



# **SAN ANTONIO AFL-CIO CENTRAL LABOR COUNCIL BYLAWS**

**These are the San Antonio AFL-CIO By-Laws as reviewed and authorized by the  
National AFL-CIO.**

# **SAN ANTONIO AFL-CIO BY-LAWS**

## **PREAMBLE**

The establishment of this Local Central Body as a subordinate unit of the American Federation of Labor and Congress of the industrial Organizations is an expression of the desire of the unions in this community to participate fully in the achievement of the objectives of the parent Federation as it seeks to fulfill the hopes and aspirations of the working people of all America.

We seek the fulfillment of these hopes and aspirations through democratic processes within the framework of our constitutional government and consistent with our institutions and traditions.

At the collective bargaining table, in the community, in the exercise of the rights and responsibilities of citizenship, we shall responsibly serve the interests of all the American people.

We pledge ourselves to the more effective organization of working men and women; to the securing to them of full recognition and enjoyment of the rights to which they are justly entitled; to the achievement of ever higher standards of living and working conditions; to the attainment of security for all the people; to the enjoyment of the leisure which their skills make possible; and to the strengthening and extensions of our way of life and the fundamental freedoms which are the basis of our democratic society.

We shall combat resolutely the forces, which seek to undermine the democratic institutions of our nation and to enslave the human soul. We shall strive always to win full respect for the dignity of the human individual that our unions serve.

With Devine guidance, grateful for the fine traditions of our past, confident of meeting the challenge of the future, we proclaim this constitution.

## **ARTICLE I NAME AND AFFILIATION**

This organization shall be known as the **San Antonio AFL-CIO Council**, here in after referred to as the Central Body. It shall at all times maintain affiliation with the American Federation of Labor and Congress of Industrial Organizations in accordance with the laws of that organization. **AS A CHARTERED ORGANIZATION OF THE AFL-CIO THIS CENTRAL BODY SHALL CONFORM ITS ACTIVITIES ON STATE MATTERS TO THE POLICIES OF THE TEXAS AFL-CIO AND ON NATIONAL AFFAIRS TO THE POLICIES OF THE AFL-CIO.**

## **ARTICLE II OBJECTIVES**

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

- (a) To assist in furthering the appropriate objectives and policies of the AFL-CIO or of organizations affiliated with the AFL-CIO (provided such objectives or policies are not inconsistent with the objectives and policies of the AFL-CIO).
- (b) To offer possible assistance to the organizing activities of local unions and their parent national and international unions or organizing committees affiliated with the AFL-CIO.
- (c) To serve as a means of exchanging information among affiliated bodies on matters of common interest.
- (d) To provide aid, cooperation and assistance to affiliated local unions and other affiliated bodies in their common individual endeavors.
- (e) To propose, support and promote favorable legislation and to oppose legislation detrimental to the interest of workers and organized labor.
- (f) To encourage workers to register to vote, to exercise their full rights and responsibilities of citizenship, and to perform their rightful part in the political life of local, state and national communities.
- (g) To engage in such other activities as are consistent with the objectives and principals set forth in the Constitution of the AFL-CIO and the policies of the AFL-CIO.

## ARTICLE III COMPOSITION AND DELEGATES

**Section 1** – This Central Body shall be composed exclusively of the following organizations, within the geographical limits covered by the Central Body charter as shall conform, to this constitution and the rules and regulations adopted pursuant thereof:

- (a) Local unions of national and international unions, national AFL-CIO by-laws and regulations and organized committees affiliated with the AFL-CIO and local unions chartered directly by the AFL-CIO.
- (b) Local Councils chartered by the Trade and Industrials 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) Constituency groups that are approved and recognized by the AFL-CIO; and
- (e) One union retiree club (when two or more retiree clubs exist in the geographic jurisdiction of the council, affiliation shall be through a Union Retiree Council.

**Section 2** – Affiliated local unions in good standing (that is not more than three months in arrears, unless exonerated as hereinafter provided) shall be entitled to representation according to the following schedule:

50 members or less.....2 delegates  
51 – 100 members.....3 delegates  
101 – 200 members.....4 delegates  
201 – 300 members.....5 delegates

One additional delegate for each additional 100 members or majority fraction thereof.

Affiliated subordinate bodies other than local unions, as defined in Section 1 (b-d) of this Article, shall be entitled to one delegate with one vote each. A Union retiree club shall be entitled to two (2) delegates. A Union Retiree Council shall be entitled to three (3) delegates. Each delegate shall be entitled to one vote.

**Section 3** – No person shall be eligible to serve as a delegate unless he/she is a member of a local union affiliated with this Central body or unless he/she is a National or International Union Representative regularly serving an affiliated union. No person shall be eligible to serve as a delegate who holds a salaried position or any other position of administrative or executive authority in a union or subordinate of a union that is unaffiliated with suspended or disaffiliated from the AFL-CIO.

**Section 4** – Except on roll call votes, each delegate shall be entitled to one vote. Voting shall be held by voice or division of the house (show of hands, standing vote) unless a roll call vote is properly demanded by the required number of delegates as provided for elsewhere in these BY-LAWS.

**Section 5** – No delegate shall be seated except upon presentation of proper credentials from an affiliated organization in good standing which credential shall be examined and attested to by the Credentials Committee as to the eligibility of the delegate and the standing of the organization sending the delegate.

The report of the Credentials Committee shall not be made until the Committee has had adequate opportunity to examine the credential and to ascertain their validity but in no case shall the report be delayed beyond the meeting at which the credential is first presented.

**Section 6** – Upon acceptance of a delegate’s credentials the presiding officer shall administer the following obligation: **“I (name of delegate), do solemnly pledge my honor that I will obey the rules and regulations of this Central Body and to the best of my ability perform all the duties I may be called on to discharge as a delegate thereto. I also pledge that I will patronize only union labels, shop cards and service buttons when they are available and that I will qualify myself to vote in all local, state and federal elections.”**

**Section 7** – Absence from three consecutive delegate meetings of the Central body without an acceptable excuse shall be sufficient ground for declaring a delegate’s seat vacant following which the Secretary shall notify the delegates’ organization and request that a new delegate be sent. In the event the said delegate is an officer of the CLC and misses three consecutive meetings of the Executive Board or the Central Body without excuses acceptable to the Executive Board or the Central Body without excuses acceptable to the Executive board, the President or presiding officer shall request the Executive Board to declare the office vacant. The filling of said vacancies to comply with CLC by-laws.

## **ARTICLE IV ROLL CALL VOTING**

**Section 1** – A roll call vote shall be held on any pending question upon demand of thirty percent (30%) or more of the delegates present.

**Section 2** - On roll call votes each local union shall be entitled to a number of votes equal to the average membership of the local union and determined according to the provisions of Section 3 of this article.

**Section 3** – The average membership of a local union shall be determined on the basis of per capita tax payments for the preceding 12 months. The average membership of a local union affiliated shall be determined by dividing the total per capita tax paid for all months affiliated by the per capita tax rate by 12.

**Section 4** – the votes of a local union shall be divided equally among all its accredited delegates present and each delegate shall be entitled to cast only his assigned number of votes except to facilitate the calling of the roll one delegate may be designated to cast all of the votes of the

delegates representing his local union, provided that if any delegate shall challenge the correctness of the votes cast the individual delegates of that local union shall be polled.

**Section 5** – The Secretary shall maintain on a current basis the official roll of delegates. The Treasurer shall maintain on a current basis the average membership of each local union as established under the provisions of Article IV; Section 3.

## **ARTICLE V MEETINGS**

**Section 1** – Regular meetings of the Central Body shall be held at 7:00 p.m. monthly at such place and weekdays as the Central Body shall determine. The Executive Board shall meet one hour prior to the regular meeting unless otherwise changed by majority vote of the Board.

**Section 2** – Special called meetings for consideration of specified matters shall be held when ordered by a regular meeting of the Central Body or by vote of the Executive Board. Written notice of the special meeting shall be given to all affiliated organizations and/or to each delegate at least five days in advance of the meeting. The matter or matters for consideration at the special meeting shall be stated in the notice and no other business shall be transacted.

**Section 3** – Delegates representing seven (7) different affiliated local unions shall constitute a quorum for transaction of business.

## **ARTICLE VI OFFICERS AND ELECTIONS**

**Section 1** – The elected officers of the San Antonio AFL-CIO Council shall consist of:

President  
First Vice President  
Second Vice President  
Recording and Corresponding Secretary  
Financial Secretary-Treasurer  
Eight (8) Executive Board Members  
Sergeant-At-Arms/Doorkeeper  
Three (3) Trustees

**(a)** The Executive Board shall be composed of the President, Two Vice Presidents, Recording and Corresponding Secretary, Financial Secretary-Treasurer, Eight (8) Executive Board Members, Sergeant-At-Arms and Three (3) Trustees. No business may be taken up by the Executive Board unless there is a quorum of seven (7) members present. No local union shall be entitled to more than two members on the Executive Board including the officers.

**(b)** 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 at the delegate from, or as a representative, agent or employee of this Central Labor Council who consistently pursues politics 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.

No person shall be eligible to serve in any of the aforementioned capacities who hold 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, suspended or disaffiliated from the AFL-CIO.

**Section 2** - Each officer, at the time of their election, shall be a delegate to the Central Body, and they shall at all times during their term of office maintain membership in an affiliated local union. With exception of the President, Recording and Corresponding Secretary, and the Financial Secretary-Treasurer, any officer who ceases to be a delegate during his/her term of office shall be automatically removed from that office within the Central Labor Council.

**Section 3** - Officers shall serve for two years and each officer shall hold office until his successor has been elected and installed.

**Section 4** – Not more than two delegates from the same local shall be eligible to hold office at the same time on the Executive Board, including the officers.

**Section 5** – Nomination for all offices shall be held at the regular meeting in August and the election at the regular meeting in September in odd number years. Prior to the meeting at which nominations shall take place, the President shall appoint, subject to the approval of the delegate body, an election committee to oversee all functions of the election. Installation of officers shall be held following the election, except that an officer-elect who is unavoidably absent shall be installed at the earliest possible meeting following the election, or he may be given the obligation at a meeting of the Executive Board.

**Section 6** – No Less than 45 nor more than 120 days prior to an election of labor council officers, the Council shall compile and notify each affiliate organization of the availability of a list containing the following information: (1) the name and address of each of the central body’s elected officers (including Executive Board members); (2) the name and mailing address of each of the organizations affiliated with the central body; (3) the name of each of the affiliated organization’s principal officers; (4) each organization’s projected per capita voting strength and delegate entitlement at the election; and (5) 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 to make their own notes concerning the most current underlying records relating to the information included in the list provided above.

**Section 7** – For purposes of nominations and elections of the Executive Board and Trustees the position of each shall be numbered in sequence and each position shall be considered a separate office.

**Section 8** –

- (a) The election may be by acclamation for any office for which there is only one nomination. Contested elections shall be held by a roll call vote. It shall require a majority to elect.
- (b) In cases where there are more than two candidates for a single office and no one receives a majority on the first vote, all but the two receiving the greatest number of votes shall be eliminated and a second vote shall be taken.
- (c) In the event an election results in a violation of Section 4 of this Article the person involved who is elected to the office with highest rank shall be declared elected and another election shall be held for the other office or offices affected. For purposes of this subsection the rank of the offices shall be determined by the order named in Section 1 of this Article.
- (d) Run-off elections under subsection (b) or subsection (c) or which are made necessary by a tie vote may be deferred until the next regular meeting by majority vote of the Central Body.

**Section 9** – Election by roll call vote shall be held in accordance with the provisions of rule (b) of the AFL-CIO Rules Governing Area Labor Councils and Central Labor Councils issued July 2001 or as the rules may be subsequently amended.

**Section 10** – In the event of a vacancy in any office the position shall be filled by a special election when the term of office remaining shall be more than one year. If the term remaining shall be one year or less the executive board shall have the authority to appoint a delegate to the position.



**Section 11** – In the event an officer gives written notice of intent to resign at a specific time in the future, the election of the successor will take place at the same meeting the resignation becomes effective, providing that notice of the impending resignation is received and read at the monthly meeting at least two months prior.

**Section 12** – Before entering upon their duties each officer-elect shall assume the following obligation: **“I , (name of delegate), do hereby promise to faithfully perform all the duties of the office to which I have been elected to the best of my ability and to uphold the constitution of this Central Body and of the AFL-CIO. I further promise to deliver all property in my possession belonging to this Central body to my successor in office and to surrender such property to the President of the AFL-CIO upon his/her official demand.**

## **ARTICLE VII DUTIES OF OFFICERS**

**Section 1** – The President of this Central body shall preside and preserve the order; shall co-sign all orders upon the treasury; appoint a majority of all committees unless otherwise ordered and transact other business usual to the office of President. The President shall have the power to remove any member of any committee when said member fails to act upon the majority approval of the Central Body. The President shall serve as Chairperson of the Labor Day Observance. The President by virtue of their office shall be sent to any and all conventions agreed on by the Central Body. This office shall be allowed a minimum of \$350.00 per month for expenses. Any expenses above this amount must have the approval of the Executive Board and is subject to the approval of the delegate body.

**Section 2** – The President shall have the authority to interpret the constitution between meetings of the Executive Board and said interpretation shall be conclusive and in full force unless reversed by the Executive Board, the delegate body or the President of the AFL-CIO.

**Section 3** – The Vice Presidents in numerical sequence shall act in the place of the President in his/her absence and assist in maintaining order during the meetings.

**Section 4** – The Recording and Corresponding Secretary (RCS) shall conduct all correspondence connected with the business of the Central body; shall keep a correct record of the proceedings of the Central Body and shall keep record of the official delegates from each affiliated local and the attendance record of same. RCS shall perform such duties as may be assigned to them by the Central Body or Executive Board. This office shall be allowed a minimum of \$200.00 a month for expenses. Any expenses above this amount must have the approval of the Executive Board and is subject to approval of the delegate body.

**Section 5** – The Financial Secretary-Treasurer (FST) shall receive all moneys and shall deposit it in a bank designated by the Central Body. The FST shall pay by check countersigned by the President all bills authorized by the Central Body. Once a month the FST shall make out an itemized

statement to the Central Body of all moneys received and of all moneys paid out by the FST. The FST shall notify all affiliated unions when in arrears over three months and shall report the same to the Central Body. The FST shall submit their books for inspection at any time called upon to do so by the Central Body or Trustees. The FST shall be bonded in an amount sufficient to fully protect the Council. This office shall be allowed a minimum of \$200.00 a month for expenses. Any expenses above this amount must have the approval of the Executive Board and is subject to approval of the delegate body.

**Section 6** – The Sergeant-at-Arms/Doorkeeper shall introduce all new delegates and visitors and provide them with suitable seating. They shall make and announce to the President the official count in the event of a division of the house being called for and shall see that order is maintained during the session of the Central Body. As Doorkeeper they shall preside at the door of all meetings of the Central Body and shall see that no one is admitted to the Council except those who are entitled to admission.

**Section 7** – The Trustees shall have the supervision of the funds and property of the Central Body. It shall be their duty to see that the Financial Secretary-Treasurer deposits the funds of the organization in such bank as the Central Body designates as its depository. The Trustees shall act as an Auditing Committee and once each quarter render to the Council a Financial Report.

**Section 8** – The Executive Board shall be responsible for making recommendations in regards to the work of the Council, for coordinating the work of the standing committees, for seeing that the decisions of the Council are carried out, and between general meetings when absolutely necessary, make decisions with this constitution which will benefit this Council. These decisions and actions shall be reported to the next general meeting of the Council for approval.

## **ARTICLE VIII CHARGES AND HEARINGS**

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

**Section 2** – All charges shall be in writing, specifying the particular act or acts charged. Shall be signed by the charging party or by its officers, if an affiliated organization. The charges shall be filed with the President or the Financial Secretary-Treasurer of the Central Body or with any other officer of the Central body if both the President and the Financial Secretary-Treasurer are charged.

**Section 3** – 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.

**Section 4** – The Executive Board may take appropriate disciplinary action including the suspension or expulsion of any delegate or affiliated organization. The suspension or removal of any officer found guilty of the charges by a two-thirds vote, following a hearing of which the accused shall have been notified and furnished with a copy of the charges not less than thirty days in advance of the hearing. Both the accused and the charging party shall be accorded full opportunity to be heard and to present evidence.

**Section 5** – The decision of the Executive Board under Section 3 or Section 4 shall be reported to the next meeting of the Central Body. Such decisions shall be final and binding unless appealed as hereinafter provided.

**Section 6** – The decision of the Executive Board may be appealed to the Central Body by either party. Notice of such appeal shall be filed in writing with the President or the Financial Secretary-Treasurer within ten days of the Executive Board’s report to the Central Body. The appeal shall be heard expeditiously and at a regular meeting of the Council, at which time the charging party, the defendant and the Executive board, through its selected spokesperson, in that order, shall be allowed ten minutes each to present statements of the case following which the delegates shall vote on the question of sustaining the decision of the Executive Board. It shall require a majority vote to sustain the decision.

**Section 7** – The final decision of the Central Body may be appealed as provided in the Rules of the AFL-CIO Governing Local Central Bodies.

## **ARTICLE IX PER CAPITA TAXES AND FEES**

**Section 1** – Affiliated local unions shall pay a monthly per capita tax on all dues-paying members of the local union based on the following schedule:

**Effective September 1, 2017, a per capita of \$0.49 (\$0.07 increase) on all dues paying members.  
Effective September 1, 2018, a per capita of \$0.56 (\$0.07 increase) on all dues paying members.  
Effective September 1, 2019, a per capita of \$0.63 (\$0.07 increase) on all dues paying members.**

**Section 2** – Other affiliated organizations (as defined in Article III; Section 1) shall pay an annual fee of \$25.00. Any such organization desiring to affiliate shall pay one year’s fee at the time of affiliation. The annual fee for succeeding years shall be due on the first of the anniversary month each year thereafter and if not paid by the first of the succeeding month after it is due the organization shall be deemed in arrears.

**Section 3** – A local union or other organization which becomes three months in arrears shall be so notified in writing by the Financial Secretary-Treasurer and if it becomes four months in arrears shall not be considered in good standing and shall not be entitled to voice or vote in meetings of this Central body. The Local Union shall be so notified in writing by the Financial Secretary-Treasurer.

**Section 4** – A local union or other organization which has been suspended or which has withdrawn from membership, may be reinstated by payment of all amounts due to the time of suspension or withdrawal and at the current per capita tax or annual fee. However, the average membership of a reinstated local union for purposes 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 back per capita tax for the full base period used to determine the average membership as hereto defined.

**Section 5** – A local union paying per capita tax on less than its full dues-paying membership shall be subject to suspension by the Executive Board. The Executive Board may require a local union to produce proof of membership where reason exists to believe such local union is violating this provision. If the local union shall fail to or refuse to produce such proof on request, the Executive Board may base its determination of such evidence as may be available.

**Section 6** – The Executive Board may exonerate any local union from payment or per capita tax for any month that in the opinion of the Executive Board good cause exists subject to ratification by the Central Body. Exonerated members shall be regarded for purposes of this constitution as paid up members for the period of exoneration.

## **ARTICLE X**

### **FINANCIAL PRACTICES OF AUDITS**

**Section 1** – All funds of this Central body shall be placed on deposit in a national bank or other federally insured financial institution as designated by the Executive Board and shall be paid out only by check bearing the signatures of the President, Financial Secretary-Treasurer or other authorized board member designated by the Board. No funds shall be expended unless authorized by the Central Body (or Executive Board in case of emergency).

**Section 2** – The accounts and financial records of the Central body including all committees and subordinate agencies of the Central Body, shall be audited quarterly by the elected Trustees in accordance with recommended procedures outlined in the Financial Officers Resource Manual. Such audits shall be submitted to the Central Body and copies sent to the AFL-CIO. Trustees will also conduct an audit whenever there is a change in Financial Officers. An Annual Financial Review by a Certified Public Accountant will be conducted and a report forwarded with annual report to the AFL-CIO. The Executive Board may require more frequent audits or examination of the accounts and financial records of the Treasurer at its discretion.

**Section 3** – Officers, delegates and other authorized persons shall be reimbursed for necessary and legitimate expenses, including actual loss of salary, which may be incurred in the performance of authorized activities for the Central Body. An itemized accounting of such expenses shall be submitted to the Treasurer and the Executive Board.

**Section 4** – All officers and agents of this Central Body having a financial responsibility shall be covered by a fidelity bond in an amount to be determined by the Executive Board or as may be required by the Secretary-Treasurer of the AFL-CIO. Should the amount of this bond exceed the amount of the bond regularly furnished without cost by the AFL-CIO the Central Body shall pay the additional cost of such bond.

## **ARTICLE XI COMMITTEES**

**Section 1** – The following standing committees shall be appointed by the President with the advice and consent of the Executive Board: Credentials, Affiliation and Organization, Legislative, Community Services, Economic Opportunity, Union Label, Education, Civil Rights, Labor Day, Entertainment and Publicity.

**Section 2** – The members of the standing committees shall serve at the pleasure of the President.

**Section 3** – Special Committees may be established from time to time by the Central Body as needed and shall be appointed by the President unless otherwise directed by the Central Body.

**Section 4** – All committees shall report regularly to the Central Body and any committee which fails to function shall be discussed and a new Committee appointed.

## **ARTICLE XII LEGISLATIVE AND POLITICAL ACTION**

**Section 1** – The legislative activities of the Central Body shall be under the direction of the officers. These activities shall conform to the policies of the state AFL-CIO on state matters and to the policies of the national AFL-CIO on national affairs and to the policies adopted by the Central Body and the decisions of the Executive Board on local matters.

**Section 2** – The political activities of the Central Body shall be under the direction of the Central Body's Committee on Political Education, which is hereby constituted as the political arm of this Central Body. The Central Body's Committee on Political Education shall operate in conformity with the policies of the AFL-CIO and of the National and State COPE.

**Section 3** – The President, the Vice Presidents, the Secretary, The Treasurer and members of the Executive Board of this Central body shall occupy the corresponding positions in the Central Body's COPE and together shall constitute the Executive Committee of the Central Body's COPE.

**Section 4** – The Executive Committee of COPE shall have power to formulate by-laws to govern COPE, which shall be consistent with the policies of the National COPE.

**Section 5** – Endorsement shall be made at a regular or special called meeting of the Central Labor Council after the candidate's have been screened by the COPE Committee. Affiliates shall be provided no less than five (5) days notice for meetings that political endorsement/ballot initiative action will be voted upon.

**Section 6** – To receive and endorsement, the candidate or ballot issue must receive at least two thirds (2/3) vote for approval.

**Section 7** – The COPE Committee may receive a motion to not endorse a candidate or ballot issue. This requires a two-thirds (2/3) vote for approval.

**Section 8** – The COPE Committee may receive a motion for no action. This requires two-thirds (2/3) vote for approval and allows each union to take its own position.

**Section 9** – If no motion receives a two-thirds (2/3) vote, then each union is free to take its own position.

**Section 10** –The procedures for voting are the same as provided for in Article III and Article IV of this Constitution.

## **ARTICLE XIII**

### **RULES, PARLIAMENTARY AUTHORITY AND AMENDMENTS**

**Section 1** – The procedures to be followed by this Central Body with respect to Boycotts, Unfair Lists, Strikes, Collective Bargaining and Publication issued or endorsed by this Central Body shall be in accordance with the AFL-CIO Rules Governing Local Central Bodies.

**Section 2** – In case of conflict between the provisions of this Constitution or other laws or action of this Central Body and the Constitution of the AFL-CIO or the Rules Governing Local Central Bodies issued by the Executive Council of the AFL-CIO, the latter shall prevail and appropriate steps shall be taken by the Executive Board to initiate such amendments to this constitution or to change or modify the laws or actions of this Central Body as necessary to bring them into conformity with the Constitution and Rules of the AFL-CIO.

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

**Section 4** – This Constitution may be amended by any regular meeting of this Central Body by two thirds (2/3) of the votes cast provided the proposed amendment shall have been submitted in writing to the Secretary at the preceding regular meeting and properly certified by an affiliated organization or by a delegate representing an affiliated organization. Amendments may also be proposed by the Executive Board. All proposed amendments shall be read in full at the meeting at which received and copies shall be made available on request to all delegates prior to final consideration. Amendments to this Constitution shall become effective when approved by the President of the AFL-CIO.

**Section 5** – The Order of Business shall be as follows:

1. Call to Order
2. Invocation and Pledge of Allegiance to the Flag
3. Roll Call of Officers
4. Credential's action thereon and Obligation of New Delegates
5. Reading of Minutes
6. Report of Recording and Corresponding Secretary
7. Report of Financial Secretary-Treasurer
8. Report of Other Officers
9. Report of Special Committees
10. Report of Standing Committees
11. Resignations, Nominations, Elections and Installation of Officers
12. Unfinished Business
13. New Business
14. Good and Welfare
15. Adjournment

**These BY-LAWS were amended on August 23, 2017.**