

**AMERICAN FEDERATION OF TEACHERS WISCONSIN
RETIREE COUNCIL
CONSTITUTION & BYLAWS
Effective date 10/08/25**

Article I--Name

The name of this organization shall be the American Federation of Teachers-Wisconsin Retiree Council-hereinafter referred to as the AFT-W-R.

Article II--Affiliation

The AFT-W-R shall serve as a constituent unit of the American Federation of Teachers-Wisconsin hereinafter referred to as the AFT-W. The Council shall take no action in opposition to policies and amendments to, this constitution and/or bylaws of the AFT-W or the AFT (American Federation of Teachers).

Article III--Objectives

The objectives of the Council shall be:

- A. To organize all current and future retirees from AFT-W locals or retirees who were members-at-large.
- B. To organize current members of the AFT-W locals and members-at-large who are planning to retire.
- C. To formulate and support programs that will advance the interests of council members in such matters as pensions, annuities, Social Security, Medicare, healthcare benefits, tax relief and fair taxation.
- D. To promote the health and welfare of Council members.
- E. To support the aims, goals and objectives of the AFT-W/AFT.
- F. To foster social, cultural, educational, civic and political pursuits.
- G. To promote mutual assistance and cooperation with other organizations with which this Council is associated.

Article IV

Section 1--Membership in AFT-W-R

All persons who are retired and were previously represented by AFT Wisconsin locals or who were members-at-large, are automatically eligible to be members of the AFT-W-R. All persons who pay the annual dues will be classified as members in good standing. All persons planning to retire and who are members of AFT-W locals, or members-at-large, may pay annual dues and become members.

Unless they are active dues paying members of an AFT-W local or a dues paying member-at-large, member of the AFT-W-R Council may not hold office or vote in the AFT-W/AFT except that the Council President elected by the AFT-W Retiree Council will serve as a voting member on the AFT-W Executive Board as the AFT-W Retiree Council Vice-President.

Candidates shall be elected as delegates by the Council to attend state and national conventions or other conventions, workshops, conferences, and seminars. Five delegates from the Council, or the amount allowed by the AFT-W Constitution/Bylaws, shall be eligible to attend the AFT-W

state convention as voting delegates. All other AFT-W-R Council members who wish to attend may do so as visitors or guests.

- A. Membership eligibility in the AFT-W-R shall be determined without regard to sex, race, religious creed, color, national origin, ancestry, age, position in public employment, political affiliation, or sexual orientation.
- B. Individual applications for membership shall be submitted to the AFT-W-R along with their dues payment.
- C. The AFT-W-R's jurisdiction shall not include any currently AFT chartered retiree chapters in Wisconsin unless they choose to affiliate with the AFT-W Council.
- D. Only chartered retiree chapters shall be affiliated through the AFT-W-Retiree Council.
- E. Retention of good membership standing in the Council shall be determined by the payment of previously set dues by March 31 each year. Membership continuance is dependent upon dues being currently paid. Membership will be canceled for members not paid by March 31. Reinstatement shall occur upon payment.

Section 2--Dues and Council Funds

- A. Annual dues payable to the AFT-W-R shall be established by the officers and members in good standing at the annual meeting. The Council shall have the right to adjust the dues to carry out Council activities. Any change in the dues shall be approved by majority vote of Council members in good standing who are in attendance at the annual meeting; provided that notice of any proposal to change the annual dues has been included in a timely notice mailed to each Council member advising them of the date, time and place of the annual meeting.
- B. The Council shall have the right to engage in other legitimate forms of fund raising subject to approval of the AFT-W-R Executive Board.
- C. Supervisory personnel and school personnel with the rank vice-principal or above shall not obtain membership unless she/he has been a member of an AFT-W local or affiliate and upon approval of the Executive Board.
- D. All members in good standing are eligible to attend the annual AFT-W-R meeting without a registration fee.

Article V

Section 1--Identification of Officers

Officers of the Council shall be:

- A. President (also serves as the AFT-W Retiree Council Vice-President on the AFT-W Executive Board)
- B. Vice-President
- C. Secretary
- D. Treasurer

Section 2--Elections

With the exception of immediate past President, all officers shall be elected at the annual meeting for a two-year term or until their successors have been duly elected. After the report of the Nominating Committee, if there is one, the presiding officer shall entertain nominations from the floor. A majority vote of members present and in good standing and voting according to voting procedures shall be required for the election of any office. All elections will be conducted

according to the Landrum Griffin Act. Unless a candidate is unopposed, all elections shall be conducted by secret ballot. Newly elected officers shall assume their positions immediately following the conclusion of the annual meeting. The AFT-W-R President will assume the duties of the AFT-W Retiree Council Vice-President at the conclusion of the AFT-W Convention in convention years. At the close of their official term, outgoing officers shall deliver to their successors in office all books, papers, electronic files and other property of the AFT-W-R that may be in their possession.

Section 3--Vacancies

If an elected position is/or becomes vacant, the remaining officers of the Council shall elect a person to serve in the vacancy for the remainder of the term.

Section 4--Bonding

All designated persons of the AFT-W-R shall be bonded, the amount to be determined by the officers of the AFT-W Executive Board.

Article VI

Section 1--Composition of the AFT-W-R Executive Board

The AFT-W-R Executive Board shall consist of:

- A. All the officers of the Council
- B. The immediate past AFT-W-R President for one term only (as ex-officio)
- C. The President of AFT-W (as ex-officio)
- D. Standing committee chairpersons
- E. Up to five representatives of formally constituted local chapters of AFT retirees with a maximum of one being from any single local. If more than five local chapters are organized, the top five members will be elected at the annual meeting by the members present.
- F. All of the above persons shall be voting members of the AFT-W-R Executive Board.

Section 2--Duties of the Executive Board

It shall be the duty of the Council Executive Board:

- A. To conduct all business affairs of the Council between annual meetings.
- B. To plan the agenda for all Council meetings.
- C. To approve all standing committees and special committees appointed by the president.
- D. To prepare and conduct an annual AFT-W-R meeting.
- E. To prepare and present an annual budget at the annual meeting.
- F. To act as liaison with other retiree organizations, state and national, Alliance for Retired American (ARA), Coalition of Annuitants, Coalition of WI Aging Groups (CWAG), AARP, WREA, WEAC-Retirees, and the state and national AFL/CIO.
- G. To cooperate, formulate and implement decisions and plans for the proper functioning of the AFT-W-R.

Section 3--Executive Board Meetings

The officers of the AFT-W-R Executive Board shall meet at a time and place to be determined by its body. Special meetings of this board may be called by the president or at the request of two or more members of the board. A majority of this board shall constitute a quorum. No business shall be transacted in the absence of the quorum. No proxies shall be allowed. The Board may conduct its meetings with one or more or all members attending via teleconference.

Article VII--AFT-W-R Committees

Standing committees of the Council shall include the following:

- A. Membership/Organizing
- B. Legislative/COPE
- C. Communications

Standing Committee Responsibilities

With the concurrence of the Executive Board, the AFT-W-R president shall designate the chairperson and members of the committees as may be necessary for the proper functioning of the Council. The president of AFT-W-R may authorize special committees when deemed necessary to carry out the work of the AFT-W-R. The responsibilities of each committee will be as assigned by the Executive Board.

Article VIII--AFT-W-R Membership Meetings

The AFT-W-R shall hold an annual meeting prior to or during the regular AFT-W Biennial Convention or as set by the AFT-W-R board on non-convention years. The agenda of the annual meeting will include election of officers, annual reports from officers and standing committees, adoption of a budget, approval of annual audit, consideration of annual dues and development of goals and objectives for the coming year. A quorum at the AFT-W-R annual meeting shall consist of at least ten (10) members in good standing including at least two (2) officers or no business will be conducted. In addition to the annual meeting, the Executive Board may call membership meetings throughout the state with at least two (2) Executive Board members present.

Article IX--Parliamentary Authority

The rules contained in the current edition of Robert's Rules of Order Newly Revised, shall govern the Council in all cases in which they are applicable and in which they are not in conflict with the constitution or bylaws of the Council.

Article X--Amendment of Constitution & Bylaws

This constitution and bylaws may be amended in the following manner:

- A. An amendment to this constitution and bylaws, proposed by any member, shall be submitted in writing to an officer of AFT-W-R as preparation for submission at the annual meeting or next scheduled membership meeting.
- B. The Executive Board may submit amendments for consideration at the annual meeting or other membership meetings.

- C. A quorum and a two-thirds vote of those present shall be required for the adoption of a proposed amendment to this constitution. Amendments to the bylaws shall require a simple majority for adoption.
- D. Such amendments will be sent to all members thirty days or more prior to the meeting at which they will be considered.

Article XI--Adoption

This AFT-W-R Constitution is adopted as amended on October 8, 2025, by the members of the AFT-W-Retiree Council.

Signatures of AFT-W-R Officers:

President Michael J. Lussier

Vice-President Jeffrey J. Richter

Secretary Carol Ann Port

Treasurer Ruth M Ludwig

**AMERICAN FEDERATION OF TEACHERS--WISCONSIN
RETIREES COUNCIL
BYLAWS**

Officers Duties

- A. **President:** The president shall preside at all meetings of the AFT-W-R's Executive Board and at Council membership meetings; shall see that all orders and resolutions of the Executive Board and the membership are carried into effect; shall be an ex-officio member of all standing and special committees; shall appoint all standing and special committees, subject to approval by the Executive Board.
- B. **Vice-President:** The vice-president shall serve as acting president at any meetings that the president is unable to attend. He/she shall aid the president in AFT-W-R matters, in any and all ways possible. The position of vice-president is designed to help in reducing the work-load of the president. He/she shall function as the nominating committee during election years.
- C. **Secretary:** The secretary shall record and report all minutes of the Executive Board and membership meetings; shall notify all members timely notice of membership meetings, elections and other activities of the chapter, shall perform such other duties as may be prescribed by the Executive Board.
- D. **Treasurer:** The treasurer shall maintain all financial records of the Council, see that all money from dues and other sources are receipted, full accounts are kept and that this money is deposited to the credit of the Council in banks or savings institutions; oversee the annual audit, prepare a financial report for the annual meeting and upon prior request, prepare an annual budget, prepare a financial report for the Executive Board or any membership meeting of the AFT-W-R; and perform any other duties as may be prescribed by the Executive Board. The treasurer shall also keep an accurate list of all AFT-W-R members along with their membership status.
- E. **Membership Chairperson:** Keep track of the membership of the organization (paper files, spreadsheets, AFT database). Notify members each year when dues are due (Nov/Dec), document payments received and send checks to Treasurer for processing. Send membership information to all AFT-W local retirees from lists received by the AFT-W office and keep a list of the last 2 years of those who didn't respond.

Approval of expenditures

AFT-W-R bills shall be approved and signed by the treasurer and the president or vice-president in the event the president is unavailable for a timely approval. If the treasurer is unavailable for a timely approval, then approval may be made with the signatures of the president and vice-president.

Annual Dues

At the AFT-W-R annual meeting October 1999, the dues were increased from \$15 to \$20 per annum. A lifetime membership is \$200. Changes in the annual dues will be determined at the annual meeting. Dues may be collected by cash, check or bank draft.