

**CONSTITUTION
OF THE
SAINT PAUL
REGIONAL LABOR
FEDERATION,
AFL-CIO**

As approved April 2012

PREAMBLE

The St. Paul Regional Labor Federation, AFL-CIO is an expression of the hopes and aspirations of the working people in Chisago, Dakota, Ramsey, and Washington counties.

As a labor organization, we recognize the need to improve the lives of and increase power for working families, bring fairness and dignity to the workplace and secure social equity. We will accomplish this by mobilizing our members to support our causes and through building a strong, diverse, free and democratic labor movement.

We will organize workers into unions, allied by common purposes and mutual reliance. We will recruit generations of organizers, amass resources to sustain their efforts and inspire workers to achieve dignity and security through organization and collective bargaining. We will generate broad understanding among our members of the necessity of organizing among our members, our leaders and all unorganized workers.

We will give political voice to workers in our area. We will fight for a public policy agenda favorable to working families at all levels of government. We will assemble a broad progressive coalition for social and economic justice. We will create a political force within the labor movement that will speak forcefully and persuasively on the public issues that affect our lives.

We will establish unions as active forces in our communities. We will build to make the voices of working families heard in our neighborhoods. We will foster vibrant local and community assemblies. We will strengthen the ties of labor with our allies. We will speak out effectively and creatively on behalf of all workers in our communities.

With confidence and trust in the inherent power and goodness of our people and the promise of unionism, we proclaim this our Constitution.

TABLE OF CONTENTS

<u>ARTICLE</u>		<u>PAGE</u>
	PREAMBLE	2
I	NAME, AFFILIATION AND JURISDICTION	4
II	PURPOSE	4
III	COMPOSITION AND DELEGATES	5
IV	VOTING	7
V	MEETINGS	8
VI	OFFICERS	9
VII	ELECTIONS AND VACANCIES	10
VIII	DUTIES OF OFFICERS	13
IX	EXECUTIVE BOARD AND DUTIES	16
X	CHARGES AND HEARINGS	17
XI	PER CAPITA TAXES AND FEES	18
XII	FINANCIAL PRACTICES AND AUDITS	19
XIII	LISTS	20
XIV	COMMITTEES	20
XV	DUTIES OF COMMITTEES	20
XVI	ASSEMBLIES	22
XVII	OFFICIAL PUBLICATION	24
XVIII	LABOR STUDIES AND RESOURCE CENTER (LSRC)	25
XIX	OFFICE PERSONNEL	25
XX	ORGANIZING	25
XXI	COLLECTIVE BARGAINING AND LABOR DISPUTES	25
XXII	STRIKES	26
XXIII	BOYCOTTS AND UNFAIR LISTS	26
XXIV	RULES, PARLIAMENTARY AUTHORITY AND AMENDMENTS	27
XXV	OATHS OF OBLIGATION	28

ARTICLE I – NAME, AFFILIATION AND JURISDICTION

This organization shall be known as the St. Paul Regional Labor Federation, AFL-CIO, hereinafter referred to as the Regional Labor Federation (RLF). It shall at all times maintain affiliation with the American Federation of Labor and Congress of Industrial Organizations and conduct all of its affairs in accordance with the Constitution of the AFL-CIO and the *Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils* of that organization. As a chartered organization of the AFL-CIO, this Regional Labor Federation shall conform its activities on state matters to the policies of the Minnesota AFL-CIO, and on national affairs to the policies of the AFL-CIO.

The Regional Labor Federation shall have jurisdiction over Chisago, Dakota, Ramsey and Washington Counties.

ARTICLE II – PURPOSE

The objectives of this Regional Labor Federation shall be to promote, through appropriate activities in the geographical area covered by the charter of the Regional Labor Federation, the principles of the American Federation of Labor and Congress of Industrial Organizations, including the following:

- A. To assist in furthering the appropriate objectives and policies of the AFL-CIO, or of organizations affiliated with the AFL-CIO provided such objectives or policies are not inconsistent with the objectives or policies of the AFL-CIO;
- B. To build a strong political voice for working families by engaging them in the political and legislative process on a year-round basis through the promotion of legislation that enhances the rights and welfare of workers, encouraging workers to vote and assisting in the election of persons to public office who are interested in and favorable to Organized Labor;
- C. To build a strong local labor movement of working people through mobilization and education to support working families' agendas;
- D. To organize in the community to build coalitions with allies to promote social and economic justice for all working people;
- E. To build a united and effective public voice for working families by fostering strong diverse unions which work actively and positively in their communities around common goals;
- F. To provide coordination of AFL-CIO programmatic goals to the recognized assemblies in the defined geographic jurisdiction;
- G. To facilitate meaningful communication, information exchange and cooperation between affiliated organizations on matters of common interest;
- H. To provide aid, cooperation and assistance to affiliated local union and other affiliated bodies in their common and individual endeavor, struggles and, in particular, their efforts to organize new members, certify new workplaces and ratify contracts;

- I. To preserve, promote and share Labor's proud history, heritage and contributions with workers and the community as a whole;
- J. To encourage all workers without regard to race, creed, color, gender, sexual orientation, national origin or ancestry to share equally in the full benefits of union organization;
- K. To engage in such other activities as are consistent with the objectives and principles set forth in the Constitution of the AFL-CIO and the policies of the AFL-CIO.

ARTICLE III – COMPOSITION AND DELEGATES

Section 1. This Regional Labor Federation shall be composed exclusively of the following organizations within the geographic boundaries covered by the Regional Labor Federation, which shall conform to this constitution and the rules, and regulations adopted pursuant thereto:

- 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, with members who live and/or work in the Regional Labor Federation jurisdiction;
- B. Local Councils chartered by the Trade and Industrial Departments of the AFL-CIO;
- C. Joint Boards, District Councils and similar subordinate organizations that are duly chartered by an affiliate of the AFL-CIO;
- D. Associate Member Organizations as approved by the AFL-CIO;
- E. Union retiree councils; Where two or more retiree clubs/chapters exist, affiliation shall be through a Union Retiree Council;
- F. Local Chapters of the AFL-CIO Constituency Groups as defined in Rule 3(d) of *the Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils*; including the Alliance for Retired Americans;
- G. Currently established Labor Assemblies within the geographic jurisdiction of the Regional Labor Federation, and newly organized Labor Assemblies, where an AFL-CIO organizational presence is warranted.
- H. Local Unions with Solidarity Charters authorized by the Executive Council of the AFL-CIO, for so long as it remains in effect.

Section 2. No organization that is unaffiliated with, or is suspended from the AFL-CIO or an affiliate of the AFL-CIO shall be permitted to affiliate or be retained as an affiliate. No organization that has been suspended or expelled by a parent body affiliated with the AFL-CIO or by the AFL-CIO shall be permitted to affiliate or be retained as an affiliate. No organization officered, controlled or dominated by persons whose policies and activities are consistently directed toward the achievement of the program or purposes of authoritarianism, totalitarianism, terrorism and other forces that suppress individual liberties and freedom of association shall be permitted to affiliate or be retained as an affiliate

Section 3. Affiliated organizations in good standing shall be entitled to representation at regular and special delegate meetings as follows:

A. Affiliated Local Unions' representation shall be based on per capita tax paid to the St. Paul Regional Labor Federation according to the following schedule:

50 members or less	2 delegates
51-100 members	3 delegates
101-200 members	4 delegates
201-400 members	5 delegates
401-700 members	6 delegates
701-1100 members	7 delegates

One additional delegate for each additional 500 members or major fraction thereof above 1100.

B. Affiliated subordinate bodies other than local unions as defined in Section 1 (B-G) of this Article, shall be entitled to one delegate and one vote except as otherwise noted.

C. A Union Retiree Council shall be entitled to three (3) delegates and three (3) votes in accordance with Rule 3(c) of *the Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils*. A retiree organization and its representatives shall be permitted to participate in the endorsement of a political candidate or other partisan political activity concerning public elective office by this RLF as long as that organization's non-profit classification allows it to legally participate in these activities without potential jeopardy to its tax-exempt status, or to the tax-exempt status of the RFL and the AFL-CIO.

D. A local chapter of an AFL-CIO constituency group shall be entitled to one delegate and one vote. 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 elective office by this Regional Labor Federation; nor may any AFL-CIO constituency group, or its delegate, be present for or have voice or vote in any meeting or decision of this Regional Labor Federation's Committee on Political Education.

Section 4. The following qualifications shall apply to delegates and/or officers as appropriate:

A. No person shall be eligible to serve as a delegate or officer unless he or she is a member in good standing of a local union affiliated with this Regional Labor Federation or is a District, State, National or International Union representative regularly servicing an affiliated union in the Regional Labor Federation jurisdiction.

B. No person shall be eligible to serve as a delegate or officer 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 from the AFL-CIO.

C. No person shall be eligible to serve as a delegate, an officer, or a member of the Executive Board, a member of any committee, or as a representative, agent or employee of this organization, if he/she consistently pursues policies and activities directed towards the achievement of the programs or purposes of authoritarianism, totalitarianism, terrorism and/or other forces that suppress individual liberties and freedom of association.

Section 5. No delegate shall be seated except upon presentation of a proper credential from an affiliated organization in good standing. The credential shall be examined and attested to by the Credential's Committee as to the eligibility of the delegate and the standing of the organization sending the delegate.

Section 6. Affiliated organizations may, at their option, elect alternate delegates to the Regional Labor Federation who may serve as their representative in the absence of the regular delegate(s). Qualifications as provided for in Article III, Section 4, will be observed when selecting alternate delegates, and the names submitted to the Regional Labor Federation as per Article III, Section 7.

Section 7. Delegates and alternates to the Regional Labor Federation shall be certified to the Regional Labor Federation, by an authorized agent of the organization the delegate or alternate seeks to represent, on official letterhead of the organization. Said credentials may specify the term of the delegate if the affiliated organization so desires.

Section 8. Credentials of newly elected delegates and alternate delegates must be received by the Regional Labor Federation office no later than 3:00 p.m. the day of the regular Regional Labor Federation meeting in order for such delegates and alternate delegates to be seated at that meeting.

Section 9. The Regional Labor Federation shall not reject the duly authorized credentials of any delegate or alternate delegate provided, however, that upon written charges signed by at least five (5) delegates representing at least three (3) different local unions any delegate may, upon conviction after due notice and a fair trial, be expelled or suspended for any causes set forth in the *Rules Governing AFL-CIO Area Local Councils and Central Labor Councils*. The decision of the Regional Labor Federation shall be subject to appeal to the higher tribunals of the AFL-CIO. Pending such appeal, the decision of the Regional Labor Federation shall be obeyed unless a stay is ordered by the AFL-CIO.

Section 10. Upon acceptance of a delegate's credentials the President shall administer the obligation (Article XXV, Section 1).

Section 11. Each delegate and alternate delegate shall sign the registry roll before being admitted to an official meeting of the Regional Labor Federation.

Section 12. Absence from three (3) consecutive meetings of the Regional Labor Federation without an acceptable excuse shall be sufficient grounds for declaring a delegate's seat vacant, following which the Secretary-Treasurer shall notify the delegate's organization in writing and request that a new delegate be sent.

Section 13. The Council will undertake all reasonable efforts to ensure diversity of representation at every level.

ARTICLE IV – VOTING

Section 1. Except on roll call votes, each delegate shall be entitled to one vote. Voting shall be by voice vote or division of the house (show of hands or standing vote) unless a roll call vote is properly called for by the required number of delegates as provided for in Section 2 of this Article.

Section 2. A roll call vote shall be held on any pending question, including election of officers, upon demand of thirty percent (30%) or more of the delegates present.

Section 3. The number of votes to which a local union is entitled on roll call votes shall be the average number of members as determined in accordance with Section 4 of this Article.

Section 4. The number of votes shall be based on the average monthly membership on which per capita payment is made to the Regional Labor Federation for the first twelve (12) of the immediately preceding thirteen months. Local unions affiliated for less than the base period shall have their per capita voting strength computed by adding the per capita payments for all months affiliated and divide that total by twelve (12). The affiliation date of all affiliates shall be the date that its initial per capita tax check is first receipted into the ledgers of the Regional Labor Federation.

Section 5. During 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 his or her assigned number of votes. 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 6. The Secretary-Treasurer shall maintain, on a current basis, the official roll of delegates, showing the average membership of each local union as established under the provisions of Article IV, Section 3 and 4.

ARTICLE V – MEETINGS

Section 1. The Regional Labor Federation delegate body shall be the supreme governing body of this Federation and, except as otherwise provided in this Constitution, its decisions shall be by a majority vote.

Section 2. Regular delegate meetings of the Regional Labor Federation shall be held on the second Wednesday of each month at 6:30 p.m. at a place designated by the membership. Due notice shall be given all affiliated organizations and/or delegates of any change of meeting time and place. No adjournment shall take place while a vote is being taken.

Section 3. Labor Assemblies will meet monthly at a regularly scheduled time, date, and location determined by majority vote of the Assembly's delegates. Each Assembly will notify the Regional Labor Federation Executive Board of its meeting schedule, and of any changes at least four (4) days in advance of the effected meeting(s). The Regional Labor Federation will notify affiliates of Assembly meeting schedules.

Section 4. Regular meetings of the Regional Labor Federation Executive Board shall be held at dates, times, and locations that are determined by the Executive Board and that are mutually convenient to Board members. Affiliates will be notified of the Executive Board meeting schedule.

Section 5. Special meetings of the Regional Labor Federation may be called by the President when so instructed by a majority vote of the Executive Board or upon written request of at least twenty (20) delegates representing at least twenty (20) local unions. The agenda for any meeting required under this section shall be limited to the issues for which the meeting is called.

Section 6. Written notice of special meetings shall be given to all affiliated organizations and to all Executive Board members at least four (4) days in advance of the meeting. Notice may be given by mail, email, fax and/or delivery. The matter, or matters, for consideration at the special meeting shall be stated in the notice and no other business shall be transacted. Pertinent documents for the meeting shall be enclosed with the call of the meeting.

Section 7. The President of the AFL-CIO and his or her designees shall have the right to participate and have a voice in all Regional Labor Federation activities, meetings, and deliberations.

Section 8. Thirty (30) delegates representing at least fifteen (15) different affiliated local unions shall constitute a quorum for transaction of Regional Labor Federation business.

Section 9. All meetings of the Regional Labor Federation, its' boards and committees, etc. shall be governed by Robert's Rules of Order, revised edition.

ARTICLE VI – OFFICERS

Section 1. The regular officers of the Regional Labor Federation shall be:

- PRESIDENT
- EXECUTIVE VICE PRESIDENT
- SECRETARY-TREASURER
- VICE PRESIDENTS: One (1) representative from each Labor Assembly within the Regional Labor Federation jurisdiction, who shall each be a Regional Labor Federation Vice President
- SERGEANT-AT-ARMS
- THREE (3) TRUSTEES

Section 2. The term of office for President, Executive Vice President, Secretary-Treasurer, Vice Presidents, Sergeant-at-Arms and executive board Members-at-Large shall be four (4) years or until a successor has been elected and qualified. **The term of office for Trustee shall be three (3) years or until a successor(s) has been elected and qualified.**

Section 3. The President, Secretary-Treasurer and Sergeant-at-Arms shall not be from the same International Union.

Section 4. The three (3) Trustees shall not be from the same International Union.

Section 5. If an officer ceases to be a delegate during his or her term of office, he or she may, at the option of the Regional Labor Federation, complete the term for which elected, with voice but without vote.

Section 6. 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 the Regional Labor Federation.

ARTICLE VII – ELECTIONS AND VACANCIES

Section 1. To be eligible to run for office, a delegate must have a recorded attendance of not less than one-half of the regular Regional Labor Federation meetings held during the year immediately preceding the month in which nominations are held. Exceptions to the foregoing attendance requirement may be made by a two-thirds (2/3) vote of the Executive Board.

Section 2. Each officer and Executive Board member shall, at the time of his or her nomination, election and at all times during the term of office, be a duly accredited delegate to the RLF and shall, at all times during his or her term of office, remain a member in good standing of the affiliated local union he or she represents. Such local union cannot be delinquent in its financial obligations to the RLF.

Section 3. The term of office for President, Executive Vice President, Secretary-Treasurer, Vice Presidents, Sergeant-at-Arms and executive board Members-at-Large shall be four (4) years or until a successor has been elected and qualified.

Section 4. The term of office for Trustee shall be four (4) years or until a successor(s) has been elected and qualified.

Section 5. The Elections Committee, appointed by the Regional Labor Federation President, will oversee the election.

Section 6.

- A. Nominations for officers, one trustee and Executive Board members-at-large shall take place at the regular monthly meeting in December beginning in 2011. Elections for officers, one trustee and Executive Board members-at-large shall be held at the regular monthly meeting of the Regional Labor Federation in the month of January beginning in 2012.
- B. Nominations for two trustees and the Minnesota AFL-CIO General Board Geographic Area Representatives slate for this RLF's jurisdiction shall take place in June beginning in 2010. Elections for two trustees and the Minnesota AFL-CIO General Board Geographical Area Representatives for this RLF's jurisdiction shall be held at the regular meeting in July beginning in 2010. (See Section 14 of this article for details regarding election of Geographic Area Representatives).

Section 7. If nominations result in an uncontested election, a unanimous ballot of candidates can be approved at the same meeting as nominations occur and officers and board members may be sworn in at that time.

Section 8. Conspicuous notice that there will be nominations and election of officers of the Regional Labor Federation on specified dates shall be carried in the Union Advocate Newspaper at least fifteen (15) days prior to the date for such nominations.

Section 9. Not less than fifteen (15) days prior to the date of nominations, the Secretary-Treasurer shall notify all affiliates of the nominations and election of officers. Notice shall be sent by email, fax or first class mail to the last known address of each affiliate.

Section 10. No absent delegate shall be nominated for any office or appointed to any committee unless such absent delegate has notified the Regional Labor Federation in writing that he or she will accept the nomination.

Section 11. The election shall be by roll call vote or printed ballots that conform to the requirements of the *Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils*. The election of regular officers shall require a majority of all votes cast to elect. Should there be no election on the first ballot, the candidate receiving the lowest number of votes on each successive ballot shall be dropped until a choice shall be reached. In the case of no contest, election may be by acclamation and need not be on printed ballot.

Section 12. Space shall be provided on each ballot to clearly show the name, organization, and number of votes of the delegate casting the ballot. The ballots shall become part of the records of the Regional Labor Federation and shall be preserved by the Secretary-Treasurer for a period of no less than six months. Such ballots shall be available for examination by any delegate or officer of an affiliated organization. This is not a secret ballot according to the *Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils, Section 9*.

Section 13. All delegates nominated for the position of executive board member-at-large shall appear on one ballot and those nine (9) receiving the highest number of votes shall be declared elected.

Section 14.

- A. Not more than one (1) delegate from the same local union, nor more than two (2) from different locals of the same national or international union shall be eligible to hold at-large executive board seats at the same time.
- B. In the event an election result is in violation of Section 14, of this article, the individual(s) who received the higher number of votes in the RLF election for the nine (9) Executive Board Members-at-large shall be declared elected and another election shall be held for the other at-large executive board seat(s).

Section 15. The President shall appoint sufficient tellers to conduct the election, who shall distribute the ballots, collect and count the votes. The President will then declare the results. Any candidate for office may select an observer to represent him or her if desired.

Section 16. The following procedures shall apply to the election of Minnesota AFL-CIO General Board Geographic Area Representatives slate for this Regional Labor Federation's jurisdiction:

- A. The term of office for the State Federation General Board Area Representatives in the RLF Executive Board shall be four (4) years or until a successor(s) has been elected and qualified.

- B. Nominations for the Minnesota AFL-CIO General Board Geographical Area Representatives for this RLF's jurisdiction shall take place in June beginning in 2010. Elections to seat State Federation General Board Representatives on the Regional Labor Federation Executive Board shall take place at the regular meeting in July beginning in 2010 at the same time and place as those for the two trustees;
- C. Candidates for these positions must, at the time of their election and throughout their term of office, be members in good standing of organizations which are current in their affiliation with the RLF and the Minnesota AFL-CIO;
- D. The number of positions to be elected shall be the number of General Board Representatives to which the Regional Labor Federation was entitled at the most recent past State Federation election, in accordance with applicable provisions of the State Federation Constitution;
- E. Individuals elected to these positions on the Regional Labor Federation Executive Board will be nominated by the Regional Labor Federation to be elected to the Minnesota AFL-CIO General Board at the subsequent State Federation Convention, and they must be elected at that time in order to be seated on the State Federation General Board;
- F. If, after the Regional Labor Federation elections are completed, a determination is made, in accordance with the State Federation Constitution, that the Regional Labor Federation is not entitled to the same number of General Board Representatives as the number elected by the Regional Labor Federation, **or if a nominated individual(s) is not elected at the State Federation Convention to the General Board**, the following rules will apply:
1. The individuals elected will continue to serve on the Regional Labor Federation Executive Board until their Regional Labor Federation term of office expires or they otherwise vacate their Regional Labor Federation office;
 2. If the Regional Labor Federation is entitled to less General Board Representative seats on the State Federation Board than were elected by the Regional Labor Federation, the individual(s) who received the lowest number of votes in the RLF election will not be included in the nominations the Regional Labor Federation makes to the State Federation Convention. In the case of tie votes, a flip of the coin will be used to determine which individual will be deleted from the list of prospective nominees. In the case of a unanimous ballot, the names will be drawn from a hat to determine which individual will be deleted from the list of prospective nominees;
 3. If the Regional Labor Federation is entitled to more General Board Representative seats on the State Federation Board than were elected by the Regional Labor Federation, a Regional Labor Federation special election will be held in order to fill the additional seats, and accordingly, to determine the additional candidates that the Regional Labor Federation will nominate for the General Board at the State Federation Convention.
 4. **If a representative is elected to the State Federation General Board for this area, and are not part of this Regional Labor Federation official slate, they will be invited to participate in the Regional Labor Federation Executive Board meetings with voice but without vote, provided they are a member of a local union in good standing with the St. Paul Regional Labor Federation.**

Section 17. Installation of officers and executive board members shall take place immediately upon their election.

Section 18. The oath of obligation (Article XXV, Section 2) will be administered to all officers and executive board members immediately after the President has declared the results of an election.

Section 19. Any delegate elected to office that is not present at the first regular meeting after election of officers shall forfeit his or her claim and another election shall be held forthwith, unless the elected party sends a reasonable excuse.

Section 20. Absence from three (3) consecutive Executive Board and/or delegate meetings of the RLF or more than four (4) in a year without acceptable excuse shall be sufficient grounds for the Executive Board to declare any Board seat vacant by majority vote. Following such action, the President will move to fill the seat in accordance with Section 21 of this Article.

Section 21. In the event of a vacancy in any office except the office of the President and Minnesota AFL-CIO General Board Representatives, the president shall recommend a member in good standing to fill the vacant position, subject to the approval of the Executive Board.

Section 22. In the event that the office of President is vacated before the end of the official term, the position shall be filled by a special election. An announcement of the vacancy or intended vacancy shall be made at the first meeting after the vacancy occurs or is pending. Nominations shall take place at the following meeting, with the election taking place at the succeeding meeting. All affiliates shall receive written notification of nominations and elections in the Union Advocate Newspaper, and by fax, mail or email. A special election shall be conducted in accordance with Section 8 of this article.

ARTICLE VIII – DUTIES OF OFFICERS

Section 1. The **President** of the Regional Labor Federation shall be its full-time Chief Executive Officer, and shall supervise all of the affairs of the organization in their manifold aspects and sign all official documents not otherwise provided for; shall preside and preserve order at all regular and Executive Board meetings of the Regional Labor Federation; enforce the provisions of this Constitution; and transact all business as may of right pertain to the office or that may be assigned by the Executive Board or by order of regular or special meetings.

Under the supervision and direction of the Executive Board, the **President** shall:

- A. Have the power to interpret the Constitution of the Regional Labor Federation with respect to any provisions, which are ambiguous or unclear. When such interpretations are necessary between meetings of the Regional Labor Federation, the President shall, when feasible, consult the Executive Board before making the interpretation. Interpretations shall be submitted at the next meeting of the Regional Labor Federation for ratification, which shall require a majority vote to sustain the interpretation. In cases where an interpretation is rendered at a meeting of the Regional Labor Federation, the vote on ratification shall be taken at the time the interpretation is rendered. Any organization affiliated with the Regional Labor Federation or any delegate who may be aggrieved by an interpretation rendered and ratified or overruled, may appeal the matter to the President of the AFL-CIO;

- B. Have the authority to hire, appoint, direct, supervise, compensate and remove employees of the Regional Labor Federation, subject to approval of the Executive Board and employee union contracts;
- C. Be a delegate to all conventions of the AFL-CIO, delegate to all Conventions of the Minnesota AFL-CIO, and by virtue of office serve as the Area Labor Council Representative on Minnesota AFL-CIO General Board;
- D. Countersign checks drawn by the Secretary-Treasurer. In absence of the President, or at the direction of the President, the Regional Labor Federation Executive Vice President shall countersign checks drawn by the Secretary-Treasurer. The President shall be bonded in an amount to be determined by the Trustees;
- E. Make appointments to all committees not otherwise provided for in the Constitution of the Regional Labor Federation;
- F. Make a report to the Regional Labor Federation at each meeting;
- G. Perform any other duties assigned by the Executive Board or by order of the delegation at regular or special meetings of this Regional Labor Federation.

Section 2. The **Executive Vice President** shall:

- A. Assist the President in the discharge of his or her official duties and shall perform the duties of the President in the absence of that officer;
- B. Serve as the co-chair of no less than one committee;
- C. Perform other such duties as assigned by the Executive Board or by order of regular or special meetings of the Regional Labor Federation.

Section 3. The **Secretary-Treasurer** shall:

- A. Keep a correct record of the proceedings of all regular and special meetings of the Regional Labor Federation and Executive Board;
- B. Oversee all correspondence connected with the business of the Regional Labor Federation, and perform such other duties as may be assigned.
- C. Oversee the Regional Labor Federation office's efforts to receive, receipt and keep a record of all monies paid into the Regional Labor Federation; deposit all amounts in the bank or banks, determined by the Trustees, in the name of the Regional Labor Federation;
- D. Pay all bills duly authorized and provide monthly financial statements to the Executive Board;
- E. Report the condition of the treasury from time to time as the Regional Labor Federation may direct and submit the Regional Labor Federation books and records to the Trustees whenever required; furnish, upon request, quarterly reports to local unions;
- F. Serve as the co-chair of no less than one committee;
- G. Perform other such duties as are usual to the office or that may be assigned.
- H. Administrative staff may assume some of the aforementioned duties if directed to do so by the President.

Section 4. The **Vice President** representing each Labor Assembly shall represent the interests of his/her Assembly on the Executive Board. The **Vice President** shall:

- A. Be the presiding officer of his/her respective Assembly;
- B. Conduct Assembly meetings;
- C. Direct his or her Assembly's program efforts;
- D. Make a report of his or her Assembly's activities to the Regional Labor Federation at each meeting;
- E. Perform such other duties as may be assigned.

Section 5. The **Sergeant-at-Arms** shall:

- A. Take charge of the attendance and assist the President in preserving order when called upon to do so;
- B. Serve as the co-chair of the Credentials Committee;
- C. Perform such other duties as may be assigned.

Section 6. The **Trustees** shall:

- A. Hold the property of the Regional Labor Federation in trust for the organization and shall determine in which bank or savings and loan associations the funds of the Regional Labor Federation are to be deposited;
- B. Audit the books of the Regional Labor Federation quarterly, including verification of the bank accounts of the Regional Labor Federation and submit audit to the next delegate meeting;
- C. Require all money-holding or financial officers or agents of the Regional Labor Federation be adequately bonded, with the Regional Labor Federation paying the premium;
- D. Provide for the institution and maintenance of a proper system of accounts and financial transactions, which shall meet the approval of the Executive Board and shall prevent the handling of funds of the Regional Labor Federation by other than authorized officers and agents.

Section 7.

- A. Every officer and employee(s) of this Regional Labor Federation, whether elected, employed or appointed, has a high fiduciary duty and sacred trust to serve the best interest of the members honestly and faithfully. All officers and employees having fiscal responsibility shall be bonded in an amount equal to no less than 10 percent (10%) of its revenue in the prior fiscal year. Should the amount of this bond exceed the \$2500 amount of the bond furnished by the AFL-CIO, the Council shall pay the additional cost of such bond.
- B. No officer or employee shall own property or have a personal financial interest which conflicts with the full performance of his/her fiduciary duties.

- C. 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.

ARTICLE IX – EXECUTIVE BOARD AND DUTIES

Section 1. The Executive Board shall be composed of all the officers enumerated in Article VI, Section 1, and in addition, shall consist of:

- A. Nine (9) delegates elected as executive board members-at-large
- B. Minnesota AFL-CIO General Board Geographic Area Representatives for this Regional Labor Federation's jurisdiction, the number of which is determined by the Minnesota AFL-CIO Constitution. These representatives shall include:
- One (1) representative from each of the six (6) largest national/international unions based on Affiliation with this Regional Labor Federation – to be selected by the affiliated union.
 - Two (2) at-large representatives shall be nominated in a caucus of delegates from affiliates That are not among the six largest affiliates which have representatives.
 - Other Geographical Area Representatives for this RLF's jurisdiction will be elected at-large From the unions affiliated with this RLF and the Minnesota AFL-CIO. (The RLF President By virtue of office, is on the State Federation General Board as the Area Labor Council Representative and does not fill a Geographical Area Representative position.)
- C. One (1) representative from the Minnesota State Retiree Council, AFL-CIO, who resides in the jurisdiction of the RLF.
- D. One (1) constituency group representative (must be a member of an active functioning constituency group within the jurisdiction of the Regional Labor Federation).
- E. One (1) Associate Member Organization representative (must be a member of an Associate Member Organization approved by the AFL-CIO that is active within the jurisdiction of the Regional Labor Federation).

Section 2. The **Executive Board** shall be the governing body of the Regional Labor Federation between meetings and is authorized to transact all necessary business of the Regional Labor Federation between regular meetings of the Regional Labor Federation. Such business shall be conducted in the name of and under the authority of the Regional Labor Federation and in strict accordance with the laws and declared principles of the Regional Labor Federation and the AFL-CIO. It may examine all communications and refer to proper committees those that require prompt attention. It shall execute all business which is referred to it. Each Executive Board member shall be entitled to one (1) vote.

Section 3. The Executive Board of the Regional Labor Federation shall meet at least once each month and it shall meet at the call of the President when a special meeting is necessary or upon written request of a majority of its members.

Section 4. A majority of the Executive Board of the Regional Labor Federation shall constitute a quorum for the transaction of official business and all decisions shall be made by a majority vote of those present.

Section 5. The Executive Board shall render a full report of its activities at the next regular meeting of the Regional Labor Federation and such report shall become a part of the minutes.

Section 6. All decisions of the Executive Board are subject to approval at the regular meeting of the Regional Labor Federation.

Section 7.

- A. The Executive Board may, by majority vote, make additional at-large executive board appointments for representatives from locals in order to reflect significant membership increases, new affiliations or the creation of a new Labor Assembly within the jurisdiction of the Regional Labor Federation.
- B. The appointments require majority approval of the Regional Labor Federation body.
- C. These additional at-large positions will exist only until the next regularly scheduled election of officers.

ARTICLE X – CHARGES AND HEARINGS

Section 1. Any affiliated organization by vote of its membership, or any officer of or delegate to the Regional Labor Federation shall have the right to file charges:

- A. Against any delegate to the Regional Labor Federation for having engaged in conduct or a course of activity hostile or contrary to the best interests of this Regional Labor Federation, or its constitution, or
- B. Against any officer of this Regional Labor Federation for violating the Constitution or rules of the AFL-CIO or the Constitution of this Regional Labor Federation, or for conduct unbecoming an officer, misappropriation of funds, malfeasance in office or neglect of duty, or
- C. Against any organization affiliated with the Regional Labor Federation for having engaged in conduct or a course of activity hostile or contrary to the best interests of the Regional Labor Federation or contrary to this Constitution.

Section 2. Charges preferred against any delegate, officer or organization of the Regional Labor Federation must be made in writing and signed by at least five (5) delegates representing at least three (3) different local unions. The charges shall be filed with the Secretary-Treasurer, or any other officer, if the President and the Secretary-Treasurer are both charged, who shall furnish a copy to the accused within five (5) days after they have been charged.

Section 3. At the next meeting of the Regional Labor Federation, the presiding officer shall cause the charges, as filed, to be read. After discussion and consideration, the following question shall be put to a vote: “Shall the charges, as presented, be deemed worthy of a trial?”

Section 4. If the charges are, by a majority vote, found worthy of trial, they shall be referred to a special Trial Board of five (5) delegates, who shall be elected by the Regional Labor Federation. The defendant, and/or the persons preferring the charges, shall have the right to protest the election of any delegate to the Trial Board, providing the protest is made at the time the Trial Board is elected. Neither the defendant nor the person preferring the charges shall have the right to challenge more than three (3) delegates.

Section 5. The Trial Board shall have the authority to summon witnesses for both sides of the controversy and shall notify in writing all parties concerned requesting that they appear before the Trial Board. Any

delegate in good standing shall be permitted to attend the trial as a spectator but shall be without vote.

Section 6. The findings and recommendations of the Trial Board shall be reported to the Regional Labor Federation at the next regular meeting for disposition of the charges. The accused shall have the right of defense at this meeting.

Section 7. The presiding officer shall submit the question of guilt or acquittal to a vote of the delegates present. Two-thirds (2/3) of the vote shall be required to convict. If more than one (1) offense has been charged, a vote shall be taken separately on each charge in the same manner.

Section 8. Any officer of the Regional Labor Federation, if found guilty, shall vacate the office immediately.

Section 9. The decision of the Regional Labor Federation shall be subject to appeal to the higher tribunals of the AFL-CIO. Pending such appeal, the decision of the Regional Labor Federation shall be obeyed unless a stay is ordered by the AFL-CIO.

ARTICLE XI – PER CAPITA TAXES AND FEES

Section 1. Affiliated local unions shall pay a monthly per capita tax of one dollar and twenty-five cents (\$1.25) on all its members regularly employed or living within the jurisdiction of this Regional Labor Federation. A local union desiring to affiliate shall pay one month's per capita tax at the time of affiliation. Per capita tax for succeeding months shall be due on the first of each month thereafter. Per capita tax in each case shall be based on the number of dues-paying members for the preceding month. If per capita tax for any month is not paid by the first of the following month the local union shall be deemed in arrears.

The 1.25 per capita tax shall be distributed as follows:

1.21	of per capita to Regional Labor Federation/Union Advocate
.04	of per capita to COPE

Section 2. Other affiliated organizations (as defined in Article III, Section 1) with the exception of (G) Established Assemblies of the Regional Labor Federation, shall pay an annual fee of \$25. Each organization shall pay one (1) year's fee at the time of affiliating. The annual fee for succeeding years shall be due no later than March 15, and if not paid by the first of April, the organization shall be deemed in arrears.

Section 3. Upon recommendation of the Executive Board, per capita tax may be raised automatically each year by a percentage equal to the cost of living (COLA) rounded to the nearest cent, based on the CPI of the previous calendar year. Any increase will go into effect January 1st of each year it is implemented. The Executive Board shall allow ninety (90) days when declaring such an increase to seek the approval of the AFL-CIO President.

Section 4. A local union or other organization, which becomes over one (1) month in arrears shall be so notified in writing by the Secretary-Treasurer. If it becomes three (3) months in arrears it shall not be considered in good standing and shall not be entitled to voice or vote in meetings of this Regional Labor Federation. It shall be so notified in writing by the Secretary-Treasurer.

Section 5. A local union or other organization that becomes four (4) months in arrears shall stand suspended from membership and shall be so notified in writing by the Secretary-Treasurer. The Secretary-Treasurer shall also provide notice of such suspension to the Executive Board.

Section 6. A local union or other 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. The average membership of a reinstated local union, for purposes of roll call voting, shall be calculated from the date of reinstatement as if it were a new affiliate, unless the affiliate pays the back per capita tax for the months due at the time of suspension or withdrawal. This amount shall never exceed more than four (4) months.

Section 7. The Executive Board, after reviewing written requests for exoneration, may exonerate any local union from payment of per capita tax for any month that it deems just cause for such exoneration exists, subject to ratification by the Regional Labor Federation delegate body. Exonerated members shall be regarded, for purposes of this Constitution, as paid up members for the period of exoneration with full voting rights.

Section 8. A local union paying per capita tax on less than its full, dues-paying membership shall be subject to suspension by the Executive Board under the procedures of Article X of this Constitution. The Executive Board may require a local union to produce proof of membership where reason exists to believe such local union is violating this provision. If the local union shall fail or refuse to produce such proof on request, the Executive Board may base its determination on such evidence as may be available.

ARTICLE XII – FINANCIAL PRACTICES AND AUDITS

Section 1. All funds of this Regional Labor Federation shall be placed on deposit in a national bank or other federally insured financial institution, as designated by the Trustees and shall be paid out only by check bearing the signatures of President, Secretary-Treasurer or up to two (2) other officers to be designated by the Executive Board. No funds shall be expended unless authorized by the Regional Labor Federation (or the Executive Board in case of emergency).

Section 2. An audit of the accounts and financial records of the Regional Labor Federation, including those of all committees and subordinate agencies of the Regional Labor Federation, shall be performed annually for the fiscal year by a certified public accountant approved by the Executive Board. This may consist of a compilation of accounts.

Section 3. All officers and agents of this Regional Labor Federation having a financial responsibility shall be covered by a fidelity bond in an amount to be determined by the Executive Board, or as may be required by the Secretary-Treasurer of the AFL-CIO. Should the amount of this bond exceed the amount of the bond regularly furnished without cost by the AFL-CIO, the Regional Labor Federation shall pay the additional cost of such bond.

Section 4. The Regional Labor Federation shall file such reports as may be required by the national AFL-CIO pursuant to Rule #6 and Rule #14 of the *Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils*.

Section 5. A monthly financial statement indicating current assets and the past month's receipts and expenditures shall be presented at every Executive Board meeting to aid board members in their financial decision making processes. An annual budget shall be prepared by the President and submitted to the Executive Board for review and approval.

ARTICLE XIII – LISTS

Section 1. All lists of affiliates or members of affiliates in possession of the Regional Labor Federation shall be used exclusively in carrying out the authorized programs and work of the RLF and shall not be released to any person or organization for any other purpose unless such release has been duly authorized by the RLF and the appropriate officers of the affiliate or affiliates involved.

ARTICLE XIV – COMMITTEES

Section 1. Unless otherwise provided for, the President shall appoint a chair and four (4) more delegates to each of the following standing committees at the beginning of each term of office:

Civic, COPE, Constitution, Credentials, Ethical Practices, Labor Community Action, Organizing, Public Relations, Resolutions and Solidarity.

Section 2. Unless otherwise provided for, each committee shall meet monthly and also at the special request of the RLF President.

Section 3. Special Committees may be established from time to time by the Regional Labor Federation Executive Board as needed and shall be appointed by the President unless otherwise directed by the Regional Labor Federation.

ARTICLE XV – DUTIES OF COMMITTEES

Section 1. The **CIVIC COMMITTEE** researches, investigates and monitors public policy issues as they relate to affiliates and makes recommendations to the Executive Board as appropriate.

Section 2. The **COMMITTEE ON POLITICAL EDUCATION (COPE)** shall:

- A. Consist of the Executive Board as specified in Article IX, Section 1 and five (5) members-at-large from the delegates of Regional Labor Federation to be appointed by the Regional Labor Federation President and to serve concurrently with the appointing officer. The President, Executive Vice President and Secretary-Treasurer shall serve in these respective officer capacities on the Regional Labor Federation COPE.
- B. The political activities of the Regional Labor Federation shall be under the direction of COPE, which is hereby constituted as the political arm of this Regional Labor Federation.
- C. Formulate By-Laws to govern COPE, subject to the approval of the Regional Labor Federation in accordance with the Constitution, and in conformity with the rules and regulations of the National AFL-CIO Committee on Political Education, and consistent with the *Rules Governing AFL-CIO Area Labor Councils and Local Central Councils*.

- D. Be responsible for developing and executing approved programs of sound political education which will encourage union members and their families to exercise their full rights and responsibilities as citizens and to take their rightful place in the political life of the local, state and national communities. In addition to such other duties as may be assigned by the Regional Labor Federation, COPE shall be responsible for planning, initiating, stimulating and assisting efforts to: encourage the qualification and registration to vote of members of affiliated unions and their families; educate members and their families and develop community educational programs on the political issues of the day; support or oppose candidates or ballot propositions in both primary and general elections.
- E. Shall meet at such times as it may determine and shall also meet at the request of the Regional Labor Federation President.
- F. Shall limit their consideration and endorsement recommendations to the Regional Labor Federation to support or oppose candidates to primary and general elections for local offices (municipal, county, school board and other local offices) within the territorial jurisdiction of the Regional Labor Federation and to local ballot issues. Regional Labor Federation COPE, upon approval of the Regional Labor Federation, will make recommendations to the State OPE regarding candidates for: state legislature and congress from districts within the Regional Labor Federation's jurisdiction.
- G. An Assembly of the RLF shall conduct screenings and make endorsement recommendations to the RLF COPE to support or oppose candidates to primary and general elections for local offices, state legislature and congress that fall entirely within the assigned area of an Assembly, unless the Assembly body refers the decision to the RLF. At a screening an Assembly must have a quorum of at least 7 members from at least 3 different international unions.
- H. Require a two-thirds (2/3) majority vote of the Regional Labor Federation for endorsement of political candidates.
- I. Give notice of intention to endorse political candidates to all delegates through published announcement in the Union Advocate Newspaper prior to the Regional Labor Federation meeting when the endorsements will be considered. Such notice will specify the offices under consideration.
- J. COPE shall operate in conformity with the policies of the AFL-CIO including Rules #30 through #46 of the *Rules Governing AFL-CIO Area Labor Councils and Local Central Councils* and State COPE.

Section 3. The **CONSTITUTION COMMITTEE** shall periodically review the Constitution of the Regional Labor Federation and may, if circumstances so justify, make recommendations to change such governing document that it may better reflect the organization's mission and structure.

Section 4. The **CREDENTIALS COMMITTEE** shall pass on the credentials of delegates and shall have referred to it any questions involving the right of a delegate to be seated subject to the approval of the Regional Labor Federation. It shall ascertain that the credentials of each delegate are complete in detail.

Section 5. The **ETHICAL PRACTICES COMMITTEE** shall oversee ethical practices of the Regional Labor Federation.

Section 6. The **LABOR COMMUNITY ACTION COMMITTEE** shall coordinate its activities with the St. Paul Labor Studies and Resource Center staff. It shall serve as a local union connection to educational programs and mobilization and advocacy initiatives. The committee shall assist with fundraising efforts and service projects as assigned by the Regional Labor Federation.

Members of this committee may represent AFL-CIO non-affiliated unions. Non-Regional Labor Federation delegates may be appointed to this committee or its work groups with approval from their local unions.

Section 7. The **ORGANIZING COMMITTEE** shall support affiliated local unions and other affiliated bodies in their efforts to organize new members by offering training, strategic planning and assisting in contract campaigns when appropriate and by providing resources to promote a culture of organizing through the jurisdiction of the RLF.

Section 8. The **PUBLIC RELATIONS COMMITTEE** shall be responsible for public educational efforts designed to highlight achievements of the labor movement, communicate the mission of the Regional Labor Federation and AFL-CIO, stimulate the active participation of members and affiliated local unions in the affairs of the community, foster sound relationships between the general public and the labor movement, and shall be in charge of any program of labor education decided upon by the organization.

Section 9. The **RESOLUTIONS COMMITTEE** shall be composed of members of the Regional Labor Federation Executive Board. This committee shall consider and make recommendations regarding all resolutions introduced to the Regional Labor Federation. Resolutions must be received by noon on the Tuesday preceding the second Wednesday of the month to be considered for inclusion in that month's RLF meeting.

Section 10. The **SOLIDARITY COMMITTEE** shall recommend the authorizing or withholding of a strike sanction to the Regional Labor Federation's Executive Board, which shall have final authority in this matter. No assistance, financial or otherwise, shall be rendered to any organization on strike that has failed to obtain the approval of the Solidarity Committee. This committee shall assist the local receiving the Regional Labor Federation's strike sanction.

ARTICLE XVI – ASSEMBLIES

Section 1. The Regional Labor Federation shall constitutionally recognize Labor Assemblies (Assemblies) within its jurisdiction to carry out program work and serve the mission of the Regional Labor Federation in local communities. The Assemblies will adhere to the provisions of this Constitution and rules prescribed by the AFL-CIO.

Section 2. Except as otherwise noted in this Constitution, all Labor Assemblies of this Regional Labor Federation shall share equal status, rights, and responsibilities.

Section 3. The following Labor Assemblies are established: Chisago County Labor Assembly, St. Croix Valley Labor Assembly, St. Paul Labor Assembly, and Southern Dakota County Labor Assembly. The jurisdiction of these Assemblies is as follows:

- Chisago County Labor Assembly covers Chisago County
- St. Croix Valley Labor Assembly covers Washington County
- St. Paul Labor Assembly covers Ramsey County and the northern part of Dakota County included in the 4th Congressional District
- Southern Dakota County Labor Assembly covers all of Dakota County not included in the 4th Congressional District

Section 4. New Assemblies may be organized where the Regional Labor Federation determines there is sufficient member density and potential activity.

Section 5. If a proposed new Assembly would serve part of the jurisdiction already covered by an existing Assembly, organization of the new entity will be coordinated with the existing body.

Section 6. Any member of an organization in good standing as an affiliate of the Regional Labor Federation shall be entitled to attend and participate in Labor Assembly meetings in the jurisdiction where he/she lives and/or works. Organizations may designate delegates to Labor Assemblies in accordance with such rules and procedures as the Regional Labor Federation and the Assemblies may develop and disseminate to affiliates.

Section 7. An Assembly of the RLF shall conduct screenings and make endorsement recommendations to the RLF COPE to support or oppose candidates to primary and general elections for local offices, state legislature and congress that fall entirely within the assigned area of an Assembly, unless the Assembly body refers the decision to the RLF. At a screening an Assembly must have a quorum of at least seven (7) members from at least three (3) different international unions.

Section 8. RLF executive board members may participate in any and/or all Assemblies. Board members will have voice but no vote unless they live or work in the jurisdiction of the Assembly.

Section 9. COPE committee members may participate in Assembly screenings and endorsement decisions. COPE members will have voice but no vote unless they live or work in the jurisdiction of the Assembly.

Section 10. Each Assembly will decide its own local leadership/officer structure, with the condition that the Assembly will choose one person to serve as the principal officer for the Assembly, and he/she shall be nominated by the Assembly to represent them on the Regional Labor Federation Executive Board as a Vice President. Such nominees shall be subject to election to the Regional Labor Federation Executive Board at the regular elections, and shall serve a term of office that is concurrent with those of the other Regional Labor Federation Executive Board members.

Section 11. Labor Assemblies will decide their local program and operations in accordance with the Regional Labor Federation Constitution and such procedures as may be adopted by the Executive Board.

Section 12. Assemblies will be responsible for developing and executing an annual work plan and budget that adheres to priorities set by the Regional Labor Federation. The annual work plan and budget will be submitted to the Regional Labor Federation for approval and incorporation into the Regional Labor Federation's strategic plan.

Section 13. The Regional Labor Federation will assist Assemblies in planning and carrying out local program, but each Assembly will have the responsibility to conduct mobilization activity, political and legislative action, organizing support, and solidarity work in their own jurisdictions.

Section 14. The Regional Labor Federation Vice President representing each Assembly will have primary responsibility to direct local program efforts, and will serve as the liaison between his/her respective Assembly and the Regional Labor Federation Executive Board and staff.

Section 15. Assemblies will determine the schedule and location of their monthly meetings, but the Regional Labor Federation Executive Board will be notified of any change in schedule at least four (4) days in advance of the change.

ARTICLE XVII – OFFICIAL PUBLICATION

Section 1. The **Union Advocate Newspaper** shall be the official publication of the Regional Labor Federation.

Section 2. The **Editorial Board** will be solely responsible for development and implementation of the editorial policies governing the Union Advocate content. The Editor shall take direction from, but not be a member of, this board.

Section 3. The Editorial Board will consist of three (3) members as follows:

Two (2) At-Large members elected from the Regional Labor Federation delegates

One (1) Member appointed by the President of the Regional Labor Federation
(This member may be from the Regional Labor Federation Executive Board.)

Section 4. Editorial Board members will serve a four (4) year term. At-large members will be elected at the same time as the officers of the Regional Labor Federation.

Section 5. The Editorial Board will meet biannually or as needed.

Section 6. The Editor of the Union Advocate Newspaper shall be an employee of the Regional Labor Federation, subject to the authority of the President as provided in Article VIII, Section 1.

Section 7. The Editor shall be responsible for editing and publishing the Union Advocate Newspaper consistent with the policies set forth by the Editorial Board and the AFL-CIO.

Section 8. The Regional Labor Federation Executive Board will be responsible for the financial operations of the Union Advocate.

ARTICLE XVIII – LABOR STUDIES AND RESOURCE CENTER (LSRC)

Section 1. The purpose and mission of the organization is to provide and foster programs to educate the general community, policy makers and workers about changes in our economy and society; promote community debate about how these changes affect work and workplace issues; advocate for policies that build a stronger social contract for workers and their families; assist workers and the unemployed in need of social services in finding resources available to them; and where appropriate, this organization may provide direct services as described above to the community.

Section 2. The Board of Directors shall be made up of not less than three (3) nor more than twenty-five (25) and shall consist of the members of the Executive Board of the Regional Labor Federation, one St. Paul AFL-CIO Community Services Liaison, the chairperson of the Regional Labor Federation Labor Community Action Committee and up to five (5) representatives of 501(c)3 organizations whose missions and community activities will aid the work of the St. Paul Labor Studies and Resource Center. Representatives of 501(c)3 organizations shall be selected by the Board of Directors and appointed by the President.

Section 3. The Board of Directors shall have power to formulate By-Laws to govern Labor Studies and Resource Center.

ARTICLE XIX – OFFICE PERSONNEL

Section 1. The Executive Board shall have the authority to employ such persons, upon recommendation of the President, as conditions or circumstances may make necessary for such length of time and under such conditions as may be determined upon by the Executive Board.

Section 2. The President will conduct contract negotiations for office personnel and will make recommendations for approval to the Executive Board.

ARTICLE XX – ORGANIZING

Section 1. The Regional Labor Federation shall lend all possible assistance to the organizing activities of local unions and their parent national or international unions or organizing committees affiliated with the AFL-CIO.

ARTICLE XXI – COLLECTIVE BARGAINING AND LABOR DISPUTES

Section 1. The Regional Labor Federation shall not take part in any collective bargaining activities or labor dispute involving any affiliated local union or its organizing committee, or in the case of local unions directly affiliated with the AFL-CIO, except upon the request or consent of the President.

ARTICLE XXII – STRIKES

Section 1. The Regional Labor Federation shall not have the authority or power to order any local union or other organization to strike or to take a strike vote. This prohibition, however, shall not prevent the Regional Labor Federation from giving proper assistance to such local union or other organization with the approval of its parent body, so long as such assistance is not inconsistent with the objectives, principles and policies of the AFL-CIO.

ARTICLE XXIII – BOYCOTTS AND UNFAIR LISTS

Section 1. The Regional Labor Federation shall not have power or authority to originate a boycott or initiate action to place an employer on an “unfair” or “do not patronize” list. Such action shall be taken only upon 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 Regional Labor Federation shall be governed by the following regulations:

A. Disputes affecting contractual interest of other unions:

If the requested action is directed against an employer who 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 the Regional Labor Federation, except as authorized by the President or by the Executive Council of the AFL-CIO.

B. Local disputes:

If the requested action is directed against an employer for a dispute arising within the area of the Regional Labor Federation which does not involve the contractual interests of other AFL-CIO unions, the Regional Labor Federation may take requested action if, in its judgment, such action is warranted.

C. Disputes in areas of other regional labor federations

If the requested action is directed against an employer for a dispute arising wholly outside the area of the Regional Labor Federation, no action shall be taken unless the local regional labor federation or state central body in whose area the dispute arose has first acted favorably on the request of the aggrieved union in keeping with the applicable rules.

D. National and regional disputes

If the requested action is directed against an employer for a dispute which is national in scope, no action shall be taken by the Regional Labor Federation unless the National or international union involved first secured approval of the National AFL-CIO.

ARTICLE XXIV – RULES, PARLIAMENTARY AUTHORITY AND AMENDMENTS

Section 1. The Regional Labor Federation will adopt a Constitution consistent with that of the National AFL-CIO. This Constitution and/or By-Laws, as well as any amendments will be subject to the approval of the President of the National AFL-CIO. The President may, at any time, require the Regional Labor Federation to formally amend their Constitution and/or By-Laws in order to bring them into conformity with the provisions and rules of the AFL-CIO.

Section 2. The AFL-CIO President may temporarily waive or suspend one or more provisions of the Constitution and By-Laws, after consultation with National and International unions as appropriate where:

The waiver or suspension is requested by the Regional Labor Federation with the support of its Executive Board;

The Regional Labor Federation has demonstrated to the satisfaction of the President of the AFL-CIO that the waiver or suspension is warranted under the circumstances;

The President determines that the waiver or suspension is consistent with the objects and principles of the AFL-CIO Constitution.

Section 3. The parliamentary rules contained in *Robert's Rules of Order, Revised*, shall govern this Regional Labor Federation in all cases to which they are applicable and where they are not inconsistent with this Constitution, or such special rules of order as may be adopted by this Regional Labor Federation.

Section 4. Subject to the approval of the President of the AFL-CIO, the Constitution of the Regional Labor Federation may be amended by a two-thirds (2/3) vote at any regular meeting, provided the amendment to be voted upon has been presented in writing and has been signed by at least five (5) delegates representing at least three (3) different local unions, and that the proposed amendment has been read at one previous regular meeting.

Section 5. Proposed constitutional amendments will not be considered at a regular meeting until they have been referred to the Constitution Committee for study and a recommendation has been made by the Constitution Committee at the regular meeting.

Section 6. ORDER OF BUSINESS

- | | |
|--|--|
| 1. Call to Order by Presiding Officer | 11. Staff Reports, if needed |
| 2. Pledge of Allegiance to the Flag | 12. Reports of Standing Committees |
| 3. Roll Call of Officers | 13. Reports of Special/Ad Hoc Committees |
| 4. Guest Speakers | 14. Reports of Affiliates |
| 5. Credentials and Oaths of Obligation | 15. Nominations and Elections |
| 6. Approval of Minutes of the previous month | 16. Unfinished Business |
| 7. Reading of COPE/Executive Board Minutes | 17. New Business |
| 8. Treasurer's Report | 18. Good and Welfare |
| 9. Approval of Expenditures | 19. Adjournment |
| 10. President's Report | |

ARTICLE XXV – OATHS OF OBLIGATION

Section 1. Obligation of Delegates

Upon acceptance of a delegate’s credential, the President shall administer the following obligation:

“I (state name) pledge to obey the rules and regulations of this Regional Labor Federation, and to the best of my ability perform all duties as a member. I will attend all meetings of the Regional Labor Federation and if unable to attend, notify my organization so that a delegate may be sent in my place.”

Section 2. Obligation of Officers

Before entering upon the duties each officer-elect shall assume the following obligation:

“I, (name of delegate), agree to defend the principles of trade unionism; to work to improve the lives of working families, to help organize the unorganized; to help build a strong political voice for working families and strong alliances for the labor movement. I promise to uphold the rules of the Regional Labor Federation and the constitution of the AFL-CIO. I promise to build full participation and full affiliation in our AFL-CIO state and local labor councils. I also pledge that I will deliver all property in my possession belonging to the Regional Labor Federation to my successor in office and to surrender such property to the President of the AFL-CIO upon his/her official demand. All this I solemnly affirm.”