



CONSTITUTION FOR AFSCME LOCAL 2067

ARTICLE I: NAME

The name of this organization shall be Salem, Oregon, Municipal Employees Local Number 2067 of the American Federation of State, County and Municipal Employees, AFL-CIO.

ARTICLE II: AFFILIATIONS

This local union shall be affiliated with Oregon Public Employees Council 75 of the American Federation of State, County and Municipal Employees; the Oregon State Organization of the AFL-CIO; and any other bonafide labor organizations that will help this local union for betterment of its members.

ARTICLE III: OBJECTIVES

- A. To promote the organization of workers in general, and public employees in particular on a local basis.
- B. To promote the welfare of the membership, and to provide a voice in the determination of terms and conditions of employment. We are committed to the process of collective bargaining of the most desirable, democratic and effective method to achieve this. Both as union members and as citizens, we shall also employ available legislative and political action.
- C. To promote civil service legislation and career service in government.
- D. To provide research and educational information designed to assist members and affiliates.
- E. To foster cooperation among affiliates.
- F. To cooperate with other labor organizations in particular, and other segments of our society in general towards the end that the material riches of American society be more justly distributed, and moral promise of American life be realized.
- G. To work with our brothers and sisters in other lands toward the diminution of international tensions and a reduction in the use of armed forces to resolve disputes, and towards genuine fraternity of all workers.

ARTICLE IV: MEMBERSHIP AND DUES

Section 1. All municipal employees of Salem, Oregon, excluding uniformed personnel are eligible for membership in this local union, subject to the requirements of the Constitution of the International Union, AFL-CIO.

Section 2. Application for membership shall be made on a standard application form, also standard dues checkoff form shall be filled out and signed and submitted to the City of Salem.

Section 3. Local union dues shall be 1.5 percent of the employees' gross monthly basic pay for a minimum of \$23.40 per member. The dues may increase in accordance with the minimum dues provision of the International Constitution and Oregon AFSCME Council 75 Constitution, to assure obligatory minimum dues requirement.

Section 4. Membership dues shall be payable in advance to the local secretary-treasurer and in any event shall be paid not later than the 15th day of the month in which they become due. Any member who fails to pay dues by the 15th day of the month in which they become due shall be considered delinquent, and upon failure to pay dues for two successive months shall stand suspended. Provided, however, that any person who is paying dues through a system of regular payroll deduction shall for so long as such person continues to pay through such deduction method, be considered in good standing.

Section 5. A member suspended under Article IV, Section 4 may be reinstated to membership in the local on payment of all arrearages.

Section 6. A member must be in good standing for five (5) years prior to retirement and must have attended at least one membership meeting within those five consecutive years to receive retirement benefits. A member will receive the retirement benefit set in the Local's policies and procedures. The benefit shall not be less than ten dollars (\$10.00) for each year the member was in good standing with the Union upon retirement.

Section 7. A death benefit set in the Local's policies and procedures will be paid to the beneficiary of a union member in good standing who was a City of Salem employee at the time of death. The death benefit will not be less than two-hundred-fifty dollars (\$250).

ARTICLE V: MEETINGS

Section 1. Regular meetings of this local shall be held once each month, at a time and place to be fixed by the membership or Local 2067 executive board.

Section 2. Special meetings may be called by the local president, the local union executive board, or by written request filed with this local union president, and signed by 5 percent (5%) of the membership of this local union. Special meetings may also be called by the International President or the International President's authorized representatives. The written request filed for a special

meeting shall name a purpose of the meeting and establish a time, date and place of the meeting. The date shall not be less than sixty (60) days after date of the filing of the written request.

Section 3. This local union executive board shall meet at least one per month at a time and place to be fixed by the members of the executive board.

Section 4. Special meetings of this local union executive board may be called by Local 2067 president, or a majority of this local union executive board. Special local union executive board meetings may also be called by the International President or the International President's authorized representatives.

Section 5. Except for conventions to the International Union and Council 75, at least one (1) executive board member shall attend conventions and/or meetings unless finances do not permit such attendance.

Section 6. For transaction of business (which will be defined as votes for expenditures of monies or decisions that would affect the welfare of the local membership as a whole or any one member in good standing) at general membership meetings, there shall be a quorum of twelve (12) members in good standing in attendance, not including council or International representative.

ARTICLE VI: OFFICERS, NOMINATIONS, AND ELECTIONS

Section 1. The officers of Local 2067 shall be a president, a vice-president, a recording secretary, a treasurer and three (3) executive board members, and these seven (7) shall constitute the Local Union 2067 executive board. In addition, there shall be elected three (3) members who shall serve as trustees. The three (3) executive board members and the three (3) trustees shall be elected to three (3) year terms of office except in the initial election, one (1) shall be elected for a one (1) year term, one (1) for a two (2) year term, and one (1) for a three (3) year term. All other officers shall be elected for a term of two years; the president, treasurer and sergeant-at-arms shall be elected in the even-numbered years and the vice-president and recording secretary shall be elected in the odd-numbered years.

Section 2. Nominations shall be made at a regular or special meeting of Local 2067. At least fifteen (15) days' advance notice shall be given the membership prior to the nomination meeting. A nominating committee may be appointed or elected to make nominations, but whether or not such nominating committee is used, nominations shall be permitted from the floor at the nomination meeting. All regular elections shall be held in the month of June.

Section 3. Nominations and elections for the office of executive board member and trustee shall be conducted each year for each of those positions. Nominations and elections for president, treasurer and sergeant-at-arms shall be conducted every two (2) years on even-numbered years. Nominations and elections of vice-president and recording secretary shall be conducted every two (2) years in the odd-numbered years.

Nominations of officers shall be conducted at the March and April membership meetings with elections begin held at the June meetings. Officers will assume their respective office immediately upon acceptance of the Election Committee's general report.

Section 4. Election committee shall consist of five (5) members. The election committee shall assist at elections to verify membership and certify elections.

Section 5. To be eligible for office, a member must be in good standing for one year immediately preceding the election, except in the initial election held in this local; provided, however, that no retired member shall be a candidate for office.

Section 6. Officers shall be elected by secret ballot vote, and the balloting shall be so conducted as to afford to all members a reasonable opportunity to vote. At least fifteen days' advance notice shall be given the membership prior to the holding of the election.

Section 7. All matters concerning nominations and elections in this local union shall be subject to the provisions of Appendix D, entitled Elections Code, of the International Union Constitution.

Section 8. Vacancies in office shall be filled for the remainder of the unexpired term by vote of the executive board.

Section 9. Every officer shall, upon assuming office, subscribe to the Obligation of an Officer contained in Appendix B of the International Union Constitution.

ARTICLE VII: DUTIES OF OFFICERS AND EXECUTIVE BOARD

Section 1. The president shall preside at all meetings of the local union and of the executive board; be a member of all committees except election committees; countersign all checks drawn against the funds of the local; appoint all standing committees and all special committees of the local subject to the approval of the executive board; report periodically to the membership regarding the progress and standing of the local and regarding the president's official acts.

Section 2. The vice-president shall assist the president in the work of the president's office. In the absence of the president or in the president's inability to serve, preside at all meetings and perform all duties otherwise performed by the president. Upon approval by the local executive board, be authorized to act as co-signer of checks drawn on the local funds in place of either the president or the treasurer. The vice-president shall also be the chief steward of the local union.

Section 3. The recording secretary shall keep a record of proceedings of all membership meetings and all executive board meetings; carry on the official correspondence of the local, except as the executive board may direct otherwise; and perform such other duties as the executive board may require.

Section 4. The secretary-treasurer shall receive and receipt for all monies of the local union; deposit all money so received in the name of the local union in a bank or banks selected by the

executive board, and money so deposited shall be withdrawn only by check signed by the president and the treasurer; prepare and sign checks for such purposes as are required by the constitution or are authorized by the membership or the executive board; prepare and submit the monthly membership report to the International Union office and see that a check is drawn in payment of the local's per capita tax each month and sent to the International Secretary-Treasurer; prepare and submit the monthly membership report to the Oregon Public Employees Council 75, AFSCME and see that a check is drawn in payment of the local's per capita tax each month and sent to the Oregon Public Employees Council 75 AFSCME, treasurer; keep an accurate record of receipts and disbursements and shall, once each month submit to the membership a monthly operating statement of the financial transactions of the local for the previous month; act as custodian of all properties of the local union; give a surety bond for an amount to be fixed by the executive board of the local union, at the expense of the local union and through the International Union; see that any financial reports required by the International Union Constitution to be submitted to the International Union are submitted in accordance with the International Union Constitution; and file the annual state and federal income tax reports.

Section 5. The trustees shall make or cause to be made at least semi-annually an audit of the finances of the local, including the finances concerning any health and welfare, pension, insurance or other benefit programs covering members of such local, and shall report to the membership on the results of such audit.

Section 6. The executive board shall be the governing body of the local union except when meetings of the local union are in session. All matters affecting the policies, aims and means of accomplishing the purposes of the local not specifically provided for in this constitution or by action of the membership at a regular or special meeting shall be decided by the executive board. The board shall meet at the call of the president or of a majority of the members of the board. A report on all actions taken by the executive board shall be made to the membership at the next following meeting. A majority of the members of the executive board shall be required for a quorum.

ARTICLE VIII: MISCELLANEOUS PROVISIONS

Section 1. This local union shall at all times be subject to the provisions of the constitution of the American Federation of State, County and Municipal Employees.

Section 2. Except to the extent specified in this constitution, no officer of the local union shall have the power to act as agent for or otherwise bind the local union in any way whatsoever. No member or group of members or other person or persons shall have the power to act on behalf of or otherwise bind the local union except to the extent specifically authorized in writing by the president of the local union or by the executive board of the local union.

Section 3. Robert's Rules of Order, Revised shall govern be the guide in all cases to which they are applicable and in which they are not inconsistent with the constitution and special rules of this local union or of the American Federation of State, County and Municipal Employees.

Section 4. Committees.

A. Political Action

1. There shall be a standing committee for political action.
2. The goals of this committee shall be to promote strong labor relations with the City Council of Salem and to advance endorsements and support for candidates running for City Council.
3. The president shall appoint, no later than September of each year, five members at-large to serve on this committee. The president shall designate a chairperson.

ARTICLE IX: AMENDMENTS

This constitution may be amended, revised, or otherwise changed by a majority vote of the members voting on such proposed change and such change shall take effect only upon written approval of the International President. Proposed amendments to this constitution must be read at a regular or special meeting of the local union and read and voted on at a subsequent meeting of the local union, adequate and proper notice having been given to the membership prior to the date on which the vote is taken. A written copy of the proposed amendment shall be furnished to every eligible voter at the meeting at which the vote is taken.