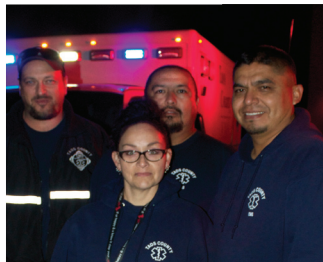
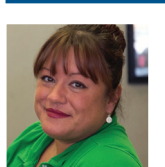


AFSCME 41st International Convention

Chicago, July 14-18, 2014



**BOLD
BRAVE
DETERMINED**



Delegate Guide



DON'T MISS THE PREMIERE OF AFSCME'S GOT TALENT!

AFSCME's delegates and alternates will compete for who has the best talent. Watch your fellow sisters and brothers show their singing, dancing, juggling or other skills and vie for bragging rights as the PEOPLE's choice.



Pick up your **free** general admission ticket or **purchase a premium seat for \$10** at the **AFSCME's Got Talent Showcase Stage**, located next to the **PEOPLE booth**. **Show starts after the conclusion of session, Thursday, July 17 in the Grand Ballroom, S100 on the lower level.**

Contributions or gifts to AFSCME PEOPLE are not deductible for federal income tax purposes. All contributions to AFSCME PEOPLE are voluntary and will be used for political purposes. Contributions are not a condition of membership or employment and refusal to contribute is free of reprisal. In accordance with federal law, AFSCME PEOPLE accepts contributions only from AFSCME members, executive and administrative personnel, and their families. Contributions from other persons will be returned.



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A green-tinted photograph of the Chicago skyline, featuring prominent skyscrapers like the Willis Tower. The word "Welcome" is overlaid in white text on the left side of the image.

Welcome

Dear Delegates, Alternates & Guests:

We are gathered this year in the shadow of some of the most galvanizing conflicts in labor history. One hundred and twenty-eight years ago, Chicago was the center of a national movement for the eight-hour day. On May 1, 1886, thousands of workers marched up Michigan Avenue, only miles from the site of this Convention, joining more than 500,000 workers around the country demanding a shorter workday.

The killing of strikers by police two days later led to the Haymarket Square tragedy and the notorious Haymarket trial. Inspired by the eight-hour day movement and the tragedy in the Square, workers around the world began celebrating May 1 as an international Labor Day, or May Day.

Just eight years later in the summer of 1894, workers at the Pullman Car factory went on strike against reductions in pay, with far-reaching consequences. Train traffic was crippled. In two firsts in United States history, a federal court injunction was issued in an attempt to end the strike, and federal troops were sent in by Pres. Grover Cleveland to enforce the injunction. U.S. marshals killed 26 workers in breaking the strike.

More than a century later, we still struggle for the rights of working Americans. As the International Convention returns to Chicago, let us remember those who came before us and fought bloody battles to secure the dignity and fair treatment that we are now trying to defend.



Today our union faces new threats in state legislatures, city halls and courthouses across the country. We are finding new ways to fight back, from social media to community partnerships. But we know that boldness, bravery and determination are still our most important tools.

This week we will set the course for our next two years. Your participation will shape the union's strategy and goals during this challenging time in our history. Please take a moment to carefully read this guide and prepare yourself for the events of the upcoming week. It is time to pull together and recommit ourselves to defending working families. It is time to be inspired. It is time to forge new bonds with your AFSCME sisters and brothers.

When we adjourn on Friday we will have written a new chapter in the history of the labor movement. Let us make it a chapter of unprecedented boldness, bravery and determination.

In solidarity,

Lee Saunders

President

Laura Reyes

Secretary-Treasurer



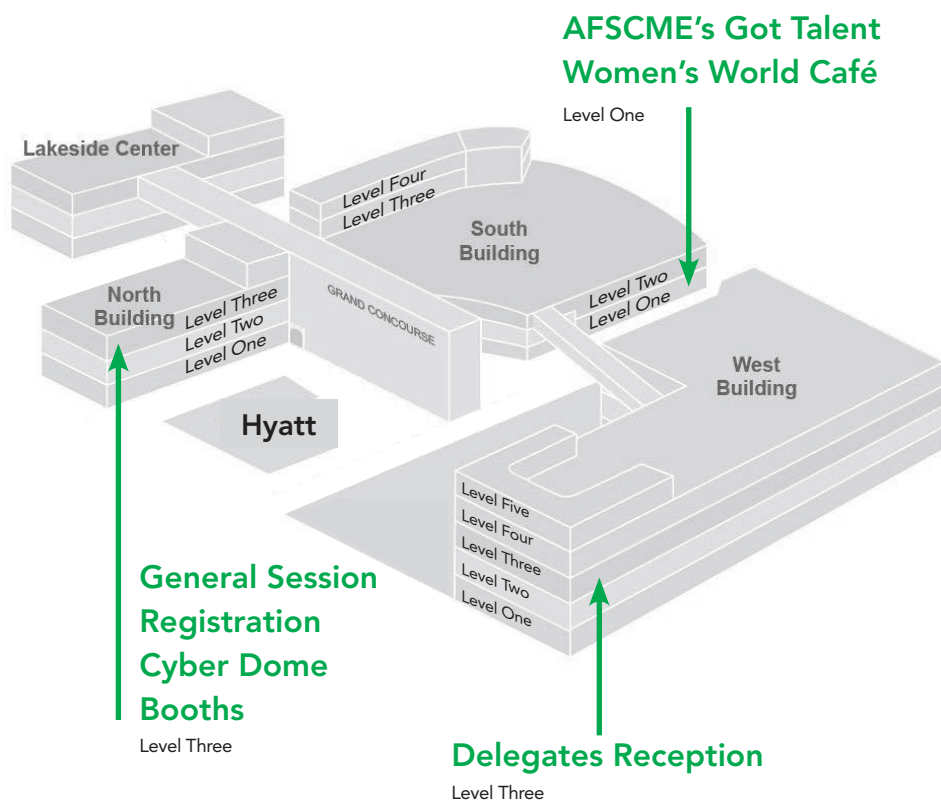
Delegate Kits

More than 5,000 delegates, alternates and guests are expected to participate in AFSCME's 41st International Convention in Chicago.

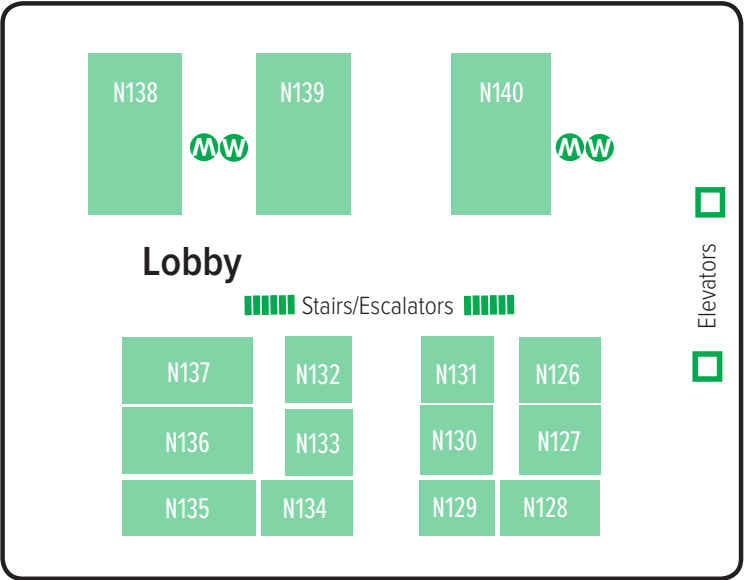
Your Delegate Kit contains materials that will help you participate fully in the week's proceedings. It includes:

- Copies of proposed constitutional amendments and resolutions submitted prior to the Convention
- *Judicial Panel Report*
- *International Constitution*
- 50,000 Stronger brochure
- Sound Practices brochure
- Delegate Guide (this booklet)
- Action Passport (for use in the Cyber Dome)
- Ticket information for AFSCME's Got Talent
- Insulated cup with flavor infuser and lunch bag
- AFSCME window cling, pen and lapel pin

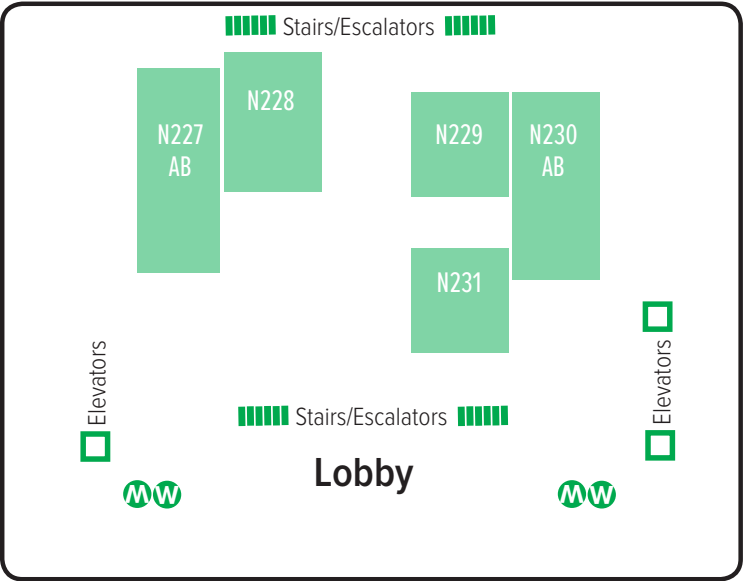
McCormick Place Floor Plans



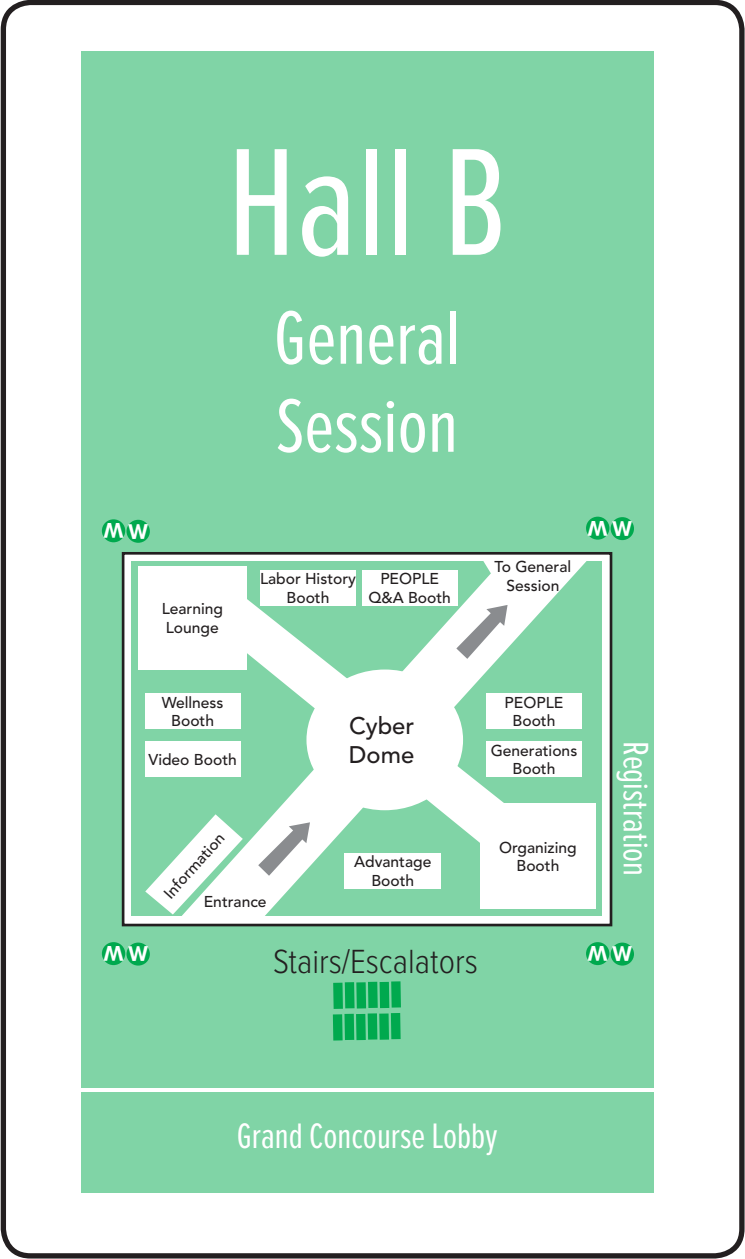
North Building, Level One

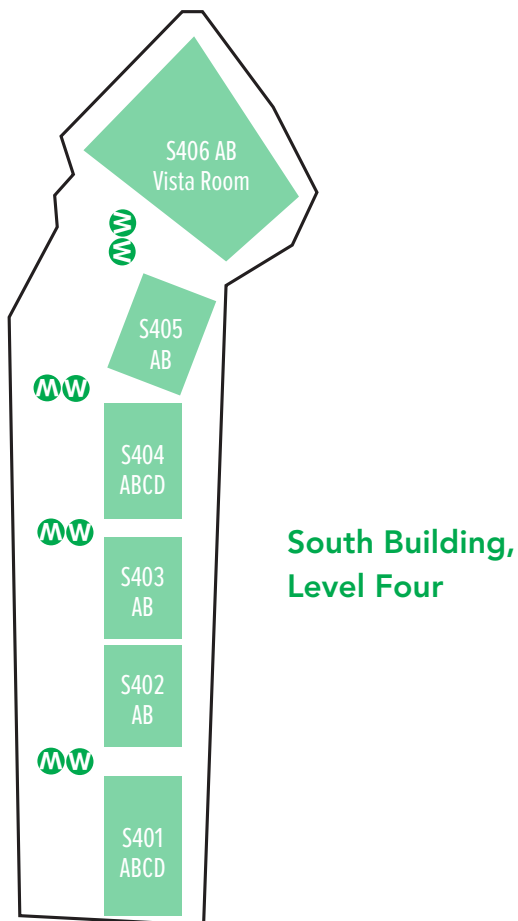


North Building, Level Two

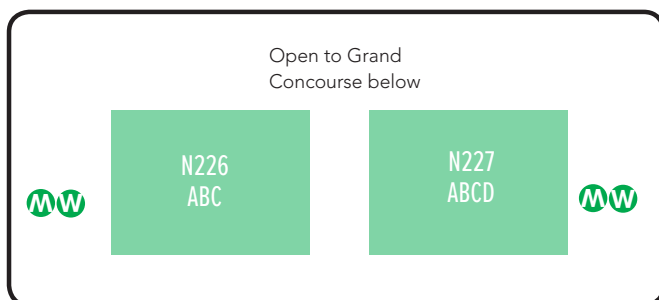


North Building, Level Three





North Building, Level Four



A green-tinted photograph of the Chicago skyline, featuring prominent skyscrapers like the Willis Tower and the Trump Tower.

Special Events

Delegates Reception

On Sunday, July 13, there will be a Delegates Reception from 6 – 8 p.m. at McCormick Place West, Level Three, Skyline Ballroom.

Open to all delegates, alternates and guests of the AFSCME Convention, the reception theme is AFSCME in the City. It will feature the tastes and cuisines of Chicago and live entertainment. Shuttle buses will be available to and from the reception. Guests staying at the Hyatt McCormick Place Hotel will walk to and from the reception.

Chicago Labor Tour

Want to explore Chicago's rich labor history? Guides from the Illinois Labor History Society will take you on a history trip like never before. See where the fight for the eight-hour work day began and explore the Pullman railway strike site, which may soon become a national park. The tour will include a special activity for teenagers (13-17).

The tour will occur on Sunday, July 13. Register online at afscme.org/convention. Wear comfortable shoes and clothing, and bring your own lunch. The tour will leave from the Information Booth area of McCormick Place North, Level Three.

How to Get More Done in Your Day

Are you out of control with paper management? Does your email inbox overwhelm you? Would you like to recover up to TWO hours a week? Could you use major stress reduction through improved personal organization?



Fortunately there are solutions at hand. Using the latest research in neuroscience and productivity studies, Integra Workshops developed the Workplace Effectiveness Program, which can dramatically improve the quality of our work and personal life. Paul Silverman will present useful tips and techniques including how to:

- Use electronic tools to gain better life/work balance
- Effectively manage email
- Be more productive with the same time and energy
- Shorten and get the most out of your planning meetings
- Recover time with more effective filing systems

March

On Wednesday, July 16, join our Illinois sisters and brothers as we raise our voices in unity to protect public services. Be prepared for the march when you come to session on Wednesday. Leave your personal items in your hotel room; wear comfortable walking shoes.

At the end of the action, buses will return to all hotels.

AFSCME T-shirts will be distributed to all delegates the day of the march.

PEOPLE T-shirt Day

Show your AFSCME pride and your support of our union's political and legislative fights for fairness for working people. Visit the PEOPLE Booth and purchase a limited-edition commemorative T-shirt with a custom logo celebrating AFSCME's



Get updates, alerts, and important announcements while you're at Convention. To sign up, text the word **BOLD** to 237263.

41st International Convention. Wear it on PEOPLE T-shirt Day, Thursday, July 17, and then head to AFSCME's Got Talent, the new PEOPLE fundraiser. Cheer for your favorite contestant and raise more green for AFSCME PEOPLE!

Women's World Café

The Women's World Café will highlight the economic problems faced by women workers, such as paid sick days and equal pay for equal work/pay equity. The café offers an opportunity for café participants to exchange ideas on ways to combat these inequities. Come share your thoughts with other women members as they discuss and generate ideas for accomplishing our union goals that will aid in improving the economic status of women workers.

Extra Toiletries?

We're collecting extra toiletries to donate to Chicago Coalition for the Homeless (CCH). Since 1980, CCH's mission is to 'organize and advocate to prevent and end homelessness, because housing is a human right in a just society.' Please help the less fortunate by dropping off your contributions at the Information Booth.

What's New in 2014

Interactive Learning Lounge

In McCormick Place North, Level Three, Hall B, explore the world of interactive learning. Special learning labs will be available each day on a variety of topics, including Popular Economics, Lobbying 101, Bullhorn Basics, Time Management and How to Create a Facebook Page for your Local. Drop in and learn new techniques to strengthen your union power. The Learning Lounge will be open on Saturday afternoon, all day Sunday, and mornings Monday through Thursday. A schedule of Learning Lounge topics will be posted in the booth area and published in the *Convention Daily*.

Cyber Dome

Keep your eyes peeled for AFSCME “Action Ambassadors” in and around the Cyber Dome, McCormick Place North, Level Three, Hall B. Convention attendees will have the opportunity to take action on the issues that matter most. Use your Action Passport to enter our daily drawing for PEOPLE-themed prizes. One participant will be selected each day. Take part in all five actions during the week to increase your chances to win the grand prize, a basket full of PEOPLE-themed goodies. No purchase necessary to win.

AFSCME's Got Talent

Don't miss the premiere of AFSCME's Got Talent, the all-new PEOPLE fundraiser where you choose the winner by voting with your PEOPLE dollars. This





special event will be held Thursday, July 17, after session at McCormick Place South, Level One, Grand Ballroom S100.

Pick up your free general admission tickets or purchase premium \$10 seats, good for seating in the first three rows, at the Showcase Stage, next to the PEOPLE booth. Preview the 10 finalists as they perform during the week at the Showcase Stage.

Who will claim bragging rights as the PEOPLE's Choice? You'll decide with PEOPLE contributions you raise for the performer of your choice. Let's see who's got talent and raise money for AFSCME PEOPLE!

PEOPLE Showcase Stage

Want to see who has got talent? Look for special performance times at the AFSCME's Got Talent (AGT) Showcase Stage to see a live sneak preview of special talent. The Showcase Stage is located next to the PEOPLE booth, so you'll have time to shop, and then stop to support your favorite performer prior to the grand event on Thursday.

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What to Look for

Sector Caucuses

AFSCME recognizes that we all face distinct issues based on our occupations and the diverse branches of public service in which we're employed. The attacks on our jobs, pensions and union play out differently in each context. We hold these caucuses to drill down to the specific experiences in each area and to develop strategies that work best.

On Wednesday morning, in 21 simultaneous caucuses, AFSCME members from across the country will come together with their sisters and brothers who do the same types of work. Share your experiences and discuss strategies that have worked in your sector. Talk about challenges and develop ideas and goals for 2014 and beyond to address internal organizing, union and political activism, effective communications and more.

See pages 48-53 for a list of caucus descriptions and locations and select the sector that best describes the work you do. Check the *Convention Daily* for any location changes.

Constituency Caucuses

Are you a young union activist? Are you passionate about climate change or conservative values? Meet union sisters and brothers who share your issues and concerns. Constituency Caucuses will convene Monday, July 14, after the conclusion of workshops and Friday morning at 7:30 a.m.

A green-tinted photograph of the Chicago skyline, featuring prominent skyscrapers like the Willis Tower and the Trump Tower, set against a clear sky.

Guide to Convention Events, Facilities & Services

Information

The AFSCME Information Booth is located at the front of McCormick Place North, Level Three, Hall B. AFSCME staff is there to answer your questions and provide directions. Scooters will be available at Gates 20/21 (near the shuttle drop) on the lower level of McCormick Place North. Floor plans are on pages 5-8.

Child Care

Complimentary child care services for children of AFSCME delegates and alternates are provided at McCormick Place North, Level One, Rooms N126 – N129, near the shuttle drop, while the Convention is in session, July 14 – 18. Service providers are licensed, bonded and insured. Only children ages 2 to 12 years old will be accommodated.

In response to a 2012 resolution on educating our youth, children will be educated on the value of unions in America.

Convention Daily

Read the *Convention Daily* for information on upcoming activities, committee meetings, caucuses, workshops, speakers, special events and highlights of the previous and upcoming days' events. Copies will be available at McCormick Place before the start of each session. Please take only the number of copies you need so there are enough copies for everyone.



Prayer Room

A prayer room will be offered at McCormick Place North, Level One, Room N133.

Delegates with Disabilities

McCormick Place is fully equipped to meet the needs of people with disabilities. The hall is accessible to all delegates. On-stage professionals will sign the proceedings. Upon request, each hotel will provide accessible sleeping rooms.

Alcoholics Anonymous

AA will meet Sunday at McCormick Place West, Level One, Room W177 from 6 – 9 p.m.; Monday to Thursday, July 14 – 17, AA will meet at the Hyatt Regency Chicago Hotel in the Picasso room from 6 – 9 p.m.

Lost & Found

The Information Booth (McCormick Place North, Level Three, Hall B) serves as the Lost and Found. Please do not leave your personal belongings unattended. Be sure to take your Delegate Kit and all materials with you when you leave General Session each day.

First Aid

Emergency medical assistance is available at the First Aid Station located on Level 2.5 of the Grand Concourse of



McCormick Place. You also may call 312-791-6060 from a cell phone or landline or dial extension 6060 from a McCormick Place phone line.

Meeting Rooms

Delegates who wish to reserve rooms for meetings and caucuses may do so at the Information Booth, McCormick Place North, Level Three, Hall B.

McCormick Place Food Options

Savor Chicago is the exclusive food and beverage provider at McCormick Place. Attendees can look forward to plenty of options including Starbucks, McDonald's and Connie's Pizza, featuring Chicago's famous deep dish.

Chicago Tourism Information Booth

From sightseeing to restaurants, the Chicago Tourism Information Booth, located in the AFSCME Information Booth, at McCormick Place North, Level Three, Hall B, can recommend exciting options for first time and returning visitors. The booth is open Saturday, 1 – 5 p.m., Sunday, 9 a.m. – 5 p.m., and Monday through Thursday, 9 a.m. – 2 p.m.

Recreation

Request information on recreational activities from the concierge desk in your hotel or at the Chicago Tourism Information Booth at McCormick Place North, Level Three, Hall B.



Shuttle Service

Shuttle buses run from Saturday through Friday, July 12 – 18, between official Convention hotels and McCormick Place. Buses will travel to McCormick Place in the morning and return to the hotels at the conclusion of each day's session. The buses will stop at:

Hilton Chicago

Hyatt Regency Chicago/Swissôtel*

Palmer House

Sheraton Chicago**

Westin River North***

* Delegates staying at the Swissôtel will pick up their shuttle at the Hyatt Regency Chicago.

** Delegates staying at Embassy Suites will pick up their shuttle at the Sheraton Chicago.

*** Delegates staying at Hilton Garden Inn will be part of the Westin River North shuttle and will be picked up/dropped off at the Hilton Garden Inn.

Shuttle service also will be available for Sunday's Delegates Reception and Wednesday's rally. Check pages 9 and 10 for detailed information about each event. See pages 80-82 for details on shuttle bus service.

A green-tinted photograph of the Chicago skyline, featuring prominent skyscrapers like the Willis Tower and the Trump Tower. The word "Booths" is overlaid in white text on the left side of the image.

Booths

All Booths are at McCormick Place North, Level Three, Hall B.

Affiliate Booths

Learn more about your AFSCME sisters and brothers and what different councils and locals are doing across the country. Network, exchange ideas and get to know other delegates.

AFSCME Advantage

Along with the strength and benefits that come from collective action, AFSCME members and their families are eligible to receive union-member-only discounts on programs and services. Stop by the AFSCME Advantage Booth to learn how you can save on auto insurance, flowers, travel and more. And while you are there, use the cell phone charging station to charge your phone.

Bold, Brave, Determined Video Booth

Be sure to come to the video booth area adjacent to the Wellness Booth and share how you will be bold, brave and determined. All interviews will only take a few minutes and you may see yourself on the Cyber Dome or the big screen at Convention! Ask any Action Ambassador to point you toward the video booth.

Generations United Booth

From the youngest to the most seasoned members, AFSCME celebrates all generations. Stop by the Generations United booth to tell us why it is important to you to be a lifelong union activist. You can find out more about AFSCME Retirees and the Next Wave. Talk to activists about how to build a retiree chapter or a Next Wave program in your council or local, and ask questions about Next Wave and Retirees activities across the country.

Labor History Booth

Learn about the struggles of our union sisters and brothers throughout labor history. This interactive booth gives participants the ability to learn about AFSCME and the labor movement through a self-guided display illustrating the obstacles faced by working men and women as they fought for dignity and respect on the job.

Organizing Booth

Want to know more about being a Volunteer Member Organizer (VMO)? Want to join the VMO army and grow our union? Join us at the Organizing Booth for VMO fun and games. Play AFSCME Bingo, spin the Wheel of AFSCME, play labor trivia or sign the AFSCME banner. Have fun and learn a little more about organizing.

PEOPLE Booth

Don't miss this year's PEOPLE Booth. There are more selections and better prices than ever. You'll find jackets, sweat pants, polo shirts, watches, tumblers and much more.

This year we're introducing a first for retiree members – his and hers matching polos with the AFSCME Retiree logo.

Other selections include Rosie the Riveter shirts and comfortable styles with the AFSCME Women's or Next Wave logo.

The PEOPLE Booth is open all weekend during early registration, so get the jump on the best selection! Remember, all purchases are contributions to AFSCME PEOPLE, your political action fund.

Daily Green Light Specials! In lieu of a fire sale, discounted items will be available with every purchase at regular price.

PEOPLE Q+A Booth

Look for the PEOPLE Q+A Booth at Convention, located across from the PEOPLE Booth, where you can have all your PEOPLE-related questions answered. Be sure to join the AFSCME PEOPLE program, which helps us fight our political battles across the country and elect candidates who support working families.

Pin Trading Post

Located in the Affiliate Booths area, this is the place for avid collectors who love to trade pins and share stories. It's also a fun place for anyone who wants a keepsake from the Convention.

Wellness Booth

It's quick, it's easy and it's free! Nurses from AFSCME United Nurses of America (UNA) will be available to check your blood pressure at the Wellness Booth, Saturday through Thursday. Get screened and talk to nurses about maintaining a healthy heart and managing your blood pressure.

In accordance with federal law, AFSCME PEOPLE will accept contributions only from members of AFSCME and their families. Contributions or gifts to AFSCME PEOPLE are not tax-deductible as charitable contributions for federal income tax purposes.



How the Convention Works

The following is important information on how work is conducted at the AFSCME Convention. It also includes answers to frequently asked questions on speaking at the Convention, voting and taking action on resolutions and amendments.

Election of Delegates

After receiving the Convention Call, local unions, councils and retiree chapters elected delegates to represent them at the 41st International Convention. Their credential papers were certified by their respective officers and sent to the International Secretary-Treasurer in accordance with the requirements of the International Constitution.

Convention Resolutions and Amendments

During the past several months, local unions, councils and retiree chapters discussed issues of importance to AFSCME members. Some of these discussions and decisions resulted in resolutions and proposed amendments to the International Constitution. These were signed by the subordinate bodies' president and secretary (or by one or more certified delegates), and sent to the International Secretary-Treasurer.

The International Union made copies of all resolutions and amendments received. These copies are included in your Delegate Kit.



Helpful Hints for Effective Convention Participation

- Read the materials in your Delegate Kit.
- Wear your badge at all times while in the Convention hall.
- Attend the first-time delegates and alternates briefing on Sunday, July 13, 3:30 – 5 p.m. at McCormick Place South, Level Four, Room S406.
- To be an informed delegate and fully engage in Convention it is necessary to attend all business sessions.
- Leave no materials on the tables in the General Session Hall.
- Understand the procedures for introducing and acting on resolutions and constitutional amendments (see pages 29-31).
- Read the *Convention Daily* – your best source for up-to-the-minute news and information on Convention activities.
- Find out when and where committees will meet and share your thoughts on issues important to your local and council.
- Place your cell phone on vibrate/silent mode during general sessions and workshops.
- When you have questions, ask an AFSCME International Union staff person wearing a green badge.

Convention Committees

Several Convention committees were appointed by the International President, with the approval of the International Executive Board (IEB). Some committees – Appeals, Constitution, Credentials, Elections, Resolutions, Rules and the Order of Business and Sergeant-at-Arms – meet prior to the opening of the Convention and will make reports during the Convention as needed.

The major responsibility of the **Credentials Committee** is to make sure that all the credentials received before the Convention meet the requirements for participation. A delegate whose credential comes to the committee after the 20th day prior to the Convention is considered an irregular delegate and is not included in the committee's initial report.

Shortly after the adoption of its initial report, the **Credentials Committee** will make a second report and will move to seat the irregular delegates.

The **Committee on Rules and Order of Business** recommends the rules of procedure for the Convention. Until new rules are adopted, the rules governing the 40th International Convention are in effect. A copy of the new rules proposed by the committee is provided at the opening session and you will have an opportunity to vote on their adoption.

The **Sergeant-at-Arms Committee** assists the chair in maintaining order and decorum within the Convention hall. Members of the committee assist delegates who want to be heard during discussions. Sergeants-at-Arms also ensure that only persons with approved credentials are on the Convention floor. In addition, they are responsible for counting delegates on standing votes.

The **Constitution Committee** considers all proposed amendments to the AFSCME International Constitution and makes a report to the full Convention with recommendations on each proposed amendment. The International Constitution

also requires the International Executive Board to make a recommendation on each proposed amendment. Those recommendations will be included in the report of the Constitution Committee.

The **Appeals Committee** reviews all cases appealed to the Convention from either the IEB or the Judicial Panel. The committee hears presentations on these cases and reports on each to the Convention with recommendations as to the appropriate decisions.

The **Resolutions Committee** is one of several committees that considers Convention resolutions.

The Constitution, Appeals, Credentials and Resolutions Committees meet prior to the Convention and will meet again during the Convention to hear presentations from the delegates before acting on the issues referred to those committees.

Resolutions submitted to the Convention are also assigned to other committees as appropriate (Budget, Taxes and Economic Affairs, Health Care, Federal Policy, Organizing, Political Action/PEOPLE and others as needed).

The **Elections Committee** conducts the elections for officers. At this Convention, we will elect International Vice Presidents to fill any vacancies. TrueBallot will assist the Elections Committee.

Committee meetings will be held during the Convention. Meeting times and locations are on pages 72-73.

All delegates are entitled to attend and appear before any committee meeting. Reports are given by the committees during the business sessions and the delegates vote in response to the reports.

Admission to Convention

Registered delegates receive a Delegate Kit and badge that admits them to the floor of the Convention every day. Alternate

delegates are given kits and badges that admit them to the section of the Convention hall reserved for alternates and guests.

Convention Rules

In a gathering of several thousand people, rules of order are necessary to conduct business in an organized and democratic way. Becoming familiar with and following the rules of the Convention will make your participation more effective. Although the official rules of the 41st International Convention are not adopted until the opening session, the rules of the 40th International Convention will be in effect until the new rules are adopted.

In addition, the following general rules will help you prepare to take an active role. AFSCME uses *Robert's Rules of Order Newly Revised* as its guide on issues that are not addressed in the International Constitution or the rules adopted by the Convention. However, the International Constitution takes precedence, and all rules must be consistent with the Constitution.

Addressing the Convention

How do I get to the floor when I have something to say?

If you want to address the Convention, go to a microphone near you. A Sergeant-at-Arms located at the microphone will ask whether you wish to speak on the issue or whether you have a question on a point of order. The Sergeant-at-Arms then will signal the Chair and indicate the reason you wish to speak.

What do I do when I have the floor?

First, give your name and the local, council or retiree chapter you represent. Then state why you wish to speak. When speaking on a motion you will have five minutes to speak, unless a majority of the delegates votes you an extension of time.

What if I am interrupted by another delegate?

Delegates may not interrupt one another except when they have a point of order. If the Chair decides the interruption is indeed a point of order, you may be asked to be seated until the question is decided. After that, you may resume speaking.

What if I think the Chair was wrong in determining the point of order?

The decision of the Chair can be appealed, but the appeal must have the support of 25 percent of the accredited delegates in order to be debated, and is then put up to a majority vote.

What if I want to speak again on the same issue?

You may do so, but only after all other delegates wishing to speak on that issue have done so.

What if I think the debate has gone on long enough?

You may go to a microphone and tell the Sergeant-at-Arms you wish to move the previous question or close debate. Once your motion is made and seconded, the Chair is required by the rules to put your motion to a vote. This motion requires a two-thirds vote for adoption. If the ayes have it, debate is closed by a decision of the Convention, and the delegates must proceed to vote on the issue. If only one side of the issue has been heard at the time the previous question is moved, the Chair is required to permit one delegate on the other side of the issue to speak before a vote is taken on the motion to close debate.

How do I make a motion to reconsider a vote the Convention has already taken?

If you voted on the winning side of the issue, you may move to have the decision of the Convention reconsidered. You must

make the motion to reconsider no later than the meeting following the meeting in which the original vote was taken.

Is it possible to amend a motion made as part of a committee report?

Yes. This may be done in the same manner as amending other motions and resolutions. However, any proposed constitutional amendment that needs only a majority vote of the Convention requires a two-thirds vote for revision. If this is done, it then takes only a majority vote to pass the revised amendment.

Voting at the Convention

Who can vote at this Convention?

Only accredited delegates who are properly seated by the Convention may vote.

When and how do delegates vote?

Delegates vote for resolutions, amendments and committee reports. Most decisions are made by voice vote, with the Chair exercising his or her best judgment on the decision. However, decisions can be challenged from the floor.

How do I challenge the Chair's decision on a voice vote?

A delegate who wants to appeal the announced result of a voice vote can request a standing vote. When a standing vote is taken, the delegates voting for the motion are asked to stand. Those who oppose the motion are then asked to stand. If the result is not apparent from viewing the standing delegates, the Sergeants-at-Arms count the number standing in support of the motion and in opposition and report their count to the Chair. The Chair announces the result.

How do I challenge the result of a standing vote?

A delegate who wants to appeal the announced result of a counted standing vote can do so only by requesting a roll-call vote. Before the roll-call vote can go forward, this request must be supported by 25 percent of the accredited delegates. When a roll-call vote is requested, the delegates who support the request are asked to stand. If the result is not apparent from viewing the standing delegates, the Sergeants-at-Arms count the number standing in support of the motion and report their count to the Chair.

How does a roll-call vote work?

Once the Chair has ordered a roll-call vote, no adjournment or recess or special order is possible until the roll call is completed. The International Secretary-Treasurer calls each local, council and retiree chapter by number and state, and announces the number of votes to which each is entitled. Councils are called first, then local unions and then retiree chapters. A representative of each delegation answering must stand, give his or her name and cast the votes for the delegation. Three official tellers, appointed by the Chair, record the votes and the Chair announces the results after the final tabulation.

Resolutions

What happened to the resolution submitted by my local?

If your resolution was submitted to the International Secretary-Treasurer prior to 20 days before the opening of the Convention, it was assigned to a committee for discussion and recommendations. Copies were made available to all delegates and when the committee reports it to the full Convention, your resolution will be acted on.

Is it possible to submit a resolution during the Convention?

Yes, but only if consent is given by a two-thirds vote of the Convention. At that time, it is assigned to a committee for its recommendation and is acted on subsequently by the full Convention. (The Constitution also provides that the President or the International Executive Board may introduce a resolution for consideration at any time up to and including the fourth day of the Convention.)

May I attend committee meetings to discuss resolutions?

Yes. Any delegate may attend any committee meeting to speak on resolutions. The committees considering resolutions and amendments will meet immediately after the Convention recesses on Monday, and the delegates will be advised of the meeting rooms. Committees have the authority to designate times when non-committee members may speak and set time limits on their statements. In addition, committees may, by majority vote, exclude delegates who are not members of the committee during deliberations and/or voting.

How does the Convention vote on resolutions?

Resolutions are acted on by voice votes of the full Convention. The same general rules apply to voice votes on resolutions that apply to other voice votes.

Constitutional Amendments

The AFSCME International Constitution is a living document that must be amended from time to time as changing circumstances demand. Constitutional amendments can only be adopted by the delegates to an International Convention.

How are amendments to the AFSCME International Constitution introduced?

Amendments to the Constitution that were submitted to the International Secretary-Treasurer no later than 120 days before the Convention – and mailed to all locals, councils and retiree chapters at least 90 days prior to the Convention – may be passed by a majority vote. Amendments received less than 120 days prior to the Convention require a two-thirds vote for passage.

Is it possible to submit an amendment at the Convention?

Yes, but only if two-thirds of the delegates agree. It then would be assigned to the Constitution Committee. Amendments introduced in this manner must be approved by a two-thirds vote of the Convention rather than a majority.

Does the International Executive Board have a role in the consideration of constitutional amendments?

Yes, the Board is responsible for reviewing and making recommendations on any proposed amendment to the International Constitution.

When is the amendment effective?

Any amendment adopted by the Convention is effective when the Convention adjourns unless the amendment states otherwise.

Electing AFSCME Officers

Delegates from certain Legislative Districts will elect International Vice Presidents to fill vacant positions.

On Tuesday, following recess of the General Session, delegates from these districts will go to the room assigned to their particular Legislative District caucus to nominate candidates for IVP.

In cases in which there is more than one nominee, an election will be held. The names of nominees will be posted in the main hall. TrueBallot will conduct this election on Thursday, July 17, from 6 a.m. to 10 a.m. at McCormick Place North, Level Two, Room N228. Delegates will be asked to show photo IDs and Convention badges. Voters will receive paper ballots whose value and votes will be scanned electronically – a process that will make election results available more quickly.

If any runoffs are necessary, they occur on Friday, July 18, at 6 a.m. at McCormick Place North, Level Two, Room N228.

The Roles of the International President and Secretary-Treasurer

The **International President** is the presiding officer of the Convention and chairs the General Session, but at any time may call on any delegate to preside temporarily. The President reports on the union's activities since the last Convention. The President serves as an ex-officio member of all Convention committees except Credentials and Elections.

The President is responsible for enforcing the rules of order and has the assistance of a parliamentarian throughout the Convention. As Convention chair, the President makes judgments on voice votes, recognizes persons who wish to speak, calls on committee chairs for reports, introduces guests and speakers, and guides delegates through the demanding business of the Convention.

The **International Secretary-Treasurer** serves as secretary of the Convention. The Secretary-Treasurer issues the Convention Call to all locals, councils and retiree chapters and, at the opening session, reads that Call, thus initiating business.

It is the Secretary-Treasurer's responsibility to receive the credentials of delegates and to submit them to the Credentials Committee. The Secretary-Treasurer's staff work with the committee to provide the necessary information as to whether locals meet the constitutional requirements for representation at the Convention and to assign to each local the number of votes to which it is entitled under the International Constitution.

The Secretary-Treasurer also receives proposed resolutions and constitutional amendments, and distributes them in accordance with the International Constitution. During the Convention, the Secretary-Treasurer also maintains a record of the proceedings. Proceedings are made available to all delegates, locals, councils and retiree chapters after the Convention.

Various guests and speakers address the Convention on topics of national and local interest, and appear throughout the proceedings.

Committee chairs report throughout the Convention on the business of their committees. They are called upon as their committees present items for action by the full Convention.



Daily Agenda Highlights

Saturday, July 12

AFSCME Retiree Council Meeting

8:30 a.m. – 3:30 p.m., Hyatt McCormick Place Hotel, Second Floor, Regency Ballroom

Booths: Noon – 5 p.m.

McCormick Place North, Level Three, Hall B; Cyber Dome, Learning Lounge, Pin Trading Post and Affiliate, AFSCME Advantage, Generations, Information, Labor History, Organizing, PEOPLE, PEOPLE Q+A, Video and Wellness booths

Credentials Committee Meeting

11 a.m., McCormick Place North, Level Three, Hall B (behind Delegate Registration)

Convention Registration

1 – 5 p.m., McCormick Place North, Level Three, Hall B

For more details on each day's program,
please refer to the *Convention Daily*.





Sunday, July 13

Booths: 8 a.m. – 5 p.m.

McCormick Place North, Level Three, Hall B; Cyber Dome, Learning Lounge, Pin Trading Post and Affiliate, AFSCME Advantage, Generations, Information, Labor History, Organizing, PEOPLE, PEOPLE Q+A, Video and Wellness booths

Credentials Committee Meeting

9 a.m., McCormick Place North, Level Three, Hall B
(behind Delegate Registration)

Convention Registration

9 a.m. – 5 p.m., McCormick Place North, Level Three, Hall B

AFSCME Retiree Council Meeting

9 a.m. – 4:30 p.m., Hyatt McCormick Place Hotel, Second Floor, Regency Ballroom

Appeals Committee Meeting

10 a.m., McCormick Place North, Level One, Room N137



Resolutions Committee Meeting

2 p.m., McCormick Place North, Level Two, Room N231

Rules & Order of Business Committee

2 p.m., McCormick Place North, Level One, Room N135

First Time Delegates & Alternates Briefing

3:30 – 5 p.m., English and Spanish: McCormick Place South, Level Four, Room S406

Constitution Committee Meeting

4 p.m., McCormick Place North, Level Two, Room N226

Delegates Reception

6 – 8 p.m., McCormick Place West, Level Three, Skyline Ballroom

AA Meeting

6 – 8 p.m., McCormick Place West, Level One, Room W177



Monday, July 14

Convention Registration

7 a.m. – 1 p.m., McCormick Place North, Level Three, Hall B

Booths: 7 a.m. – one hour after session; closed during General Session

McCormick Place North, Level Three, Hall B; Cyber Dome, Learning Lounge, Pin Trading Post and Affiliate, AFSCME Advantage, Generations, Information, Labor History, Organizing, PEOPLE, PEOPLE Q+A, Video and Wellness booths

Child Care

7 a.m. – one hour after session, McCormick Place North, Level One, Rooms N126 – N129

Elections Committee Meeting

8:30 a.m., McCormick Place North, Level One, Room N136

41st International Convention Convenes

10 a.m., McCormick Place North, Level Three, Hall B

Call to Order

Opening Program



Reading of Introductions and Convention Call

Program

Internal Organizing and Capacity Building

Keynote Address

Lee Saunders, International President, AFSCME

Committee Meetings

Upon recess of General Session,
see pages 72-73 for a list of locations.

Workshops

2 – 3:30 p.m., see pages 54-71 for locations

Constituency Group Caucuses

(After Workshops), McCormick Place North and South

African-American Caucus	Room N228
Asian/Pacific Islander Caucus	Room S403 A
Lesbian, Gay, Bisexual and Transgender Caucus	Room S402 A
Latino Caucus	Room S406 B
Next Wave Caucus	Room S406 A

AA Meeting

6 – 9 p.m., Hyatt Regency Chicago Hotel, Picasso Room



Tuesday, July 15

Convention Registration

7 a.m. – 1 p.m., McCormick Place North, Level Three, Hall B

Child Care

7 a.m. – one hour after session, McCormick Place North, Level One, Rooms N126- N129

Booths: 7 a.m. – one hour after session; closed during General Session

McCormick Place North, Level Three, Hall B; Cyber Dome, Learning Lounge, Pin Trading Post and Affiliate, AFSCME Advantage, Generations, Information, Labor History, Organizing, PEOPLE, PEOPLE Q+A, Video and Wellness booths

Workshops

7:30 – 9 a.m., see pages 54-71 for locations

Convention Reconvenes

9:30 a.m., McCormick Place North, Level Three, Hall B



Keynote Address

Laura Reyes, International Secretary-Treasurer, AFSCME

Program

Building Political and Legislative Power

Nominating Caucuses

Upon recess of General Session, McCormick Place
(Refer to *Convention Daily* for locations)

Committee Meetings

Upon recess of General Session,
see pages 72-73 for a list of locations

AA Meeting

6 – 9 p.m., Hyatt Regency Chicago Hotel, Picasso Room



Wednesday, July 16

Child Care

7 a.m. – one hour after session, McCormick Place North, Level One, Rooms N126 – N129

Sector Caucuses

7:30 – 9:30 a.m., see pages 48-53 for locations

Booths: 8 a.m. – one hour after session; closed during General Session

McCormick Place North, Level Three, Hall B; Cyber Dome, Learning Lounge, Pin Trading Post and Affiliate, AFSCME Advantage, Generations, Information, Labor History, Organizing, PEOPLE, PEOPLE Q+A, Video and Wellness booths

Convention Reconvenes

10 a.m., McCormick Place North, Level Three, Hall B

Program

External Organizing for Growth



AFSCME in Action March

Details to come

AA Meeting

6 – 9 p.m., Hyatt Regency Chicago Hotel, Picasso Room





Thursday, July 17

Elections

6 – 10 a.m., McCormick Place North, Level Two, Room N228

Women's World Café

8 – 9:30 a.m., McCormick Place South, Level One,
Grand Ballroom S100

Child Care

6 a.m. – 1 hour after session, McCormick Place North, Level One, Rooms N126- N129

Booths: 8 a.m. – 1 hour after session; closed during General Session

McCormick Place North, Level Three, Hall B; Cyber Dome, Learning Lounge, Pin Trading Post and Affiliate, AFSCME Advantage, Generations, Information, Labor History, Organizing, PEOPLE, PEOPLE Q+A, Video and Wellness booths

Convention Reconvenes

10 a.m., McCormick Place North, Level Three, Hall B



PEOPLE T-shirt Day

Program

Building Power With Allies

AFSCME's Got Talent

Upon recess of session, McCormick Place South, Level One,
Grand Ballroom S100

AA Meeting

6 – 9 p.m., Hyatt Regency Chicago Hotel, Picasso Room





Friday, July 18

Child Care

(6 a.m., if runoff) 7 a.m. – one hour after session, McCormick Place North, Level One, Rooms N126 – N129

Runoff Elections (if necessary)

6 – 10 a.m., McCormick Place North, Level Two, Room N228

Constituency Group Caucuses

7:30 – 9 a.m., McCormick Place, North and South

Conservatives in AFSCME	Room N137
Green Caucus	Room N135
Progressives in AFSCME	Room N230
Veterans Caucus	Room S401 D

Luggage Hold

8 a.m. – 1:30 p.m., McCormick Place North, Level One, Room N140



Booths: 8 a.m. – 12:30 p.m.

McCormick Place North, Level Three, Hall B, (Information and PEOPLE Booths only)

Closing General Session

9:30 a.m., McCormick Place North, Level Three, Hall B

Program

Taking it to the Streets

AFSCME IEB Meeting

(at conclusion of Convention) McCormick Place North,
Level Four, Room N426



Sector Caucuses

Wednesday, July 16 | 7:30 – 9:30 a.m.

These caucuses, held simultaneously, will begin before the Convention convenes. A light breakfast will be served starting at 6:45 a.m.

Spanish translation will be offered in those caucuses marked with an asterisk.*

Administration and Finance

South Building, Level Four, Room S426 A

Anyone who works in government administrative functions including budget and finance, IT, courts, regulation and enforcement or similar functions.

Child Support

North Building, Level One, Room N137

Anyone who works in the administration or enforcement of child support.

Child Welfare

North Building, Level One, Room N139

Anyone who works for a child welfare or child protective services agency.



Corrections*

South Building, Level Four, Room S401 A

Anyone who works in the adult or juvenile corrections system.

Early Childhood Education

North Building, Level One, Room N135

Anyone who works for a Head Start or other pre-K program, in family child care, for a child care center, or for a before-or-after school child care program.

Emergency Services

North Building, Level One, Room N140

Anyone who works in emergency medical services, disaster response, 911 dispatch or other emergency services.

Employment and Vocational Services

North Building, Level Four, Room N426 B

Anyone who works for an agency that administers unemployment insurance, job placement or training, vocational counseling or rehabilitation or similar services.



Environmental Protection and Parks*

North Building, Level Four, Room N426 C

Anyone who works for an agency that manages or protects the environment, or for a parks and recreation agency.

Higher Education

North Building, Level Two, Room N230 B

Anyone who works in a post-secondary educational institution including a college, university or technical school.

Home Health/Home Care

South Building, Level Four, Room S401 D

Anyone who provides health care or other supports and services in a home setting.

Hospital-Based Acute Care

South Building, Level Four, Room S402 A

Anyone who works for a hospital, a hospital-affiliated clinic or a hospital system.



Housing

South Building, Level Four, Room S401 BC

Anyone who works in an agency that provides housing services.

K-12 Education*

North Building, Level Two, Room N231

Anyone who works in an elementary, junior/middle or high school.

Sworn Law Enforcement

South Building, Level Four, Room S403 A

Anyone who works as a sworn officer in an agency with law enforcement responsibilities.

Libraries and Other Cultural Institutions

South Building, Level Four, Room S405 AB

Anyone who works in a library or who works for a cultural institution such as a museum or arts agency.



Long-Term Care

South Building, Level Four, Room S404 A

Anyone who works for a facility where patients receive long-term medical care or other supports or services. This includes nursing homes, assisted living, and facilities for people with mental illness or developmental disabilities.

Outpatient Services

South Building, Level Four, Room S404 BC

Anyone who works in public health, a free-standing rehabilitation clinic, or an outpatient medical or mental health clinic.

Probation and Parole

North Building, Level Two, Room N230 A

Anyone who works with non-incarcerated offenders in the probation or parole system.

Public Assistance

South Building, Level Four, Room S404 D

Anyone who works for an agency that administers public benefits including TANF, food stamps, Medicaid or other need-based assistance.



Public Works

South Building, Level Four, Room S403 B

Anyone who works for an agency that provides public works services including solid waste collection or disposal, water or wastewater treatment or other services.

Transportation*

South Building, Level Four, Room S402 B

Anyone who works for an agency that designs, builds, maintains or operates transportation systems including roads, public transit, bridges, airports, ports, ferries and parking facilities and taxi drivers.



Workshops

Workshops will occur on Monday afternoon from 2 – 3:30 p.m. and on Tuesday morning from 7:30 – 9 a.m. Please note that workshops with an asterisk will be offered on both Monday and Tuesday. Others will be offered only on the designated day.

This year, for the first time, we invited allied organizations to lead some workshops. We are grateful to the sisters and brothers from those organizations who offered to share their wisdom at this convention. We believe this year's workshop lineup is our most exciting ever!

Monday Workshops: 2 – 3:30 p.m.

AFSCME's Financial Standards Code

South Building, Level Four, Room S406 A

This workshop provides an overview of the updates to AFSCME's Financial Standards Code. Topics to be covered include financial record keeping; records maintenance; recording receipts and expenses of the union; procedures for authorizing and expending funds; supporting documentation for union income and expenses; financial reporting and audits. This workshop is highly recommended for all officers, executive board members and trustees.

The Art of Class War: Strategy for Local Unions*

South Building, Level Four, Room S404 A

Better contracts. Safer workplaces. Pro-worker elected officials. Workers' rights legislation. We can't win any of these things without a great strategy. In this workshop, you will learn to use the strategy chart, a must-have tool for local union leaders who want to fight and win strategic campaigns. Learn to conduct a power analysis and plan a campaign to win on the issues that matter to you and your coworkers. This workshop is brought to you by the Midwest Academy.

Beating Back Paycheck Deception and Right-to-Work

North Building, Level Two, Room N227 B

Do you need a road map to victory in the fight against anti-worker legislation? This workshop will review the methods used to beat back paycheck deception and right-to-work-for-less during the 2014 legislative sessions in Missouri and New Hampshire. The presenters will share media strategies, grassroots and grasstops lobbying efforts, and the campaign plan that helped defeat both measures.

Better Together: How to Survive and Thrive in Coalitions

South Building, Level Four, Room S402 A

This workshop features an interactive discussion on how labor organizations can build and maintain strong relationships with their non-labor allies. An experienced organization will share its wisdom on the critical elements and pitfalls of coalition building, with a special focus on electoral work. This workshop is brought to you by America Votes.

Communicating to Win: Strategies that Work in the New Media World

North Building, Level Two, Room N230 B

Participants will learn the elements for effective campaign communications planning and implementation. Topics covered include message development, identifying your target audience, setting clear and measurable goals, and more. In addition, we'll review available digital tools and technology, best practices and resources.

Faith and Labor Partnerships: Organizing to Win Together

South Building, Level Four, Room S406 B

This workshop features leaders from three of the top community/faith organizations in the country. We have invited Gamaliel, Interfaith Worker Justice, and the PICO National Network to tell us how labor can work with clergy to win real victories for working people. We'll also discuss best practices on reaching out to and partnering with the faith networks in our communities.

From Apathy to Activist: How to Activate Coworkers and Build Union Power (Also offered in Spanish)

South Building, Level Four, Room S401 D

How can we fight back against cuts, anti-union politicians and cowardly policy makers? How can we get our coworkers to stand up together? How can we make our union stronger? By activating our coworkers we can fight back and win! In this workshop we will discuss and practice how to effectively move our coworkers to action with one-on-one communication and strategies for motivation.

Get on the VAN-Wagon: Data-Driven Campaigns*

South Building, Level Four, Room S403 A

Anyone who has run a local union or a campaign knows how important it is to have a good list. This workshop introduces you to a breakthrough tool for building and maintaining great lists: the AFSCME VAN. The VAN is an outreach database that allows us to track organizing and political conversations with members. You will learn to use the MiniVAN app to collect data, and participate in a hands-on demonstration of how to use data to shape a campaign.

Getting Ready to Run (Also offered in Spanish)

South Building, Level Four, Room S401 B/C

Have you ever thought about running for political office? Are you frustrated with decisions made by politicians and want to see it done better? If you ever wondered if running for office is right for you, this workshop will help you figure it out. We will cover all the tough questions, from qualifications to timing to how to get started.

Growing the Union in Your Backyard: First Steps to Local Union External Organizing

North Building, Level Two, Room N230 A

Are there people at your worksite who are not represented by a union? Have neighbors or friends asked how to organize a union at their workplaces? Come to this workshop to learn the first steps of external organizing at the local level. We will discuss accretions (bringing unrepresented coworkers into AFSCME) and how to respond to leads from other non-union workers. You will learn the key questions to ask and factors to consider when you have a local organizing opportunity.

Labor History for Labor Activists*

North Building, Level Two, Room N228

We must know where we came from to know where we are going. Join this multi-media workshop to learn about the events and people that built America. A broad survey of labor history will be presented with dramatic representations of characters from the past along with music and video. This workshop is brought to you by the Illinois Labor History Society.

A New Approach to Outsourcing: Going on Offense

North Building, Level Four, Room N426 B

This year more than 20 states and 50 cities across the country will introduce proactive legislation to fight the reckless outsourcing of public services to for-profit corporations and other private entities. This workshop will help you ensure your state, city, county and school board follow suit. You will get an exclusive look at polling, innovative messaging, cutting-edge research and common-sense policy proposals to prevent outsourcing before it happens. This workshop is brought to you by In the Public Interest.

Saving Our Cities Through Pro-Worker Growth (Also offered in Spanish)

North Building, Level One, Room N135

Cities have enormous power to grow their economies with pro-worker and pro-community policies, like raising the minimum wage and fighting privatization. Across the country, community groups and unions are teaming up to make sure we get the best bang for our tax buck by creating good union jobs, affordable housing and other benefits for the

community. You will learn best practices from an organization that won changes in municipal policy, which resulted in growth with good union jobs and community benefits. This workshop is brought to you by the Los Angeles Alliance for a New Economy.

Stronger Together! Internal Organizing for Small Locals (fewer than 200 members)*

South Building, Level Four, Room S404 D

This workshop is for locals with fewer than 200 members. Join a roundtable discussion with activists and leaders from other similar-sized locals, about the challenges, strategies and best practices for recruiting and activating members. Case studies and lessons from the 50,000 Stronger campaign will be shared. We will discuss practical ideas and tools to build stronger local unions, from foundation building to communication networks to strategic campaigns.

Stronger Together! Internal Organizing for Medium Locals (between 200 and 1,000 members)* (Also offered in Spanish)

South Building, Level Four, Room S405 A

This workshop is for locals with membership between 200 and 1,000. Join a roundtable discussion with activists and leaders, from other similar-sized locals, about the challenges, strategies and best practices for recruiting and activating members. Case studies and lessons from the 50,000 Stronger campaign will be shared. We will discuss practical ideas and tools to build stronger local unions, from foundation building to communication networks to strategic campaigns.

Stronger Together! Internal Organizing for Large Locals (more than 1,000 members)*

South Building, Level Four, Room S405 B

This workshop is for locals with more than 1,000 members. Join a roundtable discussion with activists and leaders, from other similar-sized locals, about the challenges, strategies and best practices for recruiting and activating members. Case studies and lessons from the 50,000 Stronger campaign will be shared. We will discuss practical ideas and tools to build stronger local unions, from foundation building to communication networks to strategic campaigns.

Taking Next Wave to the Next Step

South Building, Level Four, Room S402 B

The Next Wave program is an important way for AFSCME affiliates to organize internally and strengthen the union. No matter where your local is in the process of engaging younger and newer members, come learn new techniques on how to build local and council Next Wave programs.

Talkin' Union to New Employees: Orientations that Build Power* (Also offered in Spanish)

South Building, Level Four, Room S403 B

When we welcome new sisters and brothers to our workplaces, we must teach them what it means to be union. Wages, benefits and working conditions are the inheritance of past labor struggles. To keep that inheritance and build on it, new workers must also inherit the struggle. In this workshop, we will identify best practices for new employee

orientations – from formal orientation sessions to steward outreach to ongoing education. You will come away with new tools to talk about the union to your coworkers.

Unleashing the Power of Diversity and Inclusion in the Union

North Building, Level Four, Room N426 C

With today's rapidly changing demographics and more diverse workforce, it's more important than ever that local union leaders build a diverse and inclusive leadership team. Leaders must represent members who are diverse in age, race and gender. You will leave this workshop with a better understanding of what diversity means and how to change our perceptions, policies and practices to inspire people from all walks of life to pursue leadership roles in your union.

Using Direct Action to Transform People and Power* (Also offered in Spanish)

South Building, Level Four, Room S404 B/C

When collaboration and negotiation aren't getting to "yes," direct action can move a campaign to success. And there are few things that transform members into leaders more effectively than putting our bodies and voices on the line for the fight – if the fight is done right. Learn why direct action works and how to organize an action that reaches your campaign goals and empowers your members. This workshop is brought to you by National People's Action.

Tuesday Workshops: 7:30 – 9 a.m.

The Affordable Care Act and Health Benefits: What You Need to Know

North Building, Level Two, Room N226

This workshop provides a basic overview of the Affordable Care Act's (ACA) impact on health coverage, with an emphasis on employer-sponsored coverage. Join us to get an understanding of how the ACA applies to you and others, and learn about new coverage options and key elements of the law, and how they may change employee coverage.

The Art of Class War: Strategy for Local Unions*

South Building, Level Four, Room S404 A

Better contracts. Safer workplaces. Pro-worker elected officials. Workers' rights legislation. We can't win any of these things without a great strategy. In this workshop, you will learn to use the strategy chart, a must-have tool for local union leaders who want to fight and win strategic campaigns. Learn to conduct a power analysis and plan a campaign to win on the issues that matter to you and your co-workers. This workshop is brought to you by the Midwest Academy.

Bargaining During Challenging Times (Also offered in Spanish)

North Building, Level Two, Room N227 B

Five years after the Great Recession, many communities are finally seeing economic gains. However, the uneven recovery

and the rhetoric of austerity prevent many local governments from paying workers the wages and benefits they deserve, and from restoring essential services to appropriate levels. Learn how to improve your chances for a strong contract by advocating for smart and fair options for revenue growth and budget savings.

Creating and Delivering Short Persuasive Speeches (Also offered in Spanish)

North Building, Level Two, Room N227 A

Do you want to be more effective and confident when you speak in public? This workshop provides tools for creating and delivering short persuasive speeches. You will gain skills for speaking in union meetings, to members and non-members in the workplace, in hearings, and at other union events.

Exposing Wasteful Subsidies to Protect State and Local Revenues

North Building, Level Four, Room N426 A

This workshop will empower you to research, expose and effectively argue against wasteful subsidies enacted in the name of “economic development.” States and cities spend \$70 billion per year on such subsidies to private prisons, Walmart and many other controversial companies. Often these deals create no new jobs, undermine the tax base of cities and suburbs, and shift the tax burden onto working families and small businesses. You will gain user-friendly research tools, model studies and other resources to protect state and local revenues for vital public services. This workshop is brought to you by Good Jobs First.

The Fight for Our Pensions: Lessons from the Frontlines

North Building, Level Two, Room N230 B

In a world where we face attacks from every direction, public employee pensions are more vulnerable than ever. Hear stories from the frontlines, including those who won hard-fought victories and others who suffered serious setbacks. Find out what we learned from wins and losses and how you can apply those lessons to ongoing and upcoming battles.

From the Kitchen Table to the Street: How Volunteer Member Organizers Build Power (Also offered in Spanish)

North Building, Level Four, Room N426 B

This workshop features a panel of AFSCME volunteer member organizers (VMOs) who worked on organizing campaigns to bring new bargaining units into the union. Hear their stories, learn about what it's like to battle non-union employers on the frontlines, and find out how becoming a VMO can transform you and your local.

Get on the VAN-Wagon: Data Driven Campaigns*

South Building, Level Four, Room S403 A

Anyone who has run a local union or a campaign knows how important it is to have a good list. This workshop introduces you to a breakthrough tool for building and maintaining great lists: the AFSCME VAN. The VAN is an outreach database that allows us to track organizing and political conversations with members. You will learn to use the MiniVAN app to collect data, and participate in a hands-on demonstration of how to use data to shape a campaign.

Hot Topics in Health and Safety

North Building, Level Two, Room N231

This workshop provides updates on current health and safety issues, including the OSHA proposed silica standard, infectious diseases, chemicals and state legislative initiatives.

IRS Form 990 Filing Requirements: Protecting Your Tax Exempt Status

South Building, Level Four, Room S406 B

This workshop provides an overview of IRS 990 requirements affecting AFSCME affiliates. Speakers will discuss filing requirements, due dates and penalties for late or non-filing. Many AFSCME affiliates have had their tax exempt status revoked. Come to this workshop to make sure it doesn't happen to you.

Labor History for Labor Activists*

North Building, Level Two, Room N228

We must know where we came from to know where we are going. Join this multi-media workshop to learn about the events and people that built America. A broad survey of labor history will be presented with dramatic representations of characters from the past along with music and video. This workshop is brought to you by the Illinois Labor History Society.

Making the Case for Immigration Reform

North Building, Level One, Room N139

AFSCME advocates for immigration reform, including a pathway to citizenship for undocumented workers. Yet this issue remains controversial in our nation and even in our

union. Are you struggling to respond to tough questions about immigration reform from members of your local? Join us for a discussion of the important role immigrant workers played in building the labor movement and in our nation's history, answers to the tough questions members are asking, and an update on the status of immigration reform on Capitol Hill.

Main Street Matters: Building Alliances with Small Business Owners

North Building, Level Four, Room N426 C

For decades, big business associations like the U.S. Chamber of Commerce dominated the national conversation about which policies are good for business – demanding tax cuts and anti-worker policies. During the past several years, small business owners across the country stood up for themselves, and unions began to find common ground with them. In this workshop, we discuss successful campaigns and strategies designed to move the ball forward for small businesses and working families. This workshop is brought to you by the Main Street Alliance.

The New Frontier: Organizing Non-Traditional Workers

North Building, Level One, Room N137

Who are non-traditional workers? What connects them to our union? What are they doing to organize? Join us for a conversation about the changing nature of work and public service. You will learn about the challenges and opportunities of organizing non-traditional workers through the eyes of a home care worker, a child care provider and a taxi driver.

The New Wage and Benefits Movements: Raising the Floor for All Workers

South Building, Level Four, Room S401 B/C

Around the country, workers and communities are uniting to demand – and win – better wages, family leave and earned sick time. These new living wage campaigns primarily target private sector workers, but they have huge implications for us all. When the private sector undercuts wages and benefits, public sector workers become a prime target for anti-worker forces. Learn more about these campaigns, how you can get involved, and how they create a stronger worker-centered movement. This workshop is brought to you by the Partnership for Working Families.

Retiree Power: Organizing AFSCME's Most Seasoned Members

South Building, Level Four, Room S402 A

The AFSCME Retirees program is 250,000 members strong and growing. Retirees add a powerful voice to our union's fight for social and economic justice. This workshop discusses ways to build our union and our capacity by organizing retirees.

Retirement Security for All

South Building, Level Four, Room S401 D

One of AFSCME's core values is that every worker should be able to retire with dignity. Yet retirement security for private sector workers has eroded for decades, and now public sector pensions are under attack. Even during this unprecedented

assault, AFSCME and its allies are going on the offensive to expand retirement security for all workers. This workshop will present case studies of two states that have begun to address the challenges.

Speaking Up When Oppression Happens

North Building, Level One, Room N135

Have you ever been in a situation where someone makes an oppressive (racist, sexist, homophobic, classist, anti-immigrant, etc.) remark? Such comments are often made unintentionally or without thought. Even so, if not addressed, these comments can have damaging effects on others. These situations also provide a “teachable moment” when we can all learn about power and privilege. This workshop explores how to identify and address oppressive behaviors and make the most of these teachable moments when they occur in our workplaces, trainings or meetings.

Stopping Outsourcing in Its Tracks (Also offered in Spanish)

North Building, Level Four, Room N140

We can stop outsourcing in its tracks if we learn how to analyze and organize. This workshop will show you how to identify the warning signs and stages of outsourcing at your worksite and how to combat privatization before it begins. You will learn how to analyze a request for proposals (RFP), build a campaign against outsourcing and engage your local community in the fight.

Stronger Together! Internal Organizing for Small Locals (fewer than 200 members)*

South Building, Level Four, Room S404 D

This workshop is for locals with fewer than 200 members. Join a roundtable discussion with activists and leaders, from other similar-sized locals, about the challenges, strategies and best practices for recruiting and activating members. Case studies and lessons from the 50,000 Stronger campaign will be shared. We will discuss practical ideas and tools to build stronger local unions, from foundation building to communication networks to strategic campaigns.

Stronger Together! Internal Organizing for Medium Locals (between 200-1,000 members)*

South Building, Level Four, Room S405 A

This workshop is for locals with membership between 200 and 1,000. Join a roundtable discussion with activists and leaders, from other similar-sized locals, about the challenges, strategies and best practices for recruiting and activating members. Case studies and lessons from the 50,000 Stronger campaign will be shared. We will discuss practical ideas and tools to build stronger local unions, from foundation building to communication networks to strategic campaigns.

Stronger Together! Internal Organizing for Large Locals (more than 1,000 members)*

South Building, Level Four, Room S405 B

This workshop is for locals with more than 1,000 members. Join a roundtable discussion with activists and leaders, from other similar-sized locals, about the challenges, strategies and

best practices for recruiting and activating members. Case studies and lessons from the 50,000 Stronger campaign will be shared. We will discuss practical ideas and tools to build stronger local unions, from foundation building to communication networks to strategic campaigns.

Talkin' Union to New Employees: Orientations that Build Power*

South Building, Level Four, Room S403 B

When we welcome new sisters and brothers to our workplaces, we must teach them what it means to be union. Wages, benefits and working conditions are the inheritance of past labor struggles. To keep that inheritance and build on it, new workers must also inherit the struggle. In this workshop, we will identify best practices for new employee orientations – from formal orientation sessions to steward outreach to ongoing education. You will come away with new tools to talk about the union to your coworkers.

(Un)Popular Economics: Learning How to Manage Your Student Debt

South Building, Level Four, Room S401 A

One in five American households has student debt, and this debt poses a threat to all working people. As politicians at the federal and state levels respond to this growing crisis, we need to find immediate solutions for the AFSCME members who struggle with debt. Come learn about the political and economic landscape that created the student debt crisis, what we can do to fight back, and about the federal programs that can reduce your monthly payments. This workshop is brought to you by Jobs with Justice.

Using Direct Action to Transform People and Power*

South Building, Level Four, Room S404 B/C

When collaboration and negotiation aren't getting to "yes," direct action can move a campaign to success. And there are few things that transform members into leaders more effectively than putting our bodies and voices on the line for the fight – if the fight is done right. Learn why direct action works and how to organize an action that reaches your campaign goals and empowers your members. This workshop is brought to you by National People's Action.

Women in Bargaining: Taking Your Seat at the Head of the Table

South Building, Level Four, Room S402 B

Women are naturally strong negotiators, but historically they have been under-represented at the bargaining table. We will learn to identify the negotiating skills that women already use in their daily lives. We will discuss workplace issues that especially affect women, internalized doubts that can hold women back in bargaining situations, and ideas to make sure that women's voices are heard.

Committee Meetings

McCormick Place

Committee	Date	Time	Room
Appeals	Sun., July 13	10 a.m.	N137
	Mon., July 14	Close of Session	N137
Budget, Taxes & Economic Affairs	Mon., July 14	Close of Session	N139
Constitution	Sun., July 13	4 p.m.	N226
	Mon., July 14	Close of Session	N226
Credentials*	Sat., July 12	11 a.m.	See below
	Sun., July 13	9 a.m.	
	Mon., July 14	Close of Session	
	Tues., July 15	Close of Session	
Elections	Mon., July 14	8:30 a.m.	N136
	Tues., July 15	Close of Session	N136
Federal Policy	Mon., July 14	Close of Session	S401 A

*Credentials Committee will meet at McCormick Place North, Level Three, directly behind the Registration area in Hall B.



Committee	Date	Time	Room
Health Care	Mon., July 14	Close of Session	N227A
Organizing	Mon., July 14	Close of Session	N140
Political Action/ PEOPLE	Mon., July 14	Close of Session	N426A
Resolutions	Sun., July 13	2 p.m.	N231
	Mon., July 14	Close of Session	N231
Rules & Order of Business	Sun., July 13	2 p.m.	N135
Sergeant-at-Arms	Sat., July 12, 4 – 7 p.m.		N138
	Sun., July 13, 8:30 a.m. – 1 p.m.		N138



A green-tinted photograph of the Chicago skyline, featuring prominent skyscrapers like the Willis Tower and the Trump Tower, set against a clear sky.

Convention Hotels

With Council & Local Assignments

Hilton Chicago

720 S. Michigan Ave. • (312) 922-4400

hiltonchicagohotel.com

Alaska

California Local 1001

Colorado

District of Columbia

Florida

Maryland

New York Council 1707

Ohio OAPSE Local 4

Oklahoma Local 1180

Tennessee

Virginia

West Virginia

Hyatt Regency Chicago

151 E. Wacker Dr. • (312) 565-1234

chicagoregency.hyatt.com

Delaware

Georgia

Hawaii

Louisiana

Minnesota Council 5

North Carolina

New Jersey

Nevada

New York Councils 37 and 66

New York CSEA Local 1000

NUHHCE 1199

Oklahoma Locals 1136, 2406, 2465 and 2875

Rhode Island

South Dakota

Texas

UNAC

Hyatt Regency McCormick

2233 S. Dr. Martin Luther King Jr. Dr. • (312) 567-1234

mccormickplace.hyatt.com

California Locals 1902, 4034 and 4911

Indiana

Kentucky

Michigan Local 5

Retirees

Palmer House

17 E. Monroe St. • (312) 726-7500

palmerhousehiltonhotel.com

Arkansas

California Councils 36 and 57

California Locals 206 and 3299

California UDW Local 3930

Iowa

Kansas

Minnesota Council 65

Missouri

Nebraska

Oregon

Washington Council 28

Sheraton Chicago

301 E. North Water St. • (312) 464-1000

sheratonchicago.com

Montana

New York Councils 35 and 82

Ohio Council 8

Connecticut Council 4

Pennsylvania

Puerto Rico

Utah

Wisconsin

Swissôtel Chicago

323 E. Wacker Dr. • (312) 565-0565

swissotel.com/chicago

Arizona

Connecticut Council 15

Illinois

Michigan Council 25

Westin River North

320 N. Dearborn St. • (312) 744-1900

westinchicago.com

Massachusetts Locals 1798, 3650, 3900 and 4000

New Mexico

Ohio OCSEA Local 11

Map of Convention Hotels





Shuttle Bus Service

Boarding and disembarking of ALL shuttles will be at McCormick Place North, Level One, Gates 20 and 21.

Hotel Shuttle Hours & Frequency

Saturday, July 12

Noon – 6 p.m.²

Every 20 minutes

Sunday, July 13

8 a.m. – 9:30 p.m.²

Every 20 minutes

Transportation will be provided to/from the Delegates Reception. At the conclusion of the reception, transportation will be provided to hotels. Routes will be combined for return service. Guests staying at the Hyatt Regency McCormick will walk to/from the reception.

Monday, July 14

6 – 10 a.m.¹

Every 20 minutes

4 – 6 p.m. or until 1 hour after session²

Every 20 minutes

Limited service to hotels 1 – 4 p.m. Routes will be combined for return service during this time.

¹ Indicates time last shuttle departs hotels to McCormick Place.

² Indicates time last shuttle departs McCormick Place to hotels.



Tuesday, July 15

6 – 9:30 a.m. ¹	Every 20 minutes
1 – 4:30 p.m. or until 1 hour after session ²	Every 20 minutes

Wednesday, July 16

6:30 – 10:00 a.m. ¹	Every 20 minutes
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Shuttles will begin immediately after the close of session

from McCormick Place to the AFSCME Rally. At the end of the rally, shuttles will be provided back to hotels, including Hyatt Regency McCormick. (Limited shuttle service will be provided from McCormick Place to hotels after the close of session.)

Thursday, July 17

7 – 10 a.m. ¹	Every 20 minutes
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(Limited shuttle service provided from 5 – 7 a.m. for elections)

2:30 – 6 p.m. or until 1 hour after AFSCME's Got Talent ²	Every 20 minutes
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Friday, July 18

6:30 a.m. – 1:30 p.m. ¹	Every 20 minutes
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If there is a runoff election, shuttles to McCormick Place will begin at 5 a.m.

¹ Indicates time last shuttle departs hotels to McCormick Place.

² Indicates time last shuttle departs McCormick Place to hotels.



Bus Routes, Hotels & Boarding Locations

Route Numbers, Hotels, Where to Board

Route 1: Hyatt Regency Chicago/Swissôtel* – Curbside in front of East Tower at Hyatt Regency Chicago

Route 2: Sheraton Chicago** – Curbside on Columbus Drive

Route 3: Hilton Chicago – Curbside on 8th Street

Route 4: Palmer House – Curbside on Wabash Street

Route 5: Westin River North*** – Curbside on Clark Street

* Delegates staying at the Swissôtel will pick up their shuttle at the Hyatt Regency Chicago.

** Delegates staying at Embassy Suites will pick up their shuttle at the Sheraton Chicago.

*** Delegates staying at Hilton Garden Inn will be part of the Westin River North shuttle and be picked up/dropped off at the Hilton Garden Inn, curbside on Grand Avenue.

If you need a wheelchair accessible vehicle, please call (310) 562-0606 for advanced reservations and allow at least 30 minutes.

A silhouette of the Chicago skyline, featuring prominent skyscrapers like the Willis Tower, set against a light green background.

Sights & Sounds of Chicago

Chicago – It's Our Kind of Town

From its stunning views of Lake Michigan to its inspiring architecture, Chicago is more than just a big city. Besides its striking downtown area, which includes some of the tallest buildings in the world, Chicago has a distinctive coastline, hundreds of vibrant parks and more than 200 unique neighborhoods. It's this truly distinctive mix of incredible attractions and cultural allure that make Chicago one of the friendliest, most livable cities in America.

Chicago has a reputation as a must-visit destination for diners. In fact, Chicago is one of only three cities in the country to have its culinary chops rated by the prestigious Michelin Guide. With world premiere performances in its famed Theater District and one of the country's most active nightlife scenes, this city is always buzzing. Chicago also boasts more than 40 museums and five regional Tony Award-winning theaters. And no matter the season, there's always a professional sports team to cheer to victory.

Millennium Park, deep dish pizza and Wrigley Field are reasons enough to visit Chicago, but the city's most endearing quality is its people. Chicago's neighborhoods include people from more than 100 countries and it's through this diverse culture that we are able to develop the country's best restaurants, theaters and museums. Enjoy your visit to Chicago! And don't forget to show gratitude to Chicago's finest public service employees, Council 31.

Visit ChooseChicago.com for more information.



Unionized Convention Service Providers

On the frontlines and behind the scenes, many of our union sisters and brothers are providing valuable services to AFSCME delegates, alternates, guests and staff before, during and after our weeklong stay in Chicago. We also appreciate having the support of businesses that recognize the rights of workers to form a union and bargain collectively for workplace equality.

The work of our friends and allies helps to make our 41st International Convention a success!

- Chicago Journeymen Plumbers Local 130, U.A.
- Decorators Tradeshow and Sign Craft Local 831
- International Alliance of Theatrical Stage Employees Local 2
- International Alliance of Theatrical Stage Employees Local 110
- International Alliance of Theatrical Stage Employees Local 720
- International Brotherhood of Electrical Workers Local 134
- International Brotherhood of Electrical Workers Local 1220
- International Brotherhood of Teamsters Local 705
- International Brotherhood of Teamsters Local 727
- International Union of Bricklayers and Allied Craftworkers
Administrative District Council #1
- International Union of Operating Engineers Local 399
- International Union of Painters and Allied Trades
District Council #14



- United Association of Plumbers, Pipefitters, Welders and HVAC Service Techs Union Local 597
- United Association of Sprinkler Fitters Local 281
- United Brotherhood of Carpenters and Joiners of America Local 10
- United Steelworkers (Decorators Union) Local 17
- Service Employees International Union Local 1





Emergency Guidelines: McCormick Place

Visitors are encouraged to observe the following safety guidelines.

- Know the location of your closest emergency exit and where it leads.
- Know the location of at least two other emergency exits.
- A first aid station is located in the Grand Concourse of McCormick Place and is staffed by a licensed Emergency Medical Technician (EMT).
- Know the emergency phone number to McCormick Place Security.
 - Dial extension 6060 from any house phone, or from a mobile phone or landline phone dial 312-791-6060.
 - Dial 6060 for emergency situations, including medical emergencies, from any house phone. Please do not call 911.
- Be aware of your surroundings and report any suspicious activity.
- Keep important personal items with you at all times (cell phones, car keys, credit cards, purses and wallets).
- Pay close attention to any public address announcements.
- Comply with all instructions given by security or other emergency personnel.
- If evacuation is ordered, remain calm as you exit the facility.
- Assist individuals with special needs.
- Do NOT use any elevator during an emergency.
- Do NOT run and do NOT panic.

AFSCME



**BOLD
BRAVE
DETERMINED**

41st International Convention

Chicago, July 14-18, 2014

American Federation of State, County and
Municipal Employees, AFL-CIO
1625 L Street, NW
Washington, DC 20036
afscme.org