

# GREATER BOSTON LABOR COUNCIL CONSTITUTION



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## **PREAMBLE**

The Greater Boston Labor Council, chartered by the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), grew from the principle of solidarity and the belief that workers are more powerful together than alone. The members of the Greater Boston Labor Council, AFL-CIO will fight for democracy and justice in our communities with the same strength that we fight at the bargaining table.

## **WE PLEDGE OURSELVES:**

- *To strategically organize all workers across all industries to challenge corporate greed and austerity;*
- *To secure full recognition of the rights, respect and human dignity that all workers deserve;*
- *To advance our union sisters, brothers and siblings into leadership positions from which they have been historically excluded;*
- *To strengthen the fundamental freedoms which are the basis of our democratic society;*
- *To combat the forces that seek to undermine our democratic institutions.*

*We acknowledge that economic, racial and gender justice are inextricably linked, and we commit to actively work together to achieve the transformation we aspire to in our unions, in our workplaces and in our communities.*

*The Greater Boston Labor Council and our union affiliates commit to this constitution and are honored to continue the legacy of organizing workers to build solidarity and power for the working class.*

## **ARTICLE I**

### *NAME*

This body is known as the Greater Boston Labor Council, AFL-CIO and is hereinafter referred to as the Council. It will maintain affiliation with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) in accordance with the laws of that organization. As a chartered organization of the AFL-CIO, this Council will align its activities with the AFL-CIO on national affairs and the Massachusetts AFL-CIO on state issues. The jurisdiction of this Council shall lie within the boundary lines of the cities and towns as outlined in Article III, Section 1.

## ARTICLE II

### *PURPOSES*

The purposes of the Council are to:

1. Assist in furthering the appropriate objects and policies of the AFL-CIO, or of organizations affiliated with the AFL-CIO (provided such objects or policies are not inconsistent with the objects or policies of the AFL-CIO.)
2. Build worker power by organizing actions, rallies and events that advance the Labor Movement's agenda and directly challenge corporate greed and austerity.
3. Promote solidarity between unions by mobilizing affiliates to support each other's contract fights and worker-led campaigns for better wages and benefits, health and safety protections and respect and dignity on the job.
4. Support new organizing campaigns that build union density and strengthen the public good by providing resources and technical assistance, when called upon, to any workers in all sectors and industries.
5. Encourage union members to register and vote and provide opportunities for workers to engage in political organizing on the local, state and national levels.
6. Provide skills-training and educational opportunities for workers so they have the tools to take on more leadership within their unions and communities.
7. Propose and promote legislation that reflects the interests of workers and oppose legislation that is detrimental to the Labor Movement at the local, state and national levels.
8. Develop a shared analysis and multi-pronged strategies to combat the enemies of organized labor and democracy.
9. Strengthen the Labor Movement by working in partnership with social justice community allies to address issues that impact workers everyday lives.
10. Build a stronger, broader movement that will fight for a more just and sustainable economy by uniting our powerful forces to end structural racism, sexism, homophobia and transphobia in our unions, in our workplaces and in our communities.

11. Engage in other activities as are consistent with principles and purposes set forth in this Constitution and the Constitution and policies of the AFL-CIO.

### ARTICLE III

#### REPRESENTATION

**SECTION 1. Geography:** The Council represents those living or working in Arlington, Belmont, Boston, Brookline, Cambridge, Chelsea, Everett, Lexington, Lincoln, Malden, Medford, Melrose, Needham, Newton, Revere, Somerville, Stoneham, Waltham, Watertown, Wellesley, Weston, Winchester, Winthrop, Woburn.

**SECTION 2. Eligibility:** Each of the following organizations is eligible to affiliate with this Council if it is chartered or has members working or living in the Council's geography:

- a. Local Unions of National and International Unions and organizing committees affiliated with the AFL-CIO, and Local Unions chartered directly by the AFL-CIO;
- b. Local Unions with Solidarity Charters

authorized by the Executive Council of the AFL-CIO, for so long as it remains in effect;

- c. A local union chartered by the AFL-CIO;
- d. A joint board, district council, state association, or similar subordinate organization within the geographical limits of the Council that is duly chartered by an affiliate of the AFL-CIO;
- e. The local or state chapter of any AFL-CIO constituency group that is approved and recognized by the AFL-CIO;
- f. A union retiree club/chapter. Where two (2) or more retiree clubs/chapters exist, affiliation shall be through a union retiree council.

**SECTION 3. How to affiliate:** Each union wanting to establish affiliation, should contact the Council President and provide the following: international affiliation, local number, main contact and billing contact, address, phone, email, number of members living and working in the Greater Boston area, major shops represented and location, and name of any delegates.

Delegates representing each union affiliate are union members or officers either elected or

appointed by the union local. Delegates representing constituency groups are organizational members elected or appointed by the constituency group.

*SECTION 4. Delegates:* Affiliated unions shall notify the Council President in writing or electronically of the names of their delegates and alternates as well as the number of members on which per capita tax is paid. Affiliated unions should provide names, addresses, email addresses and cell phone for each delegate.

Delegates and alternates should be named by affiliate unions and sworn in at their first meeting. Alternates shall only have voice and vote when substituting for a regular delegate from the same affiliated union. The Council will undertake all reasonable efforts to ensure diversity of representation at every level.

No delegate shall be seated except upon presentation of a proper credential from an affiliated organization in good standing. Credentials shall be examined and approved by the Council as to the eligibility of the delegate and the standing of the organization sending the delegate. Only after approval by the Council and after taking the oath of obligation can a delegate be seated with voice and vote.

*SECTION 4A.* No person shall be eligible to serve as a delegate unless a member in good standing of a local union affiliated with this Council. No person shall be eligible to serve as a delegate who holds a salaried position, or any other position of administrative or executive authority, in a union or any subordinate branch of a union, which is suspended from, unaffiliated with or has disaffiliated from the AFL-CIO.

*SECTION 5.* The President of the AFL-CIO, and their designees, shall have the right to participate, and have a voice, in all central body activities, meetings and deliberations.

## ARTICLE IV

### OFFICERS

*SECTION 1.* The Executive Officers shall consist of a President, seven (7) Executive Vice Presidents, an Executive Secretary-Treasurer and three (3) Trustees. Trustees shall be appointed by the President with approval from Council.

One (1) Executive Vice President shall be elected from the Public sector, one (1) Executive Vice President shall be elected from the Building and

Construction Trades sector, one (1) Executive Vice President shall be elected from the Industrial, Retail or Hospitality sectors, one (1) Executive Vice President shall be elected from the Health and Human Services sector, and the remaining Executive officers shall be elected at-large.

*SECTION 2.* The Executive Board shall consist of twelve (12) Executive Officers and twenty-nine (29) members. No more than three (3) Executive Board members shall represent the same International Union or directly affiliated organization.

Each AFL-CIO constituency group and the Alliance of Retired Americans with a local or state chapter is entitled to a seat on the Executive Board and shall be selected by the local chapter, or state chapter if no local chapter exists.

*SECTION 3.* Each officer at the time of their election shall be a delegate to the Council and maintain membership in an affiliated local union during their term of office. If they cease to be a delegate during their term of office, they shall vacate that office. This and all other vacancies shall be filled by recommendation of the President and approval of the Executive Board.

*SECTION 4.* In order to be eligible for nomination to one of the Council's elected positions, a candidate must be a delegate for at least one year and must have attended a majority of regular monthly meetings or had arranged absences; furthermore, the union they represent must be in a continuous good standing for one year preceding the nomination.

*SECTION 5.* At any one time not more than three (3) members of any international, national union, organizing committee or directly affiliated local union may represent their organization as members of the Executive Board. Constituency group members represent their constituency group, not their union, and do not count towards the total.

*SECTION 6.* No individual shall be eligible to serve as an officer, member of the Executive Board or committee or other governing body of, or any other committee of, or as a delegate from, or as a representative, agent or employee of this Council, who consistently pursues policies and activities directed toward the achievement of the program or purposes of authoritarianism, totalitarianism, terrorism and other forces that suppress individual liberties and freedom of association. No person shall be eligible to serve in any of the aforementioned capacities

who holds a salaried position or any other position of administrative or executive authority in a union, or any subordinate branch of a union, that is suspended from, unaffiliated with, or disaffiliated or expelled from the AFL-CIO.

*SECTION 7:* In accordance with the AFL-CIO Ethical Practices Code, no person who is convicted of any felony involving the infliction of grievous bodily injury, any crime of dishonesty or any crime involving abuse or misuse of such person's position or employment in a labor organization or an employee benefit fund shall serve as an officer or managerial employee of this Council.

## **ARTICLE V**

### *NOMINATION AND ELECTION OF OFFICERS AND EXECUTIVE BOARD MEMBERS*

*SECTION 1.* Nominations shall be held at the regular meeting in December immediately prior to an election year. Nominations shall be made from the floor. Each delegate shall be mailed a list of all nominees prior to the third Wednesday in December.

*SECTION 2.* The election of Officers and Executive Board members shall be held at the first regular meeting in January of the election year. The polls

shall open at 5:00 P.M. and close at 8:30 P.M. No other business shall be transacted during the time in which the polls are open.

The term of office shall be four (4) years for the President, Executive Vice Presidents, Executive Secretary-Treasurer and the Executive Board.

*SECTION 3.* No delegate from any organization whose per capita is not fully paid thirty (30) days prior to the date of nomination shall be eligible to vote.

*SECTION 4.* Prior to the meeting at which nominations take place, the President shall appoint, with approval of the delegates, an election committee to oversee the election. The Election Committee shall no later than the fourth Wednesday in November be provided with a check list containing the names of delegates and organizations entitled to vote and such check list shall be verified from the official records of the President by the Election Committee. All candidates and/or their representatives may observe the counting of the ballots. All nominees shall be provided with a verified list.

*SECTION 4A.* The Election Committee shall be responsible for making election decisions in accordance with, and within the confines of, the



AFL-CIO constitution, the Rules Governing Area and Central Labor Councils and the council's constitution. The Committee:

- Will work with the Executive Secretary-Treasurer to verify all affiliates' eligibility to participate in the election and cast ballots under the provisions of this constitution;
- Will confirm that each nominated candidate is a member in good-standing of an affiliated local union in good-standing with the council, and that the candidate is an official credentialed delegate to the council;
- Will serve as the first level of deciding authority on procedural issues;
- Will confirm that each candidate accepts the nomination for office, either in person or in writing to the Election Committee;
- Will confirm with the Credentials Committee and/or secretary that each delegate is duly credentialed and eligible to cast ballots;
- Cannot be overruled by the Executive Board during the election process, but their decisions and actions may be appealed to the board after the election, in accordance with this constitution;

- Will cooperate with the national AFL-CIO in any review, investigation, or appeal of the election.

*SECTION 4B.* Immediately after the completion of the election, the Election Committee shall prepare a written, signed report showing the number of votes cast for each candidate. This report and all ballots and election materials shall be retained by the committee until any appeal period and any appeals have been exhausted, and then presented to the secretary, who shall preserve the materials for no less than six (6) months from the date of the election or the conclusion of all appeals, whichever is later. The Election Committee shall review election appeals in accordance with Article V, Section 8.

*SECTION 5.* The Officers and Executive Board members shall be elected by printed ballot and those twenty-nine (29) Executive Board candidates receiving the highest number of votes shall be elected to office. The candidates for President, Executive Vice Presidents and Executive Secretary-Treasurer receiving a plurality of the votes cast shall be declared elected. The Vice Presidents shall be elected by full delegate body, as outlined in Article IV, with the highest vote getter by each sector elected to office.

*SECTION 5A.* At the expiration of the term of office of any office-holder, they shall turn over to their successor all money, property, papers, records and books of the Greater Boston Labor Council, AFL-CIO.

The election for uncontested offices may be by acclamation. The election for contested offices shall be held by voice vote, or roll call. It shall require a majority to elect. The three (3) Trustee candidates and Board Members-at-Large receiving the greatest number of votes shall be declared elected, subject to the restriction in Section 4 of this Article, provided, each has received a majority of the votes cast.

*SECTION 5B.* The printed ballot will contain the name of the delegates, the organization represented, and the number of votes the delegate is entitled to cast.

*SECTION 6.* Vacancies for any office not otherwise provided for in this Constitution shall be filled within 30 days by temporary appointment by the President, with approval from the Executive Board, until a special election can be held to fill the vacancy on a timeline approved by the Executive Board.

A vacancy in the office of President shall be filled by the Executive Secretary-Treasurer until a

special election can be held on a timeline approved by the Executive Board.

*SECTION 7.* No less than 45 nor more than 120 days prior to an election of labor council officers, the Executive Secretary-Treasurer shall compile and notify each affiliate organization of the availability of a list containing the following information: (i) the name and address of each of the elected council's officers (including Executive Board members); (ii) the name and mailing address of each of the organizations affiliated with the council; (iii) the name of each of the affiliated organization's principal officers; (iv) each organization's projected per capita voting strength and delegate entitlement at the election; and (v) to the extent available, the names and mailing addresses of the delegates. Officers of organizations affiliated with the Council shall also be entitled to inspect, at the place where the records are kept, and make their own notes concerning the most current underlying records relating to the information included in the list provided above.

*SECTION 8.* Election Protests: A protest of the election of any officer may be made to the President within 30 days. If the President upholds a protest, in determining the appropriate remedy, they may

direct that the election be rerun or a new election be conducted and may decide the manner of conduct of any such rerun election. The President may also direct such other remedies as may be appropriate. The decision of the President may thereafter be appealed in accordance with the procedures set forth in Rule 26 of the AFL-CIO.

## **ARTICLE VI**

### *DUTIES OF OFFICERS*

*SECTION 1.* The President shall preside at all meetings of the Council and Executive Board, and preserve order during all deliberations. They shall keep a correct record of the proceedings of the meetings and be under supervision and direction of the Executive Board to transact business.

They shall countersign all orders on the treasury authorized by the Council, countersign all checks issued by the Executive Secretary-Treasurer against accounts of the Council, exercise general supervision over the affairs and activities of the Council; and shall perform such other duties as usually pertains to the office and/or directed by the Executive Board. The President shall enforce the provisions of the Constitution, work to fulfill the Purposes outlined in Article II and appoint

committees not otherwise provided for. They shall be a member ex-officio of all committees.

They shall receive such compensation as voted by the Executive Board and approved by the membership.

*SECTION 2.* The Executive Vice Presidents shall meet as needed to assist and advise the President in matters related to the Council. Executive Vice Presidents shall represent a diversity of sectors and worker interests as outlined in Article IV Section 1.

*SECTION 3.* The Executive Secretary-Treasurer (EST) shall assist the President in the discharge of their duties and shall attend all sessions of the Council. The Executive Secretary-Treasurer shall perform the duties of the President in case of the absence or resignation of the officer, and they shall also discharge the duties of the chair when called upon by the President.

The Executive Secretary-Treasurer shall co-sign checks and/or countersign authorized orders on the Council's treasury.

The EST appoints the Sergeant-at-Arms, if needed, and all committees not otherwise provided for in conjunction with the President and transacts other

business as may pertain to their office. They shall be ex-officio a member of all committees. They shall countersign all checks on the bank for the withdrawal of funds.

*SECTION 3A.* The EST and President shall receive all monies of the Council, and keep an accurate account of same. The EST and President shall make semi-annual reports embodying the indebtedness to the Council, if any, of each affiliated organization. The EST and President shall notify any organization three (3) months in arrears and if at the next meeting the delinquent organization is not in good standing, they shall inform the meeting such organization is suspended. The EST and President shall sign all checks for withdrawal of funds, but shall make no disbursements or withdrawals unless approved by the Council.

*SECTION 3B.* The EST and President shall submit to the Council a monthly financial statement of all funds, showing the accounts in such detail as the Executive Board or the Council may require. If the Council has annual receipts of \$200,000 or more, the books shall be submitted to an independent, outside CPA firm every year for the AFL-CIO's agreed-upon procedures to be performed.

*SECTION 3C.* By virtue of the office, the President and the EST shall be delegates to conventions. If alternates are necessary, the President and EST will provide recommendations to the Executive Board members for approval.

*SECTION 4.* The Trustees shall, quarterly, examine the financial books and records of the EST and report their findings to the Council at the next regular meeting following the completed examination. In addition, if the council brings in over \$200,000 in annual revenue, the Trustees shall annually ensure that the AFL-CIO's Agreed-Upon Procedures are performed by a Certified Public Accountant selected by the Executive Board and that the EST promptly reports the CPA's findings to the Executive Board and Council.

*SECTION 5.* When needed, the Sergeant-at-Arms shall take charge of the door and assist the President in preserving order when called upon to do so.

*SECTION 6.* All officers and managerial employees of this Council must certify that they have read the AFL-CIO's Ethical Practices Code, that they are in compliance with it, and, if not, state the steps that will be taken to comply with it. All officers and staff must pledge to abide by the anti-harassment

and anti-discrimination policy and code of conduct of this council.

## **ARTICLE VII**

### *EXECUTIVE BOARD*

The Executive Board shall be the governing body of the Council between meetings. It is authorized and empowered to take such action and render such decisions as may be necessary, unless reversed by the delegates of this Council, to carry out fully the decisions and instructions of the Council and as may be necessary and appropriate to promote the best interests of the Council and its affiliated unions. This does not include COPE action, which shall, without exception, require 2/3 vote of the delegates. All decisions of the Executive Board must be reported for approval at the next meeting of the Council.

## **ARTICLE VIII**

### *COMMITTEES*

*SECTION 1.* The following standing committees shall be appointed by the President with the advice and consent of the Executive Board: Committee

on Political Education (COPE) and the Ethical Practices Committee.

*SECTION 1A.* The Committee on Political Education (COPE) shall be responsible for developing and executing Council programs of sound political education aimed at encouraging union members and their families to exercise their full rights and responsibilities in the electoral arena.

*SECTION 1B.* The Ethical Practices Committee (EPC) shall be responsible for enforcing the substance of the Ethical Practices Code for AFL-CIO Officers and Representatives. This committee shall only be appointed when there is a charge of an ethical practice code violation filed with the council.

*SECTION 1C.* The Ethical Practices Committee (EPC) shall have the authority to investigate and, where the EPC finds reasonable cause to believe that a violation of the CODE has occurred, to bring the matter to an appropriate hearing before an impartial hearing panel drawn from within the council, if the matter is not otherwise resolved.

*SECTION 2:* The President, with Council approval, may create such other committees, as necessary

or advisable, to pursue the objectives of the Council and to develop and implement policies of the Council. Committees shall be composed of Executive Board members, Council delegates and such other members from affiliated organizations as the President appoints.

*SECTION 2A:* The following committees of the Council may form, subject to the interest and goals of the Council. Committee participation is open to all members in good standing of affiliated organizations.

- Futures Committee
- Organizing Committee
- Women's Committee
- Constitution Committee

*SECTION 2B:* The Futures Committee is entitled to one voting seat on the Executive Board, and that representative to the Executive Board shall be elected or appointed by the Futures Committee. The Futures representative will not apply to the total number of Executive Board positions allotted to the affiliates of the international union in which the person in the Futures Position is a member.

## ARTICLE IX

### MEETINGS

*SECTION 1.* Regular meetings of the Council (Delegates) shall be held on the first Tuesday of each month. Due notice shall be given to all affiliated organizations and/or delegates of any changes to meetings and The Council shall advise the President of the AFL-CIO of the day, time and place of its regular delegate meetings.

*SECTION 2.* Delegates equaling fifty percent (50%) plus one of the size of the Council's Executive Board and representing a sufficient number of different affiliates to ensure a broad representation of the council's affiliates but normally no less than five (5) different affiliated local unions shall constitute a quorum for transaction of business.

*SECTION 3.* The parliamentary rules contained in Robert's Rules of Order, Revised, shall govern this Council in all cases to which they are applicable and are not inconsistent with the Constitution and Bylaws or special rules of order adopted by the Council.

*SECTION 4.* A special meeting may be called upon by the President of the Council or when the

President is so instructed by a majority of the Executive Board or at the written request of delegates of at least eight (8) International Unions. At least 24 hours notice must be given to the Delegates by mail and this notice shall set forth the special order of business to be acted upon. No other business shall be transacted at this special meeting.

## **ARTICLE X**

### *FINANCES*

*SECTION 1.* Affiliated locals shall pay a per capita tax of thirty-five cents (\$0.35) per member per month which shall fall due on the 15th day of the month.

Local councils chartered by the Trade and Industrial Council, Joint Boards, District Councils and similar bodies chartered by an affiliate of the AFL-CIO, and local chapters of the AFL-CIO constituency groups which are duly chartered by a national AFL-CIO constituency group shall pay a per capita fee of \$25.00 per year.

*SECTION 2.* If any organization shall become unable to pay the per capita tax because of financial difficulties caused by strike, lockout or other involuntary causes, it may report the circumstances

to the Executive Board, which shall each month consider the case. If the Board is convinced the request is justified, it shall notify the President to exonerate such organization subject to the approval of the membership.

*SECTION 3.* Any expenditure, contribution or donation, not normal in council procedure shall be first referred to the Executive Board. No funds shall be expended unless they have been approved by the Council to defray necessary expenses for the advancement of the objects and principles of the Council and the AFL-CIO. An exception to the foregoing shall be made in the event of an emergency, in which case the Executive Board may authorize "emergency expenditures."

*SECTION 4.* Any organization which has been suspended, or which has withdrawn from membership, may be reinstated by payment of all amounts due at the time of suspension or withdrawal and the current per capita tax or annual fee. However, the average membership of a reinstated local union for purposes of roll call voting shall be computed from the date of reinstatement as if it were a newly affiliated local union. A union that has been suspended for nonpayment of per capita tax may pay only the

amounts in arrears, but cannot pay for additional months to increase voting strength.

*SECTION 5.* The financial books and records of the Council shall be audited by a public auditor at least once annually. As stipulated in Article VI Section 3B, if the Council brings in over \$200,000 in annual revenue, the AFL-CIO's Agreed-Upon Procedures shall be performed by a Certified Public Accountant.

*SECTION 6.* All officers and agents of this Council having a financial responsibility shall be covered by a fidelity bond in an amount equal to no less than ten percent (10%) of its revenue in the prior fiscal year. Should the amount of this bond exceed the \$2500 amount of the bond furnished without cost by the AFL-CIO, the Council shall pay the additional cost of such bond.

*SECTION 7.* The Council shall prepare an annual budget and adopt a written expense policy. Expenses shall be reimbursed only upon submission of original receipts. The use of the Council's credit card for personal use is prohibited.

*SECTION 8.* The Fiscal Year of the Council shall begin on the first day of January of each year and end on the last day of December.

## ARTICLE XI

### CHARGES AND TRIALS

*SECTION 1.* Any affiliated organization by vote of its membership, or any officer of or delegate to the Council shall have the right to file charges (a) against any delegate to the Council for having engaged in conduct of a course of activity hostile or contrary to the best interests of this Council or contrary to its constitution, or (b) against any officer of the Council for violating the constitution or rules of the AFL-CIO or the constitution of this Council, or for conduct unbecoming an officer, misappropriation of funds, malfeasance in office or neglect of duty, or (c) against any organization affiliated with the Council for having engaged in conduct or a course of activity hostile or contrary to the best interests of the Council or contrary to this constitution.

*SECTION 2.* All charges shall be in writing, specifying the particular act or acts charged; shall be signed by the charging party or by its officers, if an affiliated organization; and shall be filed with the President or the Executive Secretary-Treasurer.

*SECTION 3.* Upon receipt of the charges properly filed, the officer receiving the charges shall present



them to the Executive Board at its next meeting and the Executive Board shall determine by majority vote whether or not the charges merit a hearing.

*SECTION 4.* The Executive Board may take appropriate disciplinary action, including the suspension or expulsion of any delegate or affiliated organization, and the suspension or removal of any officer found guilty of the charges by a two-thirds (2/3) vote, following a hearing, of which the accused shall have been notified and furnished with a copy of the charges not less than thirty days in advance of the hearing. Both the accused and the charging party shall be accorded full opportunity to be heard and to present evidence.

*SECTION 5.* The decision of the executive board under section 3 or section 4 shall be reported to the next meeting of the Council. Such decision shall be final and binding unless appealed as hereinafter provided.

*SECTION 6.* The decision of the Executive Board may be appealed to the Council by either party. Notice of such appeal shall be filed in writing with the President or the Executive Secretary-Treasurer within ten (10) days of the Executive Board's report to the Council. The appeal shall be heard

expeditiously and at a regular meeting of the Council, through its selected spokesperson, in that order, shall be allowed ten minutes each to present statement of the case, following which the delegates shall vote on the question of sustaining the decision of the Executive Board. It shall require a majority vote to sustain the decision.

*SECTION 7.* The final decision of the Council may be appealed to the AFL-CIO as provided in the rules of the AFL-CIO governing local central bodies. The decision of the central body shall remain in effect during appeal unless reversed, modified or temporarily stayed by the AFL-CIO.

*SECTION 8.* No organization or individual subject to these rules shall resort to any court until all relief within the AFL-CIO as provided for within these rules and the constitution of the AFL-CIO has been exhausted.

## ARTICLE XII

### *OFFICIAL ACTIONS OF THE COUNCIL*

*SECTION 1. Resolutions:* An official resolution of the Council can be made to help define our values, purpose and future goals. A resolution can be made by any delegate but must follow these steps:

1. All resolutions submitted to the Council shall be presented on the official letterhead of the affiliated union, bear the seal of the same, and must be presented to the Council vial email at least three (3) days before the monthly meeting of the Executive Board.
2. The Executive Board shall receive all such resolutions, take action on the same and report to the next meeting of the Council.
3. Delegates shall be provided with background information and context for the resolution before them in writing at the delegates meeting.
4. Delegates can discuss and vote to approve, reject, table or take other action on a resolution by a simple majority.

**SECTION 2. Requests for Action:** A request for action can be utilized for more flexible, short-term actions taken by the Council. Action items allow the Council to support local actions, sign onto petitions, provide testimony for legislation, speak at events and other activities that advance our shared values and strategic goals. An action item can only address items that pertain to the Council's purposes

(ARTICLE II). An action item can be raised by any Officer, Executive Board member or Delegate following these steps:

1. All action items should be submitted to the Council via email at least three (3) days before the Executive Board or Delegates meeting.
2. Persons making the request for action should do their best to provide full information and context for the item they are bringing forward, which shall include, but is not limited to, details about who is involved, what is the specific request, why the Council should take action and how the action will build worker power and power for the working class.
3. The Council shall receive all such requests, discuss and vote to approve, reject, table or take other action on a request for action by a simple majority.

**SECTION 3. Amendments to the Constitution:** The Constitution may be amended by a two-thirds (2/3) vote provided that the petition for amendment is signed by at least fourteen (14) delegates representing at least eight (8) International Unions and read at a meeting. The delegates shall be notified in

advance that proposed amendments will be acted on at the next meeting, provided that the proposed amendments do not conflict with National AFL-CIO policy. All amendments shall be subject to approval by the President of the AFL-CIO.

## ARTICLE XIII

### REPRESENTATION AND VOTING

*SECTION 1.* Affiliated local unions in good standing shall be entitled to representation based on per capita tax paid according to the following schedule:

|                  |             |
|------------------|-------------|
| 1-50 members:    | 1 delegate  |
| 51-150 members:  | 2 delegates |
| 151-250 members: | 3 delegates |
| 251-350 members: | 4 delegates |
| 351-450 members: | 5 delegates |

One additional delegate for every additional 100 or fraction thereof.

The number of delegates that a local union is entitled to must be calculated no less than every six (6) months.

*SECTION 1A.* Local councils chartered by Trade and Industrial Council, Joint Boards, District Councils and similar bodies chartered by an affiliate of the AFL-CIO shall be entitled to one (1) delegate with one (1) voice and one (1) vote.

*SECTION 1B:* Local chapters of the AFL-CIO constituency groups which are duly chartered by a national AFL-CIO constituency group shall be entitled to one (1) delegate with one voice and one vote, except in the case of endorsements of political candidates or other partisan political activity as stated in Section 5.

*SECTION 2.* Questions coming before any meeting of the Council may be decided by a voice vote or a show of hands or by a division of the house. Except on roll call, each delegate shall have one vote. No delegate shall be permitted to cast the proxy of another delegate and no delegate shall be allowed to represent more than one organization.

*SECTION 3.* A roll call vote may be properly demanded by thirty (30) percent or more of the delegates present. A roll call vote can be held on any pending question, including election of officers.

*SECTION 3A.* On roll call votes each local union shall be entitled to a number of votes equal to the

average membership of the local union as determined according to the provisions of Section 1.

*SECTION 3B.* The average membership of a local union shall be determined on the basis of per capita payments for the first twelve of the immediately preceding thirteen months. The average membership of a local union affiliated for less than this twelve-month period shall be computed from the month of affiliation, and shall be determined by dividing the total per capita tax paid for all months affiliated by twelve.

*SECTION 3C.* On a roll call vote, the votes of a local union shall be divided equally among all its accredited delegates present and each delegate shall be entitled to cast only their assigned number of votes, except that to facilitate the calling of the roll, one delegate may be designated to cast all of the votes of the delegates representing their local union, provided that if any delegate shall challenge the correctness of the votes so cast the individual delegates of that local union shall be polled.

*SECTION 3D.* The President shall maintain on a current basis, the official roll of delegates, showing the

average membership to each local union as established under the provisions of Article V, Section 4.

*SECTION 4.* The presiding officer, except on voice votes, shall appoint two (2) or more tellers to assure that all votes are properly counted and recorded.

*SECTION 5.* No AFL-CIO constituency group, or its delegate, may be present for or have voice or vote in any meeting or proceeding concerning the endorsement of a political candidate or other partisan political activity concerning public elected office by this Council, nor may any constituency group, or its delegate, be present for or have voice or vote in any meeting or decision of this central body's Committee on Political Education.

## **ARTICLE XIV**

### *LISTS*

All lists of affiliates or members of affiliates in possession of the Council shall be used exclusively in carrying out the authorized programs and work of the Board and shall not be released to any person or organization for any other purpose unless such release has been duly authorized by the Board and the appropriate officers of the affiliate or affiliates involved.

## ARTICLE XV

### *COLLECTIVE BARGAINING, STRIKES AND BOYCOTTS*

*SECTION 1.* This Council shall not take part in any collective bargaining activities. The Council shall not have the authority to order a strike. The Council may give proper assistance to a local union engaged in a strike only upon the request or consent of the national or international union with which such local union is affiliated, except upon the request or consent of the AFL-CIO President.

*SECTION 2.* This Council shall have no power or authority to initiate a boycott. This Council can endorse and provide support for a boycott campaign of an affiliate. This Council can place an employer on an “unfair” or “do not patronize” list, if the proper conditions apply as outlined in the regulations below, and that all such action be taken only on written request of the aggrieved union or in response to an action of the AFL-CIO. When such action is requested by an aggrieved union, the Council shall be governed by the following regulations:

*SECTION 2A.* The Secretary-Treasurer of the AFL-CIO, or their designated agent, shall be notified in

writing of all boycott requests, whether local, regional or national in scope.

*SECTION 2B.* Disputes affecting contractual interests of other unions—If the requested action is directed against an employer which has a contract or working agreement with any union or unions affiliated with the AFL-CIO, other than the aggrieved union, then the written consent of such other union or unions shall be required. If such consent is not given, no further action shall be taken by this Council except as authorized by the President or by the Executive Council of the AFL-CIO.

*SECTION 2C.* Local Disputes—If the requested action is directed against an employer for a dispute arising within the area of jurisdiction of this Council which does not involve the contractual interest of other AFL-CIO unions, the Council may take the requested action if, in its judgment, such action is warranted and shall provide written notice to the Secretary-Treasurer of the AFL-CIO of such action. The Council will notify the Secretary-Treasurer of the AFL-CIO when a boycott is terminated.

*SECTION 2D.* Disputes in areas of other area labor councils or central councils—If the requested action

is directed against an employer for a dispute arising wholly outside the area of jurisdiction of this Council, no action shall be taken unless the AFL-CIO and the area labor council, central labor council or state central council in whose area the dispute arose has first acted favorably on the request of the aggrieved union in keeping with applicable rules.

*SECTION 2E.* National and regional disputes—If the requested action is directed against an employer for a dispute which is national or regional in scope, no action shall be taken by this Council unless the affiliated national or international union involved has first secured approval of the AFL-CIO.

## **ARTICLE XVI**

### *CHAPTERS*

Chapters of this Council may be created if the Council determines an organizational presence is needed in a specific geographic area within its jurisdiction. Chapters shall have no right of representation or involvement in the affairs of this Council. Chapters may be authorized to enact bylaws consistent with the Council's constitution; elect a chapter president and Secretary-Treasurer, hold meetings of delegates from local unions within the chapter's geographic

jurisdiction and make recommendations to the state labor council, the area labor council or the central labor council for its consideration. Chapters may not assess a per capita or membership fee. In accordance with the endorsement procedure for this Council, the chapter may endorse candidates running for local public office within the chapter's geographic jurisdiction and may screen, interview and recommend to the area labor council or central labor council candidates for state and federal legislative office but such recommendation is not binding on this Council.

## **ARTICLE XVII**

### *STRATEGIC PLANNING*

State, area and local central bodies in a state shall ensure that their work is coordinated and integrated with each other and with the programs and priorities of the AFL-CIO and affiliated national and international unions. State, area and local central bodies shall develop a unified work plan and budget at least every two (2) years, which shall set forth the roles, responsibilities, budget, and activities of each organization. Such work plans and budgets shall be submitted to the President of the AFL-CIO upon request or their designated representative. The

President may modify, approve or reject any work plan or budget. The failure of a state, area or local central body, or any of its officers, to participate in the unified planning and budgeting process, to conform their activities to the unified work plan and budget, or to meet performance standards and benchmarks as established by the Executive Council, shall be grounds for disciplinary action.

## ARTICLE XVIII

### OATH OF OFFICE FOR NEW OFFICERS, DELEGATES AND MEMBERS OF THE EXECUTIVE BOARD

Before assuming the duties of office, each officer of the Council must take the following oath of office:

*I, (name), hereby solemnly pledge my word of honor, that I will perform the duties of the office to which I have been (elected or appointed), and to abide by the ethical practices code of the AFL-CIO and the anti-harassment and anti-discrimination policies and the code of conduct of this Council. I pledge to advance the strategic goals of the Greater Boston Labor Council and to stand with my union sisters, brothers and siblings against racism, sexism, homophobia, and all forms of oppression in our movement, in our workplaces, and in our communities.*

Before accepting a delegate credential, each delegate of the Council must take the following oath of office:

*I, (name), do solemnly pledge my word of honor, that I obey the rules and regulations of this Council and, to the best of my ability, perform the duties I may be called on to discharge as a delegate thereto. I also pledge that I will patronize only union labels, shop cards and service buttons when they are available and that I will qualify myself to vote in all local, state and federal elections, if eligible to do so. I pledge to abide by the ethical practices code of the AFL-CIO and the anti-harassment and anti-discrimination policies and the code of conduct of this Council. I pledge to advance the strategic goals of the Greater Boston Labor Council and to stand with my union sisters, brothers and siblings against racism, sexism, homophobia, and all forms of oppression in our movement, in our workplaces, and in our communities.*

