

**VERMONT STATE
LABOR COUNCIL
AFL-CIO**



**CONSTITUTION
&
BY-LAWS**

TABLE OF CONTENTS

| | Page | |
|--------------|---------------------------------|----|
| Preamble | 1 | |
| Article I | 1 | |
| Article II | Affiliation | 1 |
| Article III | Objects and Principles | 2 |
| Article IV | Officers and Elections | 4 |
| Article V | Headquarters | 7 |
| Articles VI | Duties of Officers | 7 |
| Article VII | Charges and Impeachment | 8 |
| Article VIII | Delegates | 9 |
| Article IX | Voting | 10 |
| Article X | Finance | 11 |
| Article XI | Convention | 12 |
| Article XII | Amendments to Constitution | 14 |
| Article XIII | Installation Ceremonies | 14 |
| Article XIV | Communications and Publications | 14 |
| Article XV | Effective Date | 14 |

As approved by AFL-CIO on September 29, 2020

As approved by AFL-CIO on June 22, 2021

PREAMBLE

We, the working class, produce all of the goods and services in our society; we also constitute the overwhelming majority of people. However, instead of fully directing and enjoying the fruits of our labor, we have allowed the lion's share of our wealth to be given to the few who compose the wealthy capitalist class. Throughout the history of capitalism, these few have waged class war so that they may hoard what they have never earned, as well as that which they have stolen. The capitalist class i.e. the wealthy and elite -- which claims ownership over our industry, commerce, finance, and land -- has kept the spoils of this war by means of combination, governmental intervention, and the sowing of division among us.

The costs of their class war are great. Far too many have been, and continue to be, deprived, malnourished, or even starved. Others have been, and continue to be, brutalized, and even killed through willful negligence or violence. Our very planet is being destroyed. To save ourselves, the working class must organize itself beyond individual unions. All workers must band together to build a more just society. Instead of working for the profit and wealth of the few, we will work for the wealth and health of all. Instead of unnecessary weapons, mismanaged funds, unnecessary poverty, and unjustly imprisoned masses, there will be bread and roses for all our people. Namely, ample social benefits and common expressions of our vast, diverse cultural heritage will be enjoyed by all workers. Instead of spreading hate, we will spread love of all our people.

We, the representatives of the various trade and labor Unions in these Green Mountains do hereby form the Vermont State Labor Council, AFL-CIO, for the purpose of organizing and concentrating the efforts of the working class for our mutual protection, education and advancement. We would work toward establishing a more just society based on economic equity a more direct democracy, and to that end we adopt the following:

ARTICLE I

This organization shall be known as "Vermont State Labor Council, AFL-CIO".

ARTICLE II

Affiliation

1. This Council shall be affiliated with the "American Federation of Labor - Congress of Industrial Organizations," AFL-CIO, in accordance with the terms of the charter granted by the American Federation of Labor - Congress of Industrial Organizations.

2. Local Unions chartered by the AFL-CIO and by the National and International unions affiliated with the AFL-CIO, local central bodies, district and trade councils and joint boards of locals affiliated with The Vermont State Labor Council are to be admitted into affiliation with this council.

3. In addition, a State Retiree Council composed of union retiree councils of affiliated local Central Bodies will be admitted into affiliation.

4. No organization shall be permitted as an affiliate if the affiliate is controlled or dominated by persons whose policies and activities are consistently directed toward the achievement of the program or purposes of fascism, racism, discrimination, or authoritarianism. This organization shall not affiliate or retain as an affiliate any organization not affiliated with the AFL-CIO or with 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 by the AF'L-CIO.

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

ARTICLE III

Objects and Principles

1. To aid workers in securing improved wages, hours, health benefits, retirement benefits and working conditions with due regard for the autonomy and integrity of affiliated unions.

2. To aid and assist affiliated unions in extending the benefits of mutual assistance and collective bargaining to workers and to promote the organization of the unorganized into unions of their own choosing for their mutual aid, protection and advancement, giving recognition to the principle that both craft and industrial unions are appropriate, equal and necessary as methods of union organization.

3. To affiliate local unions with this Council and to aid establishing such unions to assist in organizing the unorganized; and to assist trade departments composed of affiliated local unions and organizing committees.

4. To encourage all workers without regard to race, creed, color, sex, age or national origin to share in the full benefits of union organizations.

5. To secure legislation which will safeguard and promote the principle of free collective bargaining, the rights of working people and consumers, and the security and welfare of all people.

6. To protect and strengthen our democratic institutions, to secure full recognition and enjoyment of the rights and liberties to which we are justly entitled, and to preserve and perpetuate the cherished traditions of our democracy.

7. To give constructive aid in promoting the cause of peace and freedom in the world.

8. To preserve and maintain the integrity of each affiliated union in the organization to the end that each affiliate shall respect the established bargaining relationship of every other affiliate and that each affiliate shall refrain from raiding the established bargaining relationship of any other affiliate and, at the same time, to encourage the elimination of conflicting and duplicating organizations and jurisdictions through the process of agreement, merger, or other means, by voluntary agreement in consultation with the appropriate officials of the Council.

9. To aid and encourage the sale and use of union made goods and union services through the use of the union label and other symbols; to promote the labor press and other means of furthering the education on the labor movement.

10. To protect the labor movement from any and all corrupt influences and from the undermining efforts of fascist and racist organizations and ideologies and all others who are opposed to the basic principles of our democracy and free and democratic unionism. Any affiliated organization or officer thereof, which engages in any activity which tends to bring the Vermont Labor movement into disrepute may be suspended or expelled as provided in Article VII.

11. To safeguard the democratic character of the labor movement...

12. While preserving the independence of the labor movement from political control, to encourage workers to register and vote, to exercise their full rights and responsibilities of citizenship, and to perform their rightful part in the political life of the local, state and national communities.

13. The Vermont State Labor Council, AFL-CIO, is firmly of the opinion that every effort must be made to expand and increase the skills and abilities of the membership of the various local unions which make up this organization in order that the Labor movement in the state of Vermont can make the greatest progress. The Vermont AFL-CIO, therefore, recommends that all affiliated local unions foster and encourage the establishment of programs of apprenticeship and other training for their membership to the greatest possible extent.

ARTICLE IV

Officers and Elections

1. No individual shall be eligible to serve as an officer, member of the executive board or committee or the governing body of, or any other committed 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, fascism, racism and other forces that suppress class solidarity, liberty, and freedom of association or who holds a salaried position or any other position of administrative or executive authority in a union, or any subordinate branch of a union, that is unaffiliated with, or is suspended from the AFL-CIO.

2. The officers of the Vermont State Labor Council shall be: President, Executive Vice President, Secretary-Treasurer, one Vice President for every affiliated union with 1,000 members or more and additional Vice Presidents for every thousand members, one Vice President for the building trades to be elected from delegates of building trades affiliates by delegates of building trades affiliates, one Vice President for the postal unions to be elected from postal union affiliates by delegates from postal union affiliates, one Vice President for federal government affiliates to be elected from delegates of federal government affiliates by delegates from federal government affiliates, and one Vice President at large elected by delegates from affiliates not already represented. One District Vice President shall be elected for Franklin & Grand Isle Counties, Chittenden County, Rutland County, Lamoille County, Washington & Orange Counties, Rutland & Addison Counties, Bennington County, Windham & Windsor Counties, The Northeast Kingdom (Essex, Orleans, & Caledonia Counties). Additionally, in areas with one or more viable AFL-CIO constituency groups, the combined constituency groups affiliated with the labor council shall be entitled to one voting seat (or more, if the labor council's constitution so provides) on the Executive Board. The Vermont Workers Center will have one board seat upon affiliating with the State Labor Council.

3. There shall be an Executive Committee which shall consist of the President, Executive Vice President, and Secretary-Treasurer who shall be elected from the delegates, by the delegates, to the Convention.

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

5. Officers and members of the Executive Board shall be elected for a two-year term commencing with the 1975 Convention and shall hold office until the next regular election unless removed for cause or until their successors have been elected and installed.

6. There shall be an Executive Board, which shall consist of all Officers of the Vermont State Labor Council.

7. Only delegates duly elected and accredited as set forth in Article VIII, Sections 5 and 6 and registered and seated at the Convention are eligible to run for office in this organization.

8. A person duly elected as a delegate to the Convention and who by reason of hospitalization, illness or death in the family, or other serious circumstances beyond such delegate's control and who has signified a desire to run for office in writing or by telegram to the President, though not present and seated, may be permitted to be a candidate for office of this organization.

9. The Executive Board shall transact such business of the Council as may come before it between Conventions. There shall be at least three meetings of the Executive Board during the year at the discretion of the President or upon the petition of five members of the Executive Board. Two weeks' notice of Board meetings shall be given when possible.

10. Nominees for President, Executive Vice President, and Secretary-Treasurer shall be from the delegates at large.

11. The nominees and election of Vice Presidents shall be confined to delegates from the affiliate(s) eligible to participate in the election of the particular Vice President position. All election contests shall be by ballot and shall be decided by a majority vote of the delegates eligible to participate in the election of the particular Vice President position. Each delegate, present and voting, shall be entitled to one (1) vote.

12. The presiding officer shall appoint election officials and ascertain that only eligible delegates receive ballots.

(a) The Election Officials shall be responsible for making election decisions in accordance with, and within the confines of, the AFL-CIO Constitution, the Rules Governing AFL-CIO State Central Bodies, and this constitution. The Election Officials:

- Will work with the Treasurer to verify all affiliates' eligibility participate in the election and cast ballots under the provisions of this constitution;
- Will confirm that each nominated candidate is a member in good-standing of an affiliated Local Union in good standing with the council, and that the candidate is an official credentialed delegate to the convention;
- Will serve as the first level of deciding authority on procedural issues;

- Will confirm that each candidate accepts the nomination for office, either in person or in writing to the Election Officials;
- Will confirm with the Credentials Committee and/or Secretary-Treasurer that each Delegate is duly credentialed and eligible to cast ballots;
- Cannot be over-ruled by the Executive Board during the election process, but their decisions and actions may be appealed to the Board after the election, in accordance with this Constitution.
- Will cooperate with the National AFL-CIO in any review, investigation, or appeal of the election;
 - (b) Immediately after the completion of the election, the Election Officials shall prepare a written, signed report showing the number of votes cast for each candidate. This report and all ballots and election materials shall be retained by the Election Officials until any appeal period and any appeals have been exhausted, and then presented to the Secretary-Treasurer, who shall preserve the materials for no less than six (6) months from the date of the election or the conclusion of all appeals, whichever is later. The Election Officials shall review election appeals.

13. In the event the President is unable to fulfill the duties of the office, the Executive Vice President shall assume office of President, this to apply to either temporary absence or permanent vacancy.

14. In the event of a permanent vacancy the full Executive Board shall meet within 30 days to appoint an Executive Vice President from the Executive Board to serve until the next Convention.

15. If a permanent vacancy occurs among the Vice Presidents, the President shall nominate a candidate from the affiliate(s) whose delegates were eligible to participate in the election of the vacant Vice President position, to be approved or disapproved by the Executive Board. This procedure shall follow until the vacancy is filled.

16. In the event of permanent vacancy in the Executive Committee, a special meeting of the Executive Board shall be called as soon as possible to fill the vacancy.

17. If any officer of this Council is absent from two consecutive Board meetings without good cause, the office shall be declared vacant and shall be filled as provided in Sections 13, 14, 15 & 16.

18. Any officer above may call a hearing within 30 days.

19. At the expiration of any term of office, the outgoing officer shall surrender all money, property, papers, records, or books of the Council to the successor in office.

20. Past Presidents of the Vermont State Labor Council AFL-CIO are to be named President Emeritus of the Vermont State Labor Council, AFL-CIO. This position will entitle them to a voice on the Executive Board. The President Emeritus shall perform such duties as the President or Executive Committee may from time to time assign to them.

21. A candidate for office and/or any delegate or Principal Officer of an affiliated organization may make a protest of the election of any elected position of the council.

(a) Such protest must:

- Be filed with the Election Officials;
- Be in writing and signed by the protesting party;
- Be filed within 30 days of the election, or the election certification, whichever is later;
- Contain any information that the filing party wishes the Election Officials to consider regarding the conduct of the election and any procedural requirements that are alleged to have been violated.

(b) The Election Officials shall familiarize themselves with the issues raised in the protest, take into consideration any pertinent facts and procedural requirements, solicit information from interested parties, and review the conduct of the election for compliance with this Constitution, the AFL-CIO Constitution, and other applicable AFL-CIO rules and policies. Within 30 days of their receipt of the protest, the Election Officials will deliver their report to the Executive Board at its next meeting and the Executive Board shall determine by majority vote whether or not the protest merits a hearing.

(c) If a hearing is warranted, all parties to the dispute shall be given adequate notification of not less than thirty days of the hearing date, along with a copy of the protest and a record of action taken by the Election Officials to date. Both the accused and the charging party shall be accorded full opportunity to be heard and to present evidence.

(d) Following a hearing, the Executive Board, by a two-thirds vote, may order appropriate remedies up to and including the rerun of the election.

(e) The Executive Board shall notify all parties of its decision within thirty days after the hearing. Said notification shall be sent by certified mail.

(f) The decision of the Executive Board shall be final and binding unless appealed as hereinafter provided.

(g) The decision of the Executive Board may be appealed to the President of the AFL-CIO within thirty days of receipt of notification. The decision of the Executive Board shall remain in effect during the appeal unless reversed, modified or temporarily stayed by the

President of the AFL-CIO.

- (h) No organization or individual subject to this Constitution shall resort to any court until redress to the AFL-CIO has been exhausted.

ARTICLE V

Headquarters

The official office of the Vermont State Labor Council, AFL-CIO shall be left to the discretion of the Executive Board.

ARTICLE VI

Duties of Officers

1. The Council shall establish a standing Ethical Practices Committee.

2. The president shall preside and preserve order at the annual Convention and all meetings of the Executive Board. The President shall appoint all committees not otherwise provided for and shall transact any other business as may of right appertain to the office. The President shall be the Executive Officer of this Council and shall be an Ex-officio member of all committees. The President shall perform such duties as are necessary or that may be assigned by the Executive Board. For services rendered, the President shall be remunerated as the Executive Board may direct.

3. The Executive Vice President shall assist the President whenever called upon and shall assume the office of President if it becomes vacant.

4. The Secretary-Treasurer shall be the official custodian of all funds and property of this Council, and pay all bills approved by the President, receive all monies and keep an up-to-date accurate account of all financial conditions of the Council. The Secretary-Treasurer shall submit an annual report of the condition of the treasury to the Convention, oftener if the Executive Board requests such an audit. At the discretion of the Executive Board they may require the services of a certified public accountant in conjunction with an audit committee. The Secretary-Treasurer shall secure a bond, in an amount equal to no less than ten percent (10%) of Council's revenue in the prior fiscal year, to insure the faithful performance of the duties of the office.
Such a bond to be paid for by the Council. For services rendered, the Secretary-Treasurer shall be remunerated as the Executive Board may direct.

5. The President, Executive committee member or any Vice President, when assigned to a specific task by the President, shall be authorized to employ a person to do clerical work

whenever such work dictates the need for same. Compensation for same to be above the State or Federal minimum wage, whichever is higher.

6. The Executive Committee shall transact such business of the Council as may come before it between Executive Board meetings.

7. The Vice President shall act as organizers in their respective district and shall attend all meetings of the Executive Board.

8. Expenses incurred by the Executive Board Members in the performance of their duties shall be reimbursed by the Vermont State Labor Council, AFL-CIO. Mileage shall be paid at a rate set by the Executive Board.

9. If any officer to the Vermont State Labor Council has a change of address, the Secretary Treasurer is to be notified immediately.

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

ARTICLE VII

Charges and Impeachment

If the charges are preferred against any officer or affiliated organization of this Council, the charges must be presented to the Secretary-Treasurer in duplicate. The Secretary-Treasurer shall furnish one copy to the accused and shall notify all interested parties of the date the trial is to be held. The accused may appear in person and bring such witnesses as seemed necessary to assist in the defense. Any officer accused or any officer accusing another must be disqualified from sitting in judgment in any case in which they are both interested. Upon receipt of the charges properly filed the officer receiving the charges shall present them to the Executive Board at its next meeting and the Executive Board shall determine by majority vote whether or not the charges merit a hearing. If a hearing is determined to be appropriate, all parties to the dispute shall be given adequate notification of not less than thirty days of the hearing date. Both the accused and the charging party shall be accorded full opportunity to be heard and to present evidence. The Executive Board, by two-thirds (2/3rds) vote, may order appropriate remedies up to and including suspending or expelling any delegate or affiliated organization or remove any officer or board member found guilty of the charge(s). If the charges are not sustained, then the same shall be dismissed and the accused restored to good standing. Any interested party being dissatisfied with any decision of the Executive Board, under this article, may appeal to the next annual Convention providing they file an appeal with the Secretary- Treasurer within thirty (30) days after the decision is announced, pending this the decision of the Executive Board shall stand. The accused has the right to appeal to the President of the AFL-CIO.

The decision of the President may thereafter be appealed to the Appeals Committee of the Executive Council of the AFL-CIO.

ARTICLE VIII

Delegates

1. This Council shall be composed of accredited delegates from local unions, local central bodies, district and trade councils and joint boards, and a State Retirees Council that are legally affiliated with the AFL-CIO meet the requirements of Article II, Section 2.
2. All alternates are urged to attend the State Convention whenever possible.
3. At least sixty days prior to the convening of the annual Convention, the Secretary-Treasurer shall issue the call for the Convention and shall furnish all affiliated unions with credential forms in duplicate. The original credential shall be retained by the delegate and the duplicate forwarded to Secretary-Treasurer.
4. Credentials for the Convention will not be issued to any union whose per capita tax is more than 2 months in arrears.
5. No delegate is to be seated at the convention unless their per capita tax is paid up in full sixty (60) days of any calendar month prior to the Convention.
6. Delegates to the Convention must be active members in good standing of an affiliated organization which they represent, and be nominated and elected as delegate at a meeting of that organization.
7. In the event a delegate is unable to attend the Convention, the Credentials Committee will seat the authorized alternate as the delegate.
8. The basis of representation at the annual Convention shall be based upon per capita payments for the first twelve of the immediately preceding thirteen months, with the exceptions as noted in Section 9 of this Article, and as noted in Article X, Section 3.
9. Newly affiliated unions shall be entitled to representation at the Convention, the number of delegates to be determined by dividing the total per capita tax paid for all months affiliated by twelve.

10. Local unions shall be entitled to five delegates for the first one hundred members or fraction thereof, and an additional two delegates for each fifty members or major fraction thereof.

11. Local central bodies, district and trade councils and joint boards shall be entitled to one delegate and shall have one vote.

12. A State Retiree Council shall be entitled to three delegates and have three votes.

ARTICLE IX

Voting

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

2. A roll call vote shall be held on any pending question, including election of officers, upon demand of thirty percent (30%) or more of the delegates present. A roll call may be conducted orally, or it may be conducted by written or printed ballots were deemed desirable to expedite the vote, provided that each ballot clearly shows the name, organization and number of votes of the delegate casting a ballot. Such ballots shall become part of the records of the state central body and shall be preserved and available for examination by any delegate or officer of an affiliated organization for a period of not less than six months.

3. On roll call votes each local union shall be entitled to a number of votes equal to the average membership of the local union as determined according to the provisions of Section 4 of this Article.

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

5. The votes of a local union shall be divided equally among all its accredited delegates present and each delegate shall be entitled to cast only the assigned number of votes, except that to facilitate the calling of the roll, one delegate may be designated to cast all of the votes of the delegates representing the local union, provided that if any delegate shall challenge the correctness of the votes so cast, the individual delegates of that local shall be polled. No other proxy voting is permitted and no delegate shall be allowed to represent more than one organization.

6. The Secretary-Treasurer shall maintain, on a current basis, the official roll of delegates, showing the average membership of each local union as established under the provisions of Article IX, Section 4.

ARTICLE X

Finance

1. The Per Capita Tax for local unions affiliated with this Council shall be one dollar and twenty-five cents (\$1.25) per member, per month, effective January 1, 2012.

2. Local central bodies, district and trade councils, joint boards and a State Retiree Council shall pay an annual affiliation fee of twenty-five (\$25.00) dollars, payable between Convention and January 1st of each year.

3. Any union on strike or locked out, shall be exempt from the per capita tax provided said union is in good standing at the time the strike or lockout is inaugurated.

4. Local unions more than four months in arrears in their dues shall be notified by the Secretary-Treasurer, and if payment is not made within one month of the date of notification, the local union shall stand suspended until the dues are paid. Suspensions shall be by the Executive Board Action. A local union suspended for nonpayment of per capita tax may pay only the amount in arrears, but cannot pay additional months to increase voting strength.

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

ARTICLE XI

Convention

1. The Council shall meet annually at a place selected by the Executive Board. Petitions from the previous Conventions will be taken under consideration, or if in the opinion of the Executive Board, conditions warrant the changing of the Convention city, they are hereby empowered to make such changes as they deem necessary.

2. No less than 45 nor more than 120 days prior to a regularly scheduled convention, the state body shall compile and notify each affiliated organization of the availability of a list containing the following information: (i) the name and mailing address of each of the central body's elected officers (including executive board members); (ii) the name and mailing address of each

organization presently 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 convention; and (v) to the extent available, the names and mailing addresses of the delegates who will be entitled to vote at the convention. Officers of the organizations affiliated with the state central body shall also be entitled at the place where the records are kept to inspect, and to make their own notes concerning, the most current underlying records relating to the information included in the lists provided for above.

3. The President shall appoint the committees of the Convention.

4. Regular Convention committees shall be: Auditing; Credentials; Rules; Organization; Amendments to Constitution and By-Laws; Grievance; and Resolutions Committees, and such other committees as the President or the Executive Board shall deem necessary. Each committee shall have as many members as the President deems most practical.

5. All resolutions submitted by affiliated locals to be voted upon by the Convention shall be submitted to the Secretary-Treasurer at least fourteen (14) days prior to the opening of the Convention. These resolutions shall be submitted in triplicate form and bear the seal or stamp of the organization submitting same whenever possible. The Executive Committee may submit resolutions at any time during the Convention.

6. The Convention shall follow the schedule below in election years, as nearly as practicable. The Convention in off-election years will follow the Order of Business (with the elimination of #9 and #10) as nearly as possible.

ORDER OF BUSINESS

1. Call to order
2. Presentation of Credentials
3. Roll Call of Officers
4. Reading of Minutes
5. Report of Officers
6. Communications and bills
7. Unfinished Business
8. New Business
9. Nominations and election OF Officers
10. Installation of Officers
11. Petition of next Convention city
12. Adjournment

7. At the beginning of each session, there may be a roll call of delegates.
8. A true record of all Convention proceedings shall be kept in the most practical manner as the Executive Board may direct. Affiliated local unions will be able to obtain portions of the official transcript upon request, for specific purposes.
9. Copies of minutes of Executive Board meetings shall be sent to all affiliated organizations and a copy sent to each member of the Board, not later than 30 days after the adjournment of such meetings.
10. All resolutions requiring legislative action may be referred to the COPE Committee. Other resolutions may be referred to an appropriate Committee by the President.
11. The President will alert any committee in session prior to any roll call vote being taken.

ARTICLE XII

Amendments to Constitution

1. Amendments to the Constitution shall be submitted in writing and adopted by two thirds vote of the delegates present and voting at the Council Convention, providing that the amendment in no way conflicts with the laws of the AFL-CIO.
2. . Amendments shall require a two-thirds (2/3rds) vote of the delegates present and voting for approval. Amendments shall not become effective until approved by the President of the AFL-CIO.

ARTICLE XIII

Installation Ceremonies

"I solemnly promise and agree that I will faithfully perform the duties of my office to the best of my ability and will uphold the Constitution of the Vermont State Labor Council, AFL-CIO and the decisions of the Convention."

"I further promise and agree to comply with the Constitution of the National AFL-CIO and the rules governing AFL-CIO Federations."

"I pledge to abide by the ethical practices code of the AFL-CIO and the anti-harassment and anti-discrimination policy and code of conduct of the Vermont State Labor Council."

ARTICLE XIV
Communications and Publications

The council will publish a newsletter at the discretion of the President. However, the newsletter should be published at least quarterly. The President and the Executive Board shall endeavor to promote radio and television programs in the interest of Labor.

ARTICLE XV
Effective Date

This Constitution shall be in full force and effect upon its adoption by the Convention

Adopted by Merger Convention at Burlington, Vermont, May 19, 1956

Article XVI
Lists

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

ARTICLE XVII
Collective Bargaining, Strikes and Boycotts

Section 1: The Council shall not take part in any collective bargaining activities or in any dispute, including strikes, except 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, except upon the request or consent of the AFL-CIO President.

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

When such action is requested by an aggrieved union, the Council shall be governed by the following regulations:

- (a) The Secretary-Treasurer of the AFL-CIO, or her/his designated agent, shall be notified in writing of all boycott requests, whether local, regional or national in scope.
- (b) Disputes affecting contractual interests of other unions--If the requested action is directed against an employer which has a contract or working agreement with any union or unions affiliated with the AFL-CIO, other than the aggrieved union, then the written consent of such other union or unions shall be required. If such consent is not given, no further action shall be taken by the Council except as authorized by the President or by the Executive Council of the AFL-CIO.
- (c) Local Disputes--If the requested action is directed against an employer for a dispute arising within the area of jurisdiction of the Council which does not involve the contractual interest of other AFL-CIO unions, the Council may take the requested action if, in its judgment, such action is warranted and shall provide written notice to Secretary-Treasurer of the AFL-CIO of such action. The Council will notify the Secretary-Treasurer of the AFL-CIO when a boycott is terminated.
- (d) Disputes in areas of other area labor councils or central councils--If the requested action is directed against an employer for a dispute arising wholly outside the area of jurisdiction of the Council, no action shall be taken unless the AFL-CIO and the area labor council, central labor council or state central council in whose area the dispute arose has first acted favorably on the request of the aggrieved union in keeping with applicable rules.
- (e) National and regional disputes--If the requested action is directed against an employer for a dispute which is national or regional in scope, no action shall be taken by the Council unless the affiliated national or international union involved has first secured approval of the AFL-CIO.

ARTICLE XVIII

Chapters

Chapters of the Council may be created if the Council determines an organizational presence is needed in a specific geographic area within its jurisdiction. Chapters shall have no right of representation or involvement in the affairs of the Council. Chapters may be authorized to enact bylaws consistent with the Council's constitution; elect a chapter president and secretary-treasurer, hold meetings of delegates from local unions within the chapter's geographic jurisdiction and make recommendations to the Council for its consideration. Chapters may not assess a per capita or membership fee. In accordance with the endorsement procedure for this Council, the chapter may endorse candidates running for local public office within the chapter's geographic jurisdiction and may screen, interview and recommend to Council candidates for state and federal legislative office but such recommendation is not binding on the Council.