

Constitutional Amendment 1: Expanding the General Board to Include Young Workers

Submitted by the Executive Council

Referred to the Constitution Committee

THE AMENDMENT WOULD FORMALLY RECOGNIZE YOUNG WORKERS In the governance of the federation by authorizing the addition of a young worker representative on the General Board. This representative would be chosen by the Young Worker Advisory Committee in accordance with Resolution 19, "Investing in Our Future: Young Workers and Youth Engagement." The amendment clarifies that members of the General Board must be members of an affiliated organization.

The amendment adds young members to the existing constitutional provision on filling Executive Council vacancies consistent with the federation's commitment to diversity and broad representation of the labor movement's membership.

a. Amend Article XI (General Board), Section 1 to read as follows:

New language in bold and italics; [language to be deleted in italics and brackets]

i. 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 officer of each trade and industrial department, a representative of each national constituency organization, [*and*] allied retiree organization, ***and young worker 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.

b. Amend Article XI (General Board), Section 4 by adding "***young worker organization***" after "allied retiree organization."

c. Amend Article VI (Elections), Section 4 to read as follows:

i. In the event of a vacancy in the office of Vice President by reason of death, resignation, or otherwise, the Executive Council shall have the power to fill the vacancy by majority vote of all its members for the remainder of the unexpired term, consistent with the Federation's goal of achieving an Executive Council that is broadly representative of the diversity of the membership of the labor movement, including its women members, [*and*] its members of color, ***and young members***.

d. Amend Article XI (General Board), Section 1 by adding at the end of the Section "***Each General Board member shall be a member of an affiliated organization.***"

Constitutional Amendment 2: Updating and Streamlining Convention Procedures

Submitted by the Executive Council

Referred to the Constitution Committee

THE PROPOSED AMENDMENT would eliminate a provision requiring convention approval of convention committees. This provision is unworkable given the length of time between conventions—four years—and the need for convention committees to perform the vast majority of their work in the weeks and months leading up to the convention, before convention delegates are selected or designated.

The proposed amendment would eliminate an unnecessary step in the process of handling resolutions and amendments that are submitted after the constitutional 30-day deadline. Under the amendment, late resolutions and amendments would be referred to the convention, which only would consider them if there was unanimous consent to do so. The amendment would eliminate the unnecessary step of sending the resolutions and amendments first to the Executive Council for the council's referral to the convention. This amendment was suggested by the AFL-CIO's convention parliamentarian.

a. Amend Article IV (Convention), Section 10 as follows:

[language to be deleted in italics and brackets]

i. The President shall appoint, in consultation with the Executive Council, prior to the convention *[and subject to the approval of the convention]*, such committees as are necessary to conduct the affairs of the convention. Such committees may meet before the convention and shall proceed to consider all resolutions, constitutional amendments, appeals, petitions, reports and memorials submitted to the convention, and shall report on them to the convention.

a. Amend Article IV Section 11(b) as follows:

[language to be deleted in italics and brackets]

i. All resolutions, constitutional amendments, appeals, petitions, reports and memorials received after the times stipulated in subsection (a) above or during the convention shall be referred to the *[Executive Council. The Executive Council shall refer all such proposals to the]* convention, which shall consider them only upon unanimous consent.

Constitutional Amendment 9: Welcoming All Workers to Our Movement

Submitted by the Communications Workers of America

Referred to the Constitution Committee

Amend Article II: Objectives and Principles, Section 4, as follows.

Section 4. To encourage all workers without regard to race, creed, color, sex, national origin, religion, disability, [or] sexual orientation, **gender identity, or gender expression** to share equally in the full benefits of union organization.

Constitutional Amendment 10: Executive Council Membership

Submitted by the Executive Council

Referred to the Constitution Committee

An individual must be a member of an AFL-CIO-affiliated organization in order to be elected to the AFL-CIO Executive Council as an AFL-CIO Vice President. Vice Presidents are elected and participate on the Executive Council as individuals but, almost universally, at the time of their election to the council they are incumbent officers of affiliated national or international unions, trade or industrial departments or state, area or local central bodies. And, on the Executive Council they customarily speak for the affiliated organizations in which they hold office.

The proposed amendment would give national and international unions, trade and industrial departments, and state, area and local central bodies the authority to request that the position of an AFL-CIO Vice President be declared vacant if that Vice President no longer holds office with the requesting affiliate. The Executive Council has authority to fill Executive Council vacancies pursuant to Article VI, Section 4.

Amend Article V (Officers), Section 2 as follows: (new language in *bold and italics*):

a. Each officer shall be a member of an affiliated organization.

b. In the event a Vice President, during his or her term, ceases to hold office in the organization of which the Vice President is a member, the organization may request, in writing, that the position of that Vice President be declared vacant, and the Executive Council shall grant the request.

Constitutional Amendment 11: Executive Council Authority

Submitted by the Executive Council

Referred to the Constitution Committee

Article V, Section 5 is amended as follows (*New language in bold and italics*)

Section 5

(a) The President, Secretary-Treasurer, and Executive Vice President, or any one of them, after having served five years as an Executive Officer of the Federation and either having reached age 65 or having served in any capacity a total of 20 years with any organization affiliated with the Federation, and/or with the Federation, shall, upon leaving office, have the title of President Emeritus or Emerita, Secretary-Treasurer Emeritus or Emerita and Executive Vice President Emeritus or Emerita and shall render such service to the Federation in an advisory and consultative status as is mutually agreed to by the Executive Council and the emeritus or emerita officer.

(b) The President Emeritus or Emerita, Secretary-Treasurer Emeritus or Emerita and Executive Vice President Emeritus or Emerita shall, in consideration of their active service prior to leaving office, be afforded for life a pension, payable weekly, in an annual amount equal to 60 percent of either the highest annual salary received as an Executive Officer or thereafter paid to the corresponding Executive Officer, whichever is greater. If, after attaining eligibility for this pension, such Executive Officer shall die, either before or after receiving such pension, the Officer's surviving spouse shall be paid an annual annuity for life, payable in weekly installments, of 30 percent of either the highest salary received by such Executive Officer, as an Executive Officer, or thereafter paid to the corresponding Executive Officer, whichever is greater. The Executive Council is authorized and directed to enter into a legal and binding agreement with the President, the Secretary-Treasurer, and the Executive Vice President to make these retirement compensation and annuity benefits payable by the Federation for their intended duration pursuant to the terms and conditions of this Section. The Executive Council is also authorized to provide, after such benefits become non-forfeitable, for (1) the cash-out of a portion of these retirement compensation and annuity benefits (through accelerated payment of the present value thereof) where the officer will be subject to taxes on the value of benefits not yet otherwise payable, and (2) appropriate arrangements, including payment by the Federation, for payment of employment taxes attributable to these retirement compensation and annuity benefits. ***Notwithstanding the foregoing, the Executive Council is authorized to modify or eliminate the benefits provided in this section.***

Constitutional Amendment 12: Size of Executive Council

Submitted by the Executive Council

Referred to the Constitution Committee

Amend Article V, Section 1 as follows (new language in *bold and italics*)

The officers shall consist of a President, a Secretary-Treasurer and an Executive Vice President, who shall be the Executive Officers, and **55** 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.