Southern Region  | Newburyport B     |
| ○ Suffolk County   | Georgetown        |
| ○ Vermont          | Newburyport Foyer |
| ○ Western Region   | Topsfield         |

12:45PM

Recess for Lunch – North Shore Ballroom

1:45PM

Caucus for Nominations of Sector Seats

| <u>Sector</u>                             | <u>Room</u>       |
|---|-------------------|
| ○ Cities/Towns/Private Sector<br>13 Seats | Grand Ballroom II |
| ○ State & Higher Ed<br>8 Seats            | Grand Ballroom I  |

2:30PM – 4:30PM

Workshops

*Recruiting New Activists – Andi Mullin, Director of Membership Mobilization C93*  
Marblehead Room

*Financial Standards Code – Brent Beebe, International Union Auditor*  
Newburyport Room

3:00PM – 5:00PM

Registration Reopens

6:00PM – 9:00PM

Buffet Dinner and Casino Night– Grand Ballroom I & II  
*Followed By Late Night Karaoke*

## SATURDAY, NOVEMBER 11<sup>th</sup>

*Wear your AFSCME T-Shirt to show your support!*

- |                  |   |
|------------------|---|
| 7:00AM – 9:00AM  | Breakfast – Tradewinds Restaurant   |
| 8:30AM – 11:00AM | Registration – Living Room  |
| 10:00AM          | General Session – Grand Ballrooms III & IV<br><i>Today's Honored Guest Speakers: Lee Saunders, AFSCME International President<br/>Chrissy Lynch, Massachusetts AFL-CIO President</i>  |
|                  | <ul style="list-style-type: none"><li>○ Call to Order – <i>Charles Owen, President C93</i></li><li>○ Pledge of Allegiance</li><li>○ Report of the Resolutions Committee</li><li>○ Final Report of the Credentials Committee</li><li>○ Report of the Elections Committee</li></ul> |
| 12:00PM          | Recess for Lunch – North Shore Ballroom   |
| 1:30PM – 2:30PM  | Elections – Living Room<br>Any elections that are necessary will be held in the Living Room   |
| 6:00PM – 7:00PM  | Reception – Ballroom Foyer  |
| 7:00PM – 10:00PM | AFSCME Banquet Dinner – Grand Ballrooms I, II, & III  |

## SUNDAY, NOVEMBER 12<sup>th</sup>

- |                 |   |
|-----------------|---|
| 7:00AM – 9:00AM | Breakfast – Tradewinds Restaurant   |
| 9:30AM          | General Session – Grand Ballrooms III & IV  |
|                 | <ul style="list-style-type: none"><li>○ Call to Order – <i>Charles Owen, President C93</i></li><li>○ Pledge of Allegiance</li><li>○ Final Report of the Resolutions Committee</li><li>○ Final Report of the Elections Committee</li><li>○ Closing Remarks - <i>Mark Bernard, Executive Director C93</i></li><li>○ Adjournment</li></ul> |

*\*Following Adjournment Memorial Scholarship 50/50 & Basket Raffle – Chris Stockbridge Co - Chairperson*

November 10-12, 2023  
Doubletree by Hilton Hotel  
Boston North Shore  
Danvers, MA



Twenty-Sixth Biennial  
Convention Call

NOMINATION AND ELECTION OF TABLE OFFICERS AND EXECUTIVE BOARD MEMBERS

*In accordance with Article VI, of the Council Constitution the following offices of the Council are up for nomination and election:*

Table Officers:

PRESIDENT  
EXECUTIVE VICE PRESIDENT  
RECORDING SECRETARY  
SECRETARY TREASURER  
SERGEANT-AT-ARMS

One (1) Executive Board seat from each of the following Legislative Districts:

|  |                                      |
|--|--------------------------------------|
| ESSEX COUNTY REGION  | DEPT. OF DEVELOPMENTAL SERVICES (MA) |
| MIDDLESEX COUNTY REGION  | OTHER STATE (MA)                     |
| NORFOLK COUNTY REGION  | MAINE REGION                         |
| SUFFOLK COUNTY REGION  | NEW HAMPSHIRE REGION                 |
| DEPT. OF MENTAL HEALTH (MA)  | VERMONT REGION                       |
| HIGHER EDUCATION   |                                      |
| SOUTHERN REGION: Plymouth, Bristol, Barnstable, Nantucket and Dukes Counties   |                                      |
| WESTERN REGION: Berkshire, Franklin, Hampden, Hampshire and Worcester Counties |                                      |

In addition to the legislative district executive board seats listed above, there shall also be eight (8) executive board members elected from the State & Higher Education Sector and thirteen (13) executive board members elected from the Local Government & Private Agencies Sector.





# TO: All local unions of Council 93, AFSCME, AFL-CIO

## Greetings:

The Twenty-Sixth Biennial Convention Call of Council 93, AFSCME, AFL-CIO, will be held in Danvers, MA at the Doubletree by Hilton Hotel Boston North Shore beginning at 10:00 A.M. on Friday, November 10, 2023 and remain in session until Sunday at 12:00 P.M., November 12, 2023, unless the business of the convention shall have been completed sooner.

## REPRESENTATION:

The basis of local union representation at this convention shall be determined from the average per capita tax actually paid to the Council for the twelve consecutive months ending with the fourth full month preceding the opening of the convention (International Union Constitution, Article IV, Section 5). The basis for representation at this convention will be the average per capita tax paid for the months of August 2022 through July 2023.

Locals shall be entitled to delegates on the basis of membership as follows: 100 or fewer, one delegate; more than 100 but not exceeding 200, two delegates; more than 200 but not exceeding 300, three delegates; more than 300 but not more than 400, four delegates; more than 400, one additional delegate for each 1,000 additional members or fraction thereof. (International Union Constitution, Article IV Section 6).

Regardless of the number of delegates, locals shall be entitled to vote on the basis of one vote for each member or fraction thereof (International Union Constitution, Article IV, Section 7).

In the case of a local composed of two or more locals that have been merged since August 1, 2023 the combined average per capita tax of the merging locals shall be the basis of representation (International Union Constitution, Article IV, Section 5).

In any case where a local has been divided into two or more locals since August 1, 2023 the total average per capita tax shall be divided among the newly-created locals in direct proportion to their respective averages since the division, and this shall constitute their respective basis of representation (International Union Constitution, Article IV, Section 5).

In the case of any local organized or affiliated after the beginning of the twelve-month period, the basis of representation shall be the average numbers on which per capita tax was actually paid to the Council for the full numbers of months for which per capita tax has been paid (International Union Constitution, Article IV, Section 5), provided, however, that any local which was newly formed, after July 2023, not having paid per capita tax, shall be entitled to send one fraternal delegate to serve as an observer without voice or vote (International Union Constitution, Article IV, Section 8).

Each delegate must be a member in good standing of the local such delegate represents. Any member of the Council Executive Board who is not elected as a delegate representing a local union shall nevertheless be entitled to all the rights and privileges of a delegate except the right to vote.

NOTE: The number of Delegate Credential Forms sent to your Local has been estimated based upon your per capita tax payments to date. Upon receipt of your Local’s per capita tax payment for the month of July 2023, the exact number of votes and delegates will be calculated. If there is a change from the estimated amount, you will be notified.

## ELECTION OF DELEGATES

All delegates shall, after due notice of nominations and elections has been given, be elected in the respective subordinate bodies. Subordinate bodies may also elect an alternate delegate for each delegate. Election shall be by secret ballot, except in instances where a nominee is unopposed. (International Union Constitution, Article IV, Section 9). In all matters pertaining to the election of delegates, please refer to Appendix D - Elections Code of the International Union Constitution.

A delegate representing a local union must, from the month of July, 2023 until the opening of the convention be a member in good standing of the local represented (International Union Constitution, Article IV, Section 12).

No nomination or election of delegates shall be held more than 120 days prior to the opening of the convention (i.e., prior to July 13, 2023). This restriction shall not apply to a delegate from a subordinate body which normally meets less often than quarterly, nor shall it affect anyone who is a delegate pursuant to the constitution of a subordinate body by virtue of election to an office therein (International Union Constitution, Article IV, Section 11).

Locals entitled to more than one delegate may send fewer than their quota of delegates, and the delegates present may cast their entire vote of the local (International Union Constitution, Article IV, Section 7).

No delegate shall be permitted to register after 11:00 A.M. on the second day of the convention, Saturday, November 11, 2023.

## CREDENTIALS

The names of the delegates and of alternates, if any, shall be certified by the president and secretary of each subordinate body to the Council Treasurer at Council Headquarters at least ten (10) days prior to the convention. If such certification is by a local union and includes two or more delegates, the certification shall designate one of the delegates as chairman of the delegation.

The enclosed credential form should be completed and forwarded to the Council Headquarters as soon as the delegate and alternate, if any, have been elected. Locals must make two copies of the form; one to be retained by the delegate and presented upon registration at the convention and the second copy to be kept on file by the Local. To insure that the delegates representing your local are properly seated, mail the original completed form before October 31, 2023.

Any delegate whose credential was not addressed to the Council Treasurer by October 31, 2023 shall be considered an irregular delegate. No irregular delegate shall be seated at the opening of the convention. Following the adoption of the convention rules, irregular delegates may be seated by a majority vote of the convention.

A proposed agenda will be communicated electronically via email to all registered delegates and alternates approximately one week prior to the opening of the convention.

## RESOLUTIONS AND CONSTITUTIONAL AMENDMENTS

Resolutions and constitutional amendments, introduced for consideration at any convention, shall be signed by the president and secretary of a subordinate body or by one or more certified delegates. Such resolutions and amendments shall be prepared and signed in duplicate and sent to the Council Headquarters and postmarked at least twenty (20) days prior to the opening of this convention. Resolutions and amendments postmarked after October 21, 2023 will not be considered.

## REQUIREMENTS FOR ELECTION OF DELEGATES PARTICIPATING IN THE COUNCIL CONVENTION

All delegates and alternates to the convention must be elected by secret ballot by their respective locals. A secret ballot is, of course, unnecessary when a candidate is unopposed. However, the rest of the rules regarding notice, qualification, nomination, etc. must be complied with. The Elections Code of the International Constitution and appropriate federal law mandates the following requirements:

1. Notice of the nomination and election of convention delegates must be given to all members in good standing at least 15 days before the date on which the election is to be held. Mailing such notice of nomination or election to the last known address of the member may fulfill the notice requirements OR a notice requirement may be satisfied by publication either in a local union paper or newsletter sent to each member rather than by a separate mailing. However, such publication must be made 15 days prior to the nomination and election and the notice must be prominently placed in the paper or newsletter.
2. Nominations may be made at a regular or special meeting by a local union member. Nominations may also be made by a nominating committee, unless prohibited by the constitution of the subordinate body. Those nominated shall be afforded the opportunity to decline, and the name of any nominee who declines shall not appear on the ballot. Write in votes shall not be valid for any purpose.
3. All members in good standing must be allowed to vote. There may be no proxy ballots. No member may give his power to vote to another member.
4. The balloting itself must be done secretly, either through the use of a machine, a closed in ballot box, a mail referendum, or other proper and accepted procedure. Every candidate for election may have an observer present at the polls while the polls are open and when the votes are counted. The observer must be a member of the Federation.
5. All election records, including ballots, shall be retained for at least one year after the election.

The U.S. Department of Labor has ruled that if a local constitution provides that an officer of a local who was elected by secret ballot is also to be a delegate to the Council convention by virtue of his/her office, such an officer is properly elected. The same procedure holds true for a Council.

Council 93 Executive Board,  
AFSCME, AFL-CIO

By: Nancy Silva  
Recording Secretary

PROPOSED  
**RULES AND ORDER OF BUSINESS**

26th Biennial Legislative Conference, AFSCME Council 93 DOUBLETREE BY HILTON HOTEL, DANVERS,  
MASSACHUSETTS

**RULE 1.** The Convention sessions of Council 93 of the American Federation of State, County and Municipal Employees shall be called to order as follows:

Friday, November 10, 2023, First Day – 10:00 A.M.  
Saturday, November 11, 2023, Second Day – 10:00 A.M.  
Sunday, November 12, 2023 – 9:30 A.M.

The Convention sessions shall terminate no later than 4:30 P.M. A session of the Convention may be scheduled, if necessary, in any of the evenings of the first two days of the Convention.

**RULE 2.** Before a delegate is granted the floor, the delegate shall stand in place at the nearest microphone and be recognized. The delegate shall then make known his or her name and the local union represented, before making any other statement.

**RULE 3.** No question shall be subject to debate until it has been made, seconded and stated from the chair.

**RULE 4.** If a delegate is called to order while speaking, the delegate shall, at the request of the chair, be seated until the question of order is decided.

**RULE 5.** Should two or more delegates rise to speak at the same time, the chair shall decide which one is entitled to the floor. This decision is not subject to appeal.

**RULE 6.** No delegate shall interrupt another's remarks, except to raise to a point of order. The chair shall determine whether the point raised is a question of order. An appeal from the decision of the chair shall not be entertained unless it has the support of 35 percent of the accredited delegates present.

**RULE 7.** Speeches on matters of business shall be limited to five minutes, but may be extended at the discretion of the chair.

**RULE 8.** A delegate shall not speak a second time upon the same question until all delegates wishing to speak have had an opportunity to do so.

**RULE 9.** If a delegate seeks to appeal the announced result of a voice vote, the delegate may request a roll-call vote.

**RULE 10.** A roll-call vote shall require the support of 35 percent of the accredited delegates present. If a roll-call vote has been ordered, no adjournment or recess or special order of business shall be in order until the vote has been taken and the results announced.



**RULE 11.** Whenever a roll-call vote is to be taken, the Secretary shall call each subordinate body by number indicating the number of votes to which each is entitled. Local unions shall be called in numerical order. The delegate answering for the subordinate body shall stand, state the delegate's name and cast the votes. If the accuracy of the vote cast by any local is questioned, by any other delegate from such local, the delegate shall challenge the vote from the floor and in such case, the Secretary shall poll the delegates from such local individually, and such local's votes shall be recorded in accordance with the votes cast by the delegates individually.

**RULE 12.** Whenever a roll-call vote is to be taken, the chair shall appoint five official tellers who shall record the votes cast by each local.

**RULE 13.** Whenever a roll-call vote has been taken and all delegates present have had an opportunity to cast their votes, the ballot shall be declared closed. Announcement of the vote shall be made as soon as the results are tabulated.

**RULE 14.** In order to be entitled to vote, a delegate must have been properly seated by the Convention.

**RULE 15.** A motion to reconsider shall not be entertained unless made by a delegate who voted with the prevailing side.

**RULE 16.** Motions pertaining to reports to committees shall be subject to amendment from the floor of the Convention in the same manner as other motions and resolutions.

**RULE 17.** The President shall, with the approval of the Council 93 Executive Board, appoint the following committees:

ELECTION COMMITTEE  
CONSTITUTION COMMITTEE  
CREDENTIALS COMMITTEE  
COMMITTEE ON RULES AND ORDER OF BUSINESS  
SERGEANT-AT-ARMS COMMITTEE  
RESOLUTIONS COMMITTEE

The President shall, with the approval of the Executive Board, designate a chairperson or co-chairpersons from among the membership of each committee. All delegates shall be given an opportunity to appear before Convention committees at such time as the committees may establish for appearances. Such presentation of views may be limited by the committee as to length of time each delegate may speak. During the deliberations of the committee and during any voting that may occur in the committee meetings, the committees may, by a majority vote, exclude delegates who are not members of the committee.

**RULE 18.** Robert's Rules, Newly Revised, shall be the guide in all cases in which they are applicable and in which they are not inconsistent with the constitution, these rules and other special rules of this organization.

**RULE 19.** RESOLUTIONS - Resolutions will be received and acted upon by this Convention pursuant to the call to this Convention by Council 93 and further pursuant to Article VI, Section D of the International Constitution.



Lee Saunders  
*President*

Elissa McBride  
*Secretary-Treasurer*

**Vice Presidents**

Jody Barr  
*New Britain, CT*

Denise Berkley  
*Albany, NY*

Mark Bernard  
*Boston, MA*

Ron Briggs  
*Latham, NY*

Stacy Chamberlain  
*Portland, OR*

Connie Derr  
*Albuquerque, NM*

Daniel DiClemente  
*North Chili, NY*

Shannon S. Douvier  
*St. Cloud, MN*

Denise Duncan  
*San Dimas, CA*

Rick G. Eilander  
*Des Moines, IA*

Craig A. Ford  
*Newark, NJ*

Henry A. Garrido  
*New York, NY*

R. Sean Grayson  
*Worthington, OH*

Vicki Hall  
*Tallahassee, FL*

J. David Henderson  
*Harrisburg, PA*

Johanna Puno Hester  
*San Diego, CA*

Kathryn Lybarger  
*Oakland, CA*

Roberta Lynch  
*Chicago, IL*

Christopher Mabe  
*Westerville, OH*

Glenard S. Middleton Sr.  
*Baltimore, MD*

Douglas Moore Jr.  
*San Diego, CA*

Michael Newman  
*Chicago, IL*

Debbie Parks  
*Hamilton, NJ*

Randy Perreira  
*Honolulu, HI*

Steven Quick Sr.  
*Indianapolis, IN*

José Ramirez  
*San Juan, PR*

Lawrence A. Roehrig  
*Lansing, MI*

Joseph P. Rugola  
*Columbus, OH*

Alan F. Shanahan  
*Los Angeles, CA*

Paul Spink  
*Milwaukee, WI*

Mary E. Sullivan  
*Albany, NY*

Tom Tosti  
*Plymouth Meeting, PA*

Anthony Wells  
*New York, NY*

Mike Yestramski  
*Olympia, WA*

November 2, 2022

Mark Bernard, Executive Director  
AFSCME Council 93  
8 Beacon Street  
Boston, MA 02108

Dear Brother Bernard:

We have completed our review of the amendments to the Council 93 Constitution, which you submitted. The amendments have been approved.

Attached is a copy of the council constitution, as amended, with my signature of approval on the final page. Should the council amend this constitution in the future, please submit the amendments for approval after they have been adopted by the membership.

In solidarity,

LEE SAUNDERS  
President

LS/FC:nw

Enclosures

cc: Mike Sukal, Director, Organizing and Field Services  
James Howell, Eastern Regional Director  
Tim Birch, Area Field Services Director  
Charles Owen Jr., President, AFSCME Council 93  
Nancy Silva, Recording Secretary, AFSCME Council 93

**American Federation of State, County and Municipal Employees, AFL-CIO**

TEL (202) 429-1000

FAX (202) 429-1293

TDD (202) 659-0446

WEB [www.afscme.org](http://www.afscme.org)

1625 L Street, NW, Washington, DC 20036-5687

## **Constitution**

**for**

### **AFSCME Council #93**

#### **Article I**

##### **Name and Headquarters**

Section 1. The name of this organization shall be AFSCME Council #93 of the American Federation of State, County and Municipal Employees, AFL-CIO.

Section 2. There shall be established within the jurisdiction of Council 93 at least four offices, one of which shall be designated by the executive board as the headquarters of this council.

#### **Article II**

##### **Affiliations**

This council shall be chartered by the American Federation of State, County and Municipal Employees and shall affiliate with the appropriate state labor council of the AFL-CIO, within the jurisdiction of AFSCME Council #93.

#### **Article III**

##### **Objectives**

The objectives of this council shall be to carry out within the council's jurisdiction the objectives of the American Federation of State, County and Municipal Employees.

#### **Article IV**

##### **Membership and Dues**

Section 1. All AFSCME local unions in the Commonwealth of Massachusetts, except locals 1798, 3650, 3900 and 4000; all AFSCME local unions in Maine and New Hampshire; and all AFSCME local unions in Vermont chartered on or before November 1, 2013, shall affiliate with and maintain affiliation with the council.

Section 2. Effective January 1, 1998, the per capita tax paid to the council by each affiliated local union shall be increased \$.50 per month to a rate of \$2.00 per member, per month in addition to the per capita tax payment to the council, as required by Article IX, Sections 5, 6 and 7, of the International Constitution.

Effective January 1, 1999, the per capita tax paid to the council by each affiliated local union shall be increased \$.50 per month to a rate of \$2.50 per member, per month, in addition to the per capita tax payment to the council, as required by Article IX, Sections 5, 6, and 7, of the International Constitution.

Section 3. In any case where the dues deduction of an affiliated local is transmitted by the employer to the council, the council shall deduct its per capita tax prior to transmitting the balance to the local union.

#### **Article V**

##### **The Convention**

Section 1. All sovereign power of this council shall be vested in the council convention when the same is in session.

Section 2. Regular conventions shall be held in each of the odd-numbered years respectively. The time and place for holding of the convention shall be set by the Council Executive Board, provided, however, that the convention shall be held between September 1 and November 30 of the year.

(a) Legislative conference will be called on the even-numbered years, no later than the month of October in each even-numbered year. Delegate representation to these conferences shall be in conformity with delegate representation to the regular conventions of the council.

Section 3. Special conventions may be called at any time and upon thirty days' notice by the Council Executive Board. One-fourth of the affiliated locals can, by resolution properly adopted and forwarded to the Council President, compel the calling of a special convention, for the purpose or purposes set forth in the resolution. A special convention can also be called by the International President or by an authorized representative of the International President.

Section 4. The basis of representation at any convention shall be the average number of members on which per capita tax was actually paid to the council by each affiliated local union during the twelve-month period ending with the fourth full month prior to the opening of the convention. In the case of any local organized or affiliated after the beginning of the twelve-month period, the basis of representation shall be the average number of members on which per capita tax was actually paid to the council for the full number of months for which per capita tax has been paid.

Section 5. Locals shall be entitled to delegates on the basis of membership as follows: 100 or fewer, one delegate; more than 100 but not exceeding 200, two delegates; more than 200 but not exceeding 300, three delegates; more than 300 but not exceeding 400, four delegates; more than 400, one additional delegate for each 1,000 additional members or fraction thereof. Local unions may elect one alternate delegate for each delegate.

Section 6. Regardless of the number of delegates, locals shall be entitled to vote on the basis of one vote for each member or fraction thereof. Locals entitled to more than one delegate may send fewer than their quota of delegates and the delegates present may cast the entire vote of the local on all recorded votes and elections coming before the convention. The number of votes shall be divided equally among the delegates, with any remaining votes to be cast by the chairman of the delegation, as designated by the local. No fractional votes shall be permitted.

Section 7. Each delegate must be a member in good standing of the local such delegate represents. Any member of the Council Executive Board who is not elected as a delegate representing a local union shall nevertheless be entitled to all the rights and privileges of a delegate except the right to vote.

Section 8. At least forty days prior to the convention, the Council Recording Secretary shall send to each local a copy of the convention call, accompanied by the appropriate number of credential forms. In the case of a convention at which election of officers is to take place, this shall be indicated in the convention call.

Section 9. Locals shall return the credential forms, properly executed and signed, to the council office no later than ten days prior to the opening of the convention.

## **Article VI**

### **Officers and Elections**

Section 1. (a) The executive officers of this council shall be a president, an executive vice-president, a recording secretary, a secretary-treasurer and a sergeant-at-arms. The executive officers shall be members of five different local unions with a

minimum membership requirement in the local union of two years, and they shall be elected to terms of office of four years beginning in the year 2023. The executive officers shall be elected pursuant to the formula used for the election of officers and delegates under Article V, Section 6, of the constitution.

(b) The executive board members shall be elected as hereinafter provided in this constitution for four-year terms beginning in the year 2023. Not more than one member from any local union affiliated with the council shall serve as an executive board member. To be eligible for election, a nominee must be a member in good standing for a period of not less than two years of a local union in good standing affiliated with the council in which he/she seeks office. Such executive board members and the executive officers hereinabove referenced to in Section 1(a) of this Article VI shall constitute the executive board of this council.

Section 2. To be eligible for office, a member must be employed in the chartered jurisdiction of a local union affiliated with this council.

Section 3. Nominations of officers, except for Council Executive Board members, shall be conducted in open convention, and no nominating committee shall be used. Any delegate may nominate any eligible member for the office of council president, executive vice-president, secretary-treasurer, recording secretary or sergeant-at-arms.

The delegates shall be divided by legislative district for the purpose of nominations for the office of executive board member for their district. Any delegate may nominate any eligible member for the office of executive board member to represent the delegate's own legislative district. Following the nominating procedures, nominees shall be afforded the opportunity to decline, and the name of any person so declining shall not appear on the ballot. No person shall be a candidate for more than one office. Any challenge to the eligibility of any nominee shall be filled in writing with the committee on elections, which shall report on the eligibility of the nominee prior to the election.

Section 4. Each legislative district listed below shall be entitled to elect one (1) executive board member:

Western Region, composed of Berkshire County, Franklin County, Hampden County, Hampshire County and Worcester County

Essex County, composed of Essex County only

Middlesex County, composed of Middlesex County only

Suffolk County Region, composed of Suffolk County only

Norfolk County Region, composed of Norfolk County only

Southern Region, composed of Plymouth County, Bristol County, Barnstable County, Nantucket County and Dukes County

New Hampshire Region

Maine Region

Vermont

DDS

DMH

Other State

## Higher Education

Section 5. In addition to the legislative district executive board seats listed in Article VI, Section 4, there shall be two (2) sectors of members – one for the local unions representing state and higher education employees and one for the local unions representing local government including school department and private agency employees. The number of executive board members to be elected by each of the two (2) sectors shall be determined on the basis of the average number of members in each sector for the previous year. Starting in January 2023, the Council 93 Secretary-Treasurer shall certify the average total number of members in each sector for the previous year and report such certification to the Council Executive Board in June of that year. Each sector shall elect one (1) executive board member for each 1,500 members or major fraction thereof as shown in the most recent certification of membership. Elections whenever necessary shall be conducted at the next regular Council 93 Convention.

Section 6. The executive board members shall be elected pursuant to the formula used for the election of officers and delegates under Article V, Sections 4 and 5, of the constitution.

Section 7. The pre-convention incumbents shall remain in office until the election is completed and the results reported to the convention. At that time, the newly-elected officers shall be installed.

Section 8. All matters concerning nominations and elections in this council shall be subject to the provisions of Appendix D, entitled Elections Code, of the International Union Constitution.

Section 9. Every officer shall, upon assuming office, subscribe to the Obligation of an Officer contained in Appendix B of the International Union Constitution.

Section 10. Vacancies in office shall be filled by vote of the executive board until the next convention.

Section 11. Should any officer be absent from three consecutive executive board meetings without excuse acceptable to the board, that office shall be declared vacant and filled in accordance with this constitution.

## **Article VII Duties of Officers**

Section 1. The president shall preside at all conventions and at all meetings of the executive board. The president shall, subject to approval by the executive board, appoint all standing and special committees of the council. The president shall be a member ex-officio of all committees except election committees. The president shall countersign all checks drawn on the funds of the council. The president may, with the approval of the Council Executive Board, designate a deputy to sign instead. The president shall report regularly to the executive board and to the convention on official activities and on the progress of the council. The president, by virtue of the office, shall be the council's delegate to any convention of the International Union and the AFL-CIO in his/her state.

Section 2. The executive vice-president shall assist the president in the work of that office. In the absence of the president or in the temporary inability of the president to serve, the executive vice-president shall preside at all meetings and perform all other duties normally performed by the president.

Section 3. The recording secretary shall keep or cause to be kept a record of the proceedings of the convention and of meetings of the executive board, recording faithfully each motion that is made and the disposition of such motion. The recording secretary

shall perform such other duties as are required by this constitution or by the convention of the executive board.

Section 4. The secretary-treasurer shall receive and take charge of all money and property of the council. The secretary-treasurer shall deposit all money in a bank that is insured by the Federal Deposit Insurance Corporation in the name of the council, and money so deposited shall be withdrawn only by check signed in accordance with this constitution. The secretary-treasurer shall draw and sign checks for such purposes as are required by this constitution or are authorized by the convention or the executive board. The secretary-treasurer may, with the approval of the executive board, authorize a deputy to sign checks instead. The secretary-treasurer shall keep or cause to be kept an accurate record of receipts and disbursements and shall render a report thereon at each meeting of the Council Executive Board. The secretary-treasurer shall report fully on the financial standing of the council to each affiliated local union not less often than quarterly.

Section 5. The sergeant-at-arms shall be in charge of the physical arrangements and seating at each convention and each executive board meeting, and shall, at the direction of the presiding officer, maintain order during the meetings. The sergeant-at-arms shall perform such other duties as may be requested by the executive board.

Section 6. The executive board of the council shall be the governing body of the council between conventions. All matters affecting the policies, aims and means of accomplishing the purposes of the council not specifically provided for in this constitution or by action of the convention shall be decided by the executive board. The executive board shall cause to be made, at least annually, an audit of the records of the council, by a certified public accountant. The results of this audit shall be mailed to each local union affiliated with the council and to the International Union. The executive board shall meet not less often than quarterly, at the call of the president or of a majority of the members of the board. A report on all actions of the board shall be made at each convention. A majority of the members of the executive board shall be required for a quorum.

## **Article VIII Executive Director**

Section 1. There shall be appointed by the executive board an executive director who shall sit on the executive board with a voice but no vote. The executive director shall serve at the pleasure of the board.

Section 2. The executive director is the council's administrative and executive officer, and must give full time to the council. The executive director shall, under policies established by the executive board, employ, terminate, fix the compensation and expenses and direct the activities of such staff as are required to carry out effectively the functions of the council.

Section 3. In advance of each fiscal year, the executive director shall submit to the executive board a proposed budget for the coming year, setting forth the anticipated income and its source and the anticipated expenditures and their purposes. The proposed budget shall be subject to revision and approval by the executive board. The fiscal year for this council shall begin on the first day of January and end on the last day of December.

## **Article IX Miscellaneous Provisions**

Section 1. This council shall at all times be subject to the provisions of the constitution of the American Federation of State, County and Municipal Employees.



Section 2. Except to the extent specified in this constitution, no officer of this council shall have power to act as agent for or otherwise bind the council in any way whatsoever. No member or group of members or other person or persons shall have the power to act on behalf of or otherwise bind the council except to the extent specifically authorized in writing by the president of the council or by the executive board of the council.

Section 3. Robert's Rules of Order Newly Revised shall be the guide in all cases where applicable, and in which they are not inconsistent with this constitution and special rules and regulations of this council.

## **Article X Amendments**

Section 1. This constitution may be amended by proposals properly introduced at the convention and approved by two-thirds vote of the convention. Such proposals shall be submitted, in writing, to the recording secretary of the council at the council's office, not later than twenty days prior to the opening of the convention. No proposal to amend the constitution can thereafter be introduced except by permission of two-thirds of the convention.

Section 2. Any proposed amendment which is submitted to the Council Recording Secretary at least ninety days prior to the opening of the convention shall be reproduced in full and mailed to each affiliated local union not later than sixty days prior to the opening of the convention, and any proposed amendment which is so introduced and distributed may be approved by a majority vote of the convention.

Section 3. The Council Executive Board shall review and make a recommendation to the convention on any proposal to amend the constitution.

Section 4. Any amendment approved by the convention shall be immediately submitted to the International President and such amendment shall take effect only upon written approval of the International President.

Approved by:

A handwritten signature in black ink that reads "Lee Saunders". The signature is written in a cursive, flowing style.

LEE SAUNDERS  
President

Approval date: November 2, 2022



October 16, 2023

Ms. Nancy Silva  
Recording Secretary  
AFSCME Council 93  
8 Beacon Street  
Boston, MA 02108

Mark Bernard  
Executive Director

Charles C. Owen, Jr.  
President

Chris "Tiger" Stockbridge  
Vice President

Nancy Silva  
Recording Secretary

Jack Wagner  
Treasurer

Jason Hook  
Sgt. at Arms

Dear Recording-Secretary Silva:

Attached please a proposed constitutional amendment for our upcoming AFSCME Council 93 26<sup>th</sup> Biennial Convention to be held November 10-12, 2023.

This proposed amendment is the result of our work as members of the AFSCME Council 93 Per Capita Tax Review Committee, which was formed and appointed by Council 93 President Charles Owen at the September 2023 Council 93 Executive Board Meeting.

Thank you for your consideration.

In Solidarity,

Thomasine Corbett  
Local 1067

Daniel Moriarty  
Local 944

Jim Vance  
Local 481

Christopher Stockbridge  
Mooney  
Local 1631

Gary Bonneau  
Local 1709

Patricia  
Local 507

John Wagner  
Local 362

## An Amendment Increasing the Council 93 Per Capita Tax

1 BE IT RESOLVED

2 Section 2 of ARTICLE IV of the AFSCME Council 93 Constitution is hereby amended as  
3 follows:

4 Section 2. ~~Effective January 1, 1998 the per capita tax paid to the Council by each affiliated local~~  
5 ~~union shall be increased \$.50 per month to a rate of \$2.00 per member, per month in addition to~~  
6 ~~the per capita tax payment to the Council, as required by Article IX, Sections 5, 6 and 7 of the~~  
7 ~~International Constitution.~~ Effective January 1, 1999-2025 the per capita tax paid to the Council  
8 by each affiliated local union shall be increased \$2.50 per month to a rate of \$5.00 per member,  
9 per month, as required by Article IX, Sections 5, 6 and 7 of the International Constitution.

### SUBMITTED BY:

Thomasine Corbett  
Local 1067

Daniel Moriarty  
Local 944

Jim Vance  
Local 481

Christopher Stockbridge  
Local 1631

Gary Bonneau  
Local 1709

Patricia Mooney  
Local 507

John Wagner  
Local 362

# ***AFSCME Council 93*** **26<sup>TH</sup> Biennial Convention**



**November 10-12, 2023**  
**Danvers, Massachusetts**

**Executive Board Resolutions**

**1-6**

**RESOLUTION****COMMITMENT TO THE NEW 2024 AFSCME STRONG STRATEGIC PRIORITIES**

- WHEREAS: THE COVID-19 PANDEMIC AND OTHER FACTORS HAS RESULTED IN THE LOSS OF APPROXIMATELY TEN PERCENT OF AFSCME DUES PAYING MEMBERS NATIONWIDE AND,
- WHEREAS: IN ORDER TO REMAIN A STRONG AND EFFECTIVE UNION WE NEED TO COLLECTIVELY WORK TOGETHER TO RESTORE THESE LOSSES AND GROW OUR UNION ABOVE AND BEYOND PRE-PANDEMIC LEVELS AND,
- WHEREAS: DOING SO, IS VITAL TO MAINTAINING OUR STRENGTH AND POWER AT THE BARGAINING TABLE AND IN THE CORRIDORS OF FEDERAL, STATE, COUNTY AND MUNICIPAL GOVERNMENT AND,
- WHEREAS: IN SEPTEMBER OF 2023, AFSCME INTERNATIONAL PRESIDENT LEE SAUNDERS CONVENED A SUMMIT OF AFFILIATE LEADERS FROM ACROSS THE NATION TO ADDRESS THIS CRISIS AND FORMULATE A PLAN OF ACTION AND,
- WHEREAS: THIS LEADERSHIP SUMMIT RESULTED IN A STRONG AND DETAILED PLAN OF ACTION KNOWN AS THE 2024 AFSCME STRONG STRATEGIC PRIORITIES PLAN AND,
- WHEREAS: THIS PLAN INCLUDES GOALS AND STRATEGIES TO:
- GROW OUR UNION THROUGH INTERNAL AND EXTERNAL ORGANIZING
  - BUILD POWER THROUGH COLLECTIVE BARGAINING AND POLITICAL/LEGISLATIVE ACTION
  - IMPLEMENT STRATEGIC COMMUNICATIONS, INNOVATIONS AND BEST PRACTICES THAT SUPPORT UNION BUILDING AND,
- WHEREAS: THESE SPECIFIC GOALS WITHIN THIS STRATEGIC PLAN INCLUDE BUT ARE NOT LIMITED TO:
- ACHIEVING AND MAINTAINING A MINIMUM OF 70% OF DUES PAYING MEMBERSHIP IN CURRENT UNITS WITH UNITS CURRENTLY AT 70% STRIVING FOR 90% AND,
  - ORGANIZING NEW UNITS EQUAL TO OR HIGHER THAN 3% OF EACH AFFILIATE'S CURRENT MEMBERSHIP AND,
  - WORKING TO ENROLL A MINIMUM OF 10% OF MEMBERS AT THE MVP LEVEL OF OUR PEOPLE PROGRAM
  - DRIVING A PROACTIVE LEGISLATIVE AGENDA THAT ENACTS MODEL LEGISLATIVE GOALS AT THE STATE, COUNTY AND LOCAL LEVELS
  - COLLECTIVELY TRAINING AND DEPLOYING 2024 VOLUNTEER MEMBER ORGANIZERS BEFORE THE 2024 INTERNATIONAL CONVENTION AND,
- WHEREAS: THESE AMBITIOUS GOALS WILL REQUIRE A GREAT DEAL OF COLLABORATIVE EFFORTS FROM THE GRASSROOTS LEVEL TO THE TOP LEADERSHIP LEVELS OF OUR LOCALS AND COUNCIL AND ACHIEVING THESE GOALS IS ABSOLUTELY ESSENTIAL TO OUR CONTINUED VIABILITY AND STRENGTH AS A UNION.
- THEREFORE: BE IT RESOLVED: THAT THE COUNCIL LEADERS, COUNCIL STAFF, AND LOCAL LEADERS THROUGHOUT OUR FOUR-STATE REGION, WILL ACCEPT SHARED RESPONSIBILITY FOR THESE CRITICAL EFFORTS AND WORK TOGETHER TO ACHIEVE THESE GOALS AND,
- THEREFORE: BE IT FURTHER RESOLVED, THAT COUNCIL 93 WILL PROVIDE LOCAL UNION LEADERS WITH THE SUPPORT, RESOURCES AND TRAINING NEEDED TO BE SUCCESSFUL IN THESE ENDEAVORS.

RESPECTFULLY SUBMITTED,  
COUNCIL 93 EXECUTIVE BOARD  
NOVEMBER 10-12, 2023

**RESOLUTION****ENDORISING THE RE-ELECTION OF COUNCIL 93 EXECUTIVE DIRECTOR MARK BERNARD TO THE AFSCME INTERNATIONAL EXECUTIVE BOARD'S NORTHERN NEW ENGLAND SEAT AT THE 2024 AFSCME INTERNATIONAL CONVENTION**

- WHEREAS: IN 2019 THE COUNCIL 93 EXECUTIVE BOARD VOTED UNANIMOUSLY TO APPOINT MARK BERNARD AS THE EXECUTIVE DIRECTOR OF OUR COUNCIL AND THIS UNANIMOUS AND ENTHUSIASTIC SUPPORT FROM OUR EXECUTIVE BOARD WAS AND REMAINS A STRONG INDICATION OF OUR CONFIDENCE IN MARK'S ABILITY TO LEAD OUR UNION AND,
- WHEREAS: WITH THE STRONG SUPPORT OF THE COUNCIL 93 EXECUTIVE BOARD AND COUNCIL 93 DELEGATES TO THE 2020 AFSCME INTERNATIONAL CONVENTION, MARK WAS OUR COUNCIL'S UNANIMOUS CHOICE TO REPRESENT US ON THE INTERNATIONAL UNION'S EXECUTIVE BOARD AND,
- WHEREAS: MARK HAS EXTENSIVE EXPERIENCE IN VIRTUALLY ALL ASPECTS OF UNION OPERATIONS INCLUDING BUT NOT LIMITED TO CONTRACT NEGOTIATION AND ENFORCEMENT; GRIEVANCES AND ARBITRATIONS; TRAINING; ORGANIZING; LEGISLATION AND POLITICAL ACTION; AND MORE AND,
- WHEREAS: MARK'S EXPERIENCE HAS PROVEN TO BE AN INVALUABLE ASSET TO OUR INTERNATIONAL UNION AS WE WORK TO RECOVER FROM MEMBERSHIP DECLINE AND OTHER NEGATIVE CONSEQUENCES OF THE COVID-19 PANDEMIC AND,
- WHEREAS: MARK HAS A LONG AND PROVEN TRACK RECORD OF PROTECTING OUR UNION'S LIMITED RESOURCES AND ENSURING THEY ARE DEDICATED TO WHERE THEY ARE MOST NEEDED – SERVICING OUR MEMBERS AND,
- WHEREAS: UNDER MARK'S LEADERSHIP AND MORE SPECIFICALLY THROUGH HIS RESTORATION OF OUR ORGANIZING DEPARTMENT, COUNCIL HAS MADE GREAT STRIDES IN ORGANIZING NEW MEMBERS INCLUDING BUT NOT LIMITED TO OUR HISTORIC 2022 VICTORY AT THE WORLD-RENOWN MCLEAN HOSPITAL IN BELMONT, MASSACHUSETTS, THE ECOTARIUM IN WORCESTER, MASSACHUSETTS AND MORE RECENTLY AT DARTMOUTH COLLEGE IN HANOVER, NEW HAMPSHIRE AND THE VERMONT HISTORICAL SOCIETY IN BARRE, VERMONT AND,
- WHEREAS: SINCE MARK RESTORED OUR ORGANIZING DEPARTMENT IN FEBRUARY OF 2022, WE HAVE ADDED TWO-THOUSAND FOUR HUNDRED AND FOURTEEN NEW MEMBERS THROUGH EXTERNAL ORGANIZING AND AN ADDITIONAL TWO-THOUSAND SIX HUNDRED AND FORTY EIGHT NEW MEMBERS THROUGH INTERNAL ORGANIZING INCLUDING NEWLY-HIRED WORKERS AND LONG-TIME NON DUES PAYING MEMBERS AND,
- WHEREAS: MARK'S EXPERIENCE AND EXPERTISE WAS QUICKLY RECOGNIZED BY INTERNATIONAL UNION LEADERS IN HIS FIRST TERM ON THE BOARD AND RESULTED IN HIS APPOINTMENT TO SEVERAL KEY COMMITTEES INCLUDING THE FINANCE COMMITTEE AND ORGANIZING COMMITTEE AND,
- WHEREAS: INTERNATIONAL UNION LEADERS ALSO SELECTED MARK TO SERVE ON THE UNION'S LEADERSHIP PLANNING TEAM, WHICH PLAYED A KEY ROLE IN CRAFTING OUR UNION'S STRATEGIC PLAN FOR 2024 AND BEYOND AND,
- WHEREAS: WE HAVE EVERY CONFIDENCE THAT MARK WILL CONTINUE TO BE A STRONG REPRESENTATIVE FOR OUR COUNCIL IN WASHINGTON, DC AND WE BELIEVE OUR INTERNATIONAL UNION AND AFFILIATES ACROSS THE NATION WILL CONTINUE TO BENEFIT GREATLY FROM HIS EXPERTISE AND INPUT.

THEREFORE: BE IT RESOLVED: THAT THE AFSCME COUNCIL 93 EXECUTIVE BOARD AND DELEGATES TO THIS TWENTY-SIXTH BIENNIAL CONVENTION ENDORSE THE RE-ELECTION MARK BERNARD AS THE AFSCME INTERNATIONAL VICE PRESIDENT FOR THE NORTHERN NEW ENGLAND REGION AT THE 2024 AFSCME INTERNATIONAL CONVENTION IN LOS ANGELES, CALIFORNIA.

RESPECTFULLY SUBMITTED,  
COUNCIL 93 EXECUTIVE BOARD  
NOVEMBER 10-12, 2023



## RESOLUTION

**CONTINUING THE FIGHT FOR FULL REPEAL OF THE SOCIAL SECURITY WINDFALL ELIMINATION PROVISION (WEP)  
AND GOVERNMENT PENSION OFFSET (GPO)**

- WHEREAS: FOR FOUR DECADES, THE HARMFUL AND UNJUST WINDFALL ELIMINATION PROVISION (WEP) AND GOVERNMENT PENSION OFFSET (GPO) HAVE ROBBED MILLIONS OF RETIREES OF TENS OF THOUSANDS OF DOLLARS IN HARD-EARNED SOCIAL SECURITY BENEFITS AND,
- WHEREAS: THE WEP SIGNIFICANTLY REDUCES A RETIREE'S SOCIAL SECURITY BENEFIT SIMPLY BECAUSE THE RETIREE IS ALSO ELIGIBLE TO COLLECT A PUBLIC PENSION – EVEN IF THAT RETIREE IS ENTITLED TO A SOCIAL SECURITY BENEFIT FROM WORK IN ANOTHER NON-PUBLIC SECTOR JOB AND,
- WHEREAS: THE GPO CUTS BY AS MUCH AS TWO-THIRDS – AND IN MANY CASES COMPLETELY ELIMINATES - ANY SURVIVOR BENEFIT A SPOUSE MAY BE ENTITLED TO SIMPLY BECAUSE THAT SPOUSE HAS EARNED A PUBLIC-SECTOR PENSION – EVEN IF THAT SPOUSE IS ENTITLED TO A SURVIVOR BENEFIT BASED ON THEIR SPOUSE'S WORK IN A SOCIAL SECURITY COVERED JOB AND,
- WHEREAS: THESE DEEP CUTS IN SOCIAL SECURITY BENEFITS ARE MADE AUTOMATICALLY DESPITE THE FACT THAT THE IMPACTED WORKERS PAID THE SAME SOCIAL SECURITY TAX OVER THEIR CAREERS AS THOSE RECEIVING FULL BENEFITS AND,
- WHEREAS: GIVEN THESE HARMFUL PROVISIONS HAVE BEEN FEDERAL LAW FOR FORTY YEARS, THE ISSUE IS NO LONGER CONFINED TO A SMALL GROUP OF STATES AND NOW IMPACTS RETIREES LIVING IN ALL FIFTY STATES AND,
- WHEREAS: ACCORDING TO THE LATEST DATA FROM THE SOCIAL SECURITY ADMINISTRATION THE WEP HARMS 76,000 MASSACHUSETTS RETIREES; 18,000 MAINE RETIREES; 8,300 NEW HAMPSHIRE RETIREES AND 2,700 VERMONT RETIREES AND,
- WHEREAS: THERE ARE 39,000 SURVIVING SPOUSES HURT BY THE GPO IN MASSACHUSETTS AND 7,500; 2,500 AND 700 SURVIVING SPOUSES HARMED IN MAINE, NEW HAMPSHIRE AND VERMONT RESPECTIVELY AND,
- WHEREAS: MORE THAN 84% OF SURVIVING SPOUSES IMPACTED BY THE GPO ARE WOMEN AND MANY ARE HARMED BY BOTH THE WEP AND GPO AND,
- WHEREAS: ON JULY 13, 2022, AT OUR UNION'S INTERNATIONAL CONVENTION IN PHILADELPHIA, PENNSYLVANIA, DELEGATES UNANIMOUSLY ADOPTED A RESOLUTION FILED BY COUNCIL 93 EXECUTIVE DIRECTOR MARK BERNARD AND THE COUNCIL 93 RETIREE CHAPTER CALLING FOR A NEW APPROACH TO SECURING PASSAGE OF A LAW FULLY REPEALING THESE TWO HARMFUL PROVISIONS AND,
- WHEREAS: THIS NEW APPROACH, WHICH HAS BEEN IMPLEMENTED OVER THE PAST TWO YEARS IN THE COUNCIL 93 REGION, INCLUDES BUT IS NOT LIMITED TO:
- PORTRAYING THIS ISSUE AS A PROBLEM NOT JUST FOR RETIRED MEMBERS, BUT ALSO CURRENT ACTIVE AFSCME MEMBERS WHO WILL SURELY BE ECONOMICALLY HARMED IN THE FUTURE IF FULL REPEAL OF THE WEP AND GPO IS NOT ACHIEVED;

- BUILDING SUPPORT FOR FULL REPEAL IN THE PRIVATE-SECTOR LABOR MOVEMENT BY REACHING OUT TO LEADERS OF PRIVATE-SECTOR NATIONAL UNIONS TO EDUCATE THESE LEADERS ON THE GPO, WHICH WILL IMPACT ALL PRIVATE-SECTOR UNION MEMBERS WHO HAVE SPOUSES WORKING IN THE PUBLIC SECTOR AND,

WHEREAS: IMPLEMENTING THIS NEW APPROACH LED TO UNPRECEDENTED PROGRESS ON FULL REPEAL LEGISLATION IN THE PREVIOUS CONGRESS INCLUDING THE BI-PARTISAN SUPPORT OF MORE THAN TWO-THIRDS OF THE HOUSE OF REPRESENTATIVES NEARLY ONE THIRD OF WHOM WERE MEMBERS OF THE REPUBLICAN PARTY AND,

WHEREAS: DESPITE THIS STRONG BI-PARTISAN SUPPORT AND DESPITE THE FACT THAT THE HOUSE OF REPRESENTATIVES WAS CONTROLLED BY THE DEMOCRATIC PARTY, FULL REPEAL LEGISLATION ONCE AGAIN FAILED TO PASS AND,

WHEREAS: FULL REPEAL LEGISLATION IN THE CURRENT SESSION (HR 82 AND S.597) ALSO HAS THE BI-PARTISAN SUPPORT OF MORE THAN TWO-THIRDS OF THE HOUSE OF REPRESENTATIVES AND 46 OF THE 100 MEMBERS OF THE SENATE.

THEREFORE: BE IT RESOLVED: THAT AFSCME COUNCIL WILL CONTINUE TO WORK CLOSELY WITH OUR INTERNATIONAL UNION TO MOVE THIS LEGISLATION TO PRESIDENT BIDEN'S DESK IN THE CURRENT CONGRESSIONAL SESSION BY ENCOURAGING THE ONGOING IMPLEMENTATION OF OUR INTERNATIONAL CONVENTION RESOLUTION AND BY ASSISTING IN ANYWAY POSSIBLE TO BUILD SUPPORT ACROSS THE NATION AND,

THEREFORE: BE IT FURTHER RESOLVED: THAT AFSCME COUNCIL 93 WILL CONTINUE TO DISCOURAGE SUPPORT FOR ANY LEGISLATION THAT DOES NOT FULLY REPEAL BOTH THE WEP AND GPO, SUCH AS HR 4260 FILED BY MASSACHUSETTS CONGRESSMAN RICHARD NEAL IN THE CURRENT SESSION AS THIS LEGISLATION HAS THE SUPPORT OF JUST 22% OF THE HOUSE OF REPRESENTATIVES HAS NO REPUBLICAN CO-SPONSORS; ONLY MAKES MODEST PROGRESS ON THE WEP; AND DOES NOT ADDRESS THE GPO AT ALL.

RESPECTFULLY SUBMITTED,  
COUNCIL 93 EXECUTIVE BOARD  
NOVEMBER 10-12, 2023

**RESOLUTION****ENDORISING THE RE-ELECTION OF AFSCME INTERNATIONAL PRESIDENT LEE SAUNDERS AND AFSCME INTERNATIONAL SECRETARY-TREASURER ELISSA MCBRIDE AT THE 2024 AFSCME INTERNATIONAL CONVENTION**

- WHEREAS: AFSCME INTERNATIONAL PRESIDENT LEE SAUNDERS AND AFSCME INTERNATIONAL SECRETARY-TREASURER ELISSA MCBRIDE ARE WIDELY RECOGNIZED AS THE MOST EFFECTIVE AND RESPECTED UNION LEADERSHIP TEAM IN THE COUNTRY AND,
- WHEREAS: IN ANTICIPATION OF LEGAL CHALLENGES TO AGENCY FEE RISING ALL THE WAY TO THE SUPREME COURT AND RECOGNIZING THE STRONG POSSIBILITY OF A SHIFT IN THE BALANCE OF THE SUPREME COURT TOWARDS A CONSERVATIVE MAJORITY, PRESIDENT SAUNDERS DEVELOPED AND IMPLEMENTED A COMPREHENSIVE PLAN TO RE-ENGAGE OUR MEMBERSHIP; RE-IGNITE THEIR UNION ACTIVISM; AND PROVIDE THEM WITH A BETTER UNDERSTANDING OF THE VALUE AND IMPORTANCE OF UNION MEMBERSHIP AND,
- WHEREAS: THIS COMPREHENSIVE PLAN, WHICH WE NOW KNOW AS ‘THE AFSCME STRONG CAMPAIGN,’ WAS LAUNCHED IN 2014 WITH THE GOAL OF ADDING FIFTY- THOUSAND NEW AFSCME MEMBERS IN THAT YEAR, SURPASSED ALL EXPECTATION AND RESULTED IN OUR UNION ADDING ONE-HUNDRED-AND-THIRTY-THREE-THOUSAND MEMBERS IN THAT YEAR ALONE AND,
- WHEREAS: SECRETARY-TREASURER MCBRIDE’S EXTENSIVE EXPERIENCE IN ORGANIZING AND HER STRONG BELIEF IN THE POWER OF ONE-ONE-ONE COMMUNICATION AND BUILDING WORKPLACE POWER THROUGH DIRECT ACTION HELPED TO SHAPE OUR AFSCME STRONG CAMPAIGN INTO THE NATIONALLY-RENOWNED MODEL IT IS TODAY AND,
- WHEREAS: OUR AFSCME STRONG CAMPAIGN SERVES AS A MODEL FOR PUBLIC -SECTOR UNIONS ACROSS THE COUNTRY AND HAS ENABLED US TO EMERGE FROM THE JANUS SUPREME COURT DECISION TRULY AFSCME STRONG AND,
- WHEREAS: UNDER THE LEADERSHIP OF PRESIDENT SAUNDERS AND SECRETARY-TREASURER MCBRIDE, AFSCME WAS AT THE FOREFRONT OF SUCCESSFUL EFFORTS IN CONGRESS TO SECURE BILLIONS IN FEDERAL AID TO OUR STATES AND MUNICIPALITIES DURING THE COVID-19 PANDEMIC THAT PROTECTED AND PRESERVED ESSENTIAL PUBLIC SERVICES AND THE JOBS OF HUNDREDS OF THOUSANDS OF AFSCME MEMBERS WHO DELIVER THESE SERVICES AND,
- WHEREAS: DESPITE THESE INCREDIBLY SUCCESSFUL EFFORTS, AFSCME AFFILIATES AROUND THE COUNTRY ARE STILL RECOVERING FROM THE DECLINE IN MEMBERSHIP THAT RESULTED FROM THE PANDEMIC AND,
- WHEREAS: IN RESPONSE TO THIS CRISIS, PRESIDENT SAUNDERS AND SECRETARY-TREASURER MCBRIDE ONCE AGAIN DEMONSTRATED THEIR STRONG LEADERSHIP ABILITIES BY CONVENING A NATIONAL AFFILIATE LEADERSHIP SUMMIT IN SEPTEMBER OF 2023 AND,
- WHEREAS: THIS SUMMIT BROUGHT TOGETHER AFSCME LEADERS FROM ACROSS THE NATION AND RESULTED IN A NEW SET OF BOLD AND AMBITIOUS AFSCME STRONG STRATEGIC PRIORITIES THAT WE BELIEVE WILL MAKE OUR GREAT UNION STRONGER THAN EVER AND,
- WHEREAS: PRESIDENT SAUNDERS AND SECRETARY-TREASURER MCBRIDE CONTINUE TO DEMONSTRATE INNOVATIVE APPROACHES TO PROBLEM SOLVING SUCH AS THE STAFF THE FRONT LINES NATIONAL BUS TOUR, WHICH HAS DRAWN NATIONAL ATTENTION TO THE SHORTAGE OF APPLICANTS FOR OPEN PUBLIC-SECTOR JOBS AND HAS RESULTED IN TENS OF THOUSANDS OF INDIVIDUALS ANSWERING THE CALL TO PUBLIC SERVICE AND,

WHEREAS: BY EFFECTIVELY PREPARING US FOR, AND LEADING US THROUGH, THE JANUS DECISION AND THE COVID-19 PANDEMIC AND FIGHTING TO ADDRESS THE NATIONWIDE STAFFING SHORTAGE, PRESIDENT SAUNDERS AND SECRETARY-TREASURER MCBRIDE HAVE PROVEN THEY CAN LEAD US THROUGH ANY CHALLENGE THAT LIES AHEAD.

THEREFORE: BE IT RESOLVED: THAT THE AFSCME COUNCIL 93 EXECUTIVE BOARD AND DELEGATES TO THIS TWENTY-SIXTH BIENNIAL CONVENTION ENDORSE THE RE-ELECTION OF AFSCME INTERNATIONAL PRESIDENT LEE SAUNDERS AND AFSCME INTERNATIONAL SECRETARY-TREASURER ELISSA MCBRIDE AT 2024 AFSCME INTERNATIONAL CONVENTION IN LOS ANGELES, CALIFORNIA.

RESPECTFULLY SUBMITTED,  
COUNCIL 93 EXECUTIVE BOARD  
NOVEMBER 10-12, 2023

**RESOLUTION****CONTINUING EFFORTS TO GROW AFSCME PEOPLE MEMBERSHIP**

- WHEREAS: MANY ASPECTS OF PUBLIC EMPLOYEES' JOBS INCLUDING BUT NOT LIMITED TO WAGES, BENEFITS, AND RETIREMENT PLANS, ARE SUBJECT TO PUBLIC POLICY AND ARE THUS GREATLY IMPACTED BY THE MEN AND WOMEN WHO ARE ELECTED TO PUBLIC OFFICE AND,
- WHEREAS: AS A UNION COMPRISED PRIMARILY OF PUBLIC-SECTOR WORKERS, WE HAVE THE UNIQUE ABILITY AND PRIVILEGE TO PLAY A SIGNIFICANT ROLE IN HIRING OUR BOSSES THROUGH NATIONAL, STATE, COUNTY AND MUNICIPAL ELECTIONS AND,
- WHEREAS: PUBLIC EMPLOYEES ORGANIZED TO PROMOTE LEGISLATIVE EQUALITY (PEOPLE), THE INTERNATIONAL UNION'S POLITICAL ACTION COMMITTEE, IS THE PRIMARY TOOL FOR ENSURING THE ELECTION AND RE-ELECTION OF CANDIDATES FOR PUBLIC OFFICE WHO RESPECT US AND THE WORK WE DO, AND WHO ARE COMMITTED TO FIGHTING FOR ADEQUATE FUNDING FOR ESSENTIAL PUBLIC SERVICES AND,
- WHEREAS: COUNCIL 93 HAS MADE SIGNIFICANT PROGRESS IN EXPANDING PEOPLE MEMBERSHIP WITHIN ITS REGION AND IN SECURING INCREASED CONTRIBUTIONS FROM EXISTING PEOPLE MEMBERS AND,
- WHEREAS: DESPITE THIS PROGRESS, THE NUMBER OF ACTIVE PEOPLE CONTRIBUTORS FROM THE COUNCIL 93 REGION REPRESENTS ONLY A SMALL PERCENTAGE OF OUR TOTAL MEMBERSHIP AND WE STILL HAVE A GREAT DEAL OF WORK AHEAD TO REACH THE ESTABLISHED GOAL OF ENLISTING TEN PERCENT OF OUR MEMBERSHIP AS PEOPLE CONTRIBUTORS AND,
- WHEREAS: THE PANDEMIC-RELATED DECLINE IN AFSCME MEMBERSHIP NATIONWIDE HAS ALSO NEGATIVELY IMPACTED PEOPLE CONTRIBUTIONS NATIONWIDE AND,
- WHEREAS: NEWLY-ADOPTED 2024 AFSCME STRONG STRATEGIC PRIORITIES DEVELOPED AT THE AFSCME INTERNATIONAL 2023 AFFILIATE LEADERSHIP SUMMIT IN SEPTEMBER OF 2023 AIMED AT REVERSING THIS NATIONWIDE DECLINE INCLUDED A GOAL OF ENROLLING AT LEAST 10% OF AFSCME MEMBERS NATIONWIDE AT THE PEOPLE MVP LEVEL AND,
- WHEREAS: THE COUNCIL 93 REGION IS CLEARLY NOT IMMUNE FROM ATTACKS BY ELECTED OFFICIALS – BOTH DEMOCRAT AND REPUBLICAN – AND, THE ACTIONS OF POLITICAL OFFICE HOLDERS REPRESENTING AREAS OUTSIDE OF THE COUNCIL 93 REGION CAN HAVE JUST AS MUCH OF AN IMPACT ON COUNCIL 93 MEMBERS AS THE OFFICE HOLDERS WITHIN OUR REGION AND,
- WHEREAS: THE POWER OF PEOPLE FUNDS IN OUR REGION WERE CLEARLY EVIDENT WHEN A DEMOCRATIC MAJORITY IN THE MAINE HOUSE AND MAINE SENATE – ELECTED IN NO SMALL PART WITH THE HELP OF SUBSTANTIAL PEOPLE CONTRIBUTIONS - HELPED US SECURE PASSAGE OF IMPORTANT LEGISLATION BENEFITTING OUR STATE CORRECTIONS OFFICERS INCLUDING MAKING MAINE JUST THE 7<sup>TH</sup> STATE IN THE NATION TO PROVIDE DISABILITY BENEFITS FOR CORRECTIONS OFFICERS SUFFERING FROM HEART DISEASE AND PROTECTING ALL STATE WORKERS FROM FAULTY PRIVATIZATION PROPOSALS AND,
- WHEREAS: NATIONWIDE, PEOPLE FUNDS PLAYED A KEY ROLE IN ELECTING AND RE-ELECTING LABOR-FRIENDLY CANDIDATES TO THE U.S. HOUSE AND SENATE IN AND IN STATE LEGISLATURES IN THE 2022 MID-TERM ELECTIONS BUT MANY OF THESE CANDIDATES ARE FACING FACE STRONG CHALLENGES IN 2024 ELECTIONS IN NOVEMBER.

THEREFORE: BE IT RESOLVED: THAT COUNCIL 93 WILL CONTINUE ITS EFFORTS TO GROW PEOPLE MEMBERSHIP AND CONTRIBUTIONS AND EACH COUNCIL 93 LOCAL UNION WILL WORK DILIGENTLY TO INCLUDE LANGUAGE IN THEIR CONTRACT OR IN A SIDE LETTER OF AGREEMENT, TO PERMIT VOLUNTARY PEOPLE PAYROLL CHECK-OFF.

RESPECTFULLY SUBMITTED,  
COUNCIL 93 EXECUTIVE BOARD  
NOVEMBER 10-12, 2023

**6**  
**RESOLUTION**  
**DEFEATING PRIVATIZATION INITIATIVES**

- WHEREAS: PRIVATIZATION STRIPS LOCAL COMMUNITIES OF LIVING-WAGE JOBS WITH DECENT HEALTHCARE COVERAGE AND RETIREMENT PLANS AND REPLACES THESE JOBS WITH LOW-WAGE JOBS WITH LITTLE OR NO BENEFITS AND,
- WHEREAS: REPLACING DEDICATED GOVERNMENT EMPLOYEES WITH PRIVATE, FOR-PROFIT CONTRACTORS HAS PROVEN TO DIMINISH THE QUALITY OF THE SERVICES UNDER THE CONTROL OF THE PRIVATE CONTRACTOR AND,
- WHEREAS: NUMEROUS STUDIES AND AUDITS HAVE REVEALED THAT THE ALLEGED COST-SAVINGS ASSOCIATED WITH PRIVATIZATION ARE FREQUENTLY EXAGGERATED AS EVIDENCED BY THE 2019 PRIVATIZATION OF SCHOOL CUSTODIANS IN SAUGUS, MASSACHUSETTS WHERE THE COST INCREASED BY NEARLY FIFTY- PERCENT OVER THE ORIGINAL BID OF THE PRIVATE VENDOR BEFORE THE PRIVATE VENDOR STARTED THE WORK AND CONTINUED TO RISE IN SUBSEQUENT YEARS AND,
- WHEREAS: THE PRIVATIZATION OF PUBLIC SERVICES CONTINUES TO POSE A MAJOR THREAT TO AFSCME MEMBERS AND OTHER PUBLIC EMPLOYEES THROUGHOUT OUR FOUR-STATE REGION AND,
- WHEREAS: PRIVATIZATION THREATS ARE PARTICULARLY A PROBLEM AT THE MUNICIPAL AND SCHOOL DISTRICT LEVEL WHERE THERE IS NO STATE OVERSIGHT AND NO PROTECTION UNDER THE LAW AND,
- WHEREAS: OUR ABILITY TO BUILD AWARENESS OF THE FAILURES AND PROBLEMS ASSOCIATED WITH PRIVATIZATION AND MAKE SIGNIFICANT PROGRESS TOWARDS STOPPING FUTURE PRIVATIZATION THROUGH THE AFSCME NEVER QUIT ATTITUDE WAS PROVEN IN 2021 WHEN – AFTER A SIX YEAR EFFORT – WE SECURED PASSAGE OF A NEW LAW IN MAINE THAT PROVIDES THE SAME PROTECTIONS AS THE PACHECO LAW IN MASSACHUSETTS.
- THEREFORE: BE IT RESOLVED: THAT AFSCME COUNCIL 93 WILL CONTINUE TO EMPLOY AGGRESSIVE LEGISLATIVE, POLITICAL, AND COMMUNICATIONS STRATEGIES TO DEFEAT PRIVATIZATION INITIATIVES AT ALL LEVELS OF GOVERNMENT THROUGHOUT COUNCIL 93’S FOUR-STATE REGION.

RESPECTFULLY SUBMITTED,  
COUNCIL 93 EXECUTIVE BOARD  
NOVEMBER 10-12, 2023





## Committee Assignments

### **Constitution Committee**

Chair, Nancy Silva – Local 1517  
Co-Chair, Dan Moriarty – Local 944  
Karen Sutkus – Local 298

### **Credentials Committee**

Chair, Laura Cryts – Local 1801  
Co-Chair, Joanne Callahan – Local 944  
Kelly Druskis-Abreu – Local 137  
Oriana Gay – Local 72

### **Elections Committee**

Chair, Lisa Quinn – Local 362  
Co-Chair, Lisa Thompson – Local 1067  
Alan Burke – Local 1395  
Janet Cartwright – Local 1067  
Sardi Cela – Local 703  
Ann-Marie Clark-Borden – Local 1526  
David Covino – Local 680  
Jeanne DeCenzo – Local 2948  
Harriett Etienne – Local 1730  
Miosoty Gonzalez – Local 1730  
John Chmura – Local 2905  
Scott Kinsman – Local 1700  
Joanne Cooke – Local 72

### **Resolutions Committee**

Chair, Tammy Morse – Local 1373  
Co-Chair Linda Hogan-Shea – Local 1067  
Victoria Johnson – Local 137  
Stacy Stackhouse – Local 24

### **Rules Committee**

Chair, Kim Pigott – Local 1703  
Co-Chair, Julie Kelly – Local 3092  
Tommy Lee – Local 1703

### **Sergeant-At-Arms Committee**

Jason Hook – Local 1700  
Manny Dorosario – Local 1631  
Steve Balian – Local 1368  
Angel Brea – Local 804  
Pat Dillon – Local 1067  
Matt Fernald – Local 1373  
Xavier Mathurin – Local 445  
Curtis Carter – Local 1368  
Frank Ojeda – Local 1368  
Clinton Silva – Local 1368  
David Thompson – Local 3521  
Jim Vance – Local 481  
Pam Wing – Local 1067



## Workshop Descriptions

Friday, November 10<sup>th</sup>

2:30PM to 4:30pm

### Financial Standards Code (Newburyport Room)

This workshop provides an overview of the AFSCME Financial Standards Code. Topics to be covered include financial record keeping; records maintenance; recording receipts and expending funds; supporting documentation for union income and expenses; financial reporting and audits. This workshop is highly recommended for all officers, executive board members and trustees.

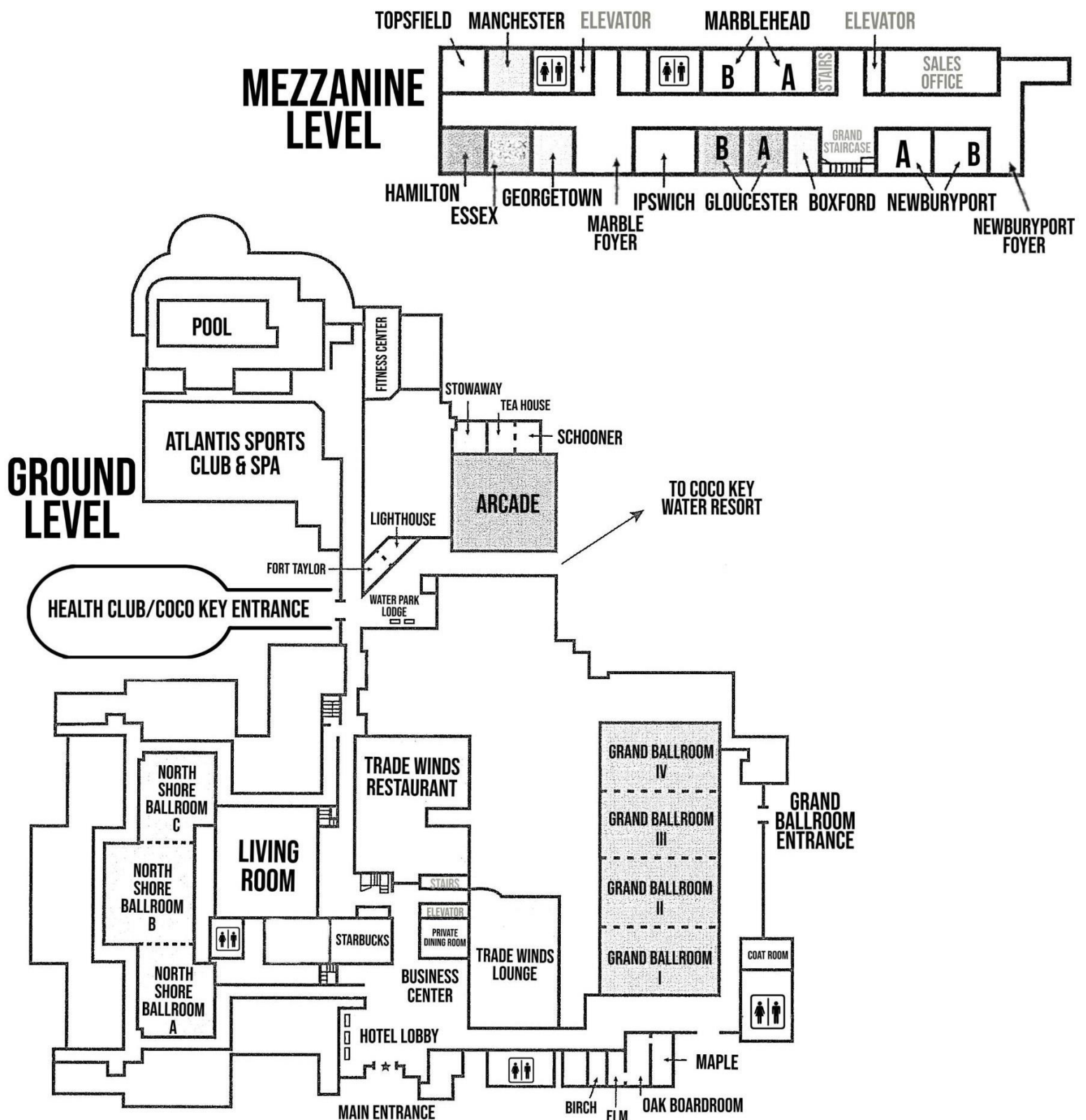
Trainer: Brent Beebe, AFSCME International Union Auditor

### I Need Help! How to Recruit New Union Activists (Marblehead Room)

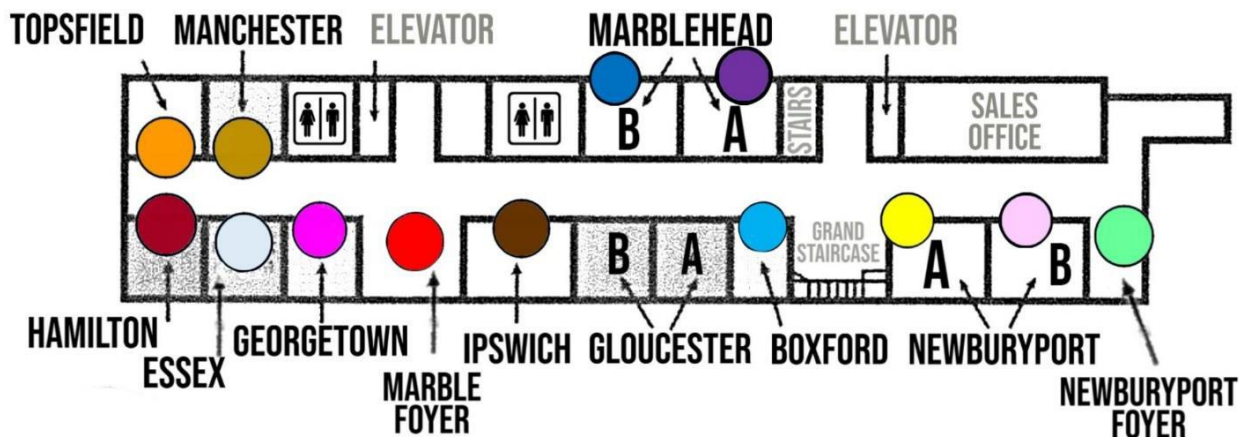
One of the most common challenges we hear about from Local leaders is the difficulties they experience recruiting new union activists. This can include anything from finding someone to post information on a bulletin board, to identifying new Stewards, to recruiting a successor when you're planning to retire. It's a challenge for everyone, but there are strategies that will help. During this workshop, you'll have an opportunity to learn about how to systematically and intentionally recruit new activists. You'll also have an opportunity to spend some time developing a specific plan to implement when you get back home. Join us!

Trainer: Andi Mullin, Director of Member Mobilization, Council 93

# Danvers DoubleTree Hotel Map



# Legislative District Caucus Map



| Sectors               | STATE & HIGHER EDUCATION SECTOR A | LOCAL GOVERNMENT & PRIVATE SECTOR SECTOR B |
|-----------------------|-----------------------------------|--|
| Legislative Districts | HIGHER EDUCATION HED              | ESSEX COUNTY ESX                           |
|                       | DEPT. MENTAL HEALTH DMH           | MIDDLESEX COUNTY MID                       |
|                       | DEPT. DEVELOPMENTAL DDS           | NORFOLK COUNTY NOR                         |
|                       | OTHER STATE (MA) OTH              | SUFFOLK COUNTY SUF                         |
|                       |                                   | MAINE ME                                   |
|                       |                                   | VERMONT VT                                 |
|                       |                                   | NEW HAMPSHIRE NH                           |
|                       |                                   | SOUTHERN REGION SOU                        |
|                       |                                   | WESTERN REGION WES                         |
|                       |                                   |  |

| District         | Room              |
|------------------|-------------------|
| DDS              | Marblehead A      |
| Essex County     | Essex             |
| Higher Education | Marblehead B      |
| Maine            | Boxford           |
| Mental Health    | Marble Foyer      |
| Middlesex County | Ipswich           |
| New Hampshire    | Manchester        |
| Norfolk County   | Hamilton          |
| Other State      | Newburyport A     |
| Southern Region  | Newburyport B     |
| Suffolk County   | Georgetown        |
| Vermont          | Newburyport Foyer |
| Western Region   | Topsfield         |

Legislative District Caucuses will take place  
 Friday, November 10<sup>th</sup> at 12:15PM on the Mezzanine Level

# Miscellaneous Links

AFSCME International Constitution

<https://www.afscme.org/about/governance/document/2022-International-Constitution-English.pdf>

Local Election Manual

<https://www.afscme.org/about/governance/document/AFSCME-local-union-election-manual.pdf>

AFSCME Council 93 Website

<https://www.afscme93.org/>