

FRONT LINE HEROES:  
**NEVER  
STRONGER**



**AFSCME**

44th INTERNATIONAL CONVENTION

# MESSAGE FROM THE PRESIDENT & SECRETARY-TREASURER

May 15, 2020

Union Family:

The 44th International Convention will be unlike any in AFSCME's history. The coronavirus pandemic makes it unsafe and impossible for us to convene in person in Los Angeles as planned. So, we will have a virtual convention, allowing us to come together online, on August 13 and 14, to write our union's next chapter, to build on the successes of the last few years and march boldly into the future.

The last few months have been some of the most challenging ever for our nation. We have never seen a public health and economic crisis like this one. But this is when AFSCME is at its best. As they have done so many times before during moments of confusion and distress, AFSCME members are standing courageously on the front lines, risking our health and safety to protect our neighbors. Once again, when our communities need us most, we are proudly answering the call.

Public services have never been more important, but they remain chronically and recklessly underfunded. For more than a decade, state and local government budgets have been squeezed to their breaking point. Since the Great Recession, we've been told to somehow do more with less, to make do with reduced staff levels, sub-par equipment and obsolete technology. That was difficult enough before the onset of COVID-19; now, it's next to impossible. At our virtual convention, we will celebrate AFSCME members' heroic work during this national emergency, and we will also continue the fight to secure the tools and resources we need to do our jobs.

To effectively serve our communities in their hour of greatest need, we need to have a strong voice on the job. We need the ability to negotiate with the boss over wages and working conditions, to build power and stand together in a strong union. Our adversaries have spent years trying to undermine those rights and freedoms. Their orchestrated campaign to scapegoat and destroy us culminated with the Supreme Court's decision in *Janus v. AFSCME Council 31*, just before our last convention.


At the time, most pundits and analysts left us for dead. But as usual, they got it wrong. Shaking off adversity is what we do. They underestimated our loyalty to each other and our commitment to strengthening our communities. They didn't understand that our AFSCME Strong campaign had prepared us for growth and success.

Over the last two years, we have gone aggressively on offense. We have been winning at the negotiating table, in the organizing trenches, in state legislatures and at the ballot box. Pro-worker activism and the values of unionism are on the rise nationwide. And we are working day and night to contain the coronavirus outbreak, continuing to serve and sacrifice even in the face of grueling hardship.

We aren't just AFSCME Strong. We are **Front Line Heroes: Never Stronger**.

A virtual convention will be a new experience. But needless to say, we've adapted to much more difficult things than this. We will not let a few logistical obstacles interfere with our pressing business. We may be physically apart, but we have never been more connected and united in common purpose. A lot has changed in the world, but one thing hasn't: our collective commitment to our union. We look forward to "seeing" you in August.

In solidarity,



Lee Saunders,  
International President



Elissa McBride,  
International Secretary-Treasurer

# 44TH INTERNATIONAL CONVENTION CALL

**To all Local Unions, Councils and Retiree Chapters of the American Federation of State, County and Municipal Employees, AFL-CIO**

## GREETINGS

**The 44th International Convention of the American Federation of State, County and Municipal Employees, AFL-CIO, will be held virtually on Thursday, August 13, 2020, beginning at 2 p.m. ET / 11 a.m. PT. The International Union Virtual Convention will continue on Friday, August 14, 2020, at 2 p.m. ET / 11 a.m. PT, and thereafter recess until Wednesday, September 2, 2020, at 2 p.m. ET / 11 a.m. PT for the completion of the election and installation of International Officers.**

The following materials summarize the Constitutional Convention procedures. However, reference should be made by all interested persons to the International Union Constitution, particularly to Article IV and the Elections Code (Appendix D).

## REPRESENTATION

"The basis of local union representation in conventions shall be determined from the average per capita tax actually paid to the Federation for the twelve consecutive months ending with the fourth full month preceding the opening of the convention." (Article IV, Section 5) The basis for representation in the International Union Virtual Convention will be the average per capita tax paid for the months of May 2019 through April 2020.

"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; one additional delegate for each 1,000 additional members or fraction thereof." (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." (Article IV, Section 7)

"In the case of a local composed of two or more locals that have merged" since May 1, 2019, "the combined average per capita tax of the merging locals shall be the basis of representation." (Article IV, Section 5)

"In any case where a local has been divided into two or more locals" since May 1, 2019, "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 bases of representation." (Article IV, Section 5)

"In the case of a newly organized or newly affiliated local which has been in existence or has been affiliated for less than the full twelve-month period, the average per capita tax for that portion of the twelve-month period during which the local has been in existence or has been affiliated shall be the basis for representation; provided, however, that any local which was formed" after April 2020 "shall be entitled to representation only in accordance with the provision of Section 8 below." (Article IV, Section 5)

"Any local formed or affiliated after the twelve-month period" (i.e., after April 2020) "... shall be entitled to send one fraternal delegate to serve as an official observer without voice or vote." (Article IV, Section 8)

"Each chartered council shall be entitled to one delegate and one vote." (Article IV, Section 8)

"Each chartered retiree chapter shall be entitled to delegates on the basis of membership, to be determined in the manner

provided for local unions in Article IV, Section 5 of this Constitution, as follows: 10,000 or fewer, one delegate; more than 10,000 but not exceeding 25,000, two delegates; more than 25,000 but not exceeding 50,000, three delegates; more than 50,000, four delegates. Each delegate representing a retiree chapter shall be entitled to one vote.” (Article IV, Section 8)

“Any member of the International Executive Board and any member of the Judicial Panel who is not elected as a delegate representing a subordinate body shall nevertheless be entitled to all the rights and privileges of a delegate except the right to vote.” (Article IV, Section 8)

**Note: Upon receipt of per capita tax payments for all months through April 2020, notification will be sent to any local union/retiree chapter entitled to more or fewer delegates. Additional credential forms will be provided should an affiliate's delegate entitlement increase.**

## ELECTION OF DELEGATES

In all matters pertaining to the election of delegates, please refer to Article IV and the AFSCME Elections Code, Appendix D of the International Union Constitution; note however, the International Executive Board has suspended the requirement that nominations for delegates be held at in-person meetings.

“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.” (Article IV, Section 9)

“A delegate representing a local union must,” from April 2020, “until the opening of the convention, be a member in good standing of the local represented.” (Article IV, Section 12)

“With the exceptions provided in Section 15, however, two or more locals within the same council, organizing committee, state, commonwealth, or territory may unite in sending to the convention a delegate who meets the above qualifications in one of such locals,” provided that such delegate must first be elected as a delegate from his or her own local or council, before being elected to represent another local. (Article IV, Section 12)

“Before a local may be represented by a delegate who is not a member of the local, the membership of the local shall first vote on the following question: ‘Shall this local elect as a convention delegate a person who is not a member of this local union?’ If the majority of those voting on the question vote in the affirmative, the local may then proceed to elect a delegate . . .” (Article IV, Section 12)

“No [local union] delegate may represent more than five locals.” (Article IV, Section 12)

“A delegate representing a council must,” from April 2020, until the opening of the convention, “be a member in good standing of a local union which is affiliated with such council. A delegate representing a council may, if elected in accordance with the procedures set forth in Section 12 above, also serve as a delegate for not more than four local unions affiliated with the council. . . . No delegate may represent more than five subordinate bodies.” (Article IV, Section 13)

“No member of the International Executive Board and no salaried employee of the International Union and no member of the Judicial Panel shall serve as a delegate from any local except the local of which such person is a member or of the council with which that local is affiliated.” (Article IV, Section 15)

“A delegate representing a retiree chapter must,” from April 2020, “until the opening of the convention, be a member in

good standing of such retiree chapter or of a retiree sub chapter affiliated with such chapter.” (Article IV, Section 14)

“No nomination or election of delegates shall be held more than 120 days prior to the opening of the convention [i.e., prior to **April 15, 2020**]; ... 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.” (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 the entire vote of the local. ...” (Article IV, Section 7)

“No delegate shall be permitted to register after 1 p.m. on the second day of the convention,” Friday, August 14, 2020. (Article IV, Section 19)

**Note: No alternate seeking to replace a delegate may do so unless the alternate has officially registered as a delegate by 1 p.m. on Friday, August 14, 2020.**

## NOTICE OF ELECTION OF INTERNATIONAL OFFICERS

At the International Union Virtual Convention, “there shall be elected an International President and an International Secretary-Treasurer, both to be elected by the convention-at-large, and International Vice Presidents without priority, to be elected by the delegates representing locals, councils and retiree chapters in each of the Legislative Districts... .” (Article IV, Section 26). The election of International Officers at the Virtual Convention will be held remotely. Ballots will be issued for all contested positions at 6 a.m. ET on Monday, August 17, 2020 and must be received no later than 6 p.m. ET on Friday, August 28, 2020. In the event any runoff elections are necessary, ballots will be issued at 6 a.m. ET on Monday, August 31, 2020 and must be received no later than 6 p.m. ET on Tuesday, September 1, 2020.

“One International Vice President shall be elected by the delegates ... in each of the Legislative Districts established in Article IV, Section 27 provided; however, that in any Legislative District containing local unions having a total membership in excess of five percent but less than fifteen percent of the total membership of all local unions in the International Union, two International Vice Presidents shall be elected; and provided further, that in any Legislative District containing local unions having a total membership in excess of fifteen percent of the total membership of all local unions in the International Union, three International Vice Presidents shall be elected.” (Article IV, Section 28)

“To be eligible for election as International President or as International Secretary-Treasurer, a nominee must have been a member in the Federation for at least five years continuously at the time of the election.” (Article IV, Section 32)

“To be eligible for election as an International Vice President, a nominee must have been a member in a local or locals within the Legislative District the nominee seeks to represent for at least three years continuously at the time of the election, except as provided below. In any election for International Vice President in a Legislative District in which the combined total membership in the local unions in such district has increased by more than fifty percent since the last certification of membership immediately preceding a convention at which elections were held, the requirement of three years’ continuous membership shall stand suspended from effect.” (Article IV, Section 33)

“No salaried employee of the Federation shall serve as an International Vice President. No member of the Judicial Panel and no person who has served as a member of the Judicial Panel during any part of the calendar year in which the convention is held shall be eligible for election at the convention.” (Article IV, Section 32 and 33)



## 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 International Secretary-Treasurer at International Headquarters at least twenty days – **July 24, 2020** – 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 Chairperson of the delegation." (Article IV, Section 9)

**Note:** The enclosed credential forms are to be filled out with the delegate's personal information and signed by the officers. Before mailing, make two (2) copies. The original should be forwarded to the International headquarters as soon as the delegate and alternate, if any, have been elected. One copy is to be provided to the delegate. Another copy is to be retained in the files of the local, council or retiree chapter.

To ensure that the delegate representing your local, council or retiree chapter is properly seated, mail the original credential form no later than, **Friday, July 24, 2020**, using the enclosed postage-paid envelope.

"Any delegate whose credential was not ... addressed to the International Secretary-Treasurer and postmarked by the twentieth day – **July 24, 2020** – prior to the convention 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." (Article IV, Section 19)

## RESOLUTIONS

"Resolutions, including proposals to amend the Constitution, to be introduced for consideration at any convention shall be signed by the president and the secretary of a subordinate body or by one or more certified delegates. Such resolutions shall be prepared and signed in duplicate and sent to the International Secretary-Treasurer at International Headquarters and postmarked or sent electronically at least thirty days – **July 14, 2020** – prior to the opening of the convention." (Article IV, Section 22)

Proposed resolutions and constitutional amendments may be sent to [resolutions@afscme.org](mailto:resolutions@afscme.org).

No constitutional amendments postmarked or received electronically after **July 14, 2020**, may be introduced for consideration. Resolutions may be introduced after that date "if consent is given by a two-thirds vote of the convention." The International President or the International Executive Board, however, "may introduce a resolution or constitutional amendment for consideration by the convention at any time up to and including the fourth day of the convention." (Article IV, Section 22)

On behalf of the AFSCME International Executive Board, AFSCME, AFL-CIO,



Elissa McBride, International Secretary-Treasurer

Enclosures

cc: Local/Council/Retiree Chapter Secretary-Treasurers – without Enclosures

# CONVENTION HIGHLIGHTS\*

\*Subject to Change

All virtual convention activities will be held online or remotely.

Visit [2020.AFSCME.org](https://2020.AFSCME.org) for additional information on how to register and participate.

Monday, August 10, 2020	Thursday, August 13, 2020	Friday, August 28, 2020
<b>Credentials Committee</b> 11:00 a.m.– 6:00 p.m. ET	<b>Credentials Committee</b> 11:00 a.m.– 6:00 p.m. ET	<b>Elections*</b> 6:00 p.m. ET - Deadline to cast election ballots  <i>*Elections will be conducted remotely</i>
<b>Online Registration</b> 12:00 noon – 6:00 p.m. ET	<b>Online Registration</b> 12:00 noon – 6:00 p.m. ET	
	<b>Virtual Convention General Session</b> 2:00 p.m. ET	
	<b>KEYNOTE SPEAKER</b> President Lee Saunders	
	<b>Committee Meetings</b> Upon Recess of General Session, if necessary	
Tuesday, August 11, 2020	Friday, August 14, 2020	Tuesday, September 1, 2020
<b>Credentials Committee</b> 11:00 a.m.– 6:00 p.m. ET	<b>Credentials Committee</b> 11:00 a.m.– 6:00 p.m. ET	<b>Runoff Elections, if necessary*</b> 6:00 p.m. ET - Deadline to cast runoff election ballots  <i>*Runoff elections will be conducted remotely</i>
<b>Online Registration</b> 12:00 noon – 6:00 p.m. ET	<b>Online Registration</b> 12:00 noon – 1:00 p.m. ET	
	<b>Virtual Convention General Session</b> 2:00 p.m. ET	
	<b>KEYNOTE SPEAKER</b> Secretary-Treasurer Elissa McBride	
	<b>Nominations</b> International President and International Secretary-Treasurer	
	<b>Legislative District Caucuses</b> Upon Recess of General Session to Nominate International Vice Presidents	
	<b>Election Committee</b> 5:00 p.m. ET	
Wednesday, August 12, 2020		Wednesday, September 2, 2020
<b>Credentials Committee</b> 11:00 a.m.– 6:00 p.m. ET		<b>Virtual Convention Closing General Session / Installation of Officers</b> 2:00 p.m. ET
<b>Online Registration</b> 12:00 noon – 6:00 p.m. ET		
<b>Committee Meetings</b> 2:00 p.m. ET (Appeals, Election, Constitution, Resolutions, Rules)		



**44th INTERNATIONAL  
CONVENTION**

*American Federation of State,  
County and Municipal Employees, AFL-CIO  
1625 L St. NW  
Washington, DC 20036*

***AFSCME.org***

*Lee Saunders  
International President*

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