

CONSTITUTIONAL AMENDMENT 2

Updating the Constitution to Reflect Online Credentialing

Submitted by the Executive Council

Beginning this year, the AFL-CIO has moved to an online delegate credentialing and registration system. The proposed amendment updates the Constitution to conform to this practice.

Amend Article IV, Section 12, as follows:

Sec. 12. Not less than 60 days prior to each regular convention, the Secretary-Treasurer shall furnish each affiliate with credential blanks in duplicate, which must be attested as required on the blanks. The duplicate shall be retained by the delegate, and the original sent to the Secretary-Treasurer. **notify each affiliate of its delegate allotment. Each affiliate shall designate and certify its delegates as required by the Secretary-Treasurer.** Subject to Section 6 of this Article, no credentials **designation or certification of delegates** shall be accepted later than 20 days prior to the convention except for good cause.

CONSTITUTIONAL AMENDMENT 3

Methods of Voting

Submitted by the Executive Council

The Constitution allows for voting through voice vote, show of hands or division or roll call vote. Show of hands is not realistic in a convention as large as the AFL-CIO's, and it is never done. The proposed amendment deletes showing of hands as a method of voting, and changes "division" to the more proper parliamentary terms of "rising vote" and "counted rising vote."

Amend Article IV, Section 18, as follows:

Sec. 18. Questions may be decided by voice vote, ~~show of hands or division,~~ ***rising vote, counted rising vote,*** or, upon the request of 30 percent of the delegates present, by a roll call vote. Upon such roll call each delegate representing affiliated national or international unions, organizing committees and directly affiliated local unions shall be entitled to cast one vote for every member whom the delegate represents. Each state, area and local central body and trade and industrial department shall be entitled to one vote.

CONSTITUTIONAL AMENDMENT 4

Officer Salaries

Submitted by the Executive Council

The Constitution specifies a salary for the three executive officers and gives the Executive Council the authority to increase salaries between conventions. The proposed amendment gives the Executive Council the authority to establish and adjust the officers' salaries. It retains the requirement that any such action, and the officers' salaries, be reported to the convention.

Amend Article VII, Section 4, as follows:

Sec. 4. The President shall receive *an annual* salary ***as determined by the Executive Council*** of \$192,500 per annum, payable weekly. The Executive Council is empowered between conventions to make such increases in the President's annual salary as the Council determines are warranted. Each report of the Executive Council to a regular convention shall specify any action taken since the preceding report pursuant to this provision and the President's annual salary as adjusted at the time of the report.

Amend Article VIII, Section 6, as follows:

Sec. 6. The Secretary-Treasurer shall receive *an annual* salary ***as determined by the Executive Council*** of \$165,000 per annum, payable weekly. The Executive Council is empowered between conventions to make such increases in the Secretary-Treasurer's annual salary as the Council determines are appropriate. Each report of the Executive Council to a regular convention shall specify any action taken since the preceding report pursuant to this provision and the Secretary-Treasurer's annual salary as adjusted at the time of the report.

[No amendment is needed to Article IX: Executive Vice President, because the Executive Vice President's salary is expressly linked to the Secretary-Treasurer's.]

CONSTITUTIONAL AMENDMENT 5

Deleting the Food and Allied Service Trades from the List of Trade Departments

Submitted by the Executive Council

The Food and Allied Service Trades Department (FAST) ceased to exist after the 2005 Convention, following the disaffiliation of the UFCW and other unions. The proposed amendment eliminates FAST from the list of designated trade departments. The Executive Council and convention retain authority to re-establish FAST should circumstances warrant in the future.

Amend Article XII, Section 1 as follows:

Section 1. The Trade and Industrial Departments shall be subordinate to the Federation and shall consist of the following: Building and Construction Trades Department; ~~Food and Allied Service Trades Department~~; Maritime Trades Department; Metal Trades Department; Department for Professional Employees; Transportation Trades Department; Union Labor and Service Trades Department; and such other departments as may be established by the Executive Council or the convention. [Rest of section remains unchanged].

CONSTITUTIONAL AMENDMENT 6

Increasing the National Affiliation Fee

Submitted by the Executive Council

Under the National Affiliation Fee program, participating unions receive full voting strength for their local unions in state federations by paying the federation a national affiliation fee equal to 75 percent of the per capita tax charged by the various state bodies. The proposed amendment raises the national affiliation fee from 75 percent to 80 percent, beginning Jan. 1, 2010, and gives the Executive Council the authority to adopt future increases as circumstances warrant.

Amend Article XIV, Section 2.(b) as follows:

(b) A national or international union may affiliate its entire membership with the appropriate state central bodies by paying to the AFL-CIO monthly a state central body national affiliation fee equal to 75 percent of the per capita tax charged by the various state bodies weighted to reflect the distribution of the union's membership among the states. ***Beginning in January 2010, the national affiliation fee will be 80 percent, and the Executive Council is authorized to adopt future increases in the fee as circumstances warrant.*** If a union elects to pay this national affiliation fee, each local of that union (or other eligible subordinate body as determined by the Executive Council) will be entitled to membership in the appropriate state central body, and each of those locals will be entitled to full voting strength in its state central body. The national affiliation fees received by the AFL-CIO will be rebated to the state central bodies on the basis of their membership, per capita tax rates, and needs. The Executive Council shall establish procedures for calculating the amount of the fee due from any union electing to pay the national affiliate fee, for determining the voting strength of the union's locals within the various state central bodies, and shall take such other steps as are necessary to implement this section.

CONSTITUTIONAL AMENDMENT 7

Underaffiliation Assessment

Submitted by the Executive Council

The proposed amendment would authorize the Executive Council to establish minimum floors for affiliation with state federations and area/central labor councils by national union affiliates and an assessment on affiliates that fall below the floor. Revenues raised through the underaffiliation assessment would be placed in the Strategic Investment Fund established by the federation for grants and programs to strengthen state, area and local central bodies.

Amend Article XIV, Section 2.(c) as follows:

(c) The Executive Council is authorized to establish such programs, rules and procedures as it deems necessary or advisable to implement the Federation's policy of full participation and fair affiliation of local unions to central labor bodies and to achieve broad support for these organizations from local unions within their jurisdictions. ***The Executive Council is authorized to establish a minimum floor for affiliation with state federations by national union affiliates and a program for achieving at least these minimums, including an assessment on affiliates whose affiliation falls below the minimum floor(s). The Council is similarly authorized to establish a separate minimum floor, program and assessment for affiliation with area or central labor councils by national union affiliates.*** The Executive Council is further authorized to establish such programs, rules and procedures as it deems necessary or advisable to ensure effective performance by central labor bodies and coordination and integration of central labor body activities with each other and with the programs and priorities of the AFL-CIO and affiliated national and international unions. The Executive Council is further authorized to modify or phase out the program contained in Section 2.(b) of this Article as part of any program, rule or procedure adopted under this Section.

CONSTITUTIONAL AMENDMENT 8

Expanding the Executive Council

Submitted by the Executive Council

This amendment would expand the Executive Council by eight seats, which would restore the council to the size it was prior to the 2005 Convention.

Article V: Officers, Section 1, is amended as follows:

Section 1. The officers shall consist of a President, a Secretary-Treasurer and an Executive Vice President, who shall be the Executive Officers, and ~~43~~ **51** Vice Presidents; provided that between conventions the Executive Council shall have the power in the event of either an affiliation with the AFL-CIO of a presently unaffiliated national or international union, or the arising of other circumstances that implicate the solidarity of the labor movement, to create one or more additional Vice Presidencies pending the next regular election of Vice Presidents and to select members to fill those positions until the next regular election; provided further that the number of such additional Vice Presidencies shall not exceed eight.

Make conforming amendments in Article VI: Elections, Section 1.(f).

CONSTITUTIONAL AMENDMENT 9

Authority to Expand the Executive Committee

Submitted by the Executive Council

The proposed amendment authorizes the President, in consultation with the Executive Committee and with the approval of the Executive Council, to expand the Executive Committee by one or more Vice Presidents in the event of an affiliation with the AFL-CIO by a presently unaffiliated national or international union.

Article X: Executive Council, Section 18.(b) is amended as follows:

Sec. 18.(b) The Executive Committee shall be comprised of a Vice President from each of the 10 largest affiliates (as determined on February 1 of each year based on the average monthly number of members on which per capita tax was paid for the prior calendar year), the three Executive Officers (who, except for the President, shall be ex-officio and non-voting members), and up to nine additional Vice Presidents from affiliates not otherwise represented on the Committee, who shall be appointed each year by the President, in consultation with the Executive Committee and with the approval of the Executive Council, to ensure that the Committee reflects the diversity of the labor movement, including its women members and members of color, as well as its sectoral breadth. ***In the event of an affiliation with the AFL-CIO of a presently unaffiliated national or international union, the President may, in consultation with the Executive Committee and with the approval of the Executive Council, expand the Executive Committee by one or more Vice Presidents.***

CONSTITUTIONAL AMENDMENT 10

Adding Working America to the General Board

Submitted by the Executive Council

Since it was chartered as the AFL-CIO's national community affiliate in 2003, Working America has recruited more than 2.5 million members in states and communities across the country. These members are associate members of the AFL-CIO and become part of the federation's member mobilization program in support of the labor movement's legislative and political priorities. In recognition of Working America's success and its importance to the federation and its work, the proposed amendment expands the General Board to add a representative of Working America.

Article XI: General Board, Section 1, is amended as follows:

Section 1. The General Board shall consist of all of the members of the Executive Council and the principal officer of each affiliated national or international union, the principal officers of each trade and industrial department, a representative of each national constituency organization and allied retiree organization recognized by the Federation, ***a representative of each chartered national community affiliate***, and regional representatives of the state, area and local central bodies selected by the Executive Council pursuant to a system promulgated by the Council.

Sec. 4. Questions shall be decided in accordance with the applicable provision of Article IV, Section 18 with the principal officer of each affiliated national or international union casting votes in the number of its members, the principal officer of each department casting one vote, the representative of each constituency organization, and allied retiree organization ***and chartered national community affiliate*** casting one vote and the regional representatives of the state, area and local central bodies casting one vote each. [Rest of section remains unchanged].