

Changes in Constitution by Categories

New Additions:

1. PREAMBLE

The Greater Boston Labor Council, chartered by the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), grew from the principle of solidarity and the belief that workers are more powerful together than alone. The members of the Greater Boston Labor Council, AFL-CIO will fight for democracy and justice in our communities with the same strength that we fight at the bargaining table.

We pledge ourselves:

- To strategically organize all workers across all industries to challenge corporate greed and austerity;
- To secure full recognition of the rights, respect and human dignity that all workers deserve;
- To advance our union sisters, brothers and siblings into leadership positions from which they have been historically excluded;
- To strengthen the fundamental freedoms which are the basis of our democratic society;
- To combat the forces that seek to undermine our democratic institutions.

We acknowledge that economic, racial and gender justice are inextricably linked, and we commit to actively work together to achieve the transformation we aspire to in our unions, in our workplaces and in our communities.

The Greater Boston Labor Council and our union affiliates commit to this constitution and are honored to continue the legacy of organizing workers to build solidarity and power for the working class.

2. ARTICLE II: PURPOSES

The purposes of the Council are to:

1. Build worker power by organizing actions, rallies and events that advance the Labor Movement's agenda and directly challenge corporate greed and austerity.
2. Promote solidarity between unions by mobilizing affiliates to support each other's contract fights and worker-led campaigns for better wages and benefits, health and safety protections and respect and dignity on the job.
3. Support new organizing campaigns that build union density and strengthen the public good by providing resources and technical assistance, when called upon, to any workers in all sectors and industries.
4. Encourage union members to vote and provide opportunities for workers to engage in political organizing on the local, state and national levels.
5. Provide skills-training and educational opportunities for workers so they have the tools to take on more leadership within their unions and communities.
6. Propose and promote legislation that reflects the interests of workers and oppose legislation that is detrimental to the Labor Movement at the local, state and national levels.
7. Develop a shared analysis and multi-pronged strategies to combat the enemies of organized labor and democracy.
8. Strengthen the Labor Movement by working in partnership with social justice community allies to address issues that impact workers everyday lives.

9. Build a stronger, broader movement that will fight for a more just and sustainable economy by uniting our powerful forces to end structural racism, sexism, homophobia and transphobia in our unions, in our workplaces and in our communities.
10. Engage in other activities as are consistent with principles and purposes set forth in this Constitution and the Constitution and policies of the AFL-CIO.

3. ARTICLE XII: OFFICIAL ACTIONS OF THE COUNCIL, Section 2: Requests for Action

A request for action can be utilized for more flexible, short-term actions taken by the Council. Action items allow the Council to support local actions, sign onto petitions, provide testimony for legislation, speak at events and other activities that advance our shared values and strategic goals. An action item can only address items that pertain to the Council's purposes (ARTICLE II). An action item can be raised by any Officer, Executive Board member or Delegate following these steps:

1. All action items should be submitted to the Council via email at least three days before the Executive Board or Delegates meeting.
2. Persons making the request for action should do their best to provide full information and context for the item they are bringing forward, which shall include, but is not limited to, details about who is involved, what is the specific request, why the Council should take action and how the action will build worker power and power for the working class.
3. The Council shall receive all such requests, discuss and vote to approve, reject, table or take other action on a request for action by a simple majority.

Technical Changes Include:

1. ARTICLE I: NAME

Summary: Edited to include language recommended by the National AFL-CIO and updated other parts of the constitution to reflect name.

2. ARTICLE II: PURPOSES

Summary: New addition, see above.

3. ARTICLE III: REPRESENTATION

Summary:

- ✓ Section 2: Old language moved to Article III, Section 4B; New language on Eligibility--*Edited language to be in compliance with the National AFL-CIO.*
- ✓ Section 3: How to Affiliate--*Edited to clarify information needed to affiliate.*
- ✓ Section 4: Delegates—*Added Section 7 from same Article and edited to include language recommended by the National AFL-CIO*

4. ARTICLE IV: OFFICERS

Summary:

- ✓ Section 1: *Structural Change added and will be explained in next section.*
- ✓ Sections 2-5: *Edits to clarify Executive Board composition, inclusion of constituency groups and edited to include language recommended by the National AFL-CIO.*

5. ARTICLE V: NOMINATIONS AND ELECTIONS OF OFFICERS AND EXECUTIVE BOARD

Summary:

- ✓ Section 3-5: *Edits to clarify process, language moved around in same article and added language recommended by the National AFL-CIO.*
- ✓ Section 6: *Edits to clarify process and added language recommended by the National AFL-CIO.*
- ✓ Section 8: *Added exact language as required by the National AFL-CIO.*

6. ARTICLE VI: DUTIES OF OFFICERS

Summary:

- ✓ Section 1-3A: *Structural Change added and will be explained in next section.*
- ✓ Section 3B-C: *Added language recommended by the National AFL-CIO.*
- ✓ Section 4: *Added exact language as required by the National AFL-CIO.*

7. ARTICLE VII: EXECUTIVE BOARD

Summary: *Edited language as recommended by the National AFL-CIO.*

8. ARTICLE VIII: COMMITTEES

Summary:

- ✓ Section 1-2A: *Required standing committees and other committees--Added exact language to be in compliance with the National AFL-CIO.*
- ✓ Section 2B: *Futures Committee—Added language to clarify voting seat on Executive Board.*

9. ARTICLE IX: MEETINGS

Summary:

- ✓ Section 1-3: *Due Notice, Quorum and Robert's Rules--Added exact language to be in compliance with the National AFL-CIO.*
- ✓ Section 3A: *Agenda—Deleted and not required by National AFL-CIO.*

10. ARTICLE X: FINANCES

Summary:

- ✓ Section 3: *Expenditures--Added exact language to be in compliance with the National AFL-CIO.*
- ✓ Section 5: *Books-- Added exact language to be in compliance with the National AFL-CIO.*
- ✓ Section 8: *Fiscal Year--Added recommended language by the National AFL-CIO.*

11. ARTICLE XI: CHARGES AND TRIALS

Summary: *Edits to reflect reference to GLBC as the "Council".*

12. ARTICLE XII: OFFICIAL ACTIONS OF THE COUNCIL

Summary:

- ✓ Section 1: *Resolutions—Edits to clarify process.*
- ✓ Section 2: *Requests for Action—New addition, see above.*

13. ARTICLE XIII: REPRESENTATION AND VOTING

Summary:

- ✓ Section 1: *Structure change will be discussed in next section.*
- ✓ Section 1A-3: *Edited language as recommended by the National AFL-CIO.*

14. ARTICLE XIV-XVII

Summary: *Added exact language as required by the National AFL-CIO.*

15. ARTICLE XVIII: OATH OF OFFICE FOR NEW OFFICERS AND MEMBERS OF THE EXECUTIVE BOARD

Summary: Edited to only have one oath for all elected leadership positions and to include language to be in compliance with the National AFL-CIO's Rules Governing.

Structural Changes:

1. ARTICLE IV: OFFICERS, Section 1

The Executive Officers shall consist of a President, seven (7) Executive Vice-Presidents, an Executive Secretary–Treasurer and three (3) Trustees. Trustees shall be appointed by the President with approval from Council.

One (1) Executive Vice-President shall be elected from the *Public* sector, one (1) Executive Vice-President shall be elected from the *Building and Construction Trades* sector, one (1) Executive Vice-President shall be elected from the *Industrial, Retail or Hospitality* sectors, one (1) Executive Vice-President shall be elected from the *Health and Human Services* sector, and the remaining Executive officers shall be elected at-large.

Language throughout this section and other parts of the constitution is updated to reflect the change in creating a seven-member Executive Vice-President leadership team.

2. ARTICLE VI: DUTIES OF OFFICERS, Section 1

The President shall preside at all meetings of the Council and the Executive Board and preserve order during all deliberations. They shall keep a correct record of the proceedings of the meetings and be under the supervision and direction of the Executive Board to transact business. They shall countersign all orders on the treasury authorized by the Council, countersign all checks issued by the Executive Secretary-Treasurer against accounts of the Council, exercise general supervision over the affairs and activities of the Council; and shall perform such other duties as usually pertains to the office and/or directed by the Executive Board. The President shall enforce the provisions of the Constitution, work to fulfill the Purposes outlined in Article II and appoint committees not otherwise provided for. They shall be a member ex-officio of all committees.

They shall receive such compensation as voted by the Executive Board and approved by the membership.

Language throughout this section and other parts of the constitution is updated to reflect change of title of principal officer from Executive Secretary-Treasurer to President.

3. ARTICLE VIII: REPRESENTATION AND VOTING, Section 1

Affiliated unions in good standing shall be entitled to representation based on per capita tax paid according to the following schedule:

- 1-50 members: 1 delegate
- 51-150 members: 2 delegates
- 151-250 members: 3 delegates
- 251-350 members: 4 delegates
- 351-450 members: 5 delegates

One additional delegate for every additional 100 or fraction thereof. The number of delegates that a local union is entitled to must be calculated no less than every six (6) months.