

**Constitution
for
Eugene, Oregon**

AFSCME Local 1724

American Federation of State, County, and
Municipal Employees

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Constitution for AFSCME Local 1724

PREAMBLE

Workers organize labor unions primarily to secure better wages and working conditions.

We hold that they also organize in order to participate in the decisions that affect them at work. One of the fundamental tenets of democratic government is the consent of the governed. Unions are an extension of that idea.

Union members are both workers and citizens.

Collective bargaining is the expression of citizenship in employment. Participation in the political life of the nation is but another aspect of that citizenship.

In the same way that unions are dedicated to improvement of the terms and conditions of employment, we are equally dedicated to exert ourselves, individually and collectively, to fulfill the promise of American life.

Unions are under a solemn obligation: to represent members forcefully and effectively in negotiations with management and to conduct internal union affairs according to democratic standards.

BILL OF RIGHTS

The Bill of Rights of this local is based on those of AFSCME International.

1.No person otherwise eligible for membership in this union shall be denied membership, on a basis of unqualified equality, because of race, creed, color, national origin, gender, age, sexual orientation, disability, or political belief.

2.Members shall suffer no impairment of freedom of speech concerning the operations of this union. Active discussion of union affairs shall be encouraged and protected within this organization.

3.Members shall have the right to conduct the internal affairs of the union free from employer domination.

4.Members shall have the right to full participation, through discussion and vote, in the decision-making processes of the union. This right shall specifically include

decisions concerning the acceptance or rejection of collective bargaining contracts, memoranda of understanding, or any other agreements affecting their wages, hours, or other terms and conditions of employment. All members shall have an equal right to vote and each vote cast shall be of equal weight.

ARTICLE I NAME

The name of this organization shall be Eugene, Oregon Municipal Employees Local #1724 of the American Federation of State, County, and Municipal Employees (AFSCME) union.

ARTICLE II AFFILIATIONS

This local union shall be affiliated with AFSCME International, Oregon Council #75 of AFSCME; the Oregon AFL-CIO; and the Lane County Labor Council.

ARTICLE III OBJECTIVES

The objectives of this local union are based on the objectives and methods of AFSCME International to:

E.Promote the organization of workers in general and public employees in particular.

F.Promote the welfare of the membership and to provide a voice in the determination of the terms and conditions of employment. We are committed to the process of collective bargaining as 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.

G.Promote civil service legislation and career service development in government.

H.Provide research and educational services and activities designed to assist members and affiliates.

I.Foster cooperation among affiliates.

J.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 are more justly distributed and the moral promise of American life be realized.

K.Work with our brothers and sisters in other lands towards the improvement of

the conditions of life and work in all countries, towards the diminution of international tensions and a reduction in the use of armed force to resolve disputes, and towards genuine fraternity of all workers.

ARTICLE IV PURPOSE

Our purpose as a union local is to:

- Guarantee all local members full participation in all union decision-making.
- Maintain and strengthen useful communication between members and their union, the union and management, and employees and their supervisor.
- Have a united voice which exists to aid union workers in securing equal pay, improved wages, improved hours, top quality working conditions, and job security, as well as to secure full recognition and enjoyment of the rights and liberties to which we are justly entitled.
- Foster the growth and maturing of employee involvement based upon a partnership approach to making decisions that affect the work environment and the workers.

ARTICLE V PRINCIPLES

Our principles describe the way Local 1724 chooses to manage conflict:

- Conflict is a natural outgrowth of people working together. We value conflict as an opportunity to work together and solve problems. Suggestions and complaints are not viewed as negative, but are seen as a sign of a healthy, productive organization.
- Win-win problem solving is the best. We get to yes by focusing on interests rather than positions, by inventing options for mutual gain, and by using objective criteria for deciding on solutions.

- Problem solving is best done at the level closest to the problem. This local supports problem solving by ensuring all interests are included and all parties have all available information to assist them.
- Real problem solving occurs when participants are free to brainstorm, to freely discuss ideas, and to propose alternatives that might solve the problem or lead others to even better ideas.
- A safe discussion is a discussion which is not to be construed as a commitment to a position and may be used in a brainstorming environment. Clear, mutual agreements about the safe discussion are to be established prior to the discussion, if this option is to be used.

ARTICLE VI MEMBERSHIP AND DUES

Section 1. ELIGIBILITY. All employees of the City of Eugene, Oregon are eligible for membership in this local union, subject to the requirements of the Constitution of the International Union.

Section 2. IN GOOD STANDING. A member in Good Standing is defined as one who has signed an AFSCME dues authorization card and is current in dues. Members in good standing have the right to hold office (when eligible); can vote on matters relevant to and which affect the local; and are not considered fair-share employees. Fair-share employees are not "signed" members of the union and cannot vote or hold office.

Section 3. RETIREES. A retired member shall have the right to membership, by the payment of the full amount of dues, in the appropriate AFSCME retired employee chapter or sub-chapter. No retired member shall be a candidate for any elected office.

Section 4. ADJUSTMENT OF DUES RATE. The dues of the local Union shall be adjusted annually in accordance with the percentage increase of per capita taxes as determined by the International Union. The increased dues shall be effective beginning with the month of January, annually, and without the need of a membership vote. The annual per capita tax increase to membership dues shall apply to all full-time members and shall be prorated appropriately for less than full-time employees. Additional adjustments may occur as a result of a representative vote of Oregon Council 75, the state federation of AFL-CIO, or the membership of Local 1724.

Section 5. DUES. The membership dues for employees of Local 1724 were set by a vote of the membership in 1991 to be \$25.00 per full-time employee. The local's dues have increased each year since then, because of the annual per capita tax increases (see Section 4 above). As of the signing of this amendment,

dues for Local 1724 are \$36.95 for full-time employees. Dues for other than full-time employees are calculated on a formula established by AFSCME International and Council 75.

Dues for Benefited Temporary Recreation (BTR) employees are based on a formula of 1.3% of the employee's base wage.

Section 6. DUES DEDUCTION/PAYMENT. Membership dues shall be payable through a system of regular payroll deduction.

Section 7. REINSTATEMENT. Any member who fails to pay dues, will be considered delinquent and in order to reinstate, must repay outstanding dues plus a reinstatement fee of \$10.00 to be considered in good standing.

ARTICLE VII CHARGES, TRIALS, DISCIPLINARY ACTION, PENALTIES, AND APPEALS

Procedures on charges, trials, disciplinary action, penalties, and appeals shall be conducted in accordance with Article X, entitled Judicial Procedure, of the International AFSCME Constitution.

ARTICLE VIII MEETINGS

Section 1. REGULAR MEETINGS. Regular membership meetings of this local shall be held the second working Tuesday of each month unless otherwise designated by the local at a regular meeting.

Section 2. SPECIAL MEETINGS. Special meetings may be called by the local president, the local executive board, or by petition filed with the president and signed by five percent (5%) of the members of the local. Such petition shall name a date and place for the meeting. A special meeting of this local may also be called by the International President or by his/her authorized representative. Due notice of special meetings shall be not less than five (5) working days during which time a notice of said special meeting must be posted in every work place where every member of the local can be expected to be made aware of said special meeting. Posting shall not be less than three (3) working days in the case of a petition of the membership.

Section 3. QUORUM. The number of members required for a quorum at any regular or special meeting of the local shall be five percent (5%).

ARTICLE IX OFFICER NOMINATIONS AND ELECTIONS

Section 1. ELECTIONS COMMITTEE. An elections committee shall be

established and has the responsibilities of ensuring nominee eligibility regarding any challenges which may occur, conduct the ballot counting, and other duties required to perform the job. No member of the election committee may be a candidate for office.

Section 2. ELIGIBILITY FOR OFFICE. To be eligible for office, a member must be in good-standing for a period of not less than one (1) year immediately preceding the election. No retired member shall be a candidate for office.

Section 3. ADVANCE ELECTIONS NOTICE. At least fifteen (15) days' advance notice shall be given the membership prior to nominations and the election.

Section 4. LOCAL OFFICERS. The officers of this local shall be a president, a vice-president, a recording officer, a treasurer, a communications officer, a chief steward, and three (3) at-large executive board members. These nine (9) officers shall constitute the local union executive board. In addition, there shall be elected three (3) members who shall serve as trustees.

Section 5. TERM OF OFFICE. The nine-member (9) executive board shall be elected to serve a two-year (2) term of office, except that in the election held in October 2002, the vice-president, chief steward, communications officer, and executive board at-large officer position #3 shall be elected for a one (1) year term.

Thereafter, in odd years, the vice president, chief steward, communications officer, and executive board at-large officer position #3 shall be elected for two-year (2) terms and in even years, the president, treasurer, recording officer, executive board at-large officer positions #1 and #2 shall be elected for two-year (2) terms.

The three (3) trustees shall be elected to three-year (3) terms of office that are staggered so that only one new trustee is elected each year.

Section 6. ELECTIONS. Officer elections shall be held in October. Officers shall be installed immediately upon acceptance of the election committee's report, no later than the month following the election results.

Local 1724 will transition to two-year (2) staggered terms of office for the nine (9) executive board members as defined in Section 5 above.

One (3-year term) trustee position will be nominated and elected annually.

Section 7. NOMINATIONS. Nominations shall be open at a regular or special meeting of the local, one month prior to the election. Nominations shall be permitted from the floor.

Section 8. SECRET BALLOT. Officers shall be elected by secret ballot vote, and

the balloting shall be so conducted as to afford to all members in “good standing” a reasonable opportunity to vote.

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

Section 10. ELECTIONS CODE. All matters concerning nominations and elections in this local union shall be subject to the provisions of Appendix D, entitled Elections Code, of the AFSCME International Constitution.

Section 11. FILLING VACANCIES. Vacancies in office shall be filled for the remainder of the unexpired term by a majority vote of the members at the meeting following the occurrence of the vacancy.

Section 12. POWER OF ELECTED OFFICE. 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.

ARTICLE X DUTIES OF OFFICERS AND EXECUTIVE BOARD

Section 1. PRESIDENT. The president shall act at all times in a manner that will maintain the organization and benefit its membership. He/she shall preside at all meetings of the executive board and at all meetings of the local, and shall be a member of all committees. He/she shall have the authority to appoint standing and special committees. He/she (or his/her designee) shall sign all authorized orders by the communications officer or the treasurer and shall countersign all checks drawn against the funds of the local. He/she shall see to it that initiation fees and per capita tax remittances and all other monies due to the International Union are forwarded to the International Office in accordance with the International AFSCME Constitution.

Section 2. VICE-PRESIDENT. The vice-president shall assist in general work among the members to keep the organization active and shall assist the president in giving the local “tone and direction.” In the absence of the local union president, or in his/her inability to serve, the vice-president shall preside at all meetings and perform all duties otherwise performed by the president. The vice-president shall automatically serve on the Constitution committee. The vice-president shall be authorized to co-sign checks for the local.

Section 3. TREASURER. The treasurer shall receive and take charge of all monies, property and securities of the local delivered to him/her by the officer of

the local. He/she shall deposit all monies so received to the credit of the local in a financial institution selected by the executive board. All disbursements shall be made by check, which must bear the union label. All checks must be signed by the treasurer and countersigned by the president or his/her designee or the vice-president. The treasurer shall keep an accurate record of receipts and disbursements and at each regular monthly meeting of the local shall render a monthly operating statement of the financial transactions of the local for the previous month. The treasurer is responsible for preparing the local's tax reports including the appropriate miscellaneous income forms for reporting the officers' monthly stipends.

Section 4. COMMUNICATIONS OFFICER. The communications officer shall be responsible for the publication of the local's monthly newsletter, carry on the correspondence of the local, draw authorized orders on the treasurer to be countersigned by the president or his/her designee. The communications officer shall report membership changes to all affiliations. The communications officer shall be responsible for all local mailings, and perform such duties as may be required by the local.

Section 5. RECORDING OFFICER. The recording officer shall keep record of proceedings of all executive board meetings and proceedings of all regular monthly membership meetings. The recording officer shall provide copies of meeting minutes to the membership for approval at regular monthly meetings of the local.

Section 6. CHIEF STEWARD. The chief steward shall at all times act in a manner that will maintain the organization and benefit its membership. His/her duties shall be in accordance with the Steward Handbook published by the AFSCME International Union and in accordance with the current year's contract agreement. He/she shall report on any grievances or issues at each monthly regular meeting, stewards meetings, and at each regular or special executive board meeting. The chief steward may at any time call a meeting with the stewards under his/her direction upon notice of not less than one (1) working day.

Section 7. THREE (3) AT-LARGE EXECUTIVE BOARD MEMBERS. The three (3) at-large executive board members are voting members who help determine the policies of the local union. Executive board members may be called upon to participate on committees, assist with special assignments, and in general be a communication tool between the work of the executive board and the membership by regularly interacting with the members.

Section 8. THE EXECUTIVE BOARD. The executive board shall be the governing body of the local when the local itself is not in session. The executive board shall meet monthly. To conduct business, a majority of executive board officers must be present. A report on all actions taken by the executive board shall be made to the membership at the next regular monthly meeting.

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 local at a regular or special meeting shall be decided by the executive board, which shall meet at the call of the president, or at such times as seem expedient to a majority of the members of the board, or as otherwise provided in the Constitution of the local.

The funds or property of the local cannot be divided gratuitously among the members or taken over by any seceding or disaffiliating group of members even though such group is in a majority, but shall remain intact for the use of the local for its legitimate purposes while ten (10) or more members remain therein. Whenever there are fewer than ten (10) members or when the local disbands or discontinues its affiliation or its charter is removed, all funds, properties, and assets of the local shall revert to the International AFSCME secretary-treasurer or to the accredited representative of the International upon demand and such funds shall be utilized by the International for organization work in the area where the local had its existence.

Section 9. OFFICER ALLOWANCE. Officers of this local shall receive a monthly stipend as set by the membership.

Section 10. UNEXCUSED ABSENCES. The unexcused absence of an officer from three (3) consecutive regular meetings shall cause immediate removal from office.

Section 11. TRUSTEES. The trustees shall audit the local's finances at least semi-annually and a written report shall be submitted to the membership at the regular membership meeting following the trustees' audit. Time of the audit will be six (6) months after election of officers and one (1) month before election of new officers.

ARTICLE XI ROBERT'S RULES OF ORDER

Robert's Rules of Order, Revised, shall be the guide in all cases in which they are applicable and in which they are not inconsistent with this Constitution and special rules of this organization or of the AFSCME International Constitution. The local union shall make available for the executive board, copies of Robert's Rules of Order.

ARTICLE XII MISCELLANEOUS PROVISIONS

INTERNATIONAL CONSTITUTION. This local union shall at all times be subject to the provisions of the Constitution of AFSCME International.

ARTICLE XIII
CONSTITUTIONAL AMENDMENTS

Section 1. PROPOSED CONSTITUTIONAL AMENDMENTS. Proposed amendments may be made, in the form of a motion, at a regular or special meeting of the local union.

Section 2. REVIEW COMMITTEE. A Constitutional review committee may be established by the union president. The committee shall be made up of three (3) local union officers and three (3) local union members. The vice-president is automatically a member of the Constitution review committee. All committee-proposed amendments must be reviewed and approved by the executive board before being presented at a general meeting.

Section 3. VOTE. The Constitution may be amended, revised, or otherwise changed by a two-thirds (2/3) vote of the members voting on such proposed change. The voting will take place at a regular or special meeting following the regular or special meeting at which the proposed amendments were read.

Section 4. ADEQUATE NOTICE. Adequate and proper notice must be given to the membership prior to the date on which the vote is taken. In order to meet the standard of adequate and proper notice the membership must have at least fifteen (15) days' notice of any vote.

Section 5. COPIES. A written copy of the proposed amendments shall be furnished to every eligible voter at the meeting at which the vote is taken.

Section 6. INTERNATIONAL APPROVAL. Once the local has voted to amend, revise, or change the Constitution, a legislated copy (underlined new language and crossed out old) will be sent to the International AFSCME president for review and authorization.

Section 7. EFFECTIVE DATE OF AMENDMENTS. Changes to the local's Constitution take effect only upon written approval from the International AFSCME president.

Approved by Local 1724 Constitution Review Team:	April 22, 2002
Approved by Local 1724 Executive Board:	April 23, 2002
Approved by Local 1724 Membership:	June 11, 2002

Approved by AFSCME International

Gerald W. McEntee, President

Date Signed