



AFT Maryland Triennial State Convention

Saturday, May 18, 2024



**Real Solutions
for Maryland Labor
and Communities**



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2024 AFT-MARYLAND STATE CONVENTION

A Message from Kenya Campbell President, AFT Maryland



Welcome to the 2024 AFT Maryland Triennial Constitutional Convention!

Kenya Campbell
President, AFT Maryland

This is our first time gathering in person since 2018 and I am excited to be in-person with delegates and local leaders once again. A lot has happened since we last met, including the state federation relocating to a new headquarters. It is my immense pleasure to welcome everyone to the AFT Maryland offices for this occasion. It is our hope this office is a hub for labor and the community as we work to fulfill the promise of a reimagined world that serves us all. Just as the office symbolizes turning over a new leaf for the state federation, much of our work the last three years has been about creating a world that delivers Real Solutions for Maryland Labor and Communities.

Our state federation has expanded to include community college faculty from institutions across Maryland who have decided the best way to have a voice at their colleges is unionization. Education professionals at the Maryland School for the Deaf have worked tirelessly to secure collective bargaining and unionization, and since we last met, they've agreed to and ratified their first ever union contract with their institution. In choosing a union, these workers have decided that AFT Maryland is where they want to be, because we are the union for Maryland professionals.

In addition to expanding, our state federation has also continued to lead the way advocating for healthcare, education, and public service professionals that make up AFT Maryland. When efforts across the nation attempted to ban books, we put thousands of books into the hands of Baltimore city school students to create and expand their home libraries and love of learning. We conducted unprecedented steward training for public employees to empower our members to be change agents at their worksite. We also expanded our footprint in the communities we live and work.

AFT Maryland is on the move. We have done a lot of work, and yet much more work remains. It is my hope that at this convention you'll be informed and energized by all we are doing in the labor movement and you take this momentum back to your colleagues and bring more of them off the sidelines to help us. Labor is alive and well, and with your help, we hope to make the state feel our power.

Again, welcome and enjoy the 2024 AFT Maryland Triennial Convention.



2024 AFT-MARYLAND STATE CONVENTION

A Message from LaBrina K. Hopkins Secretary-Treasurer, AFT Maryland

Welcome to the 2024 AFT Maryland Triennial Constitutional Convention!

**LaBrina K. Hopkins
Secretary-Treasurer, AFT Maryland**

I am proud to report that the fiscal state of AFT Maryland presents fairly.

Over the last three years, AFT Maryland continues our diligent work as responsible financial stewards of the resources of the state federation. I am pleased to report that we are meeting our financial responsibilities while continuing to build our organization. There have been several ways we have been able to benefit members and locals with the resources we have. Following is a brief example of some of the work we have done.



Many of our locals were able to receive a rebate. Additionally, we've grown the state federation in meaningful ways with the addition of locals based on community college campuses across Maryland. With the hiring of new organizers for this campaign, that harvest continues to bear fruit. As you know from the location of this year's convention, we outgrew our former office space and moved into a larger facility that serves as not only as an office, but a headquarters for AFT Maryland and all of our local affiliates. This location has already been used by locals for steward training, and by the AFL-CIO as a hub for Get Out the Vote efforts supporting labor-endorsed candidates.

Beyond the physical growth of the state federation, I have been privileged as the Secretary-Treasurer to participate in the professional growth of the organization. Following a historic vote to unionize at the Maryland School for the Deaf, we helped negotiate the first contract in that school's history. The state federation is currently in bargaining at three community colleges, and I have the pleasure of serving on the bargaining team for negotiations with Frederick Community College.

AFT Maryland has grown in meeting the needs of the community. At a time when book bans are far too frequent across the country, we have been active in participating in AFT's Reading Opens the World campaign, distributing thousands of books to young people and families in Baltimore City schools and across the Baltimore region. This is just an example of our stewardship of AFT Maryland resources.

Finally, our auditors have reviewed our finances and determined our records to be up to date and financially sound.

Our agenda today includes a full and comprehensive summary of our financial status for delegates to review. Again, welcome to the state federation's new home and enjoy the 2024 AFT Maryland Convention.



Convention Committee

LaBrina Hopkins
2024 Convention Committee Chairperson

Kenya Campbell
President, AFT Maryland

Ray Baker

Yvonne Dowell

Janell Edmonds

Laura Prouty

Antoinette Ryan-Johnson

Matthew Smith



AFT Maryland Executive Board

Kenya Campbell
President

LaBrina Hopkins
Secretary-Treasurer

Rogie Legaspi
K-12 Area Vice President

Sandra Davis
PSRP Area Vice President

Antoinette Ryan-Johnson
Public Employees Area Vice President

Karen Pilecki
Nurses and Health Employees Area Vice President

Carolyn Caulk-Smith
Retiree Area Vice President

At-Large Area Vice Presidents:

Yvonne Dowell
Lurita Johnson
Shawn McKay
John Ripley
Morgan Showalter
Jerry Smith





Chris Van Hollen

United States Senator

May 18, 2024



Dear Friends,

I am delighted to extend my warmest greetings to everyone gathered for the American Federation of Teachers (AFT) - Maryland State Federation's 2024 Triennial Convention.

Since its charter in 1973, AFT has maintained its commitment to advancing professionals through community engagement, political activism, and economic development. I commend the AFT for its efforts to ensure that residents across the State of Maryland receive high-quality public services. Its work serves as a model of what we all should strive for in creating a brighter future for our Nation.

To the honorable public servants gathered today, I greatly appreciate your dedication to the pursuit of equity, opportunity, and fairness for our Maryland community. Whether you are engaging with students, providing health care, or serving constituents, professionals like you are the backbone to a well-functioning society. I am proud to represent dedicated people like you, who work so hard to provide services to our community.

You have my best wishes for an inspiring and meaningful convention.

Sincerely,

Chris Van Hollen

United States Senator

Not printed at government expense



May 18, 2024

Dear Friends:

I want to extend a warm welcome to everyone attending Triennial Convention of The American Federation of Teachers-Maryland (AFT-Maryland). This gathering provides the opportunity for dialogue related to workers' rights and ongoing labor issues affecting union members in Maryland.

AFT-Maryland has been an outstanding advocate for tens of thousands of teachers, nurses and other health care providers, paraprofessionals, and state and local professional employees. I commend you for your ongoing commitment to fighting for the professional development, fair pay, and affordable health care your members and other workers deserve. Our state is fortunate to reap the benefits of advocacy and service that AFT has engaged in over the years. I promise to stand by you and continue fighting against anti-union efforts and unfair labor practices that affect AFT members and others in the workforce.

You serve on the front lines for Marylanders, and I join them in thanking you for making our state one we're all proud to call home. Best wishes for a wonderful convention and continued success.

Sincerely,

Benjamin L. Cardin
United States Senate

KWEISI MFUME
DISTRICT OF MARYLAND



CONGRESS OF THE UNITED STATES
HOUSE OF REPRESENTATIVES
WASHINGTON, D.C. 20515



May 18, 2024

Dear President Campbell and members of AFT-Maryland State Federation,

It is with distinct pleasure and a long-held sense of respect that I extend my warm greetings to each of you gathered for the 2024 Triennial Convention of the American Federation of Teachers Maryland State Federation. This gathering is a tremendous example of the dedication and fervent commitment you all share in advancing the welfare and quality of life of school-related working professionals across our state.

Your collective efforts are to be celebrated, and your voice is supremely important. The work your organization does not only enhances the professional lives of its members but also significantly contributes to the enrichment of our educational and public service sectors. It is organizations like yours that help ensure our workers are valued, our children receive quality education, and our communities thrive.

As you convene to deliberate on matters of importance to your members and to chart the course for the future, know that your endeavors are recognized and deeply appreciated. The resolve and solidarity you demonstrate through your organizational process and efforts provides a strong foundation for the continuous improvement of working conditions and educational standards throughout Maryland.

Please accept my best wishes for a productive and focused convention this year. I trust and expect that the decisions made, and strategies developed during this gathering, will lead to further advancements in your advocacy and your continued success on behalf of your membership in the years to come.

Thank you for all that you do, and may your discussions be fruitful and your resolutions steadfast.

Warm deep gratitude and respect,

A handwritten signature in blue ink, appearing to read "Kweisi Mfume".

Kweisi Mfume
Member of Congress



BRANDON M. SCOTT
MAYOR
*100 Holliday Street, Room 250
Baltimore, Maryland 21202*



May 18, 2024

On behalf of the people of Baltimore, it is my pleasure to welcome you to the 2024 AFT-Maryland Triennial Convention.

I congratulate AFT-Maryland for more than 50 years of tireless service to its members here in Maryland. AFT-Maryland works to ensure quality in the workplace as well as the well-being of the institutions your members work in and the clients you serve, and they are truly "A Union of Professionals."

This weekend's conference will present you with many opportunities for personal and professional development. It is my hope that you will leave the conference having gained invaluable skills and experience to serve the cause of educating the leaders of tomorrow.

Best wishes for a memorable convention!

Sincerely,

Brandon M. Scott
Mayor
City of Baltimore



JOHN A. OLSZEWSKI, JR.
County Executive



A WELCOME MESSAGE FROM THE COUNTY EXECUTIVE:

Welcome to AFT-Maryland's 2024 Triennial Convention! In so many ways, you all: our teachers, paraprofessionals, nurses, other healthcare professionals, and public employees are the true foundation of our communities. You teach our children, heal us, and provide the critical services residents depend on to succeed and thrive. All your hard work is essential in building stronger, more vibrant communities.

Across the country, our brothers and sisters in labor are continuing to show that we are always stronger when we work collaboratively – a fact that was highlighted by the courageous and dedicated efforts of our union partners during the COVID-19 pandemic. As we continue to overcome new challenges, it's essential that we build an economy that works for everyone. In local government, that means we must continue investing in our most precious resource – our people.

Strong unions are the backbone of a healthy middle class, and I remain committed to working with our friends in labor to support our unions. On behalf of all Baltimore County residents, we stand with you and look forward to working with you to strengthen our communities for years to come.

In Solidarity,

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

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

NICK J. MOSBY
Council President



100 Holiday Street, Suite 400
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council.president@baltimorecity.gov



BALTIMORE CITY COUNCIL

BALTIMORE, MARYLAND 21202

May 18, 2024

To the Members of AFT-Maryland:

Greetings President Kenya Campbell, Executive Board, State Affiliate Leadership and AFT-Maryland members. Welcome to the AFT-Maryland 2024 Triennial Convention.

Allow me to extend gratitude, not only from me, but also from the entire Baltimore City Council. You, our nurses and healthcare workers, educators and school-related personnel, higher education faculty and professional staff and state and local government employees, sacrifice so much as front-line workers. Thank you for the countless hours you spend in hospitals and hospices caring for others. Thank you for raising the standard in classrooms as you instruct our children and college students post the pandemic. None of what you have done over the past four years as we have been recovering from the pandemic has been easy, but you never gave up because you knew that what you do daily is critical for all sectors of our learning and working communities.

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

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

In Service,



Nick J. Mosby,
Baltimore City Council President



State's Attorney
Ivan J. Bates



120 East Baltimore Street
Baltimore, MD 21202
443-984-6000

OFFICE OF THE STATE'S ATTORNEY FOR BALTIMORE CITY



May 18, 2024

Dear AFT Maryland Triennial State Convention Attendees;

On behalf of the Baltimore City State's Attorney's Office, I welcome you to the 2024 Maryland Triennial State Convention: Real Solutions for Maryland Labor and Communities. I am honored to support this gathering of members who undoubtedly keep our city moving forward every single day. AFT Maryland is one of the largest labor

unions in Baltimore, with members from the Baltimore Teachers Union and City Union of Baltimore. AFT Maryland represents the hard-working men and women who are the backbone of our city.

With a history dating back to 1973 and representing more than 18,000 people, ATF Maryland has a track record of giving a voice to public servants who devote their careers to providing for others. It is my privilege to be your State's Attorney and work on your behalf to create a safer Baltimore in which you and your families can live, work, and thrive.

Enjoy your triennial convention, and I sincerely look forward to the continued partnership with this historic organization!

Sincerely,

Ivan J. Bates
State's Attorney



MARYLAND STATE & D.C. AFL-CIO

AFFILIATED WITH NATIONAL AFL-CIO

7 School Street • Annapolis, Maryland 21401-2096

Annapolis (410) 280-2233 • Fax (410) 280-2956

President

Donna S. Edwards

Secretary-Treasurer

Gerald W. Jackson



I enthusiastically congratulate AFT MD and your leadership team steered by President Kenya Campbell on convening your 2024 Triennial Convention themed Real Solutions for Maryland Labor and Communities.

This theme embodies AFT MD's leadership, vision, and activism as a driving force building Maryland's labor movement. I proudly join AFT MD on the front lines, picket lines, rallies and press conferences fighting to win the expansion of collective bargaining rights to workers crossing the broad spectrum of and public, professional and health care workers.

AFT MD IS ON THE MOVE!!!! I celebrated with AFT MD the signing of the first contract for the Maryland School for the Deaf.

I was honored to be with President Campbell and the leaders of Frederick Community College faculty when they celebrated their recognition as a union. Building from your deep roots in organizing higher education faculty starting with the Community College of Baltimore you organized and welcomed faculty at Howard Community College, Frederick Community College, and Prince Georges Community College into our labor family.

You are welcoming resident physicians and fellows at the University of Maryland Medical Center (UMMC) as they declare their intention to form a union and begin collective bargaining. They will join hundreds of health care professionals throughout the state represented by AFT MD. AFT MD is a leader in collaborating with other unions and following the AFL-CIO protocols and policies. I always ensure that AFT MD is included in Task Forces and Work Groups impacting members' work. President Campbell is a valuable force participating on the 2030 Apprenticeship Task Force that evolved from the Blue Print. Joining with the Maryland State and DC AFL-CIO and other unions we push for guardrails to protect students, educators, and labor's long tradition of providing the platinum standard of apprenticeships.

WE are the fighting force for an economy that works for all. Our American Labor Movement, AFL-CIO, is providing generational wealth for working families through our collective bargaining, maintaining and protecting democracy in the US by fully participating in elections of pro-union pro-democracy candidates, and influencing public opinion on corporate greed versus workers' needs with our collective voices organizing, advocating, lobbying, and mobilizing for all workers to have the freedom to be economically secure.

Thank you, AFT MD, for your leadership!!!!

Donna S. Edwards



METROPOLITAN BALTIMORE COUNCIL AFL-CIO Unions

To the Delegates of the 2024 AFT- Maryland Triennial Convention

On behalf of the leadership and unions that make up the Metropolitan Baltimore Council AFL-CIO welcome to Baltimore County! Thank you for all you do to advance the just causes of education and public service. The work you do each day ensures our communities have the best in public education and our neighborhoods are strong, safe, and healthy. Thank you for being a shining example of the power of our unions.

Coming out of the covid-19 pandemic, it was members like you who stood on the front of the frontlines to make sure working families had what they needed to make it through an unprecedented time in our history—and as our region experiences challenging times with the collapse of the Francis Scott Key Bridge, we know that we are stronger when we stand together in solidarity.

Organized labor is experiencing a resurgence in the Baltimore area, and it's your work that brings "Real Solutions for Maryland Labor and Communities." From organizing new workplaces like our community colleges to making sure working families have living wages, strong benefits, and safe working conditions—thank you for spreading democracy at work and growing our movement. That is how we make the expectations of our work become a reality.

The affiliates of AFT-Maryland are a critical and valued part of our council, and we will always stand in solidarity with you. The Metropolitan Baltimore Council AFL-CIO wishes you a safe and productive 2024 Triennial conference filled with learning and fellowship with your union siblings.

In solidarity,

Courtney L. Jenkins
President

opeiu2/afl-cio



May 2, 2024

Dear AFT-Maryland Officers and Members,

I am so sorry I will not be with you in person for the 2024 AFT-Maryland Triennial State Convention, but I wanted to spend a moment honoring you and the work you do. You have so much to commemorate and celebrate since you last met in 2021. You have always been committed to the well-being of your communities, but it's never been truer than during this period of recovery from a devastating pandemic. Following more than one unprecedented year when you had to turn on a dime and work harder than ever, you turned again to facilitate a period of healing. I am so proud of the dedication, creativity and compassion you've shown. For together we can accomplish what is impossible to do alone.

AFT-Maryland is made up of members and leaders who make a difference every day in the lives of others. Last year, AFT-Maryland educators marked historic organizing wins in K-12, with 99 percent of the faculty and staff at the Maryland School for the Deaf voting to unionize, and in higher education, with five community schools joining our ranks. The AFT is now the fastest-growing higher education union in the country.

AFT-Maryland first responders and healthcare professionals are still on the frontlines of our recovery, and AFT-Maryland state and local employees, through the City Union of Baltimore, successfully campaigned to have several workers moved to safer locations to protect them from hazardous conditions. And you all contributed to the successful election of Gov. Wes Moore, who signed a three-year labor contract not only with the AFT, but with AFSCME and the Maryland Professional Employees Council.

Now we have another challenge ahead of us: At a time when we need to come together, our country is dangerously divided. We are in the midst of an onslaught of polarized attacks on our freedoms and our values. The labor movement is being targeted by corporations that only care about their bottom line, and politicians who don't believe in rewarding work, just wealth. We have seen this before. Political extremists fear the progress that is possible when individuals come together—that is why we are seeing legislatures around the country passing laws to limit worker voice and make it harder for people to join unions. And then there are the culture wars—the banning of books and censoring of history.

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

American Federation
of Teachers, AFL-CIO

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

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Randi Weingarten
PRESIDENT

Fedrick C. Ingram
SECRETARY-TREASURER

Evelyn DeJesus
EXECUTIVE VICE PRESIDENT

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Wayne Spence
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Adam Urbanski
Debbie White, RN
Carl Williams
Sarah Wofford



But despite these attacks, this last year was a record year for union organizing. Record job growth sent organizing into overdrive and the labor movement gained membership overall, including the AFT, which organized 83 new units in 2023 alone. We are well on our way to breaking more records this year.

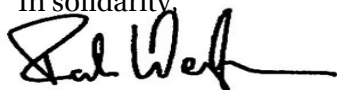
This tells me that people are choosing hope over fear. It tells me that working people remain clear that union membership is a key part of building a better life for families and communities. It tells me that people want real solutions to real issues instead of divisive rhetoric.

That is what the AFT does—we offer real solutions to help people thrive. You do it every day, in your classrooms, in your workplaces and in your communities. You—and this union—fight for real solutions that improve things for real people, such as: Pathways to good jobs of the future through hands-on, experiential learning and career and technical education. A living wage and affordable, accessible healthcare. Wiping out crushing student debt. Creating community schools that meet students and families where they are. Focusing on literacy.

We may be dangerously divided, but I have hope. I have hope because of the 1.75 million educators, healthcare professionals and public employees who are part of the AFT, and the work you all do to help people access a better life. That's what the labor movement does. These are our values—and what binds us all together. At AFT-Maryland, you bring our values to life every day.

The work you do and your united strength are a source of hope. I appreciate all of you, and I am proud to represent you as AFT president. Have a wonderful conference.

In solidarity,



Randi Weingarten
President



Convention Agenda

2024 AFT Maryland Triennial State Convention

Real Solutions for Maryland Labor and Communities

Saturday Morning

- 7:30 - 8:30 a.m. Delegate Check In
- 8:30 - 9:00 a.m. Convention Opening & Welcome
Call to Order
Presentation of Colors / Anthem
Reach "Partnership" High School
Command Sergeant Major Tinsley
Cadet Sergeant First Class Justin Crowder (Rifleman)
Cadet Command Sergeant Major Forrest Spriggs (National Flag)
Cadet Sergeant First Class Justin Pereira (Maryland State Flag)
Cadet Captain Selina Martinez (Rifleman)
Greetings and Acknowledgement of Distinguished Guests

Morning Session

- 9:00 - 9:15 a.m. Preliminary Report of Credentials
- 9:15 - 9:30 a.m. Program & Rules Committee
- 9:30 - 11:00 a.m. State of the Union - The President
Treasurer's Report
Legislative Report
- 11:00 - 11:15 a.m. Break



Convention Agenda

2024 AFT Maryland Triennial State Convention

Real Solutions for Maryland Labor and Communities

Saturday Afternoon

11:15 - 12:00 p.m. Membership Informational Session
COPE
Union Plus

12:00 - 1:30 p.m. Luncheon Program
Keynote Speaker: Fedrick Ingram, Secretary Treasurer, AFT

1:30 - 1:45 p.m. Break

Afternoon Session

1:45 - Close Final Report - Credentials Committee
Resolutions & Constitutional Amendments
Meet the Candidates
Election
Closing Remarks
Adjournment



Proposed Standing Rules AFT Maryland 2024 Convention Rules

Rule 1. Before a delegate is granted the floor, he/she shall be recognized by the Chair, and before expressing his/her views, shall make known his/her name and the local he/she represents.

Rule 2. No question shall be subject to debate until it has been made, seconded and stated from the Chair.

Rule 3. If a delegate is called to order while speaking, he/she shall, at the request of the Chair, take his/her seat until the question of order is decided.

Rule 4. Should two or more delegates rise to speak at the same time, the Chair shall decide which one is entitled to the floor.

Rule 5. No delegate shall interrupt another in his/her remarks, except to rise to a point of privilege. The Chair shall determine whether the point raised is a question of privilege.

Rule 6. Speeches on matters of business shall be limited to three minutes, but the time may be extended by a majority vote of the delegates present and voting.

Rule 7. A delegate may not speak a second time upon the same question until all delegates wishing to speak have had the opportunity to do so.

Rule 8. Debate on any item of business brought before the Convention shall be limited to thirty (30) minutes unless otherwise extended by majority vote of the delegates present and voting.

Rule 9. Robert's Rules of Order, Newly Revised (12th Edition) shall be the guide in all cases in which it is applicable.

Rule 10. Delegate badge/credential is required to gain entry to the delegate floor. A delegate/guest badge is required to gain entry to the convention hall.



Parliamentary Motions Overview

Things You May Do When Another Member Has the Floor

1. Rise to a point of order, point of information, or question of privilege.
2. Object to the consideration of the question.
3. Move to reconsider.
4. Appeal.

Motions That Cannot Be Amended

1. To adjourn (if the motion is to adjourn at a particular time it can be amended).
2. To table, or to take from the table.
3. To reconsider.
4. To call for the previous question.
5. To suspend the rules.
6. To object to the consideration of the question.
7. To postpone indefinitely.

Motions That Cannot Be Debated

1. To fix a time to adjourn, or to adjourn.
2. To object to the consideration of a question.
3. To table, or to take from the table.
4. To call for the previous question.
5. To limit or extend debate.
6. To withdraw a motion.
7. To suspend the rules.

Motions That Do Not Require a Second

1. To object to the consideration of a question.
2. To withdraw a motion.
3. To call for a division of the house.
4. Point of order.

Motions That Require a Two-Thirds Vote

1. To suspend the rules.
2. To sustain an objection to the consideration of a question.
3. To rescind (except as noted in the text).
4. To limit or close debate (in some unions).
5. To close nominations.

Motions Used to Delay Action on the Original Motion

1. To postpone indefinitely.
2. To postpone definitely.
3. To refer to committee.
4. To lay on the table.



AFT Maryland COPE Fund

DONATE to AFT Maryland COPE today!
The 2024 election is just around the corner!

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

2024 is a presidential election year, and we will also be voting for candidates for US Senate and Congress, as well as our local elections. It is imperative that AFT Maryland members exert our voices in these political races! That is where AFT Maryland COPE comes in.

What is the AFT-Maryland COPE Fund?

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

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



**Make a contribution to AFT
Maryland COPE - - -
And Enter to Win!**

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

As part of a special offer, **any convention delegate who contributes during the convention to AFT Maryland COPE will be entered into a 50/50 drawing.** You can donate in person with cash or online at <http://aftmd.us/aftmdcope>. For every \$5 donated today (up to \$50) you will receive one entry for the drawing. The winner will be announced at the close of Convention.



2024 AFT MARYLAND STATE CONVENTION



Fedrick C. Ingram

Secretary-Treasurer, AFT, AFL-CIO

Keynote Speaker, Saturday, May 18, 2024

Fedrick C. Ingram is secretary-treasurer of the AFT, serving 1.7 million members, including pre-K through 12th-grade teachers; paraprofessionals and other school-related personnel; higher education faculty and professional staff; federal, state and local government employees; and nurses and other healthcare professionals.

Ingram is the immediate past president of the 140,000-member Florida Education Association. He has served as an elected vice president of the AFT's executive council, and he served as an AFT vice president for six years (2014-2020) before being elected as the AFT's secretary-treasurer.

Since becoming secretary-treasurer in 2020, Ingram has amplified the voices of AFT members nationwide, particularly on education, labor and racial justice. President Joe Biden appointed him in April 2023 to the Presidential Advisory Commission on Advancing Educational Equity, Excellence, and Economic Opportunity for Black Americans.

Ingram serves on the executive committee of the AFL-CIO's Transportation Trades Department and on the board of Union Plus, a member benefits organization founded by the AFL-CIO. In June 2022, he was elected to serve as a vice president of the AFL-CIO's Union Label and Service Trades Department, which oversees a clearinghouse of public and private sector collective bargaining agreements. Earlier in 2022, he was elected to serve as a trustee on the board of the NAACP Foundation. In 2021, Ingram was elected to chair the AFL-CIO's Department for Professional Employees, a coalition of unions representing millions of professional and technical employees, including doctors, lawyers, engineers, teachers, actors and other highly trained workers.

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

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

He was named the Francisco R. Walker Miami-Dade County Teacher of the Year in 2006, and in the same year was a finalist for the Florida Teacher of the Year award.

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

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

In addition to his bachelor's degree from Bethune-Cookman, Ingram earned a master's degree in educational leadership from Barry University.

He also holds an honorary doctorate of humane letters from Florida Memorial University.



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AWARDS AND RECOGNITION

We're honored to have been recognized for the work we do. As trusted advisors to our clients, an employer committed to a culture of service and excellence, and as a leader calling for transparency in our industry, we're proud of what we've accomplished, but we're more excited for what's to come.

2021

FinancialPlanning List of
Top 150 RIA Leaders (#69)

PLANADVISER 2021
Top Retirement Plan
Advisers

NAPA Top DC Advisor
Team in Nation

2022

FinancialPlanning Top
RIA Leaders List (#46)

PLANADVISER 2022
Top 100 Retirement
Plan Advisers

NAPA Top DC Advisor
Team in Nation

2023

FinancialPlanning Top
RIA Leaders List (#38)

PLANADVISER 2023
Top Retirement Plan
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NAPA Top DC Advisor
Team in Nation (2024)



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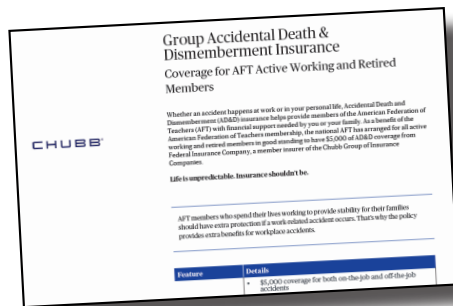
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The PLANADVISER Top Retirement Plan Advisers was awarded in 2021, 2022, and 2023 based on the time period of the years prior. It was provided by PLANADVISER. The Financial Planning List of Top 150 RIA Leaders (#69) and (#46) and (#38) were awarded in 2021, 2022, and 2023 respectively based on the time period of the years prior. It was provided by FinancialPlanning. The NAPA Top DC Advisor Team in Nation was awarded in 2021, 2022, and 2024 based on the time period of the year prior. It was provided by NAPA. The NAPA Top DC Advisor Team for 2024 is based on the previous calendar year's numbers but was too unwieldy and confusing to tag it as such. NAPA have updated the title to reflect the year in which it was released even though it is still based on the last year's numbers. Hence you will not find a list titled "2023" in the archives. Greenspring Advisors has reasonable belief that the surveys used to determine these awards was fair and balanced. Greenspring Advisors did not pay to participate in the above awards, though they have a paid membership with NAPA. The above-listed awards are no guarantee of future investment outcomes and do not ensure that a client or prospective client will experience a higher level of performance or results.

Attention Members!

Did you know your local membership also entitles you to member benefits through the AFT and AFL-CIO?

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The AFT has arranged for all active, working and retired members in good standing to have a \$5,000 accidental death and dismemberment (AD&D) insurance policy from Federal Insurance Company, a member insurer of the Chubb Group of Insurance Companies. The AD&D benefit is included in your AFT local union membership, so you're already covered.

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In the last few years, we have added new benefits that meet the moment, such as free trauma counseling to support recovery from personal and workplace challenges, NewsGuard to help discern fact from fiction online, and Summer to minimize student loan repayments.

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KSC LAW is pleased to support AFT-Maryland's Convention. We are proud to have represented AFT-Maryland over the years and look forward to continuing our support of the critical work of organizing and servicing both new and current members.

KSC LAW also represents union members who are injured on and off the job. Dan Udoff manages the firm's workers' compensation department and handles personal injury claims. He has had the privilege of advocating on behalf of injured employees, including union members, for over 25 years.

Dan has extensive experience with a vast array of claims and injuries, ranging from minor to catastrophic. He fights to ensure that all injured workers are informed of their rights and receive the maximum benefits to which they may be entitled.

Contact Dan directly to discuss your claim. All inquiries are confidential and free of charge.



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