

AFGE National YOUNG Committee
Bylaws
American Federation of Government Employees

Constitution and Bylaws for the AFGE Young Organization Unionists for the Next Generation (Henceforth referred to as AFGE YOUNG or Y.O.U.N.G.) Committee.

Article I: Name

This organization shall be known as the National AFGE YOUNG (Young Organizing Unionist for the next Generation) Committee.

Article II: Mission

The purpose of the AFGE YOUNG Committee is to promote the inclusive empowerment and education of young workers, speak out on issues that are important to workers under 40, and influence public policy to improve the quality of life for young workers and their families as well as engaging seasoned mentors to ensure the longevity of the Federation.

Article III: Membership

Section 1 - Definition of Members

- A. The membership of AFGE Y.O.U.N.G. shall have the benefit of as much independent thought and action as possible, without being in conflict with the constitution and bylaws of the American Federation of Government Employees (AFGE). Each District NVP may appoint a minimum of one, but no more than two members who will sit on the AFGE Y.O.U.N.G. Committee. The appointed member shall serve at the discretion of their respective NVP.

- B. AFGE members in good standing will be eligible for appointment to the YOUNG Committee if they are at the age of 40 years or below. Members who are the age of 41 or over are ineligible to be appointed as a YOUNG committee member. A term is defined as a 3-year time span that begins at the YOUNG Committee meeting at the Legislative Conference (for example, the most recent term began Feb 2023 and ends Feb 2026). Membership on the YOUNG Committee will automatically renew at the beginning of the new term, unless they are over the age of 41, or are un-appointed by their NVP, aligned with Article III Section D. If a member is appointed mid-term, they will complete the term as defined above.

- C. Committee members must be AFGE members in good standing.

- D. Keeping with the intentions of the AFGE Y.O.U.N.G. Committee members who reach 41 years of age while holding an appointment to the Y.O.U.N.G. Committee will vacate their position after the next Y.O.U.N.G. officer elections. If a Y.O.U.N.G. Committee members hold an elected position when they turn 41 years of age, the member can remain on the committee and in their elected position until the term ends, at which time, they will resign from the committee. After resignation, members will be eligible to become mentors to the Y.O.U.N.G. Committee.

Section 2 - Voting Process

- A. Decisions of the committee
 - 1. Will be made by consensus whenever possible, then by voice vote, then by a show of hands. Each district will have two votes, which may be split if the District has two representatives on the committee.
 - 2. Unless otherwise noted or required, all questions before the committee will be decided by majority vote.

Section 3 - Election Process

- A. All elections will be completed by secret ballot in accordance with National guidelines.
- B. At the commencement of the election meeting, the staff assigned to the committee will conduct the election meeting acting as the election committee. All votes will be counted before the committee as a whole. The staff will record and provide to the committee the results of the election.

Section 4 - Resignation of Members

AFGE YOUNG Committee members will tender resignation with appropriate notice, in writing, to the Chairpersons and to the National Vice President of the committee members' District as well as the National Vice President for Women and Fair Practices.

Section 5 - Vacancy

NVP will fill AFGE YOUNG Committee vacancies keeping in mind the principles of diversity.

Section 6 - Members-at-Large

National Vice President for Women and Fair Practices has the privilege of appointing two Members-at-Large to serve as a member of the AFGE YOUNG Committee. These members take a proactive role in representing and bringing forth the interests and concerns of YOUNG members in the planning of YOUNG meetings and events. Members-at-Large will not have a vote on the Committee. The Age Criteria as outlined in Article III, Section 1, will not apply to this Section and appointments.

Section 7 - Committee Mentor

National Vice President for Women and Fair Practices has the privilege of appointing one mentor as a member of the AFGE YOUNG Committee. This member will take a proactive role in assisting the committee with representing and bringing forth the interests and concerns of YOUNG members in planning of YOUNG meetings and events. The Mentor will not have a vote on the Committee but will, in every other way be a full member of this committee. The Age Criteria as outlined in Article III, Section 1, will not apply to this Section and appointments.

Article IV: Officers

Section 1 - Positions

Officers of the AFGE YOUNG Committee shall be comprised of a Chair, Co-Chair, Recording Secretary and other officers as the Committee may determine necessary.

Section 2 - Elections

All Officers of the Committee shall be elected to a term of three years at the Legislative Conference.

Section 3 - Duties of Officers

The duties of the Committee Officers shall be as follows:

A. Duties of the Chair. The Chair will:

1. Preside at all meetings of the AFGE YOUNG Committee.
2. Work with the Recording Secretary to prepare reports of the AFGE YOUNG Committee for submission to the National Executive Council meetings.

B. Duties of the Co-Chair. The Co-Chair will:

1. Perform the duties of the Chair in all cases in which the Chair is absent or unable to serve.

C. Duties of the Recording Secretary. The Recording Secretary will:

1. Keep a complete record of the minutes of all meetings; maintain all election related documents (including copies of those pertaining to nominations, notices of meetings, and the minutes of any meetings, all of which must be sealed and preserved for one year after the election unless the records are still relevant;
2. Keep up-to-date the official copy of the bylaws of the Committee;
3. Conduct correspondence when directed by the President; and
4. Send out notices of meetings when required.

Section 4 - Term of office

Officers will assume their duties following the meeting at which they are elected and will serve a term as follows: the Chair will serve one three (3) year term; the Co-Chair will serve one three (3) year term; and the Recording Secretary will serve one three (3) year term. No Officer may serve more than one consecutive term as Chair.

Section 5 - Vacancies in Elected Office

In the event of a vacancy of an elected office, the committee will hold a special election at the next face to face YOUNG Committee meeting to fill such vacancy for the remainder of that term.

Article V - Committees

1. **Executive Committee of the AFGE YOUNG Committee** - This committee will be charged with the overall oversight and direction of the AFGE YOUNG Committee. This committee will consist of the Chair, Co-Chair, and Recording Secretary.
2. **Membership and Social Promotion Committee** - This committee will be responsible for exploring new avenues and developing a plan to increase the membership of federal and DC government employees under the age of 40, as well as helping maintain an open route of communication to the YOUNG Committee. The in-depth structure of the committee will be determined by its members and put to recommendation and vote by the full YOUNG committee.
3. **Training and Mentoring Committee** - This committee by virtue of its creation will have a sitting member of the committee be a liaison, to help the different levels of any chartered chapter of AFGE YOUNG for creation, development, and forwarding of ideas and services as outlined in the mission statement in Article II. This committee will be charged with the oversight of any and all mentoring volunteers, and for developing and encouraging mentors for new members that are either lost, forgotten, etc. This committee is further tasked with being a direct help to the members throughout the nation and assigning them with a mentor. The in-depth structure of the committee will be determined by its members and put to recommendation and vote by the full YOUNG committee.
4. **The AFGE YOUNG Committee may form any other committees that they deem necessary.**

Article VI - Meetings

Section 1 - Regular Meetings

1. The AFGE YOUNG Committee will hold a minimum of two Face-to-Face meetings per calendar year and may convene conference calls as needed.
2. The annual meetings will be held in conjunction with the AFGE Legislative Conference and the Y.O.U.N.G. AFGE Training Summit.
3. There will be regular conference calls held. Conference calls shall be treated as meetings for the purposes of conducting official business

Section 2 - Notice of Meetings/Conference Calls

1. The Recording Secretary will send electronic notification to all AFGE YOUNG Committee members in a timely manner and in advance of all regular conference calls.
2. The Recording Secretary will send electronic notification to all AFGE YOUNG Committee members in a timely manner and in advance of all annual meetings.
3. The Recording Secretary will send electronic notification to all AFGE YOUNG Committee members with as much notice as possible for all special conference calls.
4. The Recording Secretary will use email and all appropriate social networks to communicate with AFGE YOUNG Committee members.

Section 3 - Quorum

Quorum is hereby defined by an Executive Committee member plus five members of the AFGE YOUNG Committee at any and all meetings.

Section 4 - Decisions of the AFGE YOUNG Committee

Decisions of the AFGE YOUNG Committee will be recorded by the Recording Secretary and maintained in the minutes. Any recommendations to the National Executive Council will be presented by the Chair.

Section 5 - Conduct of the Meeting

1. Meetings will be governed by the latest published version of Robert's Rules of Order Newly Revised.
2. In the event of an out of line member, the disruptive member will be removed by a vote of the majority at the meeting.

Article VII - AFGE YOUNG Committee Roles within their Districts

The AFGE YOUNG Committee members are charged with mobilizing AFGE members around young workers' rights issues in their District, and to work closely with the National Vice Presidents for their District, District Coordinators and the National Vice President for Women and Fair Practices. These YOUNG Reps represent members on young workers' issues, monitor trends in laws and regulations that specifically impact young workers, and they may recommend a national action plan for AFGE.

They will also:

1. Serve as a member of the National YOUNG AFGE Committee
2. Provide training on young workers' issues through the District that they represent.
3. Submit quarterly status reports on District activities to their National Vice President and the AFGE National Executive Council.
4. Work with Locals in their respective District's to ensure YOUNG Local Coordinators are appointed.
5. Serve as the catalyst to disseminate and receive information affecting young workers' rights issues throughout the District.
6. Inform the Nation Vice President for Women and Fair Practices of local young workers' rights issues with the potential of having a national impact.
7. Coordinate member participation in young workers' rights activities within the Locals, Districts, and Councils of AFGE.
8. Work with AFL-CIO constituency groups and allied organizations to improve coalition base.

The committee agreed that the following would also be duties of the District Y.O.U.N.G. Reps.

- The Y.O.U.N.G. Rep is the young workers point person for the District.
- Attend District events to market Y.O.U.N.G. program, goals, and/or hold meetings.
- Communicate with Locals in their District regarding the Y.O.U.N.G. program.
- Communicate in their District with Local Y.O.U.N.G. Reps or interested young workers (calls or contact).
- Plan Y.O.U.N.G. AFGE events for young workers to network and engage the Union; either alone or with like-minded groups.
- Attend AFL-CIO young worker group meetings if possible; reach out to their local AFL-CIO State Fed or CLC to start a group if they don't have one.
- Join AFL-CIO Constituency groups and participate in Community events.

Article VIII - Amendments

All in-depth structures for aforementioned committees will be appendices to these bylaws as voted on and approved by the YOUNG Committee.

Approved by National YOUNG Committee, June 19, 2023

Approved by National Executive Council, August 11, 2023

Revision Date: June 19, 2023