



AFT-Maryland Virtual Triennial State Convention

Friday & Saturday, May 21-22, 2021



**Continuing the Fight for Democracy:
Labor Unions, Organizing
& Collective Bargaining**

We're proud to partner with those who make a difference.

Kaiser Permanente is honored to support those who go above and beyond duty to make the region stronger, healthier, and happier.

Congratulations to the members of the **AFT/Maryland**. Here's to you, and here's to those whose lives are better because of the work that you do.

kp.org/thrive



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2021 AFT-MARYLAND STATE CONVENTION

A Message from Marietta English, President, AFT-Maryland



Welcome!

**Marietta English
President, AFT-Maryland**

Welcome to our 2021 AFT-Maryland Virtual Triennial State Convention. We convene every three years to reflect on the successful strides we have made and consider the challenges ahead of us. This year we gather virtually because of the global pandemic that has brought the world to a halt. We are working our way back to a new normal after the devastation and loss so many of us witnessed during one of the worst global health crises of our lifetime.

I am an optimistic and hopeful person. During trying times, I look for and find inspirational words that give us the strength to keep going. The three years since we last gathered for a state convention have indeed been trying. However, we found the inspiration. The challenges of the last three years—the Trump presidency, the Janus Supreme Court Decision, and the COVID-19 pandemic—forced us to rethink how we would recover and rebuild from these challenges.

There is promise and opportunity in rebuilding. The Janus decision directed our locals with laser-like focus on organizing. We have grown our locals as we have focused on strong member-to-member engagement, identifying future leaders and activists. The pandemic has made the inequities in our society clear; as we also had to provide PPE for our members. Our nurses and health care workers were called upon to work long hours and faced challenges they have never before witnessed. As vaccines are distributed, we see that distribution has been a challenge and our health care workers answered the call. Finally, the Trump presidency was painful to all of us who believe in justice, honesty, science, unions, and decency. That administration rolled back many hard-fought protections that unions had won and made it difficult to protect our workers. However, through our collective efforts at the ballot box, we elected a new President and the first Asian, African American female Vice President. Their policies have already had an impact on public employees through the American Rescue Plan.

Finally, we witnessed a call for justice worldwide with the murder of George Floyd. This caused an outcry for police reform across the country. This will be a challenge as the state struggles with what this looks like.

I welcome you all to the convention with hope, enthusiasm, excitement, and optimism. I acknowledge we have work to do, and I am excited to do the work and invite all of you to join me in rebuilding our communities and state even better than before.

Welcome again to our 2021 AFT-Maryland Virtual Triennial State Convention.

Let's work together to build a stronger Maryland.



2021 AFT-MARYLAND STATE CONVENTION

A Message from Kenya Campbell, Secretary-Treasurer, AFT-Maryland

Welcome!

Kenya Campbell Secretary-Treasurer, AFT-Maryland

Welcome to the 2021 AFT-Maryland Virtual Triennial State Convention.

It is with great pleasure that I report that the fiscal state of AFT-Maryland presents fairly.

Despite the loss of agency fee and the impact of the global pandemic, AFT-Maryland has been meticulous with managing its finances. We are working diligently to meet all of our financial expectations and responsibilities. Our effective use of fiscal resources has allowed us to continue to build union density, increase lobbying efforts, implement advocacy strategies to support the needs of working families across Maryland and increase our organizing strength to combat potential labor threats.

Our secure fiscal status, has allowed us to continue to provide our members with various resources and services they need and expect from their union, including expanding our operations through the hiring of new Field Organizers, process grievances, collective bargaining activities, facilitating workshops and seminars, conducting new employee orientations, activist trainings, voter education and GOTV events.

Furthermore, our auditors have reviewed our finances and determined our records to be up to date, sufficient and overall financially sound. Over the next three years, it is our goal to ensure that our financial stability is maintained and that our expenditures will continue to align with the overall goals of the organization in supporting our local affiliates and operating as an efficient state federation.

During this convention, you will receive a more comprehensive report on our financial status.

Again, thank you and enjoy this year's 2021 Virtual State Convention.

Kenya Campbell
Secretary-Treasurer



2021 AFT-MARYLAND STATE CONVENTION

CONVENTION COMMITTEE

Antoinette Ryan-Johnson
2021 Convention Committee Chairperson

Marietta English
President, AFT-Maryland

Kenya Campbell

Sandra Davis

LaBrina Hopkins

Ray Baker

Laura Prouty

Matthew Smith



AFT-MARYLAND EXECUTIVE BOARD

Marietta English
President

Kenya Campbell
Secretary-Treasurer

Rogie Legaspi
K-12 Area Vice President

Sandra Davis
PSRP Area Vice President

LaBrina Hopkins
Higher Ed Area Vice President

Antoinette Ryan-Johnson
Public Employees Area Vice President

Carolyn Caulk-Smith
Retiree Area Vice President

At-Large Area Vice Presidents:

Pat Childs
Linda Day
Joseph Monte
Karen Pilecki
John Ripley
Jerry Smith





CITY OF BALTIMORE

BRANDON M. SCOTT,
Mayor

OFFICE OF THE MAYOR

100 Holliday Street, Rm 250
Baltimore, Maryland 21202

May 21, 2021

Greetings AFT-Maryland Members,

I want to welcome you to the AFT-Maryland 2021 Virtual State Convention. Since the beginning of the COVID-19 pandemic, each of you have been a crucial part of our communities through our response and recovery efforts.

This year's convention theme "Continuing the Fight for Democracy" is fitting as we reimagine many aspects of our communities. From public health and safety, to education and politics, you are essential and outstanding figures and role models. During these times of uncertainty, you are the ones who set the stage for a path forward.

I encourage you to use these moments to reflect, reconnect and recommit to the principles and practices that produce excellence within our neighborhoods and communities.

Your jobs are not easy, but know that you have my support and appreciation for you do.
Thank you.

Sincerely,

A handwritten signature in black ink that reads "Brandon M. Scott".

Brandon M. Scott
Mayor
Baltimore City



STATE'S ATTORNEY
Marilyn J. Mosby



OFFICE of the STATE'S ATTORNEY for BALTIMORE CITY
120 East Baltimore Street | Baltimore, Maryland 21202

May 21, 2021

AFT-Maryland State Federation
5800 Metro Drive Suite 100
Baltimore, MD 21215



Dear AFT-Maryland State Federation;

On behalf of the Baltimore City State's Attorney's Office, I want to welcome you virtually to the 2021 Triennial Convention of the AFT-Maryland State Federation. The theme, "Continuing the Fight for Democracy: Labor Unions, Organizing & Collective Bargaining" is a valuable message to the many public employees, healthcare workers, educators and school related personnel that are impacted by this time-tested organization.

I would like to applaud the members of the AFT for their continued efforts to uphold the proud traditions on which this union was created. Your steadfast persistence to rally for the right causes contribute to the well-being of our State's workforce.

Regardless of whether you are a nurse, a teacher, or a civil servant - I encourage all of you to utilize the important information provided to you during this conference. Now more than ever, we must energize the Maryland workforce, who continue to support the local economy and advance social equality with purpose and passion.

Once again, welcome to the 2021 Triennial Convention!

Sincerely,

A handwritten signature in black ink that reads "Marilyn J. Mosby". The signature is fluid and cursive, with the first and last names being more prominent.

Marilyn J. Mosby
State's Attorney
Baltimore City

NICK J. MOSBY
Council President



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BALTIMORE CITY COUNCIL
BALTIMORE, MARYLAND 21202



May 22, 2021

To the Members of AFT-Maryland:

Greetings President Marietta English, Executive Board, State Affiliate Leadership and AFT-Maryland members. Welcome to the AFT-Maryland 2021 Triennial Convention.

Allow me to extend gratitude, not only from me but also from the entire Baltimore City Council. You, our nurses and healthcare workers, educators and school-related personnel, higher education faculty and professional staff and state and local government employees, sacrificed so much as front-line workers during the COVID-19 pandemic, most without acknowledgement. Thank you for the countless hours you spent in hospitals and hospices caring for those suffering from this virus and many other illnesses. Thank you for making the shift from classroom teaching to instructing our children and college students virtually. Thank you for working outside of your homes when everyone else was quarantined. None of what you have done over the past year has been easy, but you never gave up because you knew that what you do on a daily basis is critical for all sectors of our learning and working communities, and we would not survive without you.

It is my hope that this Triennial Convention provides the opportunity for you to network, learn new skills and share the wealth of knowledge you possess as you take part in the important work of the union. What you do at this convention continues your legacy of building up and supporting the workforce that literally keeps the engine of the state of Maryland running effectively and efficiently.

Thank you for the great work you do and the generous heart from which you do it. Please continue to remain engaged and never hesitate to reach out to me and my office for anything you need.

In Solidarity,

A handwritten signature in blue ink, appearing to read "Nick J. Mosby".

Nick J. Mosby, President
Baltimore City Council



Chris Van Hollen
United States Senator

May 2021



Dear Friends:

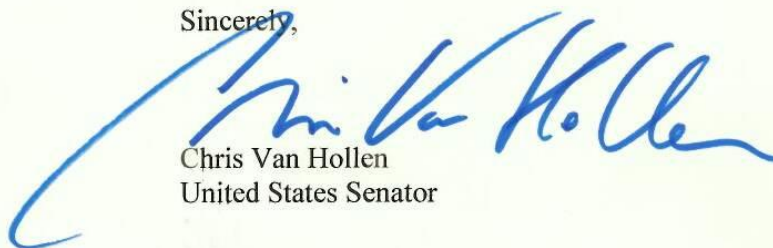
I am pleased to extend my warmest greetings to the delegates, members, and friends of the AFT-Maryland State Federation. Welcome to the 2021 Virtual State Convention!

I am grateful to each of you for your deep commitment to students and families in our communities, especially during these extraordinarily challenging times. Whether you're in the virtual classroom with students or providing health care via telehealth or in person, professionals like you are the cornerstone of our nation's schools. We trust our teachers, healthcare workers, and school-related personnel with one of our most important responsibilities – opening the door to opportunity for our children – so we need to be sure that they have the support they need.

I am committed to working with you for full funding of critical education programs like IDEA, Title I, and teacher professional development, and the nutrition, afterschool, mental and physical health services necessary to care for the whole child. I am proud to represent dedicated people like you, who work so hard to educate, support, and inspire our young people. As President Joe Biden declared in an Executive Order shortly after taking office, it is “the policy of the United States to encourage union organizing and collective bargaining.” I thank AFT-Maryland for everything you do to advocate for fair pay, safe working conditions, and quality education. Nothing less than the future of our children is at stake.

You have my gratitude and deep appreciation for all that you do to make a difference in the lives of our students. I hope that you have a productive Convention and that you will be able to gather in person before too long.

Sincerely,



Chris Van Hollen
United States Senator

Not printed at government expense





April 29, 2021

Dear AFT-Maryland officers and members,

It's my pleasure to welcome you to the 2021 AFT-Maryland Triennial State Convention. You have so much to commemorate and celebrate this year. You have always been on the frontlines, but it's never been more true than during this pandemic year, when you've turned on the dime, and through great uncertainty and fear for your own safety have worked harder than ever to support your students, families and community. I am so proud of the courage and dedication you've shown. I'm with you in spirit as you celebrate the perseverance and solidarity that carried you through this year, and as you visualize the year ahead.

AFT Maryland is made up of members and leaders who make a difference every day in the lives of others. From Day One, AFT-Maryland educators have been there for students—through all sorts of learning modes, and through all the trauma and turbulence students faced. From Day One, AFT-Maryland first responders and healthcare professionals have fought the effects of this pandemic—striving to contain it with tests and tracing, caring for patients under unspeakably difficult conditions, and administering lifesaving vaccines. From Day One, AFT-Maryland state and local employees have been on the job to keep your communities going and keep vital services running no matter what. You are all heroes.

Now we have another challenge: recovering right. The pandemic exposed glaring inequities in our society. As we rebuild, we need to do better than before, fueling a renaissance of public education, healthcare and public services. By “renaissance” I mean a true rebirth—not simply a return to what used to be, but improving immeasurably on the old status quo. That means working to create schools where kids, teachers, and staff have the freedom and resources to thrive. It means pouring new energy into our decades-long fight for accessible, affordable quality healthcare for all Americans. It means funding and protecting the quality public services our communities count on.

Realizing this vision will take two key things. First, it will take the professional voice and strength that you've won through your union. That voice helped keep not just your workplaces, but your students, patients and communities safer during COVID. It will be crucial in recovery. It is only through organized, democratic workplaces and the power of solidarity that a more just, equitable future can be realized.

Second, a better America post-pandemic depends on funding the future and frankly, on elections. While we worked hard to get the needed scientific guidance and resources to reopen schools safely during the last year of the Trump administration, we achieved them under the new Biden administration. We helped Joe Biden pass the American Rescue Plan Act, which is sending billions in relief directly to the communities, schools, and hospitals that need it most right now, and invest in public schools and colleges, public health, and help for state and local governments.

You were central to making this happen. Your phone banking, canvassing, and COPE donations helped deliver the White House and Senate to a president who's proud to say he's

The **American Federation of Teachers** is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

American Federation
of Teachers, AFL-CIO

AFT Teachers
AFT PSRP
AFT Higher Education
AFT Public Employees
AFT Nurses and Health
Professionals

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Randi Weingarten
PRESIDENT

Fedrick C. Ingram
SECRETARY-TREASURER

Evelyn DeJesus
EXECUTIVE VICE PRESIDENT

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Juan Ramirez
Jesse Sharkey
Andrew Spar
Denise Specht
Wayne Spence
Jessica J. Tang
Adam Urbanski
Debbie White, RN
Carl Williams



AFT-MD Convention/Page 2

a “union guy” and to union-friendly lawmakers who are delivering immediately for quality education, healthcare, and public services.

The ARP is a down payment on addressing inequities in our society. Now we must work to make the investment permanent.

The work you do and your united strength helped save this country as the pandemic raged. It will be the foundation on which we’ll build back. I honor that achievement, and I am proud to represent you as AFT president. Have a wonderful conference.

In solidarity,

A handwritten signature in black ink, appearing to read "Randi Weingarten".

Randi Weingarten
AFT President



Metropolitan Baltimore Council AFL-CIO Unions



May 3, 2021

To the Members of AFT-Maryland,

Over the past year, workers have faced numerous challenges as our country and state struggled to respond to unprecedented public health and economic crises. While these obstacles have taken a tremendous toll on Marylanders and on working families in particular, they have also highlighted not only the integral role that essential workers play in our communities, but also their willingness to adapt and face these challenges head-on.

As Interim President of the Metro Baltimore Council, I want to extend a special thank you to the AFT-Maryland members who have helped keep our state running throughout the pandemic, both from home and on the front lines; from teachers who have put in countless hours to ensure students continue to receive a high-quality education, to healthcare workers braving high-risk environments to keep patients safe and cared for, to public employees who have found creative ways to connect Marylanders with essential services and resources when they are most needed.

I wish our AFT-Maryland family and their loved ones continued good health and thank you all for the work you have done and the strength you have showed during these incredibly difficult times.



In Solidarity,

Glen Middleton Sr.,
Interim President



MARYLAND STATE & D.C. AFL-CIO

AFFILIATED WITH NATIONAL AFL-CIO

7 School Street • Annapolis, Maryland 21401-2096

Balto. (410) 269-1940 • Fax (410) 280-2956

President
Donna S. Edwards

Secretary-Treasurer
Gerald W. Jackson

Dear Sisters and Brothers,

I am honored to congratulate AFT-Maryland on convening your Triennial Convention themed, *Continuing to Fight for Democracy: Labor Unions, Organizing and Collective-Bargaining*.

For the first time in over a year we can judiciously contemplate the future. We are climbing out of the abyss of a deadly pandemic, a teetering economy, a long overdue reckoning with racial injustice, and perpetual vile lunacy from the previous White House resident. On January 6, a mob motivated by white supremacy and Nazism – stormed our capital to deny Joe Biden the Presidency and Kamala Harris the Vice Presidency and overthrow our democracy. This was a seditious assault on American democracy and a historic attempt at insurrection that failed-but the threat remains.

Our Labor Movement was prepared. We organized not only to win the election. We organized to defend what we won.

Experiencing dramatic shifts in our jobs, families and quality of life, thousands of union members persistently talked to millions of workers inspiring them to vote for working people. Vote for our country's future. Vote for democracy. And in so doing we took back our country. Make no mistake, democracy is still under siege. Since January, right wing lawmakers have introduced legislation to make it harder to vote and 43 of the 50 states.

The preservation of our democracy is essential but never guaranteed. Democracy is a process. It can be reversed and eroded. Unions embody democracy in the workplace and our moral belief extends into society. We infuse impressive resources into the democratic process ensuring workers fully participate in electing our nation's leaders and policymakers at every level of government. Post-election labor unions play critical roles advocating and winning on behalf of working people, advancing the right to organize workers.

Democracy must exist at the ballot box but also at the workplace. Workers should not be threatened or intimidated for exercising our rights. Our labor laws fail to protect workers. Labor law reform is paramount to protecting democracy. The Protecting the Right to Organize – the Pro Act - is much more than labor law reform legislation. It is an economic stimulus. It is a civil rights legislation. It is democracy reform. Get the Pro ACT passed!!

Survival of our democracy hinges on each of us and all of us collectively defending it. AFT has a proud history of leading the fights for justice and equality. AFT MD is a resolute active leader and partner in the Maryland labor movement. As always, I ask you to dig deep and ignite the flame of activism in yourself and your members. Optimize the momentum in favor of workers and our unions to build strong resilient unions prepared to protect our wins and advance equality and freedom for all.

In Solidarity,

Donna





JOHN A. OLSZEWSKI, JR.
County Executive



A WELCOME MESSAGE FROM THE COUNTY EXECUTIVE:

Welcome to AFT-Maryland's 2021 Triennial Convention! While this convention is held virtually, we know that many of you have been working on the frontlines – selflessly braving health risks to serve others. I appreciate your commitment and thank you for continuing to serve amid these hard times.

In so many ways, our teachers, healthcare professionals, and public employees are the foundation of our communities. You teach our children, heal us, and provide the critical services residents depend on. All your hard work is essential in building stronger, more vibrant communities. Amid these challenging times, we want you to know that we stand with you.

Across the country, our brothers and sisters in labor are organizing for stronger wages, better benefits – and safer workplaces. This is a fundamental right, and we wholeheartedly embrace the right of employees to unionize and collectively bargain. Strong unions are the backbone of a healthy middle class, and I remain committed to working with our friends in labor to support our unions.

As we continue our recovery in the wake of the COVID-19 pandemic, it's essential that we build an economy that works for everyone – and even better than before the pandemic began. In local government, that means we must continue investing in our most precious resource – our people. In Baltimore County, we stand with you and look forward to working with you to strengthen our communities.

In Solidarity,

A handwritten signature in black ink, which appears to be "John Olszewski".

John "Johnny O" Olszewski, Jr.
Baltimore County Executive

2021 AFT-MARYLAND STATE CONVENTION

AFT-MARYLAND COPE FUND

DONATE to AFT-Maryland COPE today!
The 2022 election is just around the corner!

Elections have consequences; because of the hard work of AFT-Maryland volunteers, we were able to not only elect a pro-union, pro-public worker president, but we were also able to flip the senate, which was vital to things like the passage of the American Rescue Plan (with increased stimulus checks, and direct federal aid to state, counties, cities, and local education agencies). Without this work, our members certainly would have been faced with layoffs and furloughs.

In 2022, the electoral fight comes to Maryland. We will elect a brand new governor, and every state senator and delegate—the people who write our laws and vote on the state budget—is up for election. It is imperative that AFT-Maryland exerts its voice in these political races. *That is where AFT-Maryland COPE comes in!*

What is the AFT-Maryland COPE Fund?

The AFT-Maryland COPE (Committee On Political Education) Fund is composed *exclusively of voluntary contributions from union members*, and is used to help support pro-union candidates for elected office. Members must assert that they allow this contribution to be used so that the union may assist candidates who share our values and concerns in running for elected office.

COPE funds are separate from member dues.
No dues dollars are contributed to political candidates.



Make a contribution to AFT-Maryland COPE...
And enter to win!

The best way to be sure we elect pro-education and pro-public employee candidates to public office is by making a contribution to AFT-Maryland COPE today.

DURING CONVENTION ONLY, any convention delegate who signs up to make a monthly donation to AFT-Maryland COPE at this link (<http://aftmd.us/aftmdcope>) will be entered into a 50/50 drawing, to be announced at the close of the Convention.

For every dollar donated to the first month, you will receive one entry for the drawing. The winner will be announced at the close of Convention Session III.



2021 AFT-MARYLAND STATE CONVENTION

KEYNOTE SPEAKERS



Fedrick C. Ingram

Secretary-Treasurer, AFT

Keynote Speaker, Friday, May 21, 2021

On Sept. 1, 2020, Fedrick C. Ingram was elected secretary-treasurer of the American Federation of Teachers, serving 1.7 million members, including pre-K through 12th-grade teachers; paraprofessionals and school-related personnel; higher education faculty and professional staff;

federal, state and local government employees; and nurses and other healthcare professionals.

Ingram is the immediate past president of the 140,000-member Florida Education Association (FEA). He was also an elected vice president of the AFT's executive council.

Ingram grew up in inner-city Miami, where he attended public schools. Pursuing his love of music, he attended Bethune-Cookman University on scholarship and became the first member of his family to earn a postsecondary degree, in music education.

He would go on to be a music teacher and band director in Miami-Dade public schools for 10 years. Fed is also an accomplished musician in his own right and has performed throughout the state and nationally as a saxophone soloist and conductor.

In 2006, he was named the Francisco R. Walker Miami-Dade County Teacher of the Year. He was also a finalist for the state of Florida Teacher of the Year Award in 2006.

In May 2013, he was elected president of the United Teachers of Dade, which represents employees of the fourth-largest school district in the nation. He held that post until 2015, when he was elected vice president of the FEA, where he became a bridge-builder and fearless advocate for public education, the joy of learning and the importance of the arts in education. In 2018, he won election as FEA president. Since then, he has been in frequent demand as a speaker, lecturer and presenter, and is recognized nationally for his workshops and presentations on community organizing and coalition building.

In May 2013, the Miami Herald's Legacy magazine named Ingram as one of South Florida's 50 most powerful black business leaders. He is also a recipient of the prestigious JM Family African-American Achievers Award, given to leaders who have exemplified excellence in their respective fields.

In addition to his bachelor's degree from Bethune-Cookman, Ingram earned a master's degree in educational leadership from Barry University. He also holds an honorary doctorate of humane letters awarded by Florida Memorial University.

He is married to Yvette Ingram, and they have three children, all of whom have attended public schools.



2021 AFT-MARYLAND STATE CONVENTION

KEYNOTE SPEAKERS

Dr. LaMarr D. Shields

Inspirational and Motivational Speaker

Keynote Speaker, Saturday, May 22, 2021

Dr. LaMarr Darnell Shields, Co-Founder and Senior Director of Education and Innovation at the Cabio Group, has dedicated his life to inspiring adults and youth alike to pursue a higher purpose, achieve sustainable value for long-term success, and cope with adversity in order to create opportunities in their personal, professional and spiritual lives.

Dr. Shields has written a variety of innovative educational curricula, namely Dare to Be Queen, Hands Off: Strategies to Combat Youth Violence, and Rhyme and Reason: A Hip Hop Tool for the Classroom, which are all currently being used by educators, school systems and churches nationwide. His 2009 book 101 Things Every Boy/Young Man of Color Should Know inspired the documentary film Men II Boys and remains a best-seller on Amazon.

His extensive experience as a scholar-practitioner in the field of racial, ethnic, and academic identity among Black and Latino male youth, coupled with his depth of experience with fostering interconnectivity and deep engagement among educators, policy makers, parents, and other change agents, uniquely positions him as a leader in the field. He brings with him an unparalleled level of enthusiasm and complexity to all the work he does.



Featured guest on:

TEDx, NPR, CNN, NBC, BET, FOX, TV One

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Life insurance assurance

Fill in the gaps of your life insurance coverage.



Prepaid Debit Card

Get paid up to 2 days early and avoid check cashing fees.* Our new AFT+ prepaid card has direct deposit, great perks, and saves members \$100s a year.



Mortgages for members

Enjoy special mortgage benefits from Union Plus



Protect your identity

Make sure your identity is not at risk.



AFT + MEMBER BENEFITS

As an AFT member, you belong to a community of colleagues. We understand the power of joining together—in our work, in our communities, *and* in the marketplace. At AFT, we have our own marketplace—AFT+ Member Benefits—which combines the purchasing power of AFT's 1.7 million members with the benefit offerings of Union Plus, the AFL-CIO's benefit arm. This gives you a rich array of discounts, services and benefits that go beyond the workplace. Many of these programs are available to family members, too.

Are you worried about your student loans? Do you need to equip your home office? Looking for a competitive mortgage rate? Want a choice of no-fee credit cards? A great wireless plan? Do you yearn to travel? We have hotel discounts, rental car savings, guided tours and even flight discounts.

Whether for everyday necessities or splurges, check the AFT+ benefits offerings.

<https://www.aft.org/member-benefits>

INFORMATION SESSIONS

Nuts and Bolts of Creating Health and Safety Committees

Amy J. Bahruth, Associate Director, Health Issues, AFT

More than ever, our members need health and safety committees - both union only and joint labor management committees. Work-related illnesses and injuries to our members have gone neglected or unrecognized for too long. An important way to assure safe conditions on the job is to form these committees, as they can provide a powerful forum for our union to quickly identify and address health and safety problems with the employer. In this brief presentation, we'll cover some of the nuts and bolts of creating strong health and safety committees in your workplace and provide a pathway towards continuing this work in more depth!

AFT+ Member Benefits

Mary Pascale, Associate Director, AFT+ Member Benefits

Members like the AFT + benefit programs and they are important tools for engaging with your members and colleagues. The AFT and Union Plus recently added several significant new benefits we think will be of great interest to your members.

The workshop will give you an overview of the existing benefit programs with an emphasis on new programs.

Mary has been with AFT + Member Benefits since 2003 and she enjoys helping members find the benefits that will be of most use for their particular life situation.



CONVENTION AGENDA

AFT-MARYLAND VIRTUAL STATE CONVENTION

Continuing the Fight for Democracy:

Labor Unions, Organizing & Collective Bargaining

Friday, May 21, 2021

5:00 - 6:00 p.m.

Delegate Check In
Pop Up Dance Break

6:00 - 7:00 p.m.

Convention Opening & Welcome

Call to Order
Welcome
Presentation of Colors / Anthem
Greetings and Acknowledgement of Distinguished Guests

Opening Keynote Speaker:
Mr. Fedrick Ingram
AFT Secretary-Treasurer

7:00 - 8:00 p.m.

Convention Business Session I

Committee Reports
Credentials Committee
Program & Rules Committee

COPE Campaign Kickoff

Closing Remarks



CONVENTION AGENDA

AFT-MARYLAND VIRTUAL STATE CONVENTION

*Continuing the Fight for Democracy:
Labor Unions, Organizing & Collective Bargaining*

Saturday, May 22, 2021

7:30 - 8:30 a.m.	Delegate Check In Mind & Body Movement
8:30 - 10:00 a.m.	Convention Session II Committee Report: Credentials State of the Union - The President Treasurer's Report Legislative Report
10:00 - 10:15 a.m.	Break
10:15 - 11:15 a.m.	Member Informational Session <i>Nuts and Bolts of Creating Health and Safety Committees</i> Amy Bahruth, AFT Health Issues <i>AFT+ Member Benefits</i> Mary Pascale, AFT+ Member Benefits
11:15 - 12:00 p.m.	Keynote Speaker Intro of Keynote Speaker Keynote Speaker: Dr. LaMarr Darnell Shields The Cambio Group
12:00 - 12:30 p.m.	Lunch
12:30 - 4:00 p.m.	Convention Session III Final Report - Credentials Committee Nomination of Officers Resolutions & Constitutional Amendments Closing Remarks COPE Drawing

The 2021 Virtual Convention is extended until July 1, 2021.
Convention adjourned after announcement of election results.



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2021 AFT-MARYLAND STATE CONVENTION

RULES OF CONDUCT FOR THE 2021 AFT-MARYLAND VIRTUAL CONVENTION

PREAMBLE

AFT-Maryland's concern for the health, safety and welfare of our delegates and surrounding communities because of the COVID-19 pandemic has led us to convert the AFT-Maryland's 2021 Convention to a virtual convention. The challenges of using an all-virtual platform has caused this convention to operate with modified rules and scheduling. The executive board adopted these rules on April 20, 2021, in order to allow the committees to operate in this virtual environment.

VIRTUAL SERGEANTS-AT-ARMS

- a. Delegates shall check in for the convention using the links/codes provided by AFT-MD.
- b. Delegates shall not be permitted the display of caucus or political signs or placards on their home screen, profile or as background.

"FLOOR MICROPHONES"

- a. Delegates shall use the digital options to participate in the debate and voting.
- b. When a question before the convention is put to a vote, all delegates who are in queue awaiting their turn to speak shall be cleared.

RECOGNITION TO SPEAK

- a. A delegate desiring to speak to a question before the convention shall not speak until recognized by the chair.
- b. A delegate recognized by the chair must state his or her name and local number before speaking.
- c. No delegate shall be allowed to speak twice on any issue until all who are desirous of doing so, and are entitled to do so, have had a chance to speak.

RESOLUTIONS

- a. Proposed amendments or additions to the Constitution, or a resolution shall be submitted by email to convention2021@aftmd.org no later than 5 p.m. on May 1, 2021.
- b. Amendments to the resolutions shall be submitted by email to convention2021@aftmd.org by May 19, 2021, at 5 p.m.
- c. In light of the limitations presented by the virtual convention, the chair shall determine the number of prioritized resolutions put before the delegates.
- d. Resolutions brought to the convention on which no action has been taken by the delegates shall be referred to the executive board when the convention adjourns.



2021 AFT-MARYLAND STATE CONVENTION

SPECIAL ORDERS OF BUSINESS

- a. Special Orders of Business must be emailed to convention2021@aftmd.org at least one business session prior to consideration and, if in order, will be made available to all convention delegates prior to the business session in which it will be considered. The special order shall only be considered if approved for consideration by two-thirds of the delegates who vote.
- b. Special Orders of Business must address issues that because of timeliness could not have been dealt with through the Resolutions procedure outlined above.

MOTIONS AND AMENDMENTS TO MOTIONS

- a. No seconds are required for any motions.
- b. Motion to suspend the rules shall only be in order to allow new motions to amend. The motion to suspend shall explain the purpose (e.g., a proposed amendment not timely submitted), shall allow one speaker "for" (the movant) and one speaker "against" and requires a two-thirds vote of those voting to pass. If the motion to suspend passes, then the movant shall immediately email the proposed amendment to convention2021@aftmd.org and while that is being submitted and posted, the chair shall move on to the next resolution or business item. After that next resolution is decided or business item is completed, the chair shall return to the previous resolution and post the motion to amend to be considered.
- c. The following motions are out of order: motions to table, motions to postpone indefinitely, motions to postpone to a certain time, motions to rescind, motions to limit debate, motions for reconsideration and motions to divide the question.
- d. Delegates may appeal the ruling of the chair (challenge the chair). No second is required for consideration. After debate, the appeal shall be sustained only if a majority of those voting vote in favor of the appeal.
- e. The chair may summarize or repeat the motion or amendment before the convention immediately prior to the vote thereon.

LIMITATIONS ON DEBATE

- a. A delegate shall be allowed to speak to any question for a period not to exceed three minutes. He or she shall be notified when two minutes have elapsed and again at the close of the third minute, at which time the speaker will be muted.
- b. The debate on any resolution or amendment shall be limited to 10 minutes total unless the chair, by her discretion, allows further debate, or a motion to expand debate is made and passes. The motion to expand debate requires a two-thirds vote of those voting to pass.

VOTING

Voting shall only be conducted by delegates selecting either the "for" or "against" digital option. As a result of the digital tabulation of votes, there shall be no division of the house and no roll-call votes.



2021 AFT-MARYLAND STATE CONVENTION

GUEST SPEAKERS

Guest speakers invited by the executive board or the convention shall be introduced at their convenience by the chair, provided, however, that no speaker currently speaking before the convention shall be interrupted.

COMMITTEE MEETINGS

- a. The chair of each committee shall, at the opening of the committee meeting, appoint a secretary to record the proceedings.
- b. Only those delegates properly assigned to the committee in question shall be permitted to attend and to participate in committee business.
- c. All the foregoing Rules of Conduct that can be made applicable to committee meetings shall apply, such as the limitations on debate, and voting procedures.
- d. Each proposed amendment shall be considered and the movant shall be the first speaker. If more than one delegate submits a proposed amendment that is the same or very similar, then the first person to have submitted the motion shall be the movant. No one shall speak until the motion is displayed on the screen.
- e. It shall be the responsibility of the chair and secretary of each committee to see to it that the resolutions that the committee wants to report to the convention are submitted to Matthew Smith at MSmith@aftmd.org for distribution to delegates on or before May 14, 2021.
- f. For purposes of clarity and consistency, committee recommendations should be presented in a uniform manner: The committee recommends adoption, adoption as amended, defeated, precluded by other resolutions or referred to the executive board.
- g. The number of resolutions to be prioritized for consideration by the committee shall be determined by the committee chair. The motion for priority does not require a second and is not subject to amendment. The motion for priority shall be limited to the number of resolutions that the committee chair has determined.
- h. The committee chair shall report the recommendations of the committee to the convention on the basis of a majority vote of its members present and voting.





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IN MEMORIAM

This past year has been a year like no other. On the occasion of Workers Memorial Day last month, AFT President Randi Weingarten stated, "We've lost far too many people—including more than 300 of our AFT members, who sacrificed their health and safety to care for others."

Healthcare workers, educators, and public employees have been on the frontlines during the pandemic. Many became sick. Some died. The crisis has brought into crystal focus that we need safe workplaces and adequate sick leave for workers.

AFT-Maryland recognizes the sacrifice and struggle our members have faced this past year, and continue to face, as we navigate a "new normal" in the workplace. And we especially remember all those lost to workplace injury, accident, and Covid-19.





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AFT-MARYLAND

PROPOSED RESOLUTIONS

AND

AMENDMENTS

TO

CONSTITUTION & BYLAWS



2021 AFT-MARYLAND STATE CONVENTION

Resolution #01 A RESOLUTION ON WORKPLACE SAFETY

WHEREAS, the COVID-19 global pandemic made clear the indispensable service public employees provide to Marylanders; and

WHEREAS, at the onset of the pandemic, essential workers were asked to work in public facing positions with little supportive personal protective equipment (PPE) and few, if any, modifications to building ventilation systems to improve airflow; and

WHEREAS, state and local governments failed to develop safety protocols and standards at worksites while also failing to develop a workplace Emergency Action Plan to inform employees of worksite procedures, resources, and logistical measures ensuring employee safety during the pandemic; and

WHEREAS, although safety procedures are in place for this current viral global pandemic anticipation of further viral outbreaks lay bare the need for a comprehensive statute that is attentive to the needs of workplace safety; and

WHEREAS, issues involving workplace safety are not limited to front-line essential employees during the COVID-19 global pandemic and are also necessary for all members of our state federation to safely and effectively do their job; and;

WHEREAS, the on the job death of City Union of Baltimore member Trina Cunningham, demonstrates the hazards associated with a wide range of work beyond the threats of COVID-19; and

WHEREAS, each worker, particularly public sector employees whose labor contributes to the safe, clean, healthy, and efficient management of our state and local government deserves to have both dignity and safety in their work;

THEREFORE BE IT RESOLVED, that AFT-Maryland supports the Maryland General Assembly taking up and passing the Maryland Essential Workers Protection Act and encourages state and local governments across the state of Maryland to invest in clean, healthy, and safe worksites where public employees can perform their duties without worry of injury or harm to their person.

Submitted by AFT-Maryland Executive Board, Local #8018

☐ Adopted ☐ Adopted as Amended ☐ Defeated

☐ Referred to _____



2021 AFT-MARYLAND STATE CONVENTION

Resolution #02

A RESOLUTION ON RECRUITING, TRAINING, AND RETAINING A PIPELINE FOR YOUNG MEMBERS AND NEW LEADERS

WHEREAS, according to the United States Department of Labor about 13% of workers in Maryland are in unions and nationally more than 25% of all union members are over the age of 45; and

WHEREAS, non-union workers make only 84% of what union workers earn and the opportunity to grow the middle class and increase workers' wages is vital to growing and sustaining any economy; and

WHEREAS, leadership of our locals need to be diverse and representative of the state of Maryland and the various ages, race, ethnicities, religions, sexual orientations, gender identities, and abilities and of the Marylanders our members serve; and

WHEREAS, the future of the labor movement depends on the young people keenly aware of the critical challenges facing workers from all walks of life and these young people are eager to be a part of the solution; and

WHEREAS, many public sector professions including but not limited to education, corrections, and healthcare have high burnout and thus high turnover rates and the need to continue to invest resources to recruit and train young workers and labor leaders is vital. So too is the effort to nurture and retain these leaders so they can be excellent representatives of the union at their worksites knowing that member-to-member engagement is still the best way to grow and sustain a union; and

WHEREAS, efforts such as Metro Baltimore's AFL-CIO's Baltimore Apprenticeship Readiness Program and the Baltimore Teachers Union Teacher Leaders Program prepares and trains workers for careers as union professionals and labor leaders equipping them with the skills they need to be effective leaders who guide with moral clarity and the skills necessary to represent their union; and

WHEREAS, those programs can serve as examples of a model that commits resources to identifying and cultivating future workers and labor leaders; and

WHEREAS, the cultivation of a pipeline to train young workers for effective leadership in labor unions will have numerous benefits, among them increased visibility of the union at the worksite as well as effective organizing from shop stewards all while ensuring the sustenance and prosperity of our collective locals and the entire labor movement which in turn will ensure the prosperity of the Maryland worker and through them the health and economy of our state.

THEREFORE BE IT RESOLVED, AFT-Maryland calls for locals to turn their attention to conduct aggressive organizing campaigns to identify future leaders and develop those leaders with thoughtful steward training programs, experiences lobbying before state or local governments, and putting potential leaders in community with one another from across the state.

Submitted by AFT-Maryland Executive Board, Local #8018

☐ Adopted ☐ Adopted as Amended ☐ Defeated

☐ Referred to _____



2021 AFT-MARYLAND STATE CONVENTION

Resolution #03

A RESOLUTION ON COMMITTING TO ENDING POLICE VIOLENCE

WHEREAS, the deaths of George Floyd and Breonna Taylor in 2020 have renewed public calls for an end to police violence, namely violence that seems to disproportionately harms Black people; and

WHEREAS, there is a way for police to do their jobs and get home safely to their loved ones while also contributing to general safety and welfare of the community without engaging in harm to the residents of said community; and

WHEREAS, a commitment to public safety includes ensuring law enforcement and community recognizing that harm and crime are often byproducts of need and as our society reduces one's need we will inherently reduce crime and such a reduction will inevitably lead to less interaction with law enforcement which will bring down instances of fatal interactions with police; and

WHEREAS, on those occasions where police overstep their sworn duty and enact harm or worse against a citizen, the need for accountability is present to ensure trust in the American criminal justice system; and

WHEREAS, without said trust, the law, customs, and norms of our justice system cannot be sustained because they will lack legitimacy and will appear and function as an uneven system where justice is not adjudicated equally regardless of race or profession; and

WHEREAS, the best way to ensure trust in the system is to not ask law enforcement officers to do the work of other professionals such as social workers, mental health care professionals and others, thus allowing law enforcement officers the ability to concentrate their time and resources on public safety

THEREFORE BE IT RESOLVED, AFT-Maryland supports the Maryland General Assembly's passage of police reform laws, calls for the passage of the George Floyd Justice in Policing Act federally, and supports calls for justice and accountability in the name of public safety.

Submitted by AFT-Maryland Executive Board, Local #8018

☐ Adopted ☐ Adopted as Amended ☐ Defeated

☐ Referred to _____



2021 AFT-MARYLAND STATE CONVENTION

Resolution #04 A RESOLUTION ON APPOINTING JOSEPH A. MONTE, AS AT-LARGE VICE PRESIDENT EMERITUS OF AFT-MARYLAND

WHEREAS, in special recognition of distinguished service to AFT-Maryland, its Executive Board and affiliate members, AFT-Maryland wishes to acknowledge Joseph A. Monte by appointing him as At-Large Vice President Emeritus; and

WHEREAS, Mr. Monte was founding member and chairman of Maryland Federation of Teachers, the organization now known as AFT-Maryland and has served the state federation since its original inception as the United Teachers of Maryland in 1969 totaling 52 years of loyal and dedicated service; and

WHEREAS, Mr. Monte served as President of Montgomery County Federation of Teachers since 1965; and

WHEREAS, Mr. Monte has served as a Guidance Resource Counselor at Albert Einstein High School in Montgomery County, Maryland from 1965 to 2002 also serving as an college, career and financial advisor ; and

WHEREAS, Mr. Monte has raised millions of dollars in scholarships for Maryland high school students and has inspired and encouraged thousands of students to excel in their educational endeavors as a means of achieving successful lives; and

WHEREAS, Mr. Monte served as a valuable and influential mentor to several Baltimore City School counselors and consistently demonstrated his passion for mentoring by personally sponsoring these counselors attendance at the Annual National Association for College Admission Counseling Conference (NACAC); and

WHEREAS, Mr. Monte has served his local and the state federation in numerous capacities including as labor representative on a host of grievance cases, creator of the Montgomery County Federation of Teachers Newspaper, advocate for public education and public employees before the General Assembly; and

cont'd



2021 AFT-MARYLAND STATE CONVENTION

Resolution #04, continued

WHEREAS, Mr. Monte demonstrates a consistent commitment to the success of AFT-Maryland, to the activities of its officers and affiliates and the citizens of the state of Maryland as well as being an exemplary pillar in the community and for all of this is deserving of recognition for longstanding excellence and contributions to the public sector labor movement;

THEREFORE BE IT RESOLVED, that the Executive Officers of AFT-Maryland approves appointment of Joseph A. Monte as At-Large Vice President Emeritus of the state federation of AFT-Maryland.

BE IT FURTHER RESOLVED, that this Board herein extends its deepest appreciation to Mr. Monte for his dedication and service to AFT-Maryland, and to the people of the state of Maryland.

BE IT FURTHER RESOLVED, that this Resolution is spread upon the permanent minutes of this Board and that copies are given to Mr. Monte to share with members of his family, and to other appropriate colleagues and officials.

Submitted by AFT-Maryland Executive Board, Local #8018

☐ Adopted ☐ Adopted as Amended ☐ Defeated

☐ Referred to _____



2021 AFT-MARYLAND STATE CONVENTION

Resolution #05 A RESOLUTION ON THE CELEBRATION OF AFT-MARYLAND'S 50TH ANNIVERSARY

WHEREAS, AFT-Maryland having been established as the state federation for Maryland professional public employees working in several industries including but not limited to education and education related fields, public health, corrections, and industries across state and local government; and

WHEREAS, the state federation has been the central body for the collective locals and affiliates of AFT-Maryland in their work advocating for the needs of members, providing various supports for locals within the federation and delivering service and solidarity to certain classified public employees across Maryland since 1973; and

WHEREAS, AFT-Maryland stands as the collective voice advocating for locals within the federation on state legislative issues in Annapolis; and

WHEREAS, over the course of the last 50 years AFT-Maryland has led in the fight for dignity and democracy in the workplace, fairness at the bargaining table, and has been a strong advocate for worker solidarity, community service, and supportive of causes of social justice to uplift fellow Marylanders

THEREFORE BE IT RESOLVED, that AFT-Maryland proudly celebrates 50 years of the state federation fostering solidarity among professional public employee locals, support for communities across Maryland, and advocating for fairness and democracy at the ballot box; and in recognition of the 50 year anniversary of AFT-Maryland, the state federation will hold events commensurate with the occasion.

Submitted by AFT-Maryland Executive Board, Local #8018

☐ Adopted ☐ Adopted as Amended ☐ Defeated

☐ Referred to _____



2021 AFT-MARYLAND STATE CONVENTION

A Proposed Amendment to the AFT-Maryland Constitution and By-Laws

BY-LAWS

Article III—Financial Procedures: Revenues, Per Capita, Budget and Audits

Section 5. Effective **September 1, 2021**, through **August 31, 2022**, each local affiliated with AFT-Maryland shall pay a per capita tax increase of \$0.00 per month, per member (remains at \$15.75).

Effective **September 1, 2022**, through **August 31, 2023**, each local affiliated with AFT-Maryland shall pay a per capita tax increase of \$0.50 per month, per member (increases from \$15.75 to \$16.25).

Effective **September 1, 2023** through **August 31, 2024**, each local affiliated with AFT-Maryland shall pay a per capita tax increase of \$0.50 per month, per member (increase from \$16.25 to \$16.75).

Per capita payments shall be made on a monthly basis to the Secretary Treasurer of AFT-Maryland. Locals with members, as defined by the Constitution of the American Federation of Teachers, for whom one-half or less per capita is paid, shall be required to pay one-half or less per capita to the State Federation. Such locals shall have a proportional vote at the Convention computed by the same method as defined in the Constitution of the American Federation of Teachers. Except that locals that have more than 5,000 members shall only pay full per capita on the first 5,000 full time equivalent members and shall pay half per capita on the remaining full time equivalent members beyond 5,000.

Submitted by AFT-Maryland Executive Board, Local #8018

☐ Adopted ☐ Adopted as Amended ☐ Defeated

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AFT-MARYLAND STAFF

Marietta English, President

Kenya Campbell, Secretary-Treasurer

Ray L. Baker, Director of Communications

Janell Thornton-Edmonds, Organizer

Jeffery Johnson, Community Engagement Coordinator

Laura Prouty, Office Manager

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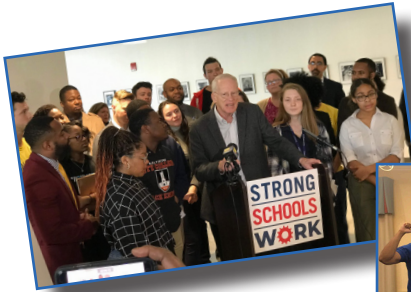
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