

# CONSTITUTION

(EMBLEM)

## MINNEAPOLIS REGIONAL LABOR FEDERATION

CONSTITUTION, BY-LAWS  
and  
RULES OF ORDER

UNITED LABOR CENTRE

312 Central Avenue, Room 542

Minneapolis, Minnesota 55414

(612) 379-4206

## Table of Contents

<u>Article</u>	<u>Subject</u>	<u>Page</u>
	PREAMBLE.....	1
I.	NAME, JURISDICTION and OBJECTIVES.....2	
	Section	
	1. Name and Jurisdiction.....2	
	2. Objectives.....2	
II.	COMPOSITION and DELEGATES.....3	
	Sec.	
	1. Affiliated Organizations.....3	
	2. Constituency and Retiree Group COPE restriction.....4	
	3. Directly Affiliated Local Unions.....4	
	4. Suspended, Expelled or Disaffiliated Organizations.....4	
	5. Power to Suspend and Expel.....4	
III.	REPRESENTATION.....4	
	Sec.	
	1. Delegate Allotment.....4	
	2. Affiliated Subordinate Bodies.....5	
	3. Credentials for Delegates.....5	
	4. Delegate Oath.....5	
	5. Requirements to Serve as Delegate.....5	
	6. Delegates Can Represent Only One Local Union.....6	
	7. Certification of Delegates.....6	
	8. Alternates.....6	
	9. Suspension and Expulsion of Delegates.....6	
	10. Delegate Identification Card.....6	
	11. Registry Roll.....6	
IV.	ELECTION and TENURE of OFFICERS.....6	
	Sec.	
	1. Regular Officers.....6	
	2. Eligibility of Officers.....7	
	3. Prohibitions to Serving as an Officer.....7	
	4. Term of Office for Officers Other Than Trustees.....8	
	5. Term of Office for Trustees.....8	
	6. Availability of Lists Prior to Election.....8	
	7. Election Committee.....8	
	8. Nomination of Officers.....8	
	9. Notice of Election in Labor Review.....8	
	10. Notice of Election by Mail.....8	

	11. Ballots.....	9
	12. Majority Required for Election.....	9
	13. Tellers.....	9
	14. Rescheduling Election.....	9
	15. Installation of officers.....	9
	16. Officers' Oath.....	9
	17. Absence of Officers.....	10
	18. Removal of Officers.....	10
	19. Filling Vacancies.....	10
	20. Officers Filling Vacant Seat Must Take Oath.....	11
	21. Delegate Representation to Other Conferences, Conventions or Meetings.....	11
V.	DUTIES OF OFFICERS (PRESIDENT).....	11
	Sec.	
	1. Executive Duties.....	11
	2. Interpretation of Constitution.....	11
	3. Supervision of Employees.....	12
	4. Appointment of Committees.....	12
	5. Countersign Checks.....	12
	6. Reports to the Executive Board and Delegates.....	12
	7. President as Delegate to AFL-CIO.....	12
VI.	EXECUTIVE VICE PRESIDENT.....	12
	Sec.	
	1. Assist President.....	12
	2. Filling Presidential Vacancy.....	12
	3. Countersign Checks.....	13
	4. Other Duties as Assigned.....	13
	5. Community Services Committee.....	13
VII.	FIRST VICE-PRESIDENT.....	13
	Sec.	
	1. Duties in Absence of Executive Vice-President.....	13
	2. Duties in Absence of Other Officers.....	13
	3. Committee Service.....	13
VIII.	SECOND VICE-PRESIDENT.....	13
	Sec.	
	1. Duties Assigned by Executive Board.....	13
	2. Duties in Absence of Other Officers.....	13
	3. Serve as Co-Chair of One Committee.....	14
IX.	FINANCIAL SECRETARY-TREASURER.....	14
	Sec.	
	1. Chief Financial Officer.....	14

	2. Maintain Accounts.....	14
	3. Responsible for Financial Records.....	14
	4. Submit Books to Trustees.....	14
	5. Draw Checks and Maintain Fidelity Bond.....	14
	6. Submission by Locals of Per Capita Data.....	15
	7. Report at Delegate Meeting.....	15
X.	RECORDING SECRETARY.....	15
	Sec.	
	1. Record Proceedings.....	15
	2. Other Duties as Assigned.....	15
	3. Serve on One Committee.....	15
XI.	READING CLERK.....	16
	Sec.	
	1. Correspondence.....	16
	2. Serve on One Committee.....	16
XII.	REGISTER CLERK.....	16
	Sec.	
	1. Maintenance of Delegate List.....	16
	2. Annual Report.....	16
	3. Credentials Committee.....	16
XIII.	DEPUTY REGISTER CLERK.....	16
	Sec.	
	1. Assist Register Clerk.....	16
	2. Credentials Committee.....	17
XIV.	SERGEANT-AT-ARMS.....	17
	Sec.	
	1. Preserve Order.....	17
	2. Credentials Committee.....	17
XV.	CHAIR OF THE BOARD OF TRUSTEES.....	17
	Sec.	
	1. Preside at Trustees Meetings.....	17
	2. Bond.....	17
XVI.	TRUSTEES.....	17
	Sec.	
	1. Funds and Property.....	18
	2. Annual Audit.....	18
	3. Minneapolis Labor Review Property.....	18

XVII.	OFFICERS' RESPONSIBILITY.....	18
XVIII.	REMUNERATION.....	19
XIX.	MEETINGS.....	19
	Sec.	
	1. Date.....	19
	2. Time.....	19
	3. Special Meetings.....	19
	4. Notification of Special Meeting.....	19
	5. Business of Special Meeting.....	19
	6. Quorum.....	20
	7. Robert's Rules of Order.....	20
XX.	VOTING.....	20
	Sec.	
	1. Roll Call.....	20
	2. Procedure for Affiliated Local Unions.....	20
	3. Procedure for Other Affiliated Organizations.....	20
XXI.	FINANCES.....	20
	Sec.	
	1. Per Capita for Affiliated Local Unions.....	20
	2. Fee for Other Affiliated Organizations.....	21
	3. Allocation of Per Capita.....	21
	4. Financial Difficulty of Affiliate.....	21
	5. Arrears.....	21
	6. Reinstating Payments.....	21
	7. Legitimate Expenditures.....	22
XXII.	EXECUTIVE BOARD AND DUTIES.....	22
	Sec.	
	1. Composition.....	22
	2. Meetings.....	22
	3. Quorum.....	22
	4. Duties.....	22
	5. Report of Activities.....	22
	6. Approval of Decisions.....	22
	7. Editorial Board of Minneapolis Labor Review.....	22
XXIII.	AREA ADVISORY COUNCILS.....	23
	Sec.	
	1. Jurisdiction.....	23
	2. Composition.....	23
	3. Responsibilities.....	23

	4. Finances, No Control of.....	23
XXIV.	COMMITTEES.....	23
	Sec.	
	1. Names of Standing Committees.....	23
	2. Special Committees.....	24
	3. Quorum.....	24
	4. Chair.....	24
	5. Secretary.....	24
	6. Report.....	24
	7. Removal of Members.....	24
	8. Financial Obligations, No Entering Into.....	24
XXV.	DUTIES OF COMMITTEES.....	25
	Sec.	
	1. Committee on Political Education.....	27
	2. Credentials Committee.....	27
	3. Solidarity Committee.....	27
	4. Communications Committee.....	27
	5. Community Services Committee.....	27
	6. Grievance Committee.....	27
	7. Ethical Practices Committee.....	28
XXVI.	CHARGES AND TRIALS.....	28
	Sec.	
	1. Basis for Charges.....	28
	2. Procedure for Filing Charges.....	28
	3. Reading of Charges.....	28
	4. Trial Board Composition.....	28
	5. Trial Board Authority.....	29
	6. Findings of Trial Board.....	29
	7. Voting.....	29
	8. Vacancy.....	29
	9. Appeal.....	29
XXVII.	MINNEAPOLIS LABOR REVIEW.....	29
	Sec.	
	1. Name.....	29
	2. Content.....	29
	3. Editor as Employee.....	29
	4. Editor's Responsibility.....	29
	5. Revenue.....	30
	6. Name and Address.....	29
	7. Subscriptions.....	30
	8. Advertising Policy.....	30

XXVIII.	ORGANIZING.....	31
XXIX.	BOYCOTTS AND UNFAIR LISTS.....	31
	Sec.	
	1. Collective Bargaining and Labor Disputes.....	31
	2. Unfair Lists.....	31
XXX.	COLLECTIVE BARGAINING.....	32
XXXI.	STRIKES.....	33
XXXII.	AMENDMENT.....	33
	Sec.	
	1. Procedure.....	33
	2. Executive Board Referral.....	33
	3. Alternative Procedure.....	33
By-Laws		
	ORDER OF BUSINESS.....	34
	PARLIAMENTARY RULES.....	35
	MOTIONS.....	36
	DEBATE.....	37
	TAKING THE VOTE.....	38
	PRIVILEGED QUESTIONS.....	39
	MISCELLANEOUS.....	40



PREAMBLE  
TO THE  
CONSTITUTION  
OF THE  
MINNEAPOLIS REGIONAL  
LABOR FEDERATION, AFL-CIO

The Minneapolis Regional Labor Federation, AFL-CIO (hereinafter referred to as the RLF) is an expression of the hopes and aspirations of the working people in the following counties: Anoka, Carver, Hennepin, McLeod, Meeker, Scott and Wright.

At the dawn of a new millennium, we proclaim a New Alliance to improve the lives of and increase power for working families, bring fairness and dignity to the workplace and secure social equity. We will prevail by mobilizing our members to support our cause and 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 Union Cities to make the voices of working families heard in our neighborhoods. We will foster vibrant local and community labor councils. 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, the dignity of work, and the promise of unionism, we proclaim this Constitution.

CONSTITUTION  
MINNEAPOLIS REGIONAL  
LABOR FEDERATION  
AFL-CIO

ARTICLE I.

Name, Jurisdiction and Objectives

Section 1. This Organization shall be known as the Minneapolis Regional Labor Federation, AFL-CIO. The geographic area of this central labor union council shall encompass the following Minnesota counties: Anoka, Carver, Hennepin, McLeod, Meeker, Scott and Wright.

Section 2. The objectives of the RLF shall be:

- (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 consistent with the objectives or policies of the AFL-CIO);
- (b) To serve as a means of exchanging information among Affiliated Bodies on matters of common interest;
- (c) To provide aid, cooperation, and assistance to Affiliated Local Unions and other Affiliated Bodies in their common and individual endeavors, when requested;
- (d) To propose, support, and promote legislation favorable to and to oppose legislation detrimental to the interest of workers and Organized Labor;
- (e) 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;
- (f) To recognize and protect the rights of all workers without regard to race, creed, age, sexual orientation, gender identity, disability, marital status, color, gender, or national origin to share in the benefits of Trade Union Organizations;

ARTICLE II.  
Composition and Delegates

Section 1. The RLF shall be composed exclusively of such of the following Organizations within the geographical limits covered by the Central Body's Charter and 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;
- (b) Local Councils chartered by the Trade and Industrial departments of the AFL-CIO;
- (c) Joint Boards, District Councils, and similar subordinate organizations which are duly chartered by an affiliate of the AFL-CIO;
- (d) Chapters of AFL-CIO constituency groups, as defined in the Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils; and
- (e) A union retiree council.

Section 2. No AFL-CIO constituency group or retiree council, 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 the RLF, except as noted below. Accordingly, no AFL-CIO constituency group or retiree council, or its delegate, may be present for or have voice or vote in any meeting or decision of this Central Body's Committee on Political Education (COPE), except as noted below. These restrictions shall not apply to the Minnesota AFL-CIO Retiree Council or its representatives, so 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 the tax exempt status of the RLF or AFL-CIO.

Section 3. The RLF shall admit into membership, upon payment of the membership fees required by the Constitution, all Local Unions directly affiliated with the American Federation of Labor and Congress of Industrial Organizations, or affiliated with National or International Unions and Organizing Committees affiliated with the AFL-CIO, and such other subordinate bodies as the Executive Council, AFL-CIO, may determine are eligible for affiliation.

Section 4. The RLF shall not admit or retain in membership any organization not affiliated with the American Federation of Labor and Congress of Industrial Organizations, or an affiliate of the AFL-CIO, or any organization that has been suspended or expelled by a parent body affiliated with the AFL-CIO, or which is suspended from, unaffiliated with or has disaffiliated from the AFL-CIO.

Section 5. The RLF shall have the power to suspend or expel any organization affiliated with it upon conviction, after charges, notice, and hearing, of having engaged in conduct or a course of activity hostile or contrary to the best interests of the organization or contrary to its Constitution and By-Laws.

Section 6. The RLF will work with the State Federation, other RLFs and ALCs, and the National AFL-CIO to coordinate an ongoing, unified affiliation campaign focused on the goal of affiliating all eligible union members in Minnesota at all levels of the AFL-CIO. Each Executive Board member shall assist in this effort and work to assure full affiliation of their respective organization(s).

### ARTICLE III. Representation

Section 1. Representation of Affiliated Organizations in the RLF shall be on the following basis:

50 or fewer members	- 1 delegate
51 - 100	- 2 delegates
101 - 250	- 3 delegates
251 - 500	- 4 delegates
501 - 750	- 5 delegates
751 - 1,000	- 6 delegates

One (1) additional delegate to be allowed for each additional 500 members, or majority fraction thereof.

Section 2. Affiliated subordinate bodies, other than local unions, as defined in Section 1 of this Article, shall be entitled to one delegate and one vote each, except that the retiree council of the RLF shall be entitled to a maximum of three delegates and three votes.

Section 3. Delegates shall be seated upon submission of the proper credential from the affiliated organization in good standing. Credentials shall be received, examined and attested to by the Credentials Committee as to the eligibility of the delegate and the standing of the organization sending the delegate.

Section 4. Upon the acceptance of a delegate's credentials, the following obligation shall be administered:

"I, (give name), pledge to further the cause of status and worklife of all workers, to treat my sisters and brothers in this assembly with respect at all times, and to always promote and practice union solidarity."

Section 5. A person shall be eligible to serve as a delegate who is a member of a Local Union affiliated with the RLF or such person is a National or International Union representative regularly servicing such an affiliated Local Union. A person shall not be eligible to serve as a delegate who is a member in a Local Union or any subordinate branch of a Local Union which is currently suspended from, unaffiliated with or has disaffiliated from the AFL-CIO.

Section 6. A single delegate or alternate delegate shall not represent more than one (1) affiliated organization in the RLF. The RLF shall not reject the duly authorized credentials of any delegate or alternate delegate.

Section 7. Delegates and alternate delegates shall be certified to the RLF on the official credentials provided by the RLF which shall be signed by an Executive Officer and bear the Official Seal of the organization which the delegate or alternate delegate seeks to represent.

Section 8. Affiliated organizations may, at their option, elect alternate delegates to the RLF who may serve as a representative of the organization in the absence of the regular delegate or delegates. Qualifications as provided for in ARTICLE III, Section 5, will be observed when selecting alternate delegates.

Section 9. Upon written charges signed by at least fifteen (15) delegates representing at least ten (10) different Local Unions, any delegate may upon conviction, after due notice and fair trial, be expelled or suspended for any of the causes set forth in the "Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils" issued by the Executive Council of the AFL-CIO. The decision of the RLF shall be subject to appeal to the higher tribunals of the American Federation of Labor and Congress of Industrial Organizations. Pending such appeal, the decision of the RLF shall be obeyed unless a stay is ordered by the AFL-CIO.

Section 10. Delegates to the RLF shall be provided a suitable identification card which shall be exhibited to the Register Clerk for admittance to a RLF meeting. Each delegate must show the identification card to the Sergeant-at-Arms upon demand or at the instructions of the presiding officer.

Section 11. Each delegate shall sign the Registry Roll before being admitted to an official meeting of the RLF.

#### ARTICLE IV. Election and Tenure of Officers

Section 1. The regular officers of the RLF shall consist of a:

President  
Executive Vice-President  
Financial Secretary-Treasurer  
1st Vice-President  
2nd Vice-President  
Recording Secretary  
Register Clerk  
Deputy Register Clerk  
Sergeant-at-Arms  
Reading Clerk  
Five (5) Trustees  
Minnesota AFL-CIO General Board Representatives

To be eligible to run for office, a candidate must be a duly accredited delegate from an affiliated organization that is in good standing with the RLF.

Section 2. Each officer, at the time of election and at all times during the term of office, shall be a duly accredited delegate from an affiliated organization. To be eligible to run for office, a delegate must have a recorded attendance of not fewer than one-half of the regular 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 vote of the Delegate Body.

Section 3. The number of State Federation General Board Representatives for this RLF shall be determined in accordance with the State Federation Constitution.

Section 4. 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 the RLF 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 has been suspended from, unaffiliated with or has disaffiliated from the AFL-CIO. No individual shall be eligible to serve as an officer of; member of the executive board or committee or other governing body of; or as a delegate from, or as a representative, agent or employee of this Central Body 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.

Section 5. The term of office for the President, Executive Vice-President, Financial Secretary-Treasurer, First Vice-President, Second Vice-President, Recording Secretary, Register Clerk, Deputy Register Clerk, Sergeant-at-Arms, and Reading Clerk, and Minnesota AFL-CIO General Board Representatives shall be for four (4) years, or until a successor has been elected and qualified. These terms are effective beginning with the RLF election of officers in January 2008.

Section 6. The term of office for Trustees shall be for four (4) years or until a successor has been elected and qualified. These terms are effective beginning with the RLF election of officers in January 2008.

Section 7. No fewer than 45 nor more than 120 days prior to an election of labor council officers, the central body Recording Secretary 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 Central Body's officers (including Executive Board members); (ii) the name and mailing address of each of the organizations affiliated with the Central Body; (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 local central body 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. Prior to the meeting at which nominations take place, the President shall appoint an Election Committee. No individual seeking office shall serve on said Election Committee.

Section 9. Nomination of officers shall take place at the December regular meeting of the RLF and the election of officers shall take place at the regular January meeting during election years.

Section 10. Conspicuous notice that there will be nomination and election of officers of the RLF on specified dates shall be carried in the "Minneapolis Labor Review" at least fifteen (15) days prior to the date for such nominations.

Section 11. Each Organization affiliated with the RLF shall be notified by the Recording Secretary by first-class mail, postmarked not fewer than fifteen (15) days prior to the date set for nominations, that nomination and election of officers will be held on specified dates.

Section 12. The election of officers shall be on ballots prepared by the Financial Secretary-Treasurer, on which the names of all nominees shall be listed in rotation under the office for which nominated. Each ballot shall clearly show the name, organization, and number of votes of the delegate casting the ballot. Such ballots shall become part of the records of the RLF and shall be preserved and available for examination by any Delegate or Officer of any affiliated organization for a period of not less than six months.

In voting for election of officers, each affiliated organization shall be entitled to cast the same number of ballots as the number of votes to which it is entitled under the Roll Call Provisions of Article XX.

In cases where there is only one nomination for an office, the election may be taken by voice vote.

Section 13. It 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.

Section 14. The following procedures shall apply to the election of State Federation General Board Representatives from this RLF:

- (a) Elections to seat State Federation General Board Representatives on the RLF Executive Board shall take place at the same time and place as those for other RLF Executive Board members;
- (b) Candidates for these position 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 Minnesota AFL-CIO;
- (c) The number of positions to be elected shall be the number of General Board Representatives to which the RLF was entitled at the most recent past State Federation election, in accordance with applicable provisions of the State Federation Constitution;
- (d) Individuals elected to these positions on the RLF Executive Board will be nominated by the RLF to be elected to the Minnesota AFL-CIO Executive Board at the subsequent State Federation Convention, and they must be elected at that time in order to be seated on the State Federation Executive Board;
- (e) If, after the RLF elections are completed, a determination is made, in accordance with the State Federation Constitution, that the RLF is not entitled to the same number of General Board Representatives as the number elected by the RLF, the following rules will apply:
  - (1) The individuals elected will continue to serve on the RLF Executive Board until their RLF term of office expires or they otherwise vacate their RLF office;
  - (2) If the RLF is entitled to less General Board Representative seats on the State Federation Board than were elected by the RLF, the individual(s) who received the lowest number of votes in the RLF election will not be included in the nominations the RLF 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;
  - (3) If the RLF is entitled to more General Board Representative seats on the State Federation Board than were elected by the RLF, an RLF special election will be held in order to fill the additional seats, and, accordingly, to determine the additional candidates that the RLF will nominate for the General Board at the State Federation Convention.



Section 15. The President shall appoint five (5) tellers to conduct the election, who shall distribute the ballots, collect, and count the votes. Any candidate for office may select an observer to observe the balloting and counting process. The President will then declare the results.

Section 16. In the event that uncontrollable circumstances prevent the completion of the election of officers of the RLF at the January meeting during election years; then at the meeting of the RLF in February, the Regular Order of Business shall be automatically suspended and a Special Order of Business shall be automatically instituted during which the election of officers shall be completed. Written notification of a rescheduled election shall be mailed to all affiliates no fewer than twenty days prior to same.

Section 17. Installation of officers shall take place at the regular meeting of the RLF which is held in the month of February during election years.

Section 18. All newly-elected or re-elected officers of the RLF before assuming the duties of their prospective Offices, shall make the following Pledge of Responsibility:

"I, (give name), do solemnly pledge my word of honor in the presence of witnesses here assembled, that I will, to the best of my ability, perform the duties of the office to which I have been elected. While serving in this office, I will represent the membership honestly and faithfully, fully recognizing the obligation and responsibilities which have been entrusted to me.

I will seek to adhere to the highest standards of honesty, integrity and ethical conduct while serving in the office to which I have been elected.

I also pledge that at the conclusion of my term of office, I will provide to my successor all official documents, records and property belonging to the RLF."

Section 19. Any officer absent from three (3) consecutive regular meetings and/or Executive Board Meetings of the RLF and failing to present an acceptable excuse, shall be subject to removal from office, in accordance with charges and trials of ARTICLE XXVI, of the present Constitution.

Section 20. An officer shall be removed from office only with due process of charges and trial, conducted in accord with the provisions of the Constitution of the RLF and the Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils. Upon conviction, after due process of charges and trial, the accused shall have the right to appeal to the higher tribunals of the American Federation of Labor and Congress of Industrial Organizations. Pending such appeal, the decision of the RLF shall be obeyed unless a stay is ordered by the AFL-CIO.

Section 21. In the event that an elective office is vacated before the end of the official term the position shall be filled by a special election, unless the next regularly scheduled election is less than six (6) months away. The president shall announce any vacancy in officer positions at the first meeting after the vacancy occurs. Nominations shall take place at the following meeting, with the election taking place at the succeeding meeting. All affiliates shall receive timely notifications of the pending nomination and election. The President may appoint a temporary officer to serve during that period required to accept nominations and elect a successor.

Section 22. Any officer appointed or elected to fill a vacancy shall, before assuming the responsibilities of office, make the Pledge of Responsibility as provided for in Section 16 of this Article.

Section 23. The President of the RLF shall be a delegate to all conventions of the American Federation of Labor and Congress of Industrial Organizations, and a delegate to all conventions of the Minnesota AFL-CIO. All other delegates from, or representatives of the RLF to any conference, meeting, or convention for which the RLF has accepted the call, will be nominated and elected at the meeting during which the call is presented to the Council with the Executive Board recommendation.

Section 24. Upon recommendation of the President, the Executive Board may approve the addition of one or more at-large Executive Board seats to accommodate new, significant affiliates of the RLF. Such positions shall be created and filled on an interim basis, pending the next regular election of Executive Board members. An affiliate granted such a seat shall have the authority to nominate the individual to fill the position, but such nomination shall also be subject to the recommendation of the President and approval of the Board. To permanently expand the Executive Board to accommodate seats added in this manner, this constitution must be amended to reflect the newly added positions.

#### ARTICLE V. Duties of Officers (President)

Section 1. The President of the RLF shall be its Chief Executive Officer; shall supervise all of the activities of the organization and sign all official documents not otherwise provided for; shall preside and preserve order at all regular and Executive Board meetings of the RLF shall, in coordination with the Executive Board, prepare an annual strategic work plan; shall enforce the provisions of this Constitution; and shall 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.

Section 2. The President shall have the power to interpret the Constitution of the RLF with respect to any provisions which are ambiguous or unclear. When such interpretations are necessary between meetings of the RLF the President shall, when feasible, consult the Executive Board before making the interpretation. All interpretations shall be submitted at the next meeting of the RLF for ratification, which shall require a majority vote to sustain the interpretation. In cases where an interpretation is rendered at a meeting of the RLF the vote on ratification shall be taken at the time the interpretation is rendered. Any organization affiliated with the RLF 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 within thirty (30) calendar days.

Section 3. The President shall have the authority of appointment, direction, supervision, or removal and compensation of organizers, representatives, and agents, and to appoint, direct, supervise, remove and determine compensation of employees of the RLF subject to the approval of the Executive Board.

Section 4. The President of the RLF shall appoint all committees not otherwise provided for and shall be an ex-officio member of all committees.

Section 5. The President of the RLF shall countersign all checks drawn by the Financial Secretary-Treasurer. In the absence of the President, or at the direction of the President, the Executive Vice-President of the RLF shall countersign checks drawn by the Financial Secretary-Treasurer. The President shall be bonded in an amount to be determined by the Trustees.

Section 6. The President shall periodically report on the administration of the office and the activities of the RLF to the Executive Board, to the delegates at regular and special meetings, and to the membership through the "Minneapolis Labor Review".

Section 7. The President of the RLF shall be a delegate to all conventions of the American Federation of Labor and Congress of Industrial Organizations, and a delegate to all conventions of the Minnesota AFL-CIO.

ARTICLE VI.  
Duties of Officers  
(Executive Vice-President)

Section 1. The Executive Vice-President of the RLF shall assist the President in the discharge of official duties and shall perform the duties of the President in the case of absence or inability of that officer to serve.

Section 2. In the event the office of President of the RLF is vacated before the end of the official term, the Executive Vice-President shall serve as

President during that period of time required to nominate and elect a new President.

Section 3. At the direction of the President, the Executive Vice-President of the RLF shall countersign checks drawn by the Financial Secretary-Treasurer. In the absence of the Financial Secretary-Treasurer, the Executive Vice-President shall countersign checks that have been signed by the President.

Section 4. The Executive Vice-President shall perform such other duties that may be assigned by the Executive Board, or by order of regular or special meetings of the RLF.

Section 5. The Executive Vice President shall serve as the co-chair of the Community Services Committee.

ARTICLE VII.  
Duties of Officers  
(First Vice-President)

Section 1. The First Vice-President of the RLF shall perform the duties of the Executive Vice-President in case of absence or inability of that officer to serve.

Section 2. In the absence of the President and the Executive Vice-President, the First Vice-President shall serve as President of the RLF and shall perform such other duties as may be assigned by the Executive Board or by order of a regular or special meeting of the RLF.

Section 3. The First Vice President shall serve as the co-chair of no fewer than one committee.

ARTICLE VIII.  
Duties of Officers  
(Second Vice-President)

Section 1. The Second Vice-President of the RLF shall perform such duties as may be assigned by the Executive Board or by order of a regular or special meeting of the RLF.

Section 2. In the absence of the First Vice-President, the Second Vice-President shall perform the duties of that office. In the absence of the Executive Vice-President and the First Vice-President, the Second Vice-President shall perform the duties of the Executive Vice-President. In the absence of the President, Executive Vice-President,

and First Vice-President, the Second Vice-President shall perform the duties of the President.

Section 3. The Second Vice President shall serve as the co-chair of no fewer than one committee.

ARTICLE IX.  
Duties of Officers  
(Financial Secretary-Treasurer)

Section 1. The Financial Secretary-Treasurer shall be the chief financial officer of the RLF. The Financial Secretary-Treasurer shall receive, receipt, and keep a record of all monies received; shall deposit all amounts received in the bank or banks determined by the Trustees in the name of the RLF; shall, under the direction and supervision of the Executive Board, invest funds of the organization in sound securities; shall pay all duly authorized bills, and shall report the condition of the treasury from time to time in the manner as the Executive Board may direct.

Section 2. The Financial Secretary-Treasurer of the RLF shall provide for the institution and maintenance of a proper system of accounts, records, and financial transactions which shall meet the approval of the Executive Board and shall be subject to the authority of the Secretary-Treasurer of the AFL-CIO. The Financial Secretary-Treasurer shall prevent the handling of funds of the organization by other than authorized officers and agents.

Section 3. The Financial Secretary-Treasurer of the RLF shall be responsible for and in charge of and preserve all monies, properties, securities, and all other evidences of investments, books, records, papers, documents, files, computer programs, computer files, databases and other effects of the organization, which shall at all times be subject to inspection by the President, the Trustees, and the Executive Board.

Section 4. The Financial Secretary-Treasurer shall submit the books to the Trustees or the Secretary-Treasurer of the AFL-CIO for examination and audit at such times as the Trustees or the Secretary-Treasurer of the AFL-CIO may require.

Section 5. The Financial Secretary-Treasurer shall draw or cause to be drawn all checks on the treasury of the RLF. The Financial Secretary-Treasurer shall sign all checks, properly drawn, which must be countersigned by the President or the Executive Vice-President. In the absence of the Financial Secretary-Treasurer, all checks properly drawn shall be signed by the President and countersigned by the Executive Vice-President. The Secretary-Treasurer shall maintain the payment of a fidelity bond for all officers and agents of the organization, in an amount to be determined by the trustees and approved by the Executive Board.

Section 6. Each organization affiliated with the RLF shall furnish to the Financial Secretary-Treasurer a statement of membership in good standing and such other reasonable information and statistical data as may be necessary for the efficient operation of the office. If there is reasonable cause to believe that any Local Union or Local Unions are not paying full and true Per Capita Tax to the RLF the Financial Secretary-Treasurer shall report such circumstances to the Executive Board, which shall initiate appropriate action.

Section 7. The Financial Secretary-Treasurer shall render a report at each meeting of the RLF.

ARTICLE X.  
Duties of Officers  
(Recording Secretary)

Section 1. The Recording Secretary shall keep a correct record of the proceedings of all regular and special meetings of the RLF. The Recording Secretary shall keep a correct record of all meetings of the Executive Board. Copies of the minutes shall be available to all affiliates.

Section 2. The Recording Secretary shall perform such other duties as may be assigned by the Executive Board, or by order of a regular or special meeting.

Section 3. The Recording Secretary shall serve on no fewer than one standing committee.

ARTICLE XI.  
Duties of Officers  
(Reading Clerk)

Section 1. The Reading Clerk of the RLF shall read all correspondence and all other matters or materials properly before a meeting of the Executive Board and regular or special meetings of the RLF. The Reading Clerk shall assist the Recording Secretary and perform such other duties that may be assigned.

Section 2. The Reading Clerk shall serve on no less than one standing committee.

ARTICLE XII.  
Duties of Officers  
(Register Clerk)

Section 1. The Register Clerk of the RLF shall maintain an accurate list of the names and addresses of all delegates and alternate delegates and the organizations which they represent, and shall maintain an attendance record on all delegates to the RLF. When a delegate has been absent for three (3) consecutive meetings, the Register Clerk shall so notify the Recording Secretary who shall, in turn, notify the Local Union in writing of the absence of such delegate.

Section 2. The Register Clerk of the RLF will give all affiliates an annual report of the attendance of its delegates and, when appropriate, request that new delegates be appointed to the council.

Section 3. The Register Clerk shall serve as co-chair of the Credentials Committee.

ARTICLE XIII.  
Duties of Officers  
(Deputy Register Clerk)

Section 1. The Deputy Register Clerk of the RLF shall assist the Register Clerk.

Section 2. The Deputy Register Clerk shall serve on the Credentials Committee.

ARTICLE XIV.  
Duties of Officers  
(Sergeant-at-Arms)

Section 1. The Sergeant-at-Arms of the RLF shall take charge of the door and assist the President in preserving order when called upon to do so. The Sergeant-at-Arms shall perform such duties as may be assigned.

Section 2. The Sergeant-at-Arms shall serve on the Credentials Committee.

ARTICLE XV.  
Duties of Officer  
(Chair of the Board of Trustees)

Section 1. The Trustee with the greatest length of service as Trustee shall serve as the Chair of the Board of Trustees. The Chair of the Board of Trustees of the RLF shall preside and preserve order at all meetings of the Board of Trustees. The Chair of the Board of Trustees shall, under the direction of the Executive

Board at a regular or special meeting, issue all calls for meetings of the Trustees, and render a report thereon. The Chair of the Board of Trustees shall, under the direction of the Trustees, render such supplemental reports to the Executive Board, regular or special meetings of the RLF that the Trustees deem advisable.

Section 2. The Chair of the Board of Trustees shall ascertain that all money-holding or money-handling officers, members, or employees of the RLF are adequately bonded and report such circumstances to the RLF.

ARTICLE XVI.  
Duties of Officers  
(Trustees)

Section 1. The Trustees shall hold the property of the RLF in trust for the organization. They shall determine in which bank or banks the funds are to be deposited with preference for unionized financial institutions. They shall meet monthly to review the organization's finances and to approve the bills. They shall require all money-holding or financial officers or agents to be adequately bonded.

Section 2. The Trustees shall secure an annual audit by a Certified Public Accountant of their selection. The annual audit shall cover the fiscal year which shall extend from January 1, to December 31, inclusive. All accounts of the RLF including those of the "Minneapolis Labor Review", shall be covered by the audit, and copies shall be sent to each affiliated organization and to the National AFL-CIO.

The Trustees shall examine or audit the books, or they may secure an audit by a Certified Public Accountant in addition to the annual audit, at any time their judgment indicates it to be desirable or necessary to protect the interests of the RLF.

Section 3. Whenever financial records, officers, or employees handling money of the RLF are referred to in ARTICLE XV and XVI of this Constitution, it shall be considered to include the financial records and employees handling money of the "Minneapolis Labor Review."

ARTICLE XVII.  
Officers' Responsibility

At the expiration of the term of office, by termination, resignation, or otherwise, of any officer or committee member, such officer or committee member shall turn over to the Executive Board or the successor, all monies, property, papers, records, and books of the RLF that may be in the individual's possession.



ARTICLE XVIII.  
Remuneration

Compensation, wages, salaries, reimbursement for time loss, per diem, expenses, allowances, or remuneration of any kind whatsoever to officers, delegates, representatives, or employees of the RLF shall be set by the Executive Board and paid when authorized by a regular meeting of the RLF.

ARTICLE XIX.  
Meetings

Section 1. Regular meetings of the RLF shall be held once each month on the second (2nd) Wednesday.

Section 2. Unless otherwise provided for, regular and special meetings of the RLF shall convene promptly at six o'clock (6:00 p.m.) on the date and at the place so designated, except that starting time of meetings may be changed by action of the Delegates with proper notice to all affiliates.

Section 3. Special meetings of the RLF may be called by a majority vote of the Executive Board or upon the written request of at least twenty (20) delegates representing at least twenty (20) Local Unions.

Section 4. At least four (4) days prior to the convening of a special meeting of the RLF the Recording Secretary shall notify each delegate of such special meeting, clearly stating the purpose, the time, the date, and the place at which such special meeting is to be held.

Section 5. No other business except that for which the special meeting is called will be considered at special meetings of the RLF.

Section 6. Twenty (20) delegates, representing at least twenty (20) Local Unions shall constitute a quorum for the transaction of official business of the RLF.

Section 7. All meetings of the RLF and all meetings of subsidiaries or component parts shall be governed by Robert's Rules of Order (Revised).

ARTICLE XX.  
Voting

Section 1. Except as otherwise provided for in the election of officers, questions before the RLF may be decided by voice vote unless division is demanded by five (5) or

more delegates, or by Roll Call upon proper demand as set out in Section 2 of this ARTICLE.

Section 2. The election of officers shall be by Roll Call, as provided in ARTICLE IV, Section 11. A Roll Call vote shall be held on any other questions pending before the RLF on demand of twenty (20) per cent of the delegates present. On all Roll Calls, each affiliated Local Union in good standing shall be entitled to vote its average monthly number of members, determined on the basis of Per Capita Tax payments for the two preceding calendar quarters. The average membership of a Local Union affiliated for less than the base 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 six.

The votes of a Local Union shall be divided equally among the delegates or alternates representing the Locals who are present.

Section 3. On a Roll Call vote, those delegates representing Local Joint Boards, Local Councils, constituency groups, or other Local Delegated Bodies, shall have one (1) vote, except that the retiree council of the RLF shall be entitled to a maximum of three votes.

## ARTICLE XXI. Finances

Section 1. Local Unions shall pay to the RLF a Per Capita Tax of eighty-five cents (\$0.85) per member, per month. Each Local Union shall pay Per Capita Tax on the same number of members from which it receives regular dues payment from members who are in the jurisdiction of the RLF.

Section 2. Affiliated organizations other than local unions shall, in lieu of per capita tax, pay an annual fee of twenty-five (\$25.00) dollars and shall be due in the month of January of each year. Organizations that become three months in arrears shall be notified in writing of the arrearage by the Financial Secretary-Treasurer and if payment of said arrearage is not made within one (1) month after date of notification, the organization shall be suspended.

Section 3. Per capita tax received by the RLF shall be allocated to the following funds:

- (a) General Fund
- (b) "Minneapolis Labor Review"
- (c) Legislative Fund (COPE)

Section 4. If any local union becomes unable to pay per capita tax because of financial difficulty caused by strike, lockout, or other involuntary cause, it may report such circumstances to the Executive Board of the RLF which may, if it is convinced that

the request is justified, exonerate such organization from per capita tax payments, subject to the approval of the RLF.

Section 5. Local unions in arrears in per capita tax payments for three (3) months shall be notified in writing by the Financial Secretary-Treasurer, and if payment of all arrearages is not made within one (1) month after date of notification, the local union shall be suspended.

Section 6. A local union or other organization which has been suspended, or which has withdrawn from membership, may be reinstated by payments of all amounts due at the time of suspension or withdrawal and the current per capita tax or annual fee, unless waived by the Executive Board and approved by the general membership; however, the average membership of a reinstated Local Union for the purpose of roll call voting shall be computed from the date of reinstatement as if it were a newly affiliated local union, unless the local union shall pay the per capita tax for the entire period of suspension or withdrawal.

Section 7. The funds of the RLF shall be used only for legitimate expenditures in the furtherance of the objectives of the organization or of the AFL-CIO.

## ARTICLE XXII. Executive Board and Duties

Section 1. The Executive Board of the RLF shall be composed of the President, Executive Vice-President, First Vice-President, Second Vice-President, Financial Secretary-Treasurer, Recording Secretary, Reading Clerk, Register Clerk, Deputy Register Clerk, Sergeant-At-Arms, and five (5) trustees.

Section 2. The Executive Board of the RLF shall meet monthly, at the call of the President or at the call of the Recording Secretary upon the written request of a majority of its members.

Section 3. A majority of the Executive Board of the RLF shall constitute a quorum for the transaction of official business and all decisions shall be made by a majority vote of those present.

Section 4. The Executive Board shall transact all business absolutely necessary between regular meetings. Such necessary business may be conducted in the name of and under the authority of the RLF but in strict accordance with the laws and declared principles of the organization and the AFL-CIO. It may examine all communications and refer to proper committees those that require prompt attention. It shall execute all business referred to it.

Section 5. The Executive Board of the RLF shall render a full report of its activities to each meeting 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 RLF.

Section 7. The Executive Board of the RLF shall serve as the Editorial Board of the "Minneapolis Labor Review" and shall direct the administration and editorial policies of the "Minneapolis Labor Review."

### ARTICLE XXIII. Area Advisory Councils

Section 1. Area Advisory Councils of the RLF may be created at the discretion of the President subject to the approval of the Executive Board and delegate body. The following Area Advisory Councils are within the jurisdiction of the RLF: North Suburban Advisory Council, Wright County Advisory Council, and Scott/Carver Counties Advisory Council.

Section 2: Area Advisory Councils are non-chartered subordinate bodies of the RLF created within specific geographic boundaries of the RLF. Area Advisory Councils are composed of representatives who are appointed by affiliated organizations of the RLF and who live or work within the geographic boundaries of the Area Advisory Council. Recommendations for city, county, school board and state elected offices shall require support of two-thirds (2/3) of the delegates voting.

Section 3: Area Advisory Councils shall be responsible for carrying out the political, community, and organizing work within their geographic boundaries. These activities include, but are not limited to: screening, interviewing, and recommending to the RLF candidates for city, county, school board and state elected office; organizing town hall forums with elected officials; and conducting all election-related activities consistent with RLF strategy.

Section 5: At no time shall Area Advisory Councils have their own budgets or control over the finances of the RLF.

### ARTICLE XXIV. Committees

Section 1. Unless otherwise provided for, during the meeting in the month of March in election years, the President shall appoint delegates, and assign staff to each of the following committees.

1. Political Education (COPE)
2. Solidarity
3. Communications

4. Community Services
5. Credentials
6. Grievance
7. Ethical Practices Committee

Section 2. Special Committees may be appointed or elected from time to time, as the requirements of the RLF may require.

Section 3. A majority of committee members present shall constitute a quorum for the transaction of its business, and all decisions shall be made by a majority vote of those present.

Section 4. The Chair of a committee shall preside and preserve order at all meetings. The Chair shall perform such other duties as may be assigned by the committee, the Executive Board, or regular or special meetings of the RLF.

Section 5. The Secretary shall make a record of the proceedings of all meetings of the committee, and shall perform such other duties as may be assigned by the Executive Board, or a regular or special meeting of the RLF.

Section 6. Committees shall be prepared to make a report of their activities when called upon by the Executive Board, or regular or special meetings of the RLF.

Section 7. Committee members who fail to attend without a reasonable excuse shall be removed from the committee by the Chair or upon the request of a majority of the committee members.

Section 8. No committee shall incur financial obligations in the name of the RLF unless authorized to do so by the Executive Board. Allocation of finances to committees shall be made by the Executive Board.

## ARTICLE XXV. Duties of Committees

Section 1. Committee on Political Education (COPE). The Committee on Political Education shall serve as the principal political committee for the RLF. It shall consist of the Executive Board plus other appointees. The Committee on Political Education is responsible for screening candidates in the central area of the jurisdiction, as well as considering recommendations from the Area Advisory Councils.

Section 2. Solidarity Committee. The Solidarity Committee shall have the authority to offer strategic assistance to unions involved in contract fights, subject to the approval of the local union's international union. This committee shall bring the full strength of the labor movement to support an affiliate in need. The solidarity committee shall consist of union leaders and strategists appointed by the President.

Section 3. Communications Committee. The Communications Committee shall work to implement broader communications efforts that benefit all unions and to work with the Solidarity Committee to assist unions involved in contract fights. The Communications Committee shall consist of union activists and staff who are responsible for directing the communications efforts of affiliated unions, appointed by the President.

Section 4. Community Services Committee. The Community Services Committee shall be responsible for advertising pro-union community service events, finding volunteer opportunities, and recruiting activists to fulfill those volunteer opportunities. The committee shall focus on working with progressive community service institutions and social justice organizations. The Community Services Committee shall consist of union activists and staff who carry on and direct the charitable work of the RLF appointed by the President.

Section 5. Credentials Committee. The Credentials Committee shall serve to operate the credentials table at every delegate assembly, as well as to record attendance and to report voting strength. When necessary, members of this committee shall act as tellers during roll call votes. The Credentials Committee shall include the Register Clerk, Deputy Register Clerk, Sergeant at Arms, and others appointed by the President.

Section 6. Grievance Committee. The Grievance Committee shall be appointed by the President to hear and resolve disputes involving RLF delegates and/or officers. Only members who are disinterested in any particular grievance shall participate.

Section 7. Ethical Practices Committee. The Ethical Practices Committee shall have the authority to investigate and, where the Ethical Practice Committee 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.

## ARTICLE XXVI. Charges and Trials

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

Section 2. Charges filed against any delegate, officer, or any organization affiliated with the RLF 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 Recording Secretary, or the President, if the Recording Secretary is charged, who shall furnish a copy to the accused within five (5) days after they have been received.

Section 3. At the next meeting, 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 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, or whose names are drawn by lottery. The defendant, or the person proffering the charges, shall have the right to protest the election of any delegate on the Trial Board provided that the protest is made at the time that the Trial Board is elected, but neither the defendant nor the persons proffering the charges shall have the right to challenge more than three (3) delegates.

Section 5. The Trial Board shall have 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 allowed to attend the trial as a spectator and without voice.

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

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

Section 8. Any officer of the RLF if found guilty, shall abide by the recommendation of the Trial Board, pending the appeal process.

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

ARTICLE XXVII.  
"Minneapolis Labor Review"

Section 1. The official newspaper of the RLF shall be called the "Minneapolis Labor Review."

Section 2. The "Minneapolis Labor Review" shall be edited in conformity with the principles and policies of the RLF and the American Federation of Labor and Congress of Industrial Organizations.

Section 3. The Editor/Manager shall be an employee of the RLF hired, confirmed, and subject to the authority of the President, as provided in ARTICLE V, Section 3.

Section 4. The Editor/Manager of the "Minneapolis Labor Review" shall be charged with the responsibility of editing, managing, raising advertising revenue and publishing the official newspaper of the RLF consistent with the expressed policies of the Editorial Board of the RLF and the American Federation of Labor and Congress of Industrial Organizations. The editor shall be responsible for other duties as directed.

Section 5. Revenue to the "Minneapolis Labor Review" shall be derived from:

- (a) Per Capita Tax Allocation
- (b) Advertising Income
- (c) Individual Subscriptions

Section 6. Each Local Union shall provide and keep up-to-date the names and addresses of the member on which it pays Per Capita Tax and to whom the "Minneapolis Labor Review" is mailed.

Section 7. Individual subscriptions to the "Minneapolis Labor Review" shall be available at the current subscription rate.

Section 8. The advertising policy of the "Minneapolis Labor Review" shall be governed at all times by the Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils.

ARTICLE XXVIII.  
Organizing

The RLF 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 American Federation of Labor and Congress of Industrial Organizations.



ARTICLE XXIX.  
Boycotts and Unfair Lists

Section 1. The RLF shall take part in any collective bargaining activities or in any labor dispute, including strikes, only upon the request or consent of the aggrieved union or organizing committee or in the case of a local union directly affiliated to the AFL-CIO, upon the request or consent of the AFL-CIO President.

Section 2. The RLF does not have the power or authority to originate a boycott or to initiate action to place an employer on an “unfair” or “do not patronize” list. All such action shall 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 labor council shall be governed by appropriate Rule in the Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils.

ARTICLE XXX.  
Collective Bargaining

The RLF shall take part in any collective bargaining activities or in any labor dispute involving any affiliated Local Union, only upon request or consent of the National or International Union or organizing committee with which such Local Union is affiliated, or in the case of Local Unions directly affiliated with the American Federation of Labor and Congress of Industrial Organizations, only upon the request or consent of the President.

ARTICLE XXXI.  
Strikes

The RLF shall not have 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 organization from giving proper assistance to such Local Union or such 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 American Federation of Labor and Congress of Industrial Organizations.

ARTICLE XXXII.  
Amendment

Section 1. Subject to the approval of the President of the AFL-CIO, the Constitution of the RLF 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 read at three (3) consecutive regular meetings of the organization.

Section 2. Proposed Constitutional amendments will not be considered at a regular meeting until they have been referred to the Executive Board for study and a recommendation has been made by the Executive Board at the regular meeting.

Section 3. As an alternative to the amendment procedure set out in Sections 1 and 2 of this ARTICLE, the following procedure may be followed:

- (a) The RLF may, by majority vote, refer any proposed amendment to the affiliated Local Unions to afford them an opportunity to instruct their delegates. Any proposed amendment which provides for a change in amount of Per Capita Tax paid to the RLF shall be so referred. Before referring a Constitutional Amendment to the Local Unions, the RLF may propose alterations or changes in the Amendment.
- (b) When referral of an amendment is to be made, the Financial Secretary-Treasurer shall prepare exact copies of the proposed amendment, together with any alterations or changes proposed by the RLF and mail a copy to each affiliated Local Union, together with a copy of this Section of the Constitution, within one (1) week of the action to refer.
- (c) The proposed amendment, together with proposed alterations or changes, shall be considered and voted on at the second regular meeting of the RLF following the meeting at which action was taken to refer.
- (d) Under the referral procedure, it shall require a two-thirds (2/3) vote to adopt an amendment, subject to the required approval of the President of the AFL-CIO.

# BY-LAWS

## ORDER OF BUSINESS

1. Call meeting to order.
2. Pledge of Allegiance to the Flag.
3. Roll call of officers.
4. Approval of minutes of the last regular meeting.
5. Report of Credentials' Committee and Obligation of new delegates.
6. Financial Secretary-Treasurer Report.
7. Executive Board Report.
8. President's report
9. Reports from Local Unions.
10. Nomination, election, and/or installation of officers. (optional under Special Order of Business.)
11. Report of Special and Standing Committees.
12. Unfinished Business.
13. New Business.
14. Good and Welfare.
15. Adjournment.

## BY-LAWS

### PARLIAMENTARY RULES

Rule 1. On motion, the regular order of business may be suspended by a two-thirds (2/3) vote of the meeting at any time, to dispose of any urgent business.

Rule 2. All resolutions must be submitted in writing one week prior to the regular meeting and must be passed by the Local Union and signed by the appropriate Local Union officer. Resignations must also be submitted in writing.

Rule 3. Any conversation calculated to disturb a member while speaking or hindering the transaction of business shall be deemed a violation of order.

Rule 4. All questions of a parliamentary nature not provided for in this Constitution and By-Laws shall be decided by Roberts Rules of Order, Newly Revised.

## BY-LAWS

### Motions

Rule 1. A motion to be entertained by the presiding officer, must be seconded, and the mover as well as the seconder must rise and be recognized by the Chair.

Rule 2. Any member having made a motion can withdraw it by consent of the second, but a motion once debated cannot be withdrawn except by a two-thirds (2/3) vote.

Rule 3. A motion to amend an amendment shall be in order, but no motion to amend an amendment to an amendment shall be permitted.

Rule 4. Any member may call for the division of a question.

## BY-LAWS

### Debate

Rule 1. A motion shall not be subject to debate until it has been stated by the Chair.

Rule 2. Any member wishing the floor shall rise and respectfully address the Chair, and if recognized by the Chair, shall be entitled to the floor.

Rule 3. If two or more members shall rise to speak at the same time, the Chair shall decide which member is entitled to the floor.

Rule 4. Each member, when speaking, shall be limited to the question under debate and avoid all personal indecorous, or sarcastic language.

Rule 5. No member shall interrupt another while speaking, except to a point of order, in which case the point shall definitely be stated and the Chair shall decide the same without debate.

Rule 6. Any member called to order while speaking shall be seated until the point of order is decided, when, if decided in order, that member may proceed.

Rule 7. Any member feeling personally aggrieved by a decision of the Chair, may appeal to the RLF from the decision.

Rule 8. When an appeal is made from the decision of the Chair, the Vice-President shall then act as Chair and shall state the appeal to the meeting in these words, "Shall the decision of the Chair be sustained as the decision of the RLF?" The member will then have the right to state the grounds of the appeal, and the Chair will give the reason for the decision, thereupon the RLF shall proceed to vote on the appeal, without further debate, and it shall require a majority vote to sustain such appeal.

Rule 9. The presiding officer shall not speak on any subject unless first retiring from the Chair, except on points of order and appeals from the decision of the Chair, and in case of a tie, the presiding officer shall have the deciding vote.

## BY-LAWS

### TAKING THE VOTE

Rule 1. Before putting a question to vote, the presiding officer shall ask: "Is the RLF ready for the question?" Then it shall be open for debate. If no member rises to speak, the presiding officer shall then put the question in this form "All in favor of the motion, say Aye," and after the affirmative vote is expressed, "Those of the contrary opinion say No." After the vote is taken, the presiding officer shall immediately announce the result.

Rule 2. When the presiding officer has commenced taking a vote, no further debate or remark shall be allowed unless a mistake has been made, in which case the mistake shall be rectified, and the presiding officer shall again take the vote

Rule 3. Before the presiding officer declares the vote on a question, any member may ask for a division of the house; then the Chair is duty bound to comply with the request, and a standing vote shall then be taken, and the Secretary shall count the same.

Rule 4. When a question has been decided, it can be reconsidered only at the same meeting or on the next regular meeting night.

Rule 5. A motion to reconsider must be made and seconded by two members who voted with the majority.

Rule 6. All questions, unless otherwise provided, shall be decided by a majority of all votes cast.

## BY-LAWS

### PRIVILEGED QUESTIONS

Rule 1. When a question is before the meeting, no motion shall be in order except: (1) To adjourn; (2) To lay on the table; (3) For the previous question; (4) To postpone to a given time; (5) To refer or recommit; (6) To amend. These motions shall have precedence in the order herein arranged. The first three of these motions are not debatable.

Rule 2. When the previous question is moved and seconded, it shall be put in this form: "Shall the main question be now put?" If this is carried, all further motions, amendments, and debates shall be excluded and the main question put without delay.

Rule 3. If a question has been amended, the question on the amendment shall be put first. If more than one amendment has been offered, the question shall be put as follows:

- (1) Amendment to amendment;
- (2) Amendment;
- (3) Original proposition.

Rule 4. When a question is postponed indefinitely, it shall not come up except by a two-thirds (2/3) vote.

Rule 5. A motion to adjourn shall always be in order except: (1) When a member has the floor; (2) When members are voting; (3) When it has been decided to take the previous question.



## BY-LAWS

### MISCELLANEOUS

1. No RLF money shall be expended or donated without being first considered by the Executive Board and its recommendation submitted to the RLF for action.
2. No collections or solicitations shall be permitted on the floor at any meeting.
3. Only delegates or alternate delegates shall be allowed the privilege of the floor except that duly constituted committees from affiliated organizations and invited guest speakers may be heard.
4. Whenever a delegate rises to address the Chair, such delegate shall be identified by name and the name of the organization the delegate represents.
5. No member shall speak more than once on the same subject until all members desiring the floor shall have spoken, nor more than twice without unanimous consent, nor more than five minutes at any one time.