

AFT Utah Bylaws
(Including amendments passed in October, 2007)

ARTICLE 1 – MISSION STATEMENT

The mission of AFT Utah is to promote quality educational outcomes and democratic empowerment, provide excellent professional services to educational employees, and organize the unorganized.

ARTICLE 2 – PURPOSE AND OBJECTIVES

AFT Utah is a state affiliate of the American Federation of Teachers established to achieve through collective bargaining, petition, legislation, advocacy in the community and education, the following objectives:

- A. To support, strengthen, and assist affiliated locals, members, and employees represented.
- B. To take affirmative action to eliminate all forms of racism, sexism, and ethnic discrimination.
- C. To develop among the membership and the public a better understanding of the rights, issues, and problems facing educators, para-professionals, non-instructional employees, educational employees and other employees.
- D. To protect the civil and academic rights of the teaching profession.
- E. To encourage all educators, para-professionals, non-instructional employees, educational employees and other employees, without regard to race, creed, sex, color, national origin, to share equally in the full benefits of this union.
- F. To encourage educators, para-professionals, non-instructional employees, educational employees and other employees to register, vote, and to exercise their full rights and responsibilities of citizenship by performing their rightful part in the political life of local, state, and national communities.
- G. To raise the standards of education and to secure the conditions essential to the best professional practices.
- H. To ally with other organized groups in the pursuit of common goals.
- I. To promote a single united union of educators, para-professionals, non-instructional employees, educational employees and other employees in the United States and to maintain affiliation with the AFT, AFL-CIO, and Labor Councils of the Utah State AFL-CIO.

ARTICLE 3 – FINANCE

- A. The AFT Utah fiscal year shall be July 1st to June 30th as designated by the Constitution.
- B. The Secretary/Treasurer and the budget committee shall present a tentative budget to the Executive Council at their April meeting. The tentative budget shall also be presented at the spring meeting of the Delegate Assembly. The Executive Council shall adopt the proposed budget or make adjustments. Following discussion in the Delegate Assembly, the final budget for the following fiscal year shall be adopted on or before June 15 by the Executive Council.

- C. AFT Utah shall manage and report on separate accounts for the AFT Utah general funds, voluntary COPE contributions, the legal defense fund, and the scholarship fund.
- D. Membership dues to AFT Utah may not be budgeted or used for the purpose of political action. However, members shall be encouraged to voluntarily donate to AFT Utah for deposit in the COPE/Political Action account, via electronic transfers or otherwise.
- E. AFT Utah expenses may be paid with the approval of the Executive Council.
- F. Signers on all accounts held and managed by AFT Utah shall include the President, secretary/treasurer and other officers approved by the Executive Council. Checks may only be issued with two of the approved signatories – checks issued without the president’s signature must have received prior approval from the Executive Council. Checks may not be signed with a signature stamp or other mechanical device.
- G. The AFT Utah monthly financial statements shall be reviewed and approved by the Executive Council.
- H. The various funds of AFT Utah shall be audited at least annually and reported to the Executive Council.
- I. Ten (10) cents per month shall be deducted from all members’ monthly dues contributions and placed in the AFT Utah scholarship fund.

ARTICLE 4 – LEGAL/GRIEVANCE REPRESENTATION

- A. AFT Utah’s officers, staff, and agents shall assist members with protection of their legal rights as allowed by the Constitution and these ByLaws.
- B. AFT Utah staff may assist locals in their efforts to advocate for members in the initial steps of the grievance process. State staff shall assist and/or advocate for members, if requested by the local president, in dealing with grievances and legal problems at subsequent levels of the grievance process.
- C. The AFT Utah Executive Council shall budget for a legal defense fund for members relating to employment discrimination, job security and defense of Constitutional rights. The legal defense fund will receive contributions of fifty (50) cents per member per month, as part of the monthly dues. This fund is restricted from any use other than legal defense recommended by the Grievance Committee and approved by the Executive Council.
- D. State funding of legal defense of a member shall not exceed a one-third contribution relating to costs incurred by the approved litigation. The other 2/3 cost shall come from the local and the national level.
- E. In considering funding for litigation such that the member would be the moving party, funding shall not be granted unless approved by the Grievance Committee and the Executive Council. Approval shall not be granted by either reviewing body unless the occasion which may result in litigation occurred within the scope of employment, has a broad-reaching benefit to AFT Utah members within the state, is approved by the local affiliate’s executive board, and does not exceed the balance of the legal defense fund. The reviewing bodies shall consider the merits of litigation in regard to validity and soundness. The aforementioned committees may decline AFT Utah representation in matters they deem unreasonable, unsound, or frivolous.

ARTICLE 5 – POLICIES AND PROCEDURES

The AFT Utah Executive Council shall create and adopt standard operating procedures for membership services and a personnel policy manual. These policies and procedures shall be established within parameters set by the AFT Utah Constitution and these Bylaws.

ARTICLE 6 – AMENDMENTS

These Bylaws may be altered, amended, or repealed at any meeting of the Delegate Assembly by a simple majority vote of the Delegates provided that any proposed change must be submitted in writing to the Executive Council through the Secretary/Treasurer, at least 30 days prior to the date of the Delegate Assembly meeting to which such proposal is to be presented and distributed to each local affiliate at least 15 days before such meeting.