



# Constitution and Bylaws



Texas AFT

STATE CONVENTION OF THE  
TEXAS AMERICAN FEDERATION OF  
TEACHERS, AFL-CIO  
JUNE 7-9, 2019 / HOUSTON, TX



# Texas American Federation of Teachers, AFL-CIO

# CONSTITUTION

## ARTICLE I - NAME

This organization shall be known as the Texas American Federation of Teachers (Texas AFT). The official abbreviation shall be Texas AFT.

## ARTICLE II - OBJECTIVES

The objectives of this organization shall be to organize the educational workers of Texas into locals chartered by the American Federation of Teachers and to bring those locals into relationships of mutual assistance and cooperation; to obtain for educational workers through collectively bargained contracts, all the rights and benefits to which they are entitled; to raise the standards of the teaching profession and to secure the conditions essential to the best professional service; and to promote such democratization of the schools as will enable them better to equip their pupils to take their places in the industrial, social, and political life of the community; to initiate and support state legislation to benefit the children and school employees of the State of Texas; to strive for equal educational opportunity for all children.

## ARTICLE III - MEMBERSHIP LOCALS, ORGANIZING COMMITTEES AND CHAPTERS

Section 1. This organization shall consist of AFT locals and Texas AFT Members-at-Large, Texas AFT organizing committees and Texas AFT chapters.

- A. The term local shall mean those groups of AFT school employees chartered into locals by the AFT.
- B. Members-at-Large shall mean a person who is a member of AFT where there is no local, organizing committee, or chapter jurisdiction.
- C. An organizing committee shall be defined as a group certified by Texas AFT for the purpose of organizing toward becoming a chartered local.
- D. A Chapter shall be defined as a group certified by Texas AFT to have completed successfully the organizing committee program, but which lacks the number of members necessary to obtain an AFT charter.
- E. Texas AFT shall maintain per-capita payments on behalf of members-at-large, organizing committees, and chapters to the American Federation of Teachers.
- F. Texas AFT shall encourage the chartering of viable AFT locals from among its members-at-large. The Executive Council will implement programs designed to assist local groupings of members-at-large to become viable AFT locals.
- G. Each local, organizing committee, and chapter of Texas AFT shall maintain affiliation with its central labor council (if any such exists). Failure to maintain the affiliations as required in this section shall be grounds for denial of delegate representation at any state convention.

## ARTICLE IV - MEMBERSHIP AT LARGE

Section 1. Educational workers may become members-at-large from areas over which no local, organizing committee, or chapter holds or elects to exercise jurisdiction. The provision shall be consistent with the AFT Constitution.

Section 2. Texas AFT shall have full jurisdiction in the determination of a procedure for participation by at-large-members, organizing committees, and chapters in all activities of Texas AFT.

Section 3. Special Classes of Membership

- A. Texas AFT shall maintain the same class of membership-at-large as the American Federation of Teachers recognizes among its membership.
- B. Such members-at-large, organizing committees, and chapters shall pay dues in an amount to be approved by the Texas AFT Executive Council. Members will be counted in determining delegate strength in proportion to their dues payments as members-at-large, organizing committees or chapters.
- C. At-large members, organizing committees, and chapters who are not student teachers and who pay the regular dues will be entitled to full membership rights and privileges.

Section 4. No discrimination shall ever be shown toward an individual member or applicant for membership because of race, sex, religious faith, or political activities or belief.

Section 5. Nothing contained in this article shall permit this organization to admit into membership any organization of non-teaching persons who hold administrative positions where they receive remuneration for work performed under administrative credentials.

## ARTICLE V - OFFICERS

Section 1. The officers of this organization shall be a president and a secretary-treasurer.

Section 2.

- A. Nominations of all officers of Texas AFT shall be made from the floor of the convention. Only candidates nominated at the convention shall be elected. Write-in votes will not be counted. All persons nominated for office shall be members of the American Federation of Teachers. The president and secretary-treasurer shall be elected by a majority of the votes cast by a roll call vote at the convention.
- B. Election rules shall be submitted for approval as part of the convention rules.
- C. In the event of a tie for president or secretary-treasurer there shall be a run-off election to determine that position at the convention.

Section 3. Term of Office. All officers shall serve a term of two years, such term beginning July 1 following the convention where nominations and elections take place. Election will always be held in odd-numbered years.

Section 4. Vacancies. In the event that the secretary-treasurer's office is vacated, the president may make a temporary appointment, with the concurrence of the Executive Council for the unexpired term. The Executive Council shall have the power to fill a vacancy in the presidency. When such a vacancy occurs, the secretary-treasurer shall immediately call, upon seven days notice, a special meeting of the Executive Council for the stated purpose of filling the vacancy and the secretary-treasurer shall be the temporary presiding officer at this meeting.

Section 5. Duties of Officers.

- A. President - It shall be the duty of the president to further the aims of this organization; to issue the order or call to convention to preside at all conventions and at all meetings of the Executive Council; to execute the policies of the Council; to supervise employees; to coordinate the organization of locals in the state; and to perform all other duties common to the office. It shall further be the duty of the president to interpret and to help formulate the policies set forth by the Executive body of this organization. The president shall be the automatic delegate to all bodies wherein Texas AFT is entitled to representation. In cases where Texas AFT is entitled to additional delegates and/or alternates, these may be elected by a ballot of the Executive Council. The president shall be the chairperson of any caucus of Texas AFT delegates.
- B. Secretary-Treasurer - The secretary-treasurer shall be responsible for records of Texas AFT and for the proceedings of all sessions. The secretary-treasurer, in case of a vacancy in the position of president, shall call a special meeting of the Executive Council per Section 4 of this article. The secretary-treasurer shall be the responsible executive office whenever the president is temporarily absent.
1. The secretary-treasurer shall be responsible for executing the financial policies determined by the Executive Council.
  2. The secretary-treasurer shall give bond for the faithful performance of his/her duties at the expense of and in such amount as may be determined by the Executive Council.
  3. The secretary-treasurer shall submit each quarter a written Balance Sheet, Income Statement, and line item statement of balances remaining in the budget as adopted to the Texas AFT Executive Council. Like reports shall also be submitted to the biennial Texas AFT convention.
  4. The secretary-treasurer shall be required to provide for an annual audit of all books, records, and financial transactions for Texas AFT as directed by the Executive Council, such audits to be presented for approval to the Executive Council.

Section 6. Recall of Officers.

- A. Any officer of Texas AFT may be recalled by a three-fourths vote of the Executive Council at any regular or special meeting of the Council, providing each member of the council has been notified of the proposed recall vote, including a complete statement of charges and any reply by the accused officer or officers, by registered mail at least ten days prior to the vote. Any officer recalled may appeal from the decision of the Executive Council to the members of various locals by referendum, filing a request for the same with either the Texas AFT president or the secretary-treasurer. After receipt of written notification of recall by the Executive Council, as evidenced by the return receipt of the notice sent by registered mail, the petitioned officer shall have two weeks to file such a request. In all such cases the petitioned officer shall poll the membership. A majority of all votes shall be necessary for reinstatement as an officer. Voting shall be by secret mail ballot, which ballot shall be mailed within 30 days of the request by the officer, and which shall be returned to an independent impartial agent for counting, within six weeks of the receipt by the Secretary-Treasurer or President of such request by the petitioned officer. The person charged shall have the right to have a statement of defense included with the mail ballot. All locals shall be notified of the result of the referendum within one week of its receipt from the impartial agency.
- B. Whenever a petition bearing signatures of at least 25% of the members of Texas AFT at the time the petition is presented, representing at least ten (10) members from each of a minimum of ten (10) locals, asking for the recall of any officer is filed with either the president or secretary-treasurer,

it shall be the duty of that officer to initiate polling the membership within thirty (30) days of the receipt of such petition.

- C. Only ballots of the locals in good standing on the closing date of the referendum shall be counted, and the votes of said locals shall not exceed in number the members for which per capita was past paid by the respective locals. Should the number of ballots cast by any local exceed the number to which that local is entitled, the ayes and noes shall be verified at the next meeting of the Executive Council.
- D. The polling agency shall tabulate the votes sent in, and within one week of the closing date for receiving such ballots shall announce by mail the results of the referendum. The tabulations by the polling agency shall be verified at the next meeting of the Executive Council.

Section 7. Salaries of Officers. The salary or honorarium, if any, shall be set by the Executive Council.

## ARTICLE VI - EXECUTIVE COUNCIL

### Section 1. Membership.

- A. The Executive Council shall consist of the Texas AFT president, the Texas AFT secretary-treasurer, and the president of each affiliated local in good standing. Each officer of Texas AFT shall be entitled to one vote at Executive Council meetings.
- B.
  - 1) Each local president shall have the same number of votes as the local has members under the terms of Article VI, Section B2 of this constitution.
  - 2) The voting strength of each local shall be specified by the secretary-treasurer of Texas AFT and shall be based on the average number of members for the last twelve months immediately preceding the month in which the Council meets.
  - 3) New Locals. New locals shall be eligible for representation on the Executive Council after they have paid two months' per capita. Voting strength shall be based on the average months per capita paid, and shall be adjusted for subsequent Council meetings under the full base of 12 months' per capita is attained.
  - 4) Two-thirds of the attending locals, represented by a president of his designee voting on a one vote per local basis may veto actions of the Executive Council.
- C. Chairpersons of standing committees of Texas AFT, who are not officers, have the privilege of attending Executive Council meetings, where they shall have a voice, but no vote.
- D. The presidents of each local shall be allowed to send a representative from their local in the instance that they cannot attend a meeting. The president of each local shall designate a representative in writing no more than one week prior to each Executive Council meeting to the Texas AFT president. Such representative shall have full voting rights at the Executive Council meetings.
- E. The Executive Council shall meet quarterly. The exact date and place shall be determined by the Executive Council, timely prior notice of which shall be communicated to all members of the Executive Council at least two weeks prior to the date set.
- F. Special meetings of the Executive Council may be called by the President or by two-thirds of the members of the Executive Council, provided that a written notice stating the purpose of such meeting is sent by registered mail to all members of the Executive Council at least two weeks prior to the date set.

- G. Time shall be provided at any meeting of the Executive Council for any member of Texas AFT to speak.

Section 2. Quorum. A quorum for transaction of business consists of 25% of the locals in good standing, or locals representing one-third of the membership of Texas AFT.

Section 3. Purpose.

- A. The Executive Council shall have the responsibility of providing policies and directions for the officers of Texas AFT in accordance with decisions of the convention.
- B. The Executive Council shall carry out the policies of Texas AFT.
- C. The Executive Council shall approve an annual budget no later than June 30 of year, and may adjust one budget periodically, as need arises.
- D. The Executive Council shall have the power to hire and/or fire employees, to make and to enter the contracts, and to sue or be sued.
- E. The Executive Council may delegate authority to appropriate committees to act on behalf of the Council during the interims between Council meetings, exercise governance over matters selected by the Council, and perform any other tasks deemed appropriate by the Council. Such committees shall be appointed by the President, subject to the advice and consent of the Council.

## ARTICLE VII - CONVENTION

Section I. Calling Convention.

- A. A state convention shall be held each June of an odd-numbered year at a time and place to be designated by the Executive Council. A convention call must be issued to all locals at least sixty (60) days prior to the day of the meeting, specifying the program of the convention, the time of preliminary meetings and the time the delegates are expected to arrive. In case the president fails to call such meeting within the time specified, the Executive Council shall have the power to call the convention.
- B. Special conventions may be called by the Executive Council, by the president, or by the written request of twenty-five (25%) per cent of the locals in good standing, or locals representing one-third of the Texas AFT membership.

Section 2. Purpose. The purpose of the convention is to set the general policies of Texas AFT and, to nominate and elect candidates for the positions of officers. The convention shall have supreme authority to set policy except as otherwise stated in this constitution.

Section 3. Credentials. The secretary-treasurer shall send a special notice to locals in arrears one month before convention. The president shall cause suitable credential forms to be prepared and sent to each local. The president shall appoint a committee on credentials, chaired by the secretary-treasurer. To be seated, delegates must be from locals in good standing and present credentials signed by the proper officers of the local no later than the close of registration on the first day of the convention.

Section 4. Delegates and Alternates.

- A. A delegate must be a member in good standing of the local from which he/she receives credentials and must be elected by secret ballot at a meeting which has been previously announced. At the time of credentialing delegates, a local may certify alternates to serve in the place of delegates who may be absent from the convention.

Alternates must meet the same membership requirements as delegates. The alternate may vote only after making a statement attesting to the fact that the regular delegate has permanently left the convention.

- B. Any Texas AFT member in good standing may appear before the convention with voice but without vote. Notice of the convention will be sent to every Texas AFT member at least thirty (30) days before the convention.
- C. Representation of at-large member delegates, delegates from organizing committees, and members from Chapters shall be established through an at-large caucus. This caucus will elect a chairperson who shall cast the total numbers of votes of the at-large members in the state.

Section 5. Representation. One delegate to the annual convention may be elected by each local having a membership of twenty-five (25) or less. For each additional twenty-five (25) members or fraction thereof, one additional delegate may be elected. Voting strength for each local shall be the membership figure as computed in Section 6 below.

Section 6. Membership Computation for Convention Representation.

- A. Membership shall mean the average number of members for which per-capita has been paid for the first twenty-four months of the last twenty-six months preceding the month in which the convention is held. No local in arrears for two months at the time of the convention shall be entitled to representation at the convention.
- B. New locals. Locals chartered prior to the sending of the convention call and within the preceding twenty-four months shall be eligible for representation as specified in Section 5 and 6 of this article, provided that at least two months' per capita has been paid. Representation shall be based on the average monthly per capita paid beginning with the month of chartering.
- C. Newly chartered locals which do not meet the provisions of paragraph B above will be invited to send observer delegates to the convention, but will have no voting privileges.

Section 7. Voting. On all roll call votes in the convention, each local represented shall be entitled to the number of votes equal to the number of delegates allowed. The votes of the local shall be distributed as evenly as possible among the delegates present at the time of the voting, but no votes shall be fractioned. A roll call vote shall be held only when requested by twenty-five (25%) per cent of the delegates on the floor. The roll will be called by the Texas AFT secretary-treasurer and answered by the chairperson of each delegation. The polling of any delegation may be called for by any member of the delegation.

Section 8. Quorum. Delegates representing twenty-five per cent (25%) of all votes eligible to attend any convention shall constitute a quorum. Delegates constituting a majority of those registered at the meeting must be on the floor before the body may act on any measures.

## ARTICLE VIII - AMENDMENTS, PROCEDURES FOR CONVENTION

Section 1. Amendment by Convention.

- A. This constitution may be amended at a duly called convention by a two-thirds vote of delegates present and voting. However, proposed amendments shall have been submitted in writing at least six weeks prior by the Executive Council or an affiliated local over the signature of the respective president. Such amendments shall be transmitted to the secretary-treasurer six weeks prior to the convention and transmitted by him or her to the presidents of each Texas AFT local at least thirty days prior to the convention. Each delegate to the Texas AFT convention shall receive copies of all proposed constitutional amendments no later than registration at the convention.



Section 2. Amendment by Referendum.

- A. This constitution may be amended by a two-thirds vote of the members, provided that only members at-large and members of locals in good standing shall be permitted to vote on the matter, and that the following steps be taken in submitting the matter to referendum. The proposed amendment is submitted in writing by petition of not less than 200 members from not less than ten (10) affiliated locals; or by at least ten percent (10%) of the affiliated locals or by affiliated locals representing at least one-third of the total membership; or by action of the Executive Council.

**ARTICLE IX - QuEST CONFERENCE**

Section 1. The Texas AFT Quality Educational Standards in Teaching (QuEST) Conference will be held in conjunction with the Texas AFT convention.

# BYLAWS

## Texas American Federation of Teachers (Texas AFT)

**ARTICLE I - FINANCE**

Section 1. Per Capita Tax.

- A. Each local shall pay directly to the secretary-treasurer of Texas AFT a monthly per capita tax of \$10.50 on each full time equivalent member of the local on a twelve month basis, beginning September 1, 2012 and \$11.50 on each full-time equivalent member of the local on a twelve month basis, beginning September 1, 2014. This September 1, 2014 one-dollar amount shall be used to support the AFT AMP Program and shall be forwarded to the fiduciaries implementing the program. Members-at-large shall be charged an amount equal to the sum of the averages of per-capita to AFT, Texas AFT, and the Texas AFL-CIO.
- B. Locals shall pay per capita to the Texas AFT on the same classes of membership as they make payments of per-capita to the American Federation of Teachers. Questions of interpretation will be referred to the Texas AFT Executive Council for determination. Texas AFT may recognize special classes of membership with a reduced per capita requirement. Such reductions will apply for one fiscal year at a time and the amount paid in per capita to Texas AFT shall conform to that amount required for one of the recognized classes of membership in the American Federation of Teachers.
- C. Organizing Committees and Chapters -- Per capita shall be paid to Texas AFT by organizing committees and chapters on the following schedule:
1. Beginning organizing committees and chapters who implement an approved plan shall receive an organizing grant equal to Texas AFT dues for one year. There will be a six-month review of activities, and thereafter a quarterly review by the Texas AFT Organizing Committee, who shall recommend continuation, revocation, or partial grants.
  2. In the second year, the organizing committee or chapter implementing an approved program may be given an organizing grant equal to one-half (1/2) of Texas AFT dues.
  3. In the third year, the organizing committee or chapter implementing an approved program shall be given an organizing grant equal to one-fourth (1/4) of Texas AFT dues.

4. In the fourth year, the organizing committee or chapter shall assume the full dues payment.
- D. Staff Assistance Program. When a local affiliated with Texas AFT employs its own local staff or has a full-time local officer, and when the local receives no direct financial assistance from the AFT in the form of an organizing assistance program or a special organizing project, and when the local is not receiving direct financial assistance from Texas AFT in the form of an organizing grant or the assignment of a Texas AFT staff person to work in the local on a full-time basis, that local will receive from Texas AFT a Staff Assistance Program equal to 50 cents per full-time equivalent member per month, based on the latest per capita payment from the local. The purpose of this grant is to encourage and assist locals to hire their own staff or full-time local officers.

Section 2. Per Capita Reports. Locals shall fill out and forward to the Texas AFT secretary-treasurer, on or before the 15th day of each month, report of all members in good standing in the local on the first day of that month, together with all per capita payments due to Texas AFT.

Section 3. Suspension and Retirement.

- A. Per capita to Texas AFT is due by the 1st of the month covered and shall be considered past due if not paid by the 15th of said month. When a local is two months past due, its officers will be so notified by the Texas AFT secretary-treasurer. When the local is three months past due, it shall be considered in bad standing.
- B. A local in bad standing shall be considered in good standing upon payment of its delinquent per capita tax.

Section 4. Special Assessments. Special assessments may be levied by a two-thirds vote of the members in good standing present and voting at the state convention, or by a three fourths vote of the Executive Council.

## ARTICLE II - RULES

Robert's Rules of Order Revised shall be considered the authority in all cases not covered by the Constitution and By-Laws of Texas AFT, except that each convention shall have the power to establish rules for the governance of that convention, which rules will take precedence over Robert's Rules.

## ARTICLE III - PROCEDURES FOR AMENDING

The procedures for amending the by-laws shall be the same as the procedure for amending the Texas AFT Constitution except that only a majority vote is needed in each case to amend.

## ARTICLE IV - STANDING COMMITTEES

Section 1. Texas AFT will provide standing committees as follows:

1. Legal Defense Committee
2. Budget and Audit committee
3. Legislative Committee
4. QuEST Committee
5. PSRP Committee
6. Higher Education Committee
7. Organizing Committee
8. Personnel Committee
9. Committee on Political Education

10. Retirees Committee
11. Solidarity Fund Committee
12. Collective Bargaining Committee

The committees and the chairpersons shall be recommended by the president and appointed by the Executive Council.

#### Section 2. Legal Defense Committee.

- A. Texas AFT shall establish a Legal Defense Committee. The function of the committee will be to investigate, evaluate, and participate in grievances, or legal activities of locals and educational workers, such participation to be governed by Texas AFT policy.
- B. Beginning September 1, 2018, Fifty cents of the monthly Texas AFT per capita shall be served for use of the committee in its work. The Legal Defense Committee fund shall be maintained in a separate account. There shall be two authorized signatures for the account, the Texas AFT President and the Texas AFT Secretary-Treasurer. Unused funds shall be placed into reserves until Legal Defense Reserves reach an amount equal to 20% of the annual Texas AFT budget. At such time, the fifty cents funding shall revert to the general budget until such time reserves fall below 15% of the Texas AFT budget.
- C. All expenditures of the committee shall be approved by the Texas AFT Executive Council.

#### Section 3. Budget and Audit Committee.

- A. Texas AFT shall establish a Budget and Audit Committee. The function of the committee will be to accept and share responsibility for the financial accounts of the federation.
- B. The Committee shall meet quarterly or more often at the request of the president or majority of the committee, to examine and approve any pertinent documents.
- C. The Committee shall further give advice and guidance to the officers of Texas AFT on financial matters and shall give a report of their yearly activities to the Executive Council.
- D. The Committee shall be responsible for the yearly audit of the Texas AFT books and accounts.

#### Section 4. Legislative Committee.

- A. Texas AFT shall establish a Legislative Committee.
- B. The function of the Committee shall be to incorporate resolutions dealing with the legislative priorities into legislative programs, as well as help formulate political action programs.
- C. The Committee shall report regularly to the Executive Council of Texas AFT and shall report progress on the Texas AFT Legislative Programs.

#### Section 5. QuEST Committee.

- A. Texas AFT shall establish a Quality Educational Standards in Teaching or QuEST Committee whose function shall be to promote quality educational standards and encourage improvements in teaching.
- B. The Committee will further develop those policies on education issues set forth by the Convention.

- C. Beginning September 1, 1999, 25 cents of the monthly per capita shall be set aside as funding for a Professional Issues Department. On September 1, 2000 the monthly amount will increase to 50 cents per FDE member per month.

Section 6. PSRP Committee.

- A. Texas AFT shall establish a Paraprofessional and School Related Personnel Committee. The purpose of the PSRP Committee shall be to advance the cause of unionism of the paraprofessional support and school-related support personnel of the schools in Texas.
- B. All resolutions from the Committee will be implemented upon approval of the Texas AFT Executive Council.

Section 7. Higher Education Committee.

- A. Texas AFT shall establish a Higher Education Committee. The Higher Education Committee will be a state-wide planning committee.
- B. Policy on all higher education issues which are state-wide in nature will be formulated by the Higher Education Committee.

Section 8. Organizing Committee.

- A. Texas AFT shall establish an Organizing Committee. The purpose of the committee shall be to recommend organizing assistance grants for locals, organizing committees, or chapters. It shall also review activities of locals, organizing committees and chapters and recommend to the Texas AFT Executive Council whether grants should continue as prescribed by the Texas AFT By-Laws. In both areas of responsibility, the committee shall recommend to the Texas AFT Executive Council and the Texas AFT Executive Council has final authority to determine grant amounts and rebate amounts.
- B. The Texas AFT Organizing Committee will work with the Texas AFT President to develop an organizing strategy for Texas AFT and monitor progress toward implementation of that strategy.

Section 9. Personnel Committee.

- A. Texas AFT shall establish a Personnel Committee whose purpose shall be to concern itself with Texas AFT staffing, which concerns would be the screening and recommendation of personnel, the review of personnel grievances, and to hear and make recommendations in matters of personnel discipline.
- B. The Personnel Committee shall meet at the request of the Texas AFT president, and shall work with the direction of the president. It shall make its report to the president prior to reporting to the Executive Council, except in matters of grievance appeal.

Section 10. COPE.

- A. Texas AFT shall establish a Committee on Political Education (COPE).
- B. The COPE shall function within the AFT guidelines, but such guidelines shall not preclude political and financial activities as approved by the Texas AFT Executive Council upon recommendation from the Texas AFT COPE Committee.

Section 11. Retirees Committee.

- A. Texas AFT shall establish a Retirees Committee. The purpose of the retirees committee shall be to assertively advance the interests of the retired educational employees of Texas by all available means.
- B. The Committee shall make recommendations to the Texas AFT Executive Council appropriate to that purpose.

Section 12. Solidarity Fund Committee.

- A. Texas AFT shall establish a Solidarity Fund using the rebate from the AFT which as been created to allow state federations to create and maintain Solidarity Fund accounts. Money from the Solidarity Fund shall be used to pay for:
  - a. mobilization of members for grass-roots lobbying efforts;
  - b. education of members about legislators' voting records on issues affecting members' professional lives;
  - c. voter registration efforts among members;
  - d. encourage members to vote; and
  - e. other legislative and political activity for which Texas law permits dues money to be used.
- B. Texas AFT shall establish a Solidarity Fund Committee to monitor the Solidarity Fund and recommend to the Texas AFT Executive Council expenditures from the Solidarity Fund.

Section 13. Collective Bargaining Committee.

- A. Texas AFT shall establish a Collective Bargaining Committee. The purpose of the Collective Bargaining Committee is to assist and support Texas AFT locals that bargain with their school districts.
- B. The additional purpose of the committee is to develop strategies for Texas AFT on gaining collective bargaining.
- C. The committee will make recommendations to the Texas AFT Executive Council appropriate to that purpose.

*Amended June 2017*



JUNE 7-9 // HOUSTON, TX

CONVENTION

AND **PROFESSIONAL ISSUES CONFERENCE**