

CONSTITUTION

OF THE

Hudson County Central Labor Council AFL-CIO

Preamble

Adopted: January 2, 2017

The establishment of this Local Central Labor Council as a subordinate unit of the American Federation of Labor and Congress of 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 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 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 extension 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 Divine 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 Hudson County Central Labor Council, AFL-CIO, hereinafter referred to as the Hudson County CLC. It shall at all times maintain affiliation with the American Federation of Labor and Congress of Industrial Organizations *and the New Jersey State AFL-CIO* in accordance with the Constitution and Rules of that organization. As a chartered organization of the AFL-CIO this Hudson County CLC shall be consistent in its activities on state matters with the policies of the NJ State AFL-CIO, and on national affairs to the policies of the National AFL-CIO.

ARTICLE II-OBJECTS

The objects of this Hudson County CLC shall be to promote, through appropriate activities in the geographical area covered by the charter of the Hudson County Central Labor Council AFLCIO, the principles of the American Federation of Labor and Congress of Industrial Organizations, including the following:

- (a) To assist in furthering the appropriate objects and policies of the AFL-CIO, or of organizations affiliated with the AFL-CIO (provided such objects or policies are not inconsistent with the objects or policies of the AFL-CIO);
- (b) To serve as a means of exchanging information among affiliated bodies on matters of common interest;
- (c) To provide aid, cooperation and assistance to affiliated local unions and other affiliated bodies in their common and individual endeavors;
- (d) To propose, support and promote legislation favorable to and to oppose legislation detrimental to the interest of workers and organized labor;
- (e) 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;
- (f) To engage in such other activities as are consistent with the objects and principles set forth in the Constitution of the AFL-CIO and the policies of the AFL-CIO.

ARTICLE III-COMPOSITION AND DELEGATES

Section 1. This Hudson County CLC shall be composed exclusively of such of the following organizations within the geographical limits covered by the Central Labor Council's Charter as shall conform to this constitution and the rules and regulations adopted pursuant thereto:

- (a) Local Unions of National and International Unions and organizing committees affiliated with the AFL-CIO, and Local Unions chartered directly by the AFL-CIO;
- (b) Local Councils chartered by the Trade and Industrial Departments of the AFL-CIO; and,
- (c) Joint Boards, District Councils and similar subordinate organizations that are duly chartered by an affiliate of the AFL-CIO.

(d) Associate Member Organizations as approved by the AFL-CIO. A union retiree club. Where two or more retiree groups exist, affiliation shall be through the Union Retiree Council.

(f) Local chapters of AFL-CIO constituency groups, as defined in the Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils that are chartered by a national AFL-CIO constituency group.

Section 2. No organization that is unaffiliated with, or is suspended from the AFL-CIO or with an affiliate of the AFL-CIO shall be permitted to affiliate or be retained as an affiliate. No organization officered, controlled or dominated by persons whose policies and activities are consistently directed toward the achievement of the program or purposes of authoritarianism, totalitarianism, terrorism and other forces that suppress individual liberties and freedom of association shall be permitted to affiliate or be retained as an affiliate.

Section 3. Affiliated local unions in good standing shall be entitled to representation based on per capita tax paid according to the following schedule:

100 members or less -1 delegate

101-300 members-2 delegates

301-500 members-3 delegates

501-700 members-4 delegates

701-1000 members-5 delegates

One additional delegate shall be allowed for each additional 250 members or major fraction thereof above 1000.

Section 4. (a) Affiliated subordinate bodies other than local unions, as defined in Sections 1 and 2(a) of this Article, shall be entitled to one delegate and one vote each.

(b) A Union retiree group shall be entitled to 1 delegate and 1 vote. When two or more retiree groups desire to affiliate, a union retiree council shall be formed. A union retiree council shall be entitled to two (2) delegate(s) and two (2) vote(s) each.

(c) A local chapter of an AFL-CIO constituency group shall be entitled to one delegate and one vote. No AFL-CIO constituency group, or its delegate, may be present for or have voice or vote in any meeting or proceeding concerning the endorsement of a political candidate or other partisan political activity concerning public elective office by this Central Labor Council, nor may any AFL-CIO constituency group, or its delegate, be present for or have voice or vote in any meeting or decision of this Central Labor Council's Committee on Political Education.

Section 5. The President of the AFL-CIO, and his/her designees, shall have the right to participate, and have a voice, in all central labor council activities, meetings and deliberations.

Section 6. No person shall be eligible to serve as a delegate unless a member of a local union affiliated with this Central Labor Council or unless a National or International Union representative regularly servicing such an affiliated union.

Section 7. Disqualifications: (a) 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 any subordinate branch of a union that is unaffiliated with, or is suspended from, the AFL-CIO.

(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 as a delegate from, or as a representative, agent or employee of this Council who consistently pursues policies 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 that hold a salaried position or any other position of administrative or executive authority in a union, or any subordinate branch of a union, which is unaffiliated or suspended from the AFL-CIO.

Section 8. No delegate shall be seated except upon presentation of a proper credential from an affiliated organization in good standing, which credential shall be examined and attested to by the Credential's Committee as to the eligibility of the delegate and the standing of the organization sending the delegate. The report of the Credential's Committee shall not be made until the Committee shall have had adequate opportunity to examine the credential and to ascertain its validity, but in no case shall the report be delayed beyond the meeting following the meeting at which the credential was first presented.

Section 9. Upon acceptance of a delegate's credential, 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 Labor Council 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, if eligible to do so."

Section 10. Absence from three consecutive meetings of the Central Labor Council without an acceptable excuse shall be sufficient grounds for declaring a delegate's seat vacant, following which the Secretary-Treasurer shall notify the delegate's organization and request that a new delegate be sent.

Section 11. The Council will undertake all reasonable efforts to ensure diversity of representation at every level

ARTICLE IV-VOTING

Section 1. Except on roll call votes, each delegate shall be entitled to 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 Sec. 2 of this Article. No delegate shall be permitted to cast the proxy of another delegate and no delegate shall be allowed to represent more than one organization.

Section 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.

Section 3. The number of votes to which a local union is entitled on roll call votes shall be the average number of members as determined in accordance with Section 4 of this article.

Section 4. The average membership of a local union shall be determined on the basis of per capita tax 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.

Section 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 his 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 union shall be polled.

Section 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 IV, Section 3 and 4.

ARTICLE V-MEETINGS

Section 1. Regular meetings of the Central Labor Council shall be held on the 1st Tuesday of each month at 6:00 p.m. at a location designated by the Executive Board. Due notice shall be given all affiliated organizations and/or delegates of any change of meeting time and place. Regular Hudson County CLC meetings shall adjourn at 7:30 p.m. unless the time is extended by a majority vote, but no adjournment shall take place while a vote is being taken. Twenty delegates representing ten affiliates shall constitute a quorum for transaction of business.

Executive Board meetings are held on the 1st Tuesday of the month. Meeting times are one half hour earlier (5:30 p.m.) than the regular monthly meeting. Executive Board Meetings are held at 37 Edward Hart Drive, Jersey City, NJ 07305 or at a location designated by the Executive Board. A majority of members of the Executive Board shall constitute a quorum for transaction of business.

Section 2. Special meetings for consideration of specified matters shall be held when ordered by a regular meeting of the Hudson County CLC 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 of the special meeting shall be stated in the notice and no other business shall be transacted.

ARTICLE VI-OFFICERS AND ELECTIONS

Section 1. (a) The officers of the Hudson County Central Labor Council shall consist of a President, Three (3) Executive Vice Presidents, Executive Secretary-Treasurer, Five (5) Vice Presidents and Three (3) Trustees. The President, Three (3) Executive Vice Presidents, Secretary-Treasurer, Five (5) Vice Presidents and Three (3) Trustees, who by virtue of their office together shall be members of the Executive Board. The Executive Board will consist of at least (13) members and no more than (21) twenty-one. 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 labor council's governing board.

(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 as a delegate from, or as a representative, agent or employee of this Council who consistently pursues policies 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 that hold a salaried position or any other position of administrative or executive authority in a union, or any subordinate branch of a union, which is unaffiliated, suspended or expelled from the AFL-CIO.

(c) 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 an employee benefit fund shall serve as an officer or managerial employee of the Central Labor Council.

Section 2. Each officer, at the time of the election and at all times during the term of office, shall be a duly accredited delegate from an affiliated organization. If the officer ceases to be a delegate the office held shall thereby become vacant and a special election as elsewhere provided for in this constitution shall be held to fill the vacancy.

Section 3. The term of office shall be four (4) years and each officer shall hold office until a successor has been elected and installed.

Section 4. Not more than two (2) delegates from the same local union, nor more than three (3) delegates from different locals of the same National or International Union, shall be eligible to hold office at the same time.

Section 5. The election shall be held at the regular meeting in the month of December 2003 and in the month of December every four years hence. Prior to nominations being opened, the President shall appoint an election committee to oversee all aspects of the election. No individual seeking office shall serve on the election committee. Nominations shall be opened at the meeting in the preceding month (and may be reopened at any time prior to the election by majority vote). The election shall not be postponed except for absence of a quorum or by order of the AFL-CIO. A postponed election shall be held at the first succeeding regular meeting with due notice being given all affiliated organizations, or as may be directed by the AFL-CIO.

Section 6. (a) No less than 45 nor more than 120 days prior to an election of central labor council officers, the central labor council shall compile and notify each affiliated organization of the availability of a list containing the following information: (i) the name and address of each of the central labor council's elected officers (including executive board members); (ii) the name and mailing address of each of the organizations affiliated with the central labor council; (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 election; and (v) to the extent available, the names and mailing addresses of the delegates. A major central labor council, as defined by the AFL-CIO, shall compile and notify each affiliated organization of the availability of a list containing the information set forth above in each non-election year in the same month in which the information was last provided. Officers of organizations affiliated with the central labor council shall also be entitled at the place where the records are kept, under the direct supervision of one of the members of the election committee, 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.

(b) Installation of officers shall be held at the conclusion of the election. Any officer-elect unavoidably absent shall be installed at the earliest possible meeting following the election, or may be given the obligation at a meeting of the Executive Board.

Section 7. (a) The election for uncontested offices may be by acclamation. The election for contested offices shall be held by voice vote, or roll call. It shall require a majority to elect. The 3 candidates for

Trustee receiving the greatest number of votes shall be declared elected, subject to the restriction in Section 4 of this Article, provided; each has received a majority of the votes cast.

(b) In cases where no candidate for a particular office receives 50% +1 on the first vote all but the two candidates for that office receiving the greatest number of votes shall be eliminated and a second vote shall be taken; except that in case a second vote is required for election of Trustees, the candidates receiving the fewest votes shall be eliminated so as to leave two candidates for each unfilled Trustee's position.

(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. In case the violation involves candidates for Trustee the number of votes received shall determine the rank among the Trustees.

(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 Labor Council.

Section 8. Election by roll call shall be held in accordance with the provisions of **Rule 9(b)** of the AFL-CIO Rules Governing Area Labor Councils and Central Labor Councils, **issued July 31, 2001**, or as the rule may subsequently be amended.

Section 9. In the event of a vacancy in any office, a special meeting shall be convened as provided for in Article V. Section 2. Such vacancy shall be filled by majority vote of the Executive Board for the unexpired term.

Section 10. Before entering upon the duties each officer-elect shall assume the following obligation: "I, (give name), 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 the Central Labor Council and of the AFL-CIO. I further promise to deliver all property in my possession belonging to this Central Labor Council to my successor in office and to surrender such property to the President of the AFL-CIO upon his official demand."

ARTICLE VII-Duties of Officers

Section 1. The President shall be the presiding officer of all meetings of the Hudson County CLC and of the Executive Board; shall develop a four year strategic plan at the beginning of each term in conjunction with the Executive Board and other major constituencies; insure that the strategic plan addresses the key areas of political and legislative action, organizing, mobilization, diversity, community services, and education; shall countersign all orders for the payment of funds of the Hudson County CLC. Shall exercise general supervision over the affairs and activities of the Hudson County CLC and shall perform such other duties as usually appertain to the office and as may be ordered by the Hudson County CLC or the Executive Board; shall have power to interpret this Constitution, subject to ratification of the Executive Board; shall be ex-officio a member of all committees. The President may appoint as many Sergeants-at-Arms as necessary who shall preserve order, refuse admission to non-delegates and see to it that only duly accepted delegates are permitted to vote at meetings. In the event the President is absent or temporarily incapacitated and unable to fulfill the duties and responsibilities of the office of the President, the highest ranking officer,(as determined by delegate strength), Article III, section 3,shall fulfill the duties of President

until he/she is prepared to reassume the duties of President. The President shall represent the Hudson County CLC in regional, state or national meetings or conventions.

Section 2. (a) The Executive Secretary-Treasurer shall be the custodian of the records of the Hudson County CLC. He/she shall keep a correct record of the proceedings of all meetings of the Hudson County CLC and of the Executive Board. The Executive Secretary Treasurer may be provided with Executive Board approval, a Recording Secretary who will in fact provide to the Executive Secretary Treasurer a correct record of the proceedings of all meetings of the Hudson County CLC and of the Executive Board.

(b) The Executive Secretary-Treasurer shall receive and disburse all funds of this Hudson County CLC upon proper authorization. He/she maintains adequate financial records showing the standing of all affiliated organizations and the source and disposition of all funds. Shall handle the funds and keep the financial records in a manner which will meet the applicable requirements of the

Code of Ethical Practices concerning accounting and financial controls as approved by the Executive Council of the AFL-CIO and as may be required by the Secretary-Treasurer of the AFL-CIO under the Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils.

(c) The Executive Secretary-Treasurer shall submit to the Hudson County CLC a monthly financial statement of all funds, showing the accounts in such detail as the Executive Board or the Hudson County CLC may require, and shall submit the books for audit on request of the Executive Board, but at least annually.

(d) He/she shall keep a true and accurate account of all proceedings at meetings of the Body and shall promptly provide copies to all affiliated unions. He/she shall read such minutes and all correspondence at the regular meetings. He/she shall keep a roll book showing a complete list of the affiliated unions, their officers and addresses. All such books, documents and correspondence shall be kept on file in the office of the Council or at a place designated by the Executive Board. Such records shall not be made available to outside persons or organizations except with the consent of the Executive Board. If for any reason the Recording Secretary is absent from the meeting, he/she shall send the minutes to the meeting.

Section 3. The Executive Vice President (Organizing) shall develop and coordinate Hudson County CLC activities that create an organizing climate in the jurisdiction. With respect to organizing, this officer shall: Oversee the Hudson County CLC's organizing committee and serve as Chair, or recommend a Chairperson to the President ;recommend members of the Organizing committee to the President; assist affiliates in their organizing efforts; report monthly to the Hudson County CLC on organizing campaigns in the jurisdiction and region; consult with the President on strategic and tactical matters; serve as a member of any committee formed under his/her jurisdiction; maintain contact with affiliates.

The Executive Vice President (Legislative Affairs) shall develop and coordinate Hudson County CLC activities that foster its legislative goals. With respect to legislative activities, this officer shall: in conjunction with the President continually monitor legislative matters affecting working men and women in Hudson County and the region; recommend members of the Legislative Affairs committee to the President. He/she shall actively lobby for legislative initiatives supported by the National AFL-CIO, the NJ State AFL-CIO or the Hudson County CLC. Report monthly to the Hudson County CLC, serve as a member of any committee formed under his/her jurisdiction, and supervise any legislative consultants that may be hired from time to time.

The Executive Vice President (Mobilization-Community Services) shall develop and coordinate Hudson County CLC activities and programs that foster labor's presence in the community through public

demonstrations and serving individuals' needs. With respect to mobilization and community services, this officer shall: Oversee the Hudson County CLC's Mobilization committee and serve as Chair, or recommend a Chairperson to the President; oversee the Hudson County CLC's retiree organization and serve as Chair, or recommend a Chairperson to the President, recommend members of the Mobilization committee to the President; maintain contact with affiliates; report monthly to the Hudson County CLC; serve as a member of any committee formed under his/her jurisdiction.

Section 4. Vice Presidents shall participate in the development of the goals, programs and activities of the Hudson County CLC and actively support them, including participation in standing and ad hoc committees.

Section 5. The Trustees shall be the custodians of the physical properties of the Central Labor Council and shall prepare and maintain an inventory of all such properties showing the date of purchase, the cost and estimated current value. They shall examine the records of the Secretary-Treasurer quarterly and shall report to the Central Labor Council on the condition of these records.

Section 6. 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.

ARTICLE VIII-Executive Board

Section 1. The Executive Board shall be composed of all the officers enumerated in Article VI, Section 1.

Section 2. The Executive Board shall be the governing body of the Hudson County CLC between meetings and it is authorized and empowered to take such action and render such decisions as may be necessary to carry out fully the decisions and instructions of the Central Labor Council and as may be necessary and appropriate to safeguard and promote the best interests of the Central Labor Council and its affiliated unions.

Section 3. The Executive Board shall meet regularly at least once each month at such time and place as it may determine and it shall meet on call of the President when a special meeting is necessary.

Section 4. The Executive Board shall have the power to make a temporary appointment to any office not otherwise provided for in this Constitution for the period of a temporary disability or the absence of an officer or, in case of a permanent vacancy, until a special election has been held.

Section 5. A quorum for transaction of the business of the Executive Board shall consist of a majority of its members.

ARTICLE IX - Charges and Hearings

Section 1. Any affiliated organization by vote of its membership, or any officer of or delegate to the Central Labor Council shall have the right to file charges (a) against any delegate to the Central Labor Council for having engaged in conduct or a course of activity hostile or contrary to the best interests of this Central Labor Council or contrary to its constitution, or (b) against any officer of the Central Labor Council for violating the Constitution or rules of the AFL-CIO or the Constitution of this Central Labor Council, or

for conduct unbecoming an officer, misappropriation of funds, malfeasance in office or neglect of duty, or (c) against any organization affiliated with the Central Labor Council for having engaged in conduct or a course of activity hostile or contrary to the best interests of the Central Labor Council 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; and shall be filed with the President or the Secretary-Treasurer of the Hudson County CLC, or with any other officer of the Central Labor Council, if both the President and the 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, and 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 Hudson County CLC. Such decision shall be final and binding unless appealed as hereinafter provided.

Section 6. Either party may appeal the decision of the Executive Board to the Hudson County CLC. Notice of such appeal shall be filed in writing with the President or the Secretary-Treasurer. The appeal must be filed within ten days of the Executive Board's report to the Hudson County CLC. The appeal shall be heard expeditiously and at a regular meeting of the Hudson County CLC, 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 Labor Council may be appealed to the AFL-CIO as provided in the rules of the AFL-CIO governing Local Central Bodies. The decision of the Central Labor Council shall remain in effect during appeal unless reversed, modified or temporarily stayed by the AFL-CIO.

ARTICLE X-Per Capita Taxes and Fees

Section 1. Affiliated local unions shall pay a monthly per capita tax of twenty five cents (\$0.25) cents per member per month on all its members regularly employed within the jurisdiction of this Central Labor Council. A local union desiring to affiliate shall pay one quarter per capita tax at the time of affiliation. Per capita tax for succeeding quarters shall be due on the first day of each quarter thereafter.

Per capita tax in each case shall be based on the number of dues-paying members for the preceding month. If per capita tax for any month is not paid by the first of the following month the local union shall be deemed in arrears.

Section 2. Other affiliated organizations (as defined in Article III, Sections 1), shall pay an annual fee of \$ 10.00. Any such organization desiring to affiliate shall pay one year's fee at the time of affiliating. 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 (1) one quarter in arrears shall be so notified in writing by the Secretary-Treasurer and if it becomes (2) two quarters in arrears shall not be considered in good standing and shall not be entitled to voice or vote in meetings of this Hudson County CLC. It shall be so notified in writing by the Secretary-Treasurer.

Section 4. A local union or other organization, which becomes (3) three or more quarters in arrears shall stand suspended from membership and shall be so notified in writing by the Secretary-Treasurer.

Section 5. Any organization which has been suspended, or which has withdrawn from membership, may be reinstated by payment of all amounts due at the time of suspension or withdrawal and 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. A union that has been suspended for non-payment of per capita tax may pay only the amounts in arrears, but cannot pay for additional months to increase voting strength.

Section 6. A local union paying per capita tax on less than its full, dues-paying membership shall be subject to suspension by the Executive Board under the procedures of Article IX of this Constitution. 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 or refuse to produce such proof on request, the Executive Board may base its determination on such evidence as may be available.

Section 7. The Executive board may exonerate any local union from payment of per capita tax for any month that in the opinion of the Executive Board good cause therefore exists, subject to ratification by the Hudson County CLC. Exonerated members shall be regarded, for purposes of this Constitution, as paid up members for the period of exoneration, but the delegates representing such local shall not vote on the question of exoneration.

ARTICLE XI-Financial Practices and Audits

Section 1. All funds of this Hudson County CLC 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 and the Secretary-Treasurer. No funds shall be expended unless authorized by the Hudson County CLC (or the Executive Board in case of emergency). All invoices receipts and other supporting documents shall be attached to the voucher, which shall be signed by the Secretary-Treasurer and countersigned by the President. At the first meeting of each calendar year a list of standing expenses will be compiled. Standing expenses shall be, but limited to, rent, phone, internet access, insurance, accounting fees, affiliation renewals or any other standing expense designated by the Executive Board. Standing expenses will be approved only once at the first calendar year meeting of the Hudson CLC Executive Board.

Section 2. The accounts and financial records of the Hudson County CLC, including all committees and subordinate agencies of the Hudson County CLC, shall be audited annually, and shall cover the full calendar year. These audits shall be submitted to Hudson County CLC and a copy sent to the AFL-CIO. The Executive

Board may require more frequent audits or examination of the accounts and financial records of the Secretary-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 Hudson County CLC. An itemized accounting of such expenses shall be submitted to the Executive Board for approval.

Section 4. All officers and agents of this Council having a financial responsibility shall be covered by a fidelity bond in an amount equal to no less than (10%) of its revenue in the prior fiscal year. Should the amount of this bond exceed the \$2,500.00 amount of the bond furnished without cost by the AFL-CIO, the Council shall pay the additional cost of such bond.

Section 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 XII-Committees

Section 1. The following standing committees of three (3) members each shall be appointed by the President with the advice and consent of the Executive Board: Ethical Practices, Credentials, Affiliation, Organization, Community Services, Economic Opportunity, Ethics, Union Labels, Civil Rights.

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

Section 3. Special Committees may be established from time to time by the Hudson CLC as needed, and shall be appointed by the President unless otherwise directed by the Hudson County Central Labor Council.

Section 4. All Committees shall report regularly to the Hudson County Central Labor Council and any which fails to function shall be dismissed and a new Committee appointed.

ARTICLE XIII-Legislative and Political Action

Section 1. The legislative activities of the Hudson County CLC shall be under the direction of the Executive Board. These activities shall conform to the policies of the NJ 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 Hudson County CLC and the decisions of the Executive Board on local matters.

Section 2. The political activities of the Hudson County CLC shall be under the direction of the Hudson County Central Labor Council's Committee on Political Education, which is hereby constituted as the political arm of this Hudson County CLC. The Hudson County Central Labor Council's Committee on Political Education shall operate in conformity with the policies of the AFL-CIO and of the National and State C.O.P.E.

Section 3. The Executive Board of the Hudson County CLC shall constitute the COPE Committee. The Executive Board may appoint additional members from the Hudson County CLC delegate body to serve on the Council's COPE Committee, The President, of the Hudson County Central Labor Council is the chairperson of the Hudson County CLC COPE Committee. The Executive Board of the Hudson County CLC shall appoint from the Hudson County CLC delegate body additional members to serve on the Hudson County Central Labor Council's COPE Committee. The Hudson County Central Labor Council C.O.P.E. Chairperson shall present candidates running for elective office to the council for endorsement. The Central Labor Council's Committee on Political Education shall have power to formulate By-Laws to govern C.O.P.E., which shall be consistent with the policies of National COPE. Such By-Laws shall be subject to ratification by the Hudson County Central Labor Council.

ARTICLE XIV-Rules, Parliamentary Authority and Amendments

Section 1. The procedures to be followed by this Hudson County CLC with respect to Boycotts, Unfair Lists, Strikes, Collective Bargaining and Publications issued or endorsed by this Hudson County CLC, and in all other matters, shall be in accord with the Rules Governing AFLCIO Area Labor Councils and Central Labor Councils.

Section 2. In case of conflict between the provisions of this Constitution or other laws or actions of this Hudson County CLC and the Constitution of the AFL-CIO and/or Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils 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 amendment to this Constitution or to change or modify the laws or actions of this Central Labor Council 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 Hudson County CLC 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 Hudson County CLC.

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

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Obligation of Delegates

Article III, Section 7

"I, (give name) do solemnly pledge my honor that I will obey the rules and regulations of this Central Labor Council 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 if eligible to do so."

Obligation of Officers

Article VI, Section 10

"I, (give name) 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 Labor Council and of the AFL-CIO. I further promise to deliver all property in my possession belonging to this Central Labor Council to my successor in office and to surrender such property to the President of the AFL-CIO upon official demand."

Order of Business

1. Call to Order
2. Pledge of allegiance to the Flag
3. Minutes of the previous meeting
4. Report of Committee on Credentials
5. Obligation and seating of new delegates
6. Report of the Executive Board
7. Reports of Standing Committees
8. Reports of Special Committees
9. Financial Report
10. Approval of bills
11. Unfinished business
12. New business
13. Nominations
14. Elections
15. Installation of officers
16. Good and Welfare
17. Adjournment

(Note-The "order of business", like parliamentary "rules of order", may be suspended temporarily for a particular purpose by a two-thirds vote. The Constitution or By-Laws cannot be suspended.)