



Washington State
Labor Council, AFL-CIO

Partial Proceedings

of the
**2006 Constitutional
Convention**



Wenatchee, Washington — August 23-26, 2006

Welcome to the new Partial Proceedings

The Partial Proceedings of the 2006 Convention of the Washington State Labor Council is "new" because this is the first edition produced since a Constitutional Amendment was approved by delegates at the 2004 WSLC Convention to discontinue producing and distributing these Proceedings in the costly book format. Instead, the Partial Proceedings (which is published before convention) and the Summary Proceedings (published after convention and including approved resolutions, along with a transcript of convention speeches and action) will be published in this format.

In addition, all proposed resolutions submitted this year have been printed together and can be found in your convention packets. (Although any last-minute resolutions may have to be copied separately and distributed on the convention floor.) In the past, proposed resolutions submitted 30 days prior to convention appeared in this publication.

These Partial Proceedings and future Summary Proceedings will be available for download at our web site: www.wslc.org.

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Report of the **President**

This last year has been extremely challenging for the labor movement. Following the AFL-CIO Convention in July, 2005, several international unions broke away from the AFL-CIO to create a new organization called “Change to Win.”

The first groups to pull out were SEIU, UFCW, and the Teamsters (the Carpenters had pulled out several years earlier). Then came HERE, UFW and, just recently, the Laborers. These withdrawals have created financial difficulties for the AFL-CIO and seriously impacted numerous state feds and central labor councils throughout the country.

Here in Washington State, we were hit hard and immediately lost about 30% of our affiliate membership and revenue. The WSLC convention took place the week after the national AFL-CIO convention. Under direction from the AFL-CIO Executive Council and following our own constitutional guidelines, I regretfully had to remove five Vice Presidents and uninvite approximately 100 registered delegates to our convention. Despite all the uncertainty, the convention went very well, operating under the premise that the labor movement would work this out and unite again for our future.

Reasons for the disaffiliations were numerous; questions concerning the effectiveness and direction of the AFL-CIO (having again lost the 2004 presidential election and both Houses of Congress being in Republican control); declining union membership; disagreements over organizing strategy, etc. At this point, a question remains in my mind – are we better off as a divided labor movement or would we be better off finding solutions to our disagreements so we can remain as one, solid “house of labor”? The latter is definitely a better position, especially in light of the constant attacks coming from the right-wing Bush Administration, the most anti-union, anti-working family administration in my lifetime.

Fortunately, I was able to play an active part in negotiating on behalf of state feds and central labor councils, and helped find a solution that would enable local CTW affiliates to re-affiliate with state feds and clc’s, even though they are no longer a part of the national AFL-CIO. My role as a member of the General Board of the AFL-CIO representing the 13 Western States and as a member of the AFL-CIO State Fed/CLC Advisory Committee, put me in the middle of the discussions. After several months of negotiations and meetings between the AFL-CIO and CTW International Unions, an agreement was reached



Rick S. Bender
President

that would allow local CTW unions to reaffiliate with state feds and clc’s through “Solidarity Charters.”

In Washington State, we are fortunate that most of the CTW unions formerly affiliated with the WSLC prior to the break-up with the national AFL-CIO have re-affiliated. However, it is important to note that the agreement on Solidarity Charters runs only until the end of 2006.

Despite these very difficult times, the labor movement in Washington State continues to move forward on a number of fronts – from legislative policy to election victories. Washington still has one of the highest union density rates in the country; we represent 19.3% of the state’s workforce, and rank sixth nationwide in union density. Even though our absolute numbers have increased over the last several years, we are still struggling to increase our union density of the total workforce.

Politics in Washington State have gone fairly well. We had another successful year in 2004, culminating with winning the governor’s race. Even though that contest was the closest in our state’s history, a Democrat was returned to the Governor’s mansion for the sixth time in a row. Ever since we instituted our Labor/Neighbor program in 2001, we’ve enjoyed numerous successes. We now have control of both houses of the legislature, both U.S. Senate seats and six out of nine congressional House seats.

As we move into the 2006 election year, expectations are high. The incumbent president’s poll numbers are extremely low and it looks like we have a good chance of picking up the U.S. House of Representatives, and an outside chance in the U.S. Senate. Even though Senator Cantwell is facing a tough re-election campaign against challenger Mike McGavick (former CEO of Safeco), we are optimistic that she will retain her seat.

We have opportunities to increase Democratic majorities in both the State House and State Senate. One dark cloud over us is the situation with our state Supreme Court races. The right-wing special interests have made this a priority in the 2006 elections and have dumped hundreds of thousands of dollars into these races in an attempt to buy our judicial bench. However, there is a progressive coalition that is trying to counter this attempt, and the WSLC is actively engaged in this effort.

The labor movement in this country is still in crisis; the split may take several years to resolve. Hopefully, the national

leaders will put aside their egos and differences, and start to make strategic decisions that will reverse the decline in union density and bring this labor movement back together.

In Washington State, we will continue to look forward by assessing our weaknesses and strengths, making needed changes, trying new ideas and developing innovative solutions to the challenges facing our working families.

Our bottom line is to protect our workers and their families,

help make their lives better, and continue to pursue solutions to today's and tomorrow's pressing issues. We will continue to find ways to grow our labor movement. Through strength and unity I am confident that not only will we survive these tough times, but we will grow to better serve our next generation of workers.



Report of the **Communications Director**

The immediate impact and ongoing uncertainty created by the AFL-CIO/Change to Win split last year has had profound effects internally at the Washington State Labor Council. That, combined with the retirement of the WSLC's Communications Director for the past 20 years, Karen Keiser, and other staff changes have made the past year a real challenge.

That said, I think there is a very real and genuine sense of unity among local unions inside and outside the AFL-CIO here in Washington state, and I have worked to communicate that union solidarity as best I can. Our award-winning web site has included every bit of news, analysis and critical commentary about the split—from both sides' perspectives—that I can find, so that labor leaders and rank-and-file members can understand what it's all about. I am encouraged that, at least in Washington state, there has been very little commercial media and other external news coverage of the split as a sign of labor weakness or turmoil. I think that can be attributed the truth of the matter: many here view this as a national disagreement between unions. And while it is important, it doesn't affect our eagerness at the local level to retain union solidarity and improve upon our successes advocating for working families in Washington state.

The WSLC's focus on timely and frequent electronic communication—while still maintaining legislative and abbreviated monthly newsletters in the printed format—has allowed us to get more news and information to more people on a daily basis than ever before. I continue to get lots of positive feedback about the content of the web site, particularly the daily news links posted on the WSLC Reports Today page. The amount of local/original news content on that page, and the number of links to commercial media stories related to organized labor, have grown steadily over the past year to the point that it's become a daily electronic newspaper of sorts. Many affiliates tell me they use it as such, visiting every weekday morning shortly after its 9 a.m. posting.



David Groves

That "newspaper," and the rest of the site, could use a redesign. Its last major one was in February 2000 (which is about a century ago in Geek Years). That project is on my long-range to-do list, and I'm always interested in getting suggestions for improvements to the site—major and minor. Don't hesitate to e-mail me at dgroves@wslc.org with those. One of the other benefits of WSLC Reports Today is that quite a few reporters tell me they are frequent visitors to look for story ideas about organized labor's activities (and to see the latest picture I've posted of "me" on my bio page). Some shameless self-promoters even e-mail me when I fail to link to their stories!

I continue to design and oversee production of the WSLC's leaflets for our Labor Neighbor activities and commercially printed direct mail to union members regarding WSLC-endorsed candidates and initiatives. Our state federation remains the only one in the country (that I'm aware of) that does all this in-house, and saves plenty on consulting fees in the process.

I want to thank Rick Bender and Al Link for entrusting me with the responsibilities of Communications Director this year. It's not easy to replace someone with the contacts, respect and institutional memory of Karen Keiser. I thank her for everything she has taught me along the way. We have had several other staff members leave us in the past year, including Education and Safety Director Randy Loomans and the recently retired WIA Labor Liaison Jim Tusler, both of whom have been truly inspiring co-workers and good friends. I am very pleased that Kamaria Hightower is back on our support staff and will be working on database and desktop publishing projects with me and with Political Director Diane McDaniel. And the rest of your WSLC support staff deserves continuing credit for helping this tossing ship stay on a steady course.

I'm looking forward to the challenges of this position. In general, I feel that change is good and serves as a reminder to me—and all of us here at the Council—that we need to continually reassess what we're doing and how we can do it better. An important part of that process is accepting feedback and criticism from our affiliates. So again, please contact me to tell me what I am doing that you like, and to be brutally honest about what you don't like: 206-281-8901 or dgroves@wslc.org.



Report of the **Community & Technical College Liaison**

The position of Community and Technical College Labor Liaison is the result of a partnership formed by the Washington State Labor Council AFL-CIO, and the State Board of Community and Technical Colleges (SBCTC). The emphasis is to help improve career and technical education programs at the colleges by increasing organized labor member involvement.

I'm assigned to the WSLC's Olympia office, but I travel the state to foster and facilitate active and authentic partnerships between organized labor and Community and Technical Colleges outside of King County. The focus is to strengthen labor's participation in college workforce education and training programs including worker retraining, job skills programs, apprenticeship and Tech Prep. To accomplish this, I have followed a work plan that contains four goals:

Goal 1: Increase active participation of labor representation on college program and general advisory committees and boards.

I actively recruit individuals from Central Labor Councils and AFL-CIO affiliated unions to participate on college committees and boards. Colleges want union members to be on program advisory committees from career fields that have the skills the students are studying. They want labor represented on their general advisory committees that oversee the operation of all professional and technical programs. Labor also needs dedicated leaders to be on the Board of Trustees that oversees the operation of the college. Are you interested in being a voice for organized labor at your local college? You can find out how by contacting me at (360) 943-0608.

Goal 2: Improve the level/quality of participation by labor representatives on advisory committees.

I provide a short "Roles and Responsibilities Training" (R&R) to union volunteers so they will understand their duties as board and advisory committee members. I am available to present on a variety of topics at labor council and/or union meetings upon request. Advanced notice is appreciated, as I like



Kairie Pierce

to coordinate presentations with a representative from the local college. It is extremely important for labor to make our voice heard in these advisory arenas. Boards and committees significantly influence career and technical education and training programs. Labor has a voice and a responsibility to make sure it is heard on Community & Technical College Program Advisory Committees, General Advisory Councils and Boards of Trustees.

Goal 3: Educate college administrators and leaders about labor issues, facilitating partnerships including labor initiated training and resolving issues between labor and the college system.

I present to 34 Community and Technical College, Workforce Deans and Vice Presidents, who comprise the Workforce Education Council (WEC), at their quarterly meetings so they will be aware of labor issues. I also do a workshop I call "Unions 101" so college administrators, faculty and staff will understand how unions operate. I've invited college administrators from the WEC to participate in the R&R Trainings to discuss issues with union members. I meet annually with Vocational Directors and Administrators in every Community and Technical College (outside King County) to identify their labor volunteer needs. This also gives me the opportunity to inform them about organized labor's position on various issues. One example is Resolution #24 that was adopted at the WSLC Convention on August 23, 2003. It provides labor members with "Guiding Principles for Economic and Workforce Development."

Goal 4: Maintain effective two-way communications with the State Board Staff on labor policy and perspectives on workforce education.

I have made it a point to keep the State Board staff up to date on labor policy as it relates to workforce education. Every month I attend one of the Workforce Education Department's staff meetings. I also meet regularly with Carolyn Cummins, SBCTC Policy Associate for Workforce Education, and King County Labor Liaison Joan Weiss. Together we work toward the success of the college and labor partnership.

Many thanks go to you, the union members in Washington State, who volunteer countless hours to make sure that workforce education leads to high-skill and high-wage jobs!!!



Report of the **Field Mobilization Director**

It is a great privilege and honor to write the first proceedings report as your Field Mobilization Director. With the creation of this position in May 2006, the WSLC reinforced its commitment to building and maintaining labor's greatest strength – the grassroots involvement of rank-and-file members. From

relatively new and innovative programs like Labor Neighbor and Voice @ Work, to tried and true actions like organizing rallies and worksite leafleting, I look forward to working with all of you on strengthening the labor movement in Washington State from the grassroots up.

My first few months have been spent organizing and preparing for Labor Neighbor 2006.

The effectiveness of this program can be easily summed up by simply looking at the numbers. Every year since the program began in 2001 more individuals and local unions are willing to volunteer a few hours to walk and talk with their union brothers and sisters, union households vote in greater frequency than the general population, we have friendly majorities in both our



Benjamin Lawver

state house and senate, and we have a governor who is willing to sign legislation that benefits working families.

With the constant bombardment from political campaigns and partisan political parties, most people experience “information overload” during campaign season and need a source they can trust for unbiased information. Labor Neighbor has been a success because of the commitment union brothers and sisters have made to connect with each other and our ability to be that trusted source of information.

Bruce Springsteen once said, “Whatever their faults, unions have been the only powerful and effective voice working people have ever had in the history of this country.” The labor movement will continue to grow in Washington, regardless of our faults, because by working together our voice is powerful and effective; especially when it comes from the grassroots.



Report of the **Political Director**

The last two years have seen major growth in labor’s political strength. We have faced attacks from enemies whose financial strength surpasses ours by wide margins, yet we continue to prevail. What’s our secret weapon? It’s the green of our grassroots, not the green of our money. Here’s a quick recap of 2004-2005 and a look at what our challenges are this year.

In 2004, a presidential campaign year with all statewide offices up for re-election, our goals were 1) elect a friendly governor, 2) pick up enough seats to put a labor-friendly majority in our state senate and 3) pick up seats in our state house. The labor movement rose to meet these challenges head-on and all of these goals were met. We had 276 staff released to our internal political program, filled almost 8,000 volunteer slots and spent 30,000 volunteer hours at the doors and on the phones with union members! It’s no wonder that the Building Industry Association of Washington tried to counter our grassroots program with their own “Walking for Washington,” a paid door-to-door canvass. What they don’t understand is that it’s just not the *contact* at the doors that works, it’s the *conversation* we are able to have with fellow union members when doing our Labor Neighbor program. The match of our file after the elections showed that union voter turnout once again beat the general public. Note: The numbers don’t lie: labor never beat the general public turnout UNTIL we started doing Labor Neighbor. It works!!

Then, 2005 was a year of the transportation battles. We battled in Olympia to pass an historic \$8.6 billion transportation package only to have the repeal of the funding threatened by Initiative 912. A fantastic coalition of business, labor and environmental groups formed to defeat I-912. While members of Keep Washington Rolling had differences in other areas, it was



Diane McDaniel

of major importance to all that we get this state moving and get our infrastructure (bridges, roads, etc.) up-to-date. The voters saw the merit in the transportation package and soundly defeated I-912. Labor played a critical role in this coalition and deserves a round of applause for its efforts.

We also held our 2005 WSLC Labor Candidate School, “Planting Seeds for the Future.” Over the course of the 4-day residential candidate school, we teach union members how to run a “modern campaign.” It’s not about yard signs! It’s about targeting your message to the right voters who will get you to 50-plus-1. I’m proud to report that we have union members elected to everything from state legislature to city and county councils, fire, water and sewer commissions, port commissions and school boards. Our Farm Team is ready for the future!

Labor 2006 is already in high gear and we will be walking with our Labor Neighbor program by the time of the August convention. Our leadership saw how effective this program was and invested in its future and continuing success by hiring a permanent Field Mobilization Director. Benjamin Lawver came on board in mid-May and has been doing outreach to our affiliates. We know that you will welcome Ben and respond to his calls for assistance with our field and phone program.

We have a lot on our plates this year. Our goals are to 1) re-elect U.S. Senator Maria Cantwell, 2) replace Congressman Dave Reichert with challenger Darcy Burner, 3) pick up at least 2 additional state senate seats, 4) defend labor-friendly members of the legislature and 5) defeat the Takings and Estate Tax ballot measures. At this writing, it is unclear if Tim Eyman’s I-917, another attack on our transportation funding, will have enough signatures to qualify. If it qualifies, be sure that labor will once again work to insure its defeat.

Washington’s labor movement should be proud of what we have accomplished together over the past few years. If each of us does our part, we will have another successful election season to further the interests of working families. Thank You!!



Report of the **Project Help Director**

Claim Assistance and Resolution

The program has been a resource for injured workers, labor organizations and the business community. Our priority in claims resolution is to provide accurate, timely and unbiased information about the workers' compensation laws of Washington State, Title 51. Our goal is to resolve issues at the lowest possible level, thus avoiding unnecessary delay or litigation.

The program provides two toll-free lines available throughout the state of Washington at 1-800-255-9752. Our claim service provides injured workers with access to information about the claim process, as well as a patient listener who understands their frustrations with the system. We communicate directly with L&I claims managers and supervisors via email, and the Department has made Project Help inquiries a priority. For those of you who are covered under the State Fund, injured workers can access their claim information and see the documents in their file. To access your State Fund claim go to www.ClaimInfo.LNI.wa.gov. I believe the online reporting and customer access will significantly improve the workers' understanding and effectiveness in dealing with the workers' compensation system.

Project HELP communicates the details of the claim process using lay terms that are easy to understand. We assist workers and employers to communicate effectively and resolve issues rather than take an adversarial approach, which can lead to attorney involvement or unnecessary litigation. Through Project HELP's involvement, we keep claimants focused on the issues and informed of their rights and responsibilities under the law, thereby avoiding confrontation with Department staff.



Vicky Smith

Project HELP provides assistance with complex adjudicative decision making, claims manager coaching and conflict resolution.

We continue to hear complaints from injured workers that they were threatened with the loss of their job if they file a claim. We receive reports they didn't know they had the right to choose their attending physician. In some cases, workers have been told they must see "the company doctor" before a claim can be filed. It's important that workers understand their rights and entitlements under the law.

In August 2005, Viona Latschaw became the Claim Specialist for the program. After 16 years with Project Help, Kairie Pierce was promoted to the Community and Technical College Liaison. Viona has done an outstanding job in her new position. She hit the ground running and has learned the intricacies of workers' compensation extremely quickly. If you have questions or issues with claims, contact Viona at 1-800-255-9752.

Workshops & Presentations

Project Help provides workshops upon request. The workshop covers how to file a claim, how to understand orders and notices issued by the Department, time-loss compensation, independent medical exams, how the vocational process works, permanent partial disability awards, and how to reopen claims. Workshops can be scheduled at your convenience which includes evenings and weekends. Understanding the system helps injured workers get through the process without fear or hiring an attorney because they think they need one.

The annual Workers' Compensation Conference is scheduled for October 3rd and 4th, 2006, at the Shoreline Conference Center in Seattle. Conference brochures are available now—and posted at www.wslc.org—if you're interested in participating in the fall conference.

To contact Project Help, call 1-800-255-9752 or call my direct line at (206) 281-9555.



Report of the **Research and Organizing Director**

ON THE HILL

Some progress was made during the 2005 and 2006 legislative sessions. In particular, in a two-step process, we secured two-quarter averaging as the permanent method by which unemployment insurance benefits are calculated in the state of Washington, and returned the structure of the law to a "liberal construction" standard.

During the 2005 legislative session we passed HB 2255, which gave us a temporary two-year window on both two-quarter averaging and "liberal construction." In order to achieve this we had to pull out all the stops and ensure that no business

was worse off than they would have been under the draconian legislation sponsored by Sen. Jim Honeyford (R-15) in 2003. The business community whined terribly even though the money to pay for these fixes came from federal Reed Act dollars and did not impact their bottom line. The agricultural, fishing and food processing industries actually ended up savings tens of millions of dollars under this proposal.

HB 2255 also set up a Joint Legislative Task Force consisting of four legislators, four business representatives and four labor representatives to see if they could come up with a long term solution to the UI issue. Labor was represented by Dave

Johnson (Washington State Building and Construction Trades Council), Joe Crump (United Food and Commercial Workers State Council), Owen Linch (Joint Council of Teamsters) and me. Seven months and countless hours were spent haggling over unemployment insurance issues. The labor movement turned out hundreds of members at these public meetings and that truly helped make the difference in 2006.



Jeff Johnson

By the end of the 2006 legislative session, after a bumpy and none too pleasant journey, ESSB 6885 was signed into law by the Governor (see WSLC Legislative Report for details). While many of the cuts from 2003 remain in place, the most serious -- 3- and 4-quarter averaging -- were permanently removed.

We had success on some other issues as well. In particular, apprenticeship utilization standards for both general state government and for transportation passed; a 9.5-cent gas tax package passed and I-912 written to strike this package down failed; the prescription drug purchasing consortium was expanded to include local governments, unions and uninsured and underinsured individuals; the tax break audit legislation finally passed; after 14 years civil rights legislation prohibiting discrimination based on sexual orientation passed; the prohibition of PAC payroll deductions was removed for state employees; a collective bargaining bill for child care workers passed; and an administrative remedy was created to help workers get back pay and interest owed to them by delinquent employers.

We had less success on organizing legislation. For two years we tried to get a memorial through the House that would have supported the federal Employee Free Choice Act and condemned the anti-union National Security Personnel System. We were also unable to move legislation that would have barred employers from forcing their political, religious and union-or-

ganizing lectures on their employees.

MEMBER POLITICS

During the 2004 election season I had the pleasure of working with many of our members by coordinating the Labor Neighbor campaign in the 22nd and 24th Legislative Districts and then working the last couple weeks of the campaign in the Vancouver area helping the turnout of our members for Craig Pridemore and Governor Gregoire.

This campaign season I am working with our members over in the 15th Legislative District where Tomas Villanueva is running a grassroots "people's campaign" against the corporate backed Jim (5% lifetime labor voting record) Honeyford.

ORGANIZING

On December 10, 2005, International Human Rights Day, hundreds of trade unionists sang politicized Christmas carols and informational picketed sites in Bellevue, Mercer Island, Auburn, and Puyallup. Our goal was to convince Congressman Reichert to sign on to the Employee Free Choice Act and vote against the National Security Personnel Act — all of the Democrats in our congressional delegation have already done so. While we were unsuccessful at changing his mind, we had fun and now we will do our best to unseat him.

On July 10, 2006, hundreds of trade unionists rallied at Virginia Mason Medical Center to send notice to Virginia Mason as well as the National Labor Relations Board that classifying workers as supervisors and exempting them from union coverage is unacceptable! We got great media coverage in Seattle and labor got great coverage nationally. If you haven't seen Steven Colbert's bit on the "Colbert Report" go to the WSLC web site -- www.wslc.org -- and take a look.

PERSONAL

It has been my great pleasure to work for and with you in organizing for social and economic justice. We have a great labor movement in Washington state. Regardless of what happens at the national level our folks know the meaning of "an injury to one, is an injury to all." In Solidarity, Sisters and Brothers, we change the world.



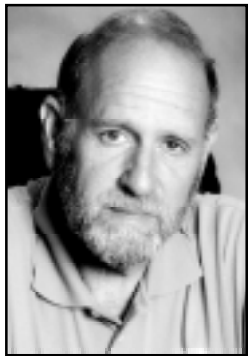
Report of the **Special Assistant to the President**

At a time when we have a bunch of religious zealots, right-wing ideologues and torturers controlling the White House -- and to some extent, Congress -- the challenges for our labor movement become even more pressing. The party in control in D.C. has made it clear they want to destroy organized labor as a democratic force in our country. The labor movement is an essential partner in turning our country away from the disastrous course it is now following. We face a huge problem. But like all other big problems, we must take little steps. Like sowing seeds, our efforts can sprout to transform our country from an international pariah into a country with a government of which we can be proud, one that's respected and admired throughout the world.

Sowing these seeds and working with the Democrats who control Washington state government has been the context of my work for the last two years. How do we get more people to see just how bad these Bushists are, and how do we get Democrats to recognize that the "middle" is progressivism, not being slightly to the left of the barbarians who have seized power?

One significant area where Democrats could have, and still can, establish progressive policies is health care. There is enormous insecurity among Americans, including many in this state, regarding access to medical treatment when they need it. More than 48 million U.S. residents and 600,000 in this state have no health care insurance. A far larger number have insufficient

coverage, and many more are insecure from day-to-day, not knowing if and in what form their health care coverage will continue. At a time when workers' wages are essentially stagnant, more dollars are going from paychecks into health care coverage. At the bargaining table, almost all disputes center on health care, the level of that coverage and who will pay for the escalating costs.



Robby Stern

In Washington, labor helped forge a large Fair Share Health Care Coalition to work on this problem. Last year, we achieved positive outcomes on three of the four items on the coalition's legislative agenda (see our 2006 Legislative Report). But it was the fourth item that would have sent the most progressive and populist message, and demonstrated that Democrats are willing to stand up with the little folks (that's us!) against the big corporations, by saying: "We will take steps to stop the erosion of health care coverage for employees of the largest employers." Alas, it was not to be and an opportunity was lost, at least for 2006.

That is not to say that Democrats who control our state did not do good things. They did. The unemployment insurance legislation, expansion of apprenticeship opportunities, child care workers' collective bargaining protection, the hospital safe-lifting program, historic civil rights protection for gays, lesbians and bisexuals, and more, were all positive and deserve praise. But these are times when the labor movement and Democrats must offer a really different vision of our state and our world, one that makes it clear that we stand for community, not individual Social Darwinism. That vision must clearly state that we stand for the workers, the vulnerable, the victims of discrimination, the poor, the frail and the young, rather than for the CEOs who now earn, on average, 841 times what workers do. What better place to make that statement than with a progressive health care policy that offers some sense of security when we face, as most of us will, a health care crisis in our lives? While we will be working on many other issues at the state level, I believe that a united labor movement working with many partners to support progressive health care reform will demonstrate, just as we did with our indexed minimum wage, what can be accomplished through determined, collective grassroots efforts.

I will be working on other challenges that lie ahead of us. The Department of Labor and Industries has initiated a process that will lead to workers' compensation request legislation in

2007. The process is fraught with peril as the employers aim to remove worker protections and reduce benefits for injured workers. We, on the other hand, would like for L&I to address the overuse and quality of Independent Medical Exams, a constant source of worker complaints. The terrible employability standard and the ineffectiveness of Vocational Rehabilitation are another sore point. L&I has pointed out that our minimum benefit has not been increased since 1969 and Permanent Partial Disability awards are below those in many other states. Employers here get an incredibly good deal because workers pay about 25% of premiums. We are the only state in the country where workers pay. Despite this, we are hearing L&I anticipates "trade-offs" from labor, concessions in certain areas to get improvements in others. Our response will be that L&I should do the right thing and fix what needs to be fixed. We will not sacrifice worker protections or benefits. We will need the support of the labor movement to make this determination stick.

I also anticipate a serious effort to pass a paid family leave program in 2007. With so many single parent families and families where both parents are working, we need family friendly policies that recognize the priority of adults taking care of their children, their spouses and their aging parents.

I look forward to being in contact with many of you in this political season and then in the next legislative session. We cannot afford to look at the national picture and let ourselves give in to hopelessness. Our foremothers and forefathers faced down some of the meanest government officials and captains of industry in our country's history. They were not deterred. They helped create the great middle class that is now shrinking because too many of us forgot you can never stop fighting.

Finally, I want to say something about issues of war and peace and our labor movement. The war in Iraq is a crime and a tragedy. As Iraqi trade unionists told us in their recent tour of our country, rather than countering terrorism, the Bush policy is creating terrorists and causing enormous suffering to many innocent people. We need to force our government to bring our troops home. This is an important issue for organized labor. It is working-class men and women who are fighting in Iraq, and it is Iraqi workers and families who are all too often the victims of our aggression. Our country is not only vilified in the world for our role, we are spending our nation into ruinous debt because of this war. In June when I was in New York City, I joined the largest U.S. antiwar labor contingent EVER to march against a U.S. war. Every sector of the labor movement was present, along with leaders of many locals and state councils, and even international representatives. I personally plan to join with other antiwar union activists to do what I can to bring this horrible war to an end. I hope that many of you who have not yet had the opportunity to speak out will join in this effort.



Report of the **WIA Labor Liaison**

This has been a tough couple of years for our members and affiliates who are experiencing layoff and plant closure. Our unemployment benefits dropped drastically and then recovered,

thanks to effective voices all over the state. The Workforce Investment Act (WIA) - put in place to help workers and their families facing dire times - has had funding cuts, and the Act's

reauthorization appears to be held hostage by a Congress that is concerned with ideology rather than good public policy.

In spite of all this, in Washington we have had some success in preserving jobs and developing business/labor vetted training programs. A labor/management team in the maritime industry is working to develop a bridge from unlicensed to licensed ratings. This is a direct result of new Coast Guard regulations that cut off the traditional on-the-job training route to promotions. A labor/management team from the utility industry is directing the work of community colleges that are developing



Lori Province

training necessary to produce workers for the utility industry, which will see more than 50% retirements in the next 5-7 years. This is being done without crossing into apprenticeship training territory thanks to the business/labor partnership that is guiding the work.

Our labor representatives who sit on local workforce and economic development boards across the state perform valuable and thankless services for our state's working families. We are one of the few states in the country that have developed local self-sufficiency standards that guide public training and development dollars to high road jobs, rather than down the low road path. More needs to be done, but we need to recognize what has been accomplished.

While we work every day to make sure all of our members who are laid off or displaced from jobs get the public services they as taxpayers have already paid for, there is no question that the best workforce and economic development plan is a good union job paying family wages and benefits. That is the goal of your Labor Liaison and your State Labor Council.



Reports of the **Standing Committees**

Economic Development, Job Retention and Transportation Committee

Beth Thew, Chair

The report from the Economic Development, Job Retention and Transportation Committee is quite different this year than the last report. We have a statewide Transportation budget that is putting our members to work and swelling the ranks of our apprenticeship programs. After 4 years of struggle in the legislature, there is a long-term plan for transportation improvements that will put union wages in communities all over the state.

Since the last report, the committee has sponsored workshops and conferences on: capital investment in preserving and retaining union businesses and union jobs; informing trade unionists how to access public workforce and economic dollars; linking workers who have become displaced from their jobs with the publicly funded programs developed to serve them. The Committee has sponsored and supported projects that promote the Apollo Alliance's energy independence program. And we have worked with affiliates on homeland security issues that could impact the retention of good union, family-wage jobs by our members.

And finally, it is both our honor and privilege to be the nominating committee for the Mother Jones award each year, recognizing an individual and an organization who truly represent the best in our state's labor movement.

Education Training and Apprenticeship

Darrell L. Chapman, Chair

Brothers and Sisters, there have been some disappointments and some exciting events since I became chair of this committee nearly three years ago.

At that time, Governor Locke had signed an order that all State construction projects would have 15% apprenticeship utilization, but it was not a law. Washington State had the toughest Governor's race in its history, and if Christine Gregoire had lost, her opponent would have overturned Locke's order, stopped apprenticeship dead in its tracks, and wreaked havoc upon all union apprenticeship training in this State. Fortunately, we now have what may be the friendliest Governor in Washington State history to apprenticeship and training.

Unfortunately, during my term, unions within the AFL-CIO split, this caused an immediate effect upon the finances of the Washington State Labor Council. Because of this, the Council lost staff. One of them was Randy Loomans, my staff person and someone I relied heavily on to make the committee function. Randy has moved on and is now the Legislative and Political Director for IUOE Local 302. I miss you on my committee, Randy, but LU 302 has gained a great asset.

Now things are better much better with the AFL-CIO Solidarity Charters in place. We have made great gains in apprenticeship. Thanks to our friends in the legislature and Governor Gregoire, Gary Locke's order on apprenticeship utilization has been passed into law.

We now have Apprenticeship utilization agreements with the Department of Transportation, and General Administration. Cities, Counties, and school districts across the State are getting on board. There is no doubt that the skilled labor shortage is now seen as a reality.

Over the next few years I believe that we in labor will see even more advances in apprenticeship, education, and training especially in the realms of financial support.

WISHA/Industrial Insurance Monitoring Committee

Don Houtchens, Chair

In the last two years, the Committee has continued its focus on worker safety and health and the industrial insurance system. The Committee has served as an excellent forum for giving feedback and advice to the decision makers within the Department of Labor & Industries. At the same time, the Committee has presented resolutions to the WSLC Executive Board that they have requested to be passed on to the WSLC conventions. These resolutions, in the area of safety and health and workers' compensation, are presented because the Committee believes they are necessary in order to express the will of Washington's labor movement to state decision makers.

These last two years, the Committee had forged a relationship with the new leadership of the Workers' Compensation Division, Bob Malooly. Bob has regularly attended the Committee meetings and the Committee is grateful for his presence. The Committee has been able to point out to Bob many of the challenges and problems Washington workers face when injured on the job. Discussions have focused on Independent Medical Exams, a major sore point for injured workers, the need for a better vocational rehabilitation system and medical coverage decisions including non-coverage of the spinal cord stimulator and the most recent proposed non-coverage of the intrathecal pump. The Committee has also followed the development of the Centers of Occupational Health Education (COHEs). At the 2005 convention, the Committee proposed two resolutions in the workers' compensation arena, one both on limiting the use and improving the quality of IMEs and the other on support for the COHEs. This year, the committee will propose a resolution opposing any changes in the workers' compensation system that could lead to a deterioration in benefits or lead to a process that will be less worker friendly.

In the safety-and-health arena, the Committee bid a sad farewell to Dr. Michael Silverstein as the Director of WISHA. Dr. Silverstein was clearly a professional who cared about the safety and health of injured workers and translated that caring into the manner in which he managed WISHA. The Committee observed, from a distance, the lengthy process of selection a new Assistant Director for WISHA. The Committee welcomed the new Director, Steven Cant, who had attended many Committee meetings in his former position with the Department. Steve announced at our most recent meeting the change of name from WISHA to the Department of Occupational Safety & Health (DOSH) and also discussed the reorganization to seek more efficiency and consistency in DOSH decisions. Steve will be offering a workshop at the 2006 Convention to help establish the necessary communication links between the local unions,

state councils and DOSH. The Committee supported the Department in their recent litigation with the Farm Bureau concerning the Right of Entry and closely followed the legislation that passed in the 2006 session that affirmed the Department's right of entry through a warrant when a business owner denies entry. The Committee also supports the Department's position in the Super Value case which involves the use of the General Duty Clause to enforce ergonomic safety on the job. This case is presently before the Washington State Supreme Court. The Committee proposed resolutions to the Executive Board for the 2005 convention that affirmed our support for the Right of Entry and use of the General Duty Clause to enforce ergonomic safety.

In addition, the Committee regularly receives reports from Frank Fennerty, Labor Representative to the Board of Industrial Insurance Appeals, as well as from the U.W. Department of Environmental & Occupational Safety and Health; Project HELP; the Division of Safety and Health Assessment & Research for Prevention (SHARP); and the Center for Occupational Medicine at Harborview. Also attending is a representative from OSHA although it was pointed out at the last meeting that the person designated for working with labor resigned and no one has been assigned the position he vacated. It is clear that the decent folks working at OSHA trying to enforce a safer and more healthful work place are frustrated by the lack of support from the politically appointed heads of the U.S. Department of Labor.

I want to thank the members of the Committee for their commitment and time. The meetings are long and filled with issues important to all workers in Washington. I look forward to further work with the Committee. I would especially like to thank Robby Stern, Special Assistant to the President, for his hard work and effectiveness in staffing this Committee.

Women's Committee

Patty Rose, Chair

The Women's Committee has had another successful year, and I am pleased to be the Chair. I'm looking forward to building on the successes of the past as the committee takes on our important role of promoting the full participation of women in their unions and in the labor movement.

The committee has been able to provide scholarships for union women to attend a variety of labor college programs throughout the Northwest. It is through our fund raising efforts that we are able to provide scholarships. Our fund raising includes a silent auction at the Washington State Labor Council convention.

Each year the committee is proud to present the Elsie Schrader Labor Woman of the Year Award at the Washington State Labor Council convention. The award is given to a strong union woman that has made a difference in the movement. The committee requests nominations from WSLC affiliates and the selection process is always difficult due to the outstanding union women who are nominated.

As we move into the coming year, we look forward to helping Washington's labor movement grow and prosper.

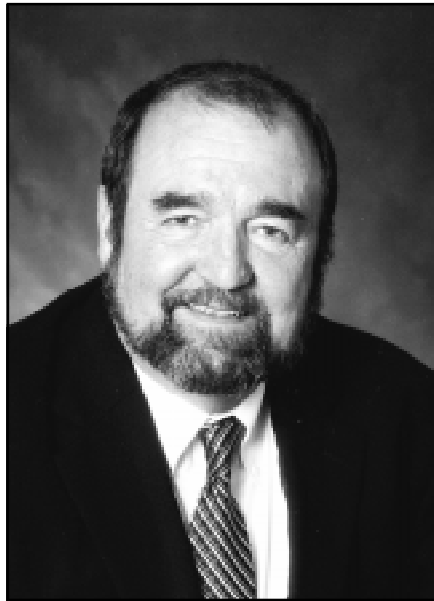


Report of the **Secretary-Treasurer**

The Washington State Labor Council, AFL-CIO is going into another important election year. We at the Council had to make some drastic changes one year ago after the disaffiliation of some of the affiliated Internationals with our parent organization, the National AFL-CIO. I am happy to report that through the Solidarity Charter program, approximately 50% of those have re-affiliated and we are hoping to increase that. We also had a substantial gain in per capita with the State Employees, AFSCME Council 28 and their collective bargaining agreements. They are now our largest affiliate.

As in the last election cycle, the National AFL-CIO is not able to give matching dollars for our election cycle. We have adopted a budget and program that we shall run in-state and we believe will be successful. There will be no recommendation to raise per capita at this year's convention as we will be working toward higher affiliation. There is a resolution being prepared for the executive board and, if adopted, will be presented that would cap the amount of funds held in savings for Organizing and Defense at \$100,000. The funds that are not banked specifically for Organizing and Defense would then go to the General Fund. When the funds for Organizing and Defense fall below the \$100,000 the 3% of per capita would be reinstated.

We currently have 5 full-time and one temporary support



Alan O. Link
Secretary-Treasurer

staff and 9 administrative staff, 4 of which are grant staff paid either by State or Federal programs. Grant staff are not allowed to participate in partisan politics during normal working hours as their jobs are defined by their grants. As you can see, we are a lean organization.

Labor 1992 Corporation has gone through some major building issues in the last two years but the work came in under budget, the Olympia building is in good condition and the corporation is profitable.

I continue to serve on the State Apprenticeship Council and the State Board for Community & Technical Colleges. I am also President of a non-profit corporation called Kids' Chance, a business and labor organization with the mission of providing scholarships to spouses or children of deceased or totally disabled workers who live in Washington or whose parents or spouse were injured or killed during employment in Washington.

It is a pleasure to work with President Bender, someone with knowledge of the legislative and political process, but even more, someone that I respect and can call a friend. We try to maximize our per capita dollars for the betterment of the 400,000 working union members in this state. We want the Washington State Labor Council to be viewed as the best State Labor Council in the country, and from our biased point of view, we believe we are.



Report of the **Accounting Manager**

Our current accounting program (Costpoint) specializes in accrual accounting for non-profits and federal grants. WSLC is an exempt organization under Section 501c(5) of the Internal Revenue Code. With respect to federal award programs, we comply with OMB Circular A-133 (audits for Non-Profits), OMB Circular A-122 (Cost Principles for Non-Profits), and OMB Circular A-110.

We currently have a total of three federal grants (Community College—SBCTC, WIA-E.S. and Peer Workers-E.S.) and one state-funded grant (Project Help—L&I). For our year ending March 31,



Bernice Vance

2006, we have five full-time and one part-time grant employees. In 1994, we had four full-time grant people. Our total 1994 yearly revenue from grants was approximately \$300,000, this fiscal year we had \$672,565 in revenue.

I started working at WSLC in March 1992. Under the direction of Secretary-Treasurer Al Link, I provide oversight of the financial management system, general ledger analysis and interim financial reports, as well as other duties, which ensure the effectiveness of the internal controls system. In addition to myself, we have one accounting staff, Robert New, Accounts Payable. He plays a major role in keeping the Accounting Department running smoothly.

I am now beginning my 14th year with the Council. I am very proud to be working at the Washington State Labor Council. I would like to thank the officers and the entire staff.



WSLC Constitution

PREAMBLE

2 The establishment of this State Central Body as a subordinate unit
 4 of the American Federation of Labor and Congress of Industrial Orga-
 6 nizations is an expression of the desire of the unions in Washington state
 8 as it seeks to fulfill the hopes and aspirations of the working people of
 all America.

10 We seek the fulfillment of these hopes and aspirations through
 democratic processes within the framework of our constitutional gov-
 12 ernment and consistent with our institutions and traditions.

14 At the collective bargaining table, in the community, in the exer-
 cise of the rights and responsibilities of citizenship, we shall responsi-
 bly serve the interests of all the American people.

16 We pledge ourselves to the more effective organization of work-
 ing men and women; to the securing to them of full recognition and en-
 18 joyment of the rights to which they are justly entitled; to the achievement
 of ever higher standards of living and working conditions; to the attain-
 20 ment 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
 22 way of life and the fundamental freedoms which are the basis of our
 democratic society.

24 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 indi-
 26 vidual whom our unions serve.

28 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

30 This body shall be known as the Washington State Labor Council,
 32 AFL-CIO. It shall at all times maintain affiliation with the American
 34 Federation of Labor and Congress of Industrial Organizations in accor-
 36 dance with the laws of that organization. As a chartered organization
 of the AFL-CIO, this body shall conform its activities on national affairs
 38 to the policies of the AFL-CIO.

ARTICLE II

Purposes and Declaration of Principle

40 The purposes of the Washington State Labor Council, AFL-CIO,
 42 are to:

- 44 ■ Establish better relations among local unions in the State of Wash-
 46 ington;
- 48 ■ Encourage harmonious action in matters affecting the welfare of
 our labor movement;
- 50 ■ Promote and distribute labor literature and aid and encourage a
 more complete labor press;
- 52 ■ Promote and agitate for the union label, shop card, and services;
- 54 ■ Better prepare ourselves to combat the enemies of organized labor;
- 56 ■ Assist local unions in organization and contract negotiations,
 whenever asked, and to have information and statistics available for all
 affiliated bodies to aid them in their problems;
- 58 ■ Bring into affiliation with the Washington State Labor Council all
 who are eligible, to the end that the Council shall become a powerful
 60 force to speak and act in defense and promotion of the whole body of
 laboring people of our state;
- 62 ■ Give recognition to the principle that both craft and industrial
 unions are appropriate, equal and necessary as methods of union orga-
 nization.

Declaration of Principle

“The Concern of One is the Concern of All.”

ARTICLE III

Affiliates

4 Sec. 1. The following organizations, chartered or having member-
 6 ship working in Washington, shall be eligible to affiliate with this orga-
 8 nization:

- 10 a. Local unions chartered by national or international unions affiliated
 with the AFL-CIO.
- 12 b. Local unions and organizing committees chartered by the AFL-
 CIO.
- 14 c. Central labor councils chartered by the AFL-CIO.
- 16 d. Department councils chartered by the departments of the AFL-CIO.
- 18 e. Joint boards, district councils, state associations and similar sub-
 ordinate organizations within the geographical limits of the state duly
 chartered by an affiliate of the AFL-CIO.
- 20 f. AFL-CIO State Retiree Council and union retiree groups.
- 22 g. State chapters of AFL-CIO constituency groups, as defined in the
 Rules Governing AFL-CIO State Central Bodies, that are chartered by
 a national AFL-CIO constituency group: If a constituency group has one
 or more chapters in the state, but no statewide chapter, a local chapter
 designated by the national constituency group may be admitted as an af-
 24 filiate.
- 26 h. A state chapter, or local chapter if no state chapter exists, of an
 AFL-CIO constituency group shall be entitled to one (1) delegate and one
 (1) vote. No AFL-CIO constituency group or its delegate may be present
 28 for or have a voice or vote in any meeting or proceeding concerning the
 endorsement of a political candidate or other partisan political activity
 concerning public elected office by this state federation, nor may any
 30 constituency group or its delegate be present for or have a voice or vote
 in any meeting or decision of this state federation's Committee on Pol-
 32 itical Education.

34 Sec. 2. Any union that has not been previously affiliated may be-
 36 come affiliated by paying one month's full per capita tax for the month
 in which it makes application. Any central labor council or subordinate
 council that has not been previously affiliated may become affiliated by
 38 paying the annual fee as determined in Article XI, Sec. 1(c). The State
 Retiree Council affiliated with the AFL-CIO shall be entitled to affili-
 40 ate by paying the annual fee as determined in Article XI, Sec. 1(b).

ARTICLE IV

Convention

42 Sec. 1. The Washington State Labor Council shall hold a consti-
 44 tutional convention on or near the third week of August in each even-
 46 numbered year at such place as the executive board may determine. If
 any unforeseen emergency arises, the date and place of the convention
 may be changed by a two-thirds majority of the executive board. Addi-
 48 tional COPE conventions may be convened at such time as determined
 appropriate by the executive board to consider COPE endorsements for
 the primary or general elections.

50 Sec. 2. The secretary-treasurer shall notify all affiliated organiza-
 52 tions at least ninety (90) days prior to the date for the convention of the
 date and place of the convention, the number of delegates the organiza-
 54 tion is entitled to and the convention voting strength of the organization.
 Any affiliated organization which protests the number of delegates to
 which it is entitled or its voting strength must notify the secretary-tre-
 56 asurer of the protest at least sixty (60) days prior to the convention. If
 the protest cannot be adjusted through an informal conference, the secre-
 58 tary-treasurer shall notify the president who shall appoint a committee of
 60 62

three (3) vice-presidents who shall hold a hearing and render a decision prior to the convention.

Sec. 3. Special conventions for stated limited purposes may be convened by the convention or by written request of twenty-five (25) percent of the organizations affiliated with the Washington State Labor Council or a two-thirds majority of the executive board. All affiliated organizations shall be given sixty (60) days notice of a special convention and such notice shall include the subject or subjects to be considered.

Sec. 4. In each odd-numbered year, the Washington State Labor Council shall hold a convention at such time and place as the executive board shall decide. No constitutional changes shall be enacted at this meeting.

Sec. 5. The president and the secretary-treasurer shall prepare a preliminary roll of delegates, where no protests have been filed, from credentials in their possession and such delegates shall have the power to transact the business of the convention until the report of the committee on credentials is received and adopted.

Sec. 6. (a) Approximately ninety (90) calendar days in advance of the conventions required by this article and sixty (60) calendar days in advance of special conventions, affiliated organizations shall be furnished with blank credentials consisting of a master credential on which all delegates and alternates are to be listed and individual credentials for each delegate and alternate. The master credential shall be returned to the headquarters of the Washington State Labor Council at least thirty (30) days prior to the convention. The individual credentials shall be presented by the delegate or alternate to the committee on credentials at the convention. No individual credential shall be considered valid if it bears the name of more than one delegate or alternate. If an alternate presents a credential, the alternate shall be seated and recognized as the credentialed delegate only in the absence of the regular delegate. Credentials submitted less than thirty (30) days prior to the convention may be approved by a majority vote of the convention.

(b) The executive board shall establish, and may from time to time adjust, a registration fee which shall be paid in advance by the organization sending the delegate(s); the advance registration fee shall accompany the master credential form when it is submitted to the Washington State Labor Council office. Such registration fees shall be used in part to reimburse the host organization for expenses of the convention.

Sec. 7. Any delegate or alternate who is a member of a subversive organization or who advocates the precepts of any subversive organization or organizations hostile to the principles of organized labor shall not be entitled to a seat in the convention.

Sec. 8. All officers of the council who are not elected as delegates shall be ex-officio delegates to the convention with all the rights and privileges of elected delegates and shall have one vote.

Sec. 9. By virtue of their past office, all past presidents and secretary-treasurers shall be delegates to the convention with voice but without vote.

Sec. 10. (a) Unless otherwise provided for herein, all questions shall be decided by a majority vote. Each delegate shall have one vote unless a roll call is demanded. A demand for a roll call vote must be supported by not less than twenty-five (25) percent of the delegates in attendance.

(b) Upon the recognition of support for a roll call vote, the chair shall call a ten (10) minute recess.

(c) On a roll call vote, delegates present shall be entitled to vote the full voting strength to which their local union is entitled; provided, however, unless the local union casts a unanimous vote, each delegate present shall be entitled to vote a proportionate share of the entire vote to which the local union is entitled.

(d) The number of votes that a local union is entitled to cast on a roll call vote shall be the average number of members on whom per capita tax was paid during the preceding fiscal year. Local unions reaffiliating or local unions newly affiliated for less than the base period shall have their voting strength computed from the month of affiliation and shall be determined by dividing the total per capita tax paid for all months affiliated by the number of months affiliated or by twelve (12), whichever is greater.

(e) Affiliated organizations other than local unions shall be entitled to three (3) votes.

Sec. 11. Twenty-five (25) percent of the credentialed delegates to the convention shall constitute a quorum for the transaction of business.

Sec. 12. The convention of this organization shall be composed of duly credentialed delegates from organizations affiliated with the Washington State Labor Council.

Sec. 13. Each local union affiliated with the Washington State Labor Council shall be entitled to representation on the following basis:

175 members or less	2 delegates	
176 - 375 members	3 delegates	14
376 - 750 members	4 delegates	
751-1,250 members	5 delegates	16
1,251-1,750 members	6 delegates	
1,751-2,250 members	7 delegates	18
2,251-2,750 members	8 delegates	
2,751-3,250 members	9 delegates	20
3,251-3,750 members	10 delegates	
3,751-4,250 members	11 delegates	22
4,251-4,750 members	12 delegates	
4,751-5,250 members	13 delegates	24
5,251-5,750 members	14 delegates	
5,751-6,250 members	15 delegates	26

Local unions having more than 6,250 members shall be entitled to one (1) additional delegate for each additional 500 members (or major fraction thereof). Delegates must be members of the local union they represent.

Sec. 14. The number of delegates to which a local union is entitled shall be determined by the average per capita tax paid for the twelve (12) months immediately preceding April 1 of the convention year.

Sec. 15. Local unions reaffiliating or local unions newly affiliated for less than the base period shall have their representation computed from the month of affiliation and shall be determined by dividing the total per capita tax paid for all months affiliated by the number of months affiliated or by twelve (12), whichever is greater.

Sec. 16. No organization shall be entitled to representation unless such organization has been affiliated for at least one month prior to the dispatching of the call to the convention and shall have paid full per capita through the second month prior to the convention.

Sec. 17. Local unions which affiliate with the State Labor Council after the close of the fiscal year and at least one month prior to the convention shall be entitled to two delegates and two votes.

Sec. 18. Each affiliated council shall be entitled to three delegates and three votes.

Sec. 19. All delegates from central or area labor councils, card and label councils and departmental councils, or other affiliated organizations shall be members of a local union affiliated with such organization and the Washington State Labor Council, except auxiliaries and union retiree groups, locals or chapters.

Sec. 20. No proxy shall be allowed.

Sec. 21. (a) The following convention committees, to consist of not less than nine (9) nor more than twenty-one (21) members each, shall be appointed by the president, in consultation with the secretary-treasurer. Other committees may be established by the president or the executive board as required.

(b) Committee on legislation, committee on credentials, committee on rules and order of business, committee on resolutions, committee on constitution, committee on report of officers, committee on label and unfair lists, committee on industrial safety, and committee on grievances. In addition, a sergeant-at-arms and a reading clerk shall be appointed for the duration of the convention. Committee members shall be notified by the secretary-treasurer fifteen (15) days in advance of the date the convention is convened.

Sec. 22. All resolutions shall be forwarded to the secretary-treasurer of the Washington State Labor Council postmarked no later than

thirty (30) calendar days prior to the opening of the convention, and shall be duplicated and forwarded to all delegates, whose credentials have been timely received, fourteen (14) calendar days prior to the convention. Resolutions shall bear the seal of the local union or other affiliate presenting same. Subordinate sections, as defined in Article IX, may submit resolutions approved by those bodies up to twelve noon of the first day of the convention. Resolutions previously adopted by affiliated local unions or other affiliates that were not submitted in compliance with the fourteen-day rule may be presented to the convention before the close of the first day's session and if two-thirds of the convention delegates present vote to accept the resolutions, they may be accepted and routed to committee. Such resolutions must have been previously approved by action of an affiliated organization.

Sec. 23. All resolutions shall be referred to the proper committee by the secretary-treasurer.

ARTICLE V
Officers and Election

Sec. 1. The officers of this organization shall consist of a president and a secretary-treasurer, both of whom shall be full-time salaried officers, and nineteen (19) vice-presidents elected on the basis of the schedule found in Section 4 of this article. These officers shall constitute the executive board of the Washington State Labor Council, provided that notwithstanding any other provisions of this constitution, the executive board shall be empowered to authorize the appointment of additional vice presidents if circumstances warrant. Any International that pays per capita on 10,000 or more will have a seat on the Board by appointment if they do not have one by election.

(a) All six (6) Constituency Groups affiliated with the National AFL-CIO and the Washington State Labor Council shall have a seat on the board with vote and voice.

Sec. 2. Term of office for all officers shall be four (4) years or until their successors are elected and qualified. Such term shall begin and end on January 5 of the election years. Retired members of affiliates may not be nominated for, nor may they be elected to, office in the Washington State Labor Council. Incumbent vice-presidents who retire from gainful employment during their term of office may complete the remainder of the calendar year. Retirement shall be defined as not being gainfully employed or not actively seeking employment in an occupation whose activities are within the jurisdiction of an AFL-CIO chartered organization.

Sec. 3. Officers or employees of the Washington State Labor Council elected to full-time political office or accepting a full-time government appointment or engaging in activities which separate them from the official duties of their office in the Washington State Labor Council shall resign.

Sec. 4. The vice-presidents of the Washington State Labor Council shall be elected on the following schedule:

District 1: There shall be five (5) vice presidents from the First District, which shall constitute all of King County.

District 2: There shall be three (3) vice presidents from the Second District, which constitutes Island, San Juan, Skagit, Snohomish and Whatcom counties.

District 3: There shall be three (3) vice presidents from the Third District, which constitutes Clark, Cowlitz, Grays Harbor, Lewis, Mason, Pacific, Skamania, Thurston and Wahkiakum counties.

District 4: There shall be three (3) vice presidents from the Fourth District, which constitutes Adams, Asotin, Benton, Chelan, Columbia, Douglas, Franklin, Garfield, Grant, Kittitas, Klickitat, Okanogan, Walla Walla and Yakima counties.

District 5: There shall be two (2) vice-presidents from the Fifth District, which constitutes Ferry, Lincoln, Pend Oreille, Spokane, Stevens and Whitman counties.

District 6: There shall be three (3) vice-presidents from the Sixth

District, which constitutes Clallam, Kitsap, Jefferson and Pierce counties.

(a) Representatives of the six (6) constituency groups (APRI, APALA, CBTU, CLUW, LCLAA, PAW) shall be elected on a state-wide basis. In order to be eligible, you must be an active member of the constituency group in your area, as defined by its bylaws. Candidates are required to be members of an affiliated union, as well as the constituency group, and must have five (5) valid nominations from other affiliated unions. If there is more than one chapter of a constituency group in the state, the combined chapters shall determine their designed nominee. The constituency groups may contact the Secretary-Treasurer and have the name of their designated choice to fill the Executive Board position placed on the ballot. Final election of the Constituent Vice Presidents will be based on the total number of ballots cast for each position.

Sec. 5. If there is more than one central labor council in an executive board district, only two of three or one of two vice-presidents representing such district shall be from the same central labor council. For purposes of this constitution, a person shall be from the central labor council which has the geographical jurisdiction over the place of that person's actual employment or residence.

Sec. 6. The convention may redistrict the state and establish a new schedule for the election of executive board members.

Sec. 7. An election board of five (5) members shall be elected from among at least ten (10) nominees at the convention. The five candidates receiving the greatest number of votes shall be declared elected. Candidates receiving the next highest number of votes shall be declared alternates, in order of the number of votes received. If there are not sufficient alternates, the executive board shall have the authority to fill any vacancies. Delegates shall vote for exactly five candidates. Ballot with votes for fewer than, or more than, five candidates shall be invalid.

Sec. 8. The election board and alternates shall serve until the next convention. Notice that an election board is to be elected shall be sent to all affiliates prior to the convention.

Sec. 9. No officer or candidate for office shall be eligible to serve on the election board.

Sec. 10. No candidate may accept nomination to elective office of the Washington State Labor Council whose affiliate pays less than full per capita for any reason other than strike dispensation.

Sec. 11. The president, secretary-treasurer, and vice-presidents shall be elected by a referendum vote of the affiliated local unions, except as provided in Section 25 of this article.

Sec. 12. The vice-presidents shall be nominated and elected by the local unions within their respective districts. The official election ballot for each district shall show only the nominees for that district.

Sec. 13. (a) Local unions paying per capita tax on or before September 1 for the month of May shall be entitled to vote.

(b) The number of votes to which a local union is entitled shall be determined by the average number of members for which per capita was paid during the preceding two fiscal years.

(c) In the case of new unions which have been organized since the last preceding election and have affiliated, the number of members for which per capita tax is paid shall be averaged over the number of months paid for.

(d) Local unions with membership in more than one Washington State Labor Council district may allocate their per capita voting strength to the several districts. This allocation must be made in writing prior to March 31 of the election year and must be directly proportional to the number of dues-paying members employed in each district.

(e) Joint boards, district councils, state associations and similar subordinate organizations within the geographic limits of the State duly chartered by an affiliate of the AFL-CIO and paying an affiliation fee shall have three (3) votes.

Sec. 14. Not later than August 1 of each election year, the secretary-treasurer shall prepare nomination forms and send them to the local unions. The names of persons nominated by the local union for all offices shall be entered in the appropriate place or places. The form shall be returned to the secretary-treasurer, signed by the appropriate local union officer, postmarked no later than the 15th day of September.

2 **Sec. 15.** To be eligible to appear on the election ballot for the
office of president or secretary-treasurer, a candidate must be nominated
4 by ten (10) or more local unions. Candidates for vice-president must
be nominated by five (5) or more local unions in that district to be eli-
6 gible to appear on the election ballot.

8 **Sec. 16.** All candidates for office must be members in good stand-
ing of an affiliated local union.

10 **Sec. 17.** Not later than ten (10) days after the close of the nomi-
nating period the secretary-treasurer shall notify all candidates who have
12 received sufficient nominations to appear on the ballot that they have
been nominated. Nominees who wish to be candidates must accept
14 nomination in writing by October 10.

16 **Sec. 18.** On or before October 20 of the election year, the secre-
tary-treasurer shall prepare and mail to all affiliated local unions an
18 official ballot with a return addressed envelope marked: Attention:
Election Board. The ballot shall list the names and union membership
20 of each nominee, the position for which each nominee is a candidate,
and the number of votes the local union is entitled to cast. Each ballot
shall identify the local union to which it is sent.

22 **Sec. 19. (a)** Each local union shall determine the time and place
and method of casting its ballot.

24 **(b)** Each local union, voting its entire per-capita, may at its dis-
cretion vote an "X" or "✓" in the proper space for each candidate vot-
ing its entire per capita. Those locals wishing to split their votes must
26 enter the number of votes in the proper space and the ballot shall be
signed by an official of the local union.

28 **(c)** Transportation of ballots will be by:

- 28 **(1)** United States Postal Service;
- 30 **(2)** Transported to the Washington State Labor Council of-
fice personally; or
- 32 **(3)** By facsimile.

34 **(d)** The ballot must be postmarked no later than midnight on the
first Monday in December. Those ballots not mailed or postmarked
36 should be returned to the Board at the headquarters office of the Wash-
ington State Labor Council no later than 5:00 p.m. on the first Monday
38 in December. The last ballot will be accepted from the post office with
a postmark date no later than the first Monday in December until noon
on the Thursday following that first Monday.

40 **(e)** When the ballot reaches the headquarters office, a record shall
be made of its receipt. It shall be deposited in a locked ballot box and
42 become the property of the election board in the custody of the secre-
tary-treasurer.

44 **Sec. 20 (a)** The election board shall meet at the headquarters
office at 10 a.m. on the Thursday following the first Monday in Decem-
ber. It shall be the responsibility of the secretary-treasurer to notify the
46 election board as to the specific day they shall meet.

48 **(b)** The election board shall not tabulate the votes of any local
union which: (1) has cast more than the number of votes to which it is
entitled; (2) has not signed the ballot as required by Section 19(b) of this
50 article; (3) whose ballot was not received at the Washington State La-
bor Council's Seattle office before 5:00 p.m. on the first Monday in De-
52 cember; or (4) whose postmarked-by-Monday ballot was not received
by noon on the Thursday following the first Monday in December.

54 **(c)** Any protest in connection with the votes of any local union
must be filed with the election board not later than the first Monday in
56 December by at least two members in good standing of said local union.

58 **(d)** Representatives of those protesting shall be entitled to be
present during the consideration of their protest. The election board shall
be the sole judge of any protest.

60 **Sec. 21. (a)** When the election board has completed the count and
attested to the results, the secretary-treasurer shall transmit to all affil-
62 iated organizations within ten (10) days the results of the election in
tabulated form including the vote cast by each local union.

64 **(b)** Any objection from a local union as to the tabulation of the
vote shall be filed with the secretary-treasurer within thirty (30) days
66 after the tabulation has been mailed.

68 **(c)** The executive board shall hold a hearing on any protest within
thirty (30) days after the objection has been received by the secretary-
treasurer. A majority vote shall be necessary for a decision. The deci-

sion of the board shall be final, subject to appeal to the next convention.

2 **Sec. 22 (a)** In case no candidate for president and/or secretary-trea-
surer receives a majority of the votes cast for that position, another ref-
4 erendum election shall be held by submitting the names of the two candi-
dates receiving the highest number of votes.

6 **(b)** An official ballot for the run-off shall be mailed to all affil-
ated local unions by the third Monday in December and shall be returned
8 to the headquarters office no later than 5 p.m. on the first Monday in Feb-
ruary.

10 **(c)** The election board shall count the vote on the Thursday follow-
ing the first Monday in February. The successful candidate shall take
12 office immediately after completion of the count.

14 **(d)** The election of the vice presidents shall be conducted under the
plurality system; where two or more members are nominated for office
and the members receiving the most votes shall be declared elected.

16 **Sec. 23 (a)** All candidates for office or a designee shall be entitled
to observe the count.

18 **(b)** The ballots shall be retained and be available for inspection by
representatives of affiliated organizations for six (6) months or until af-
20 ter the next convention, whichever is later. The secretary-treasurer shall
destroy all ballots after that time.

22 **Sec. 24.** Except as provided in Section 2 of this article, any vice-
president who shall no longer be employed or actively seeking employ-
24 ment within the jurisdiction of the central labor bodies within the district
he or she was elected to represent, or who shall cease to be affiliated with
organized labor in his or her district, or whose local union ceases to be
26 affiliated with the state council, shall be deemed to have resigned from
his or her office.

28 **Sec. 25.** In the event of a vacancy in any office, the executive board
shall have the authority to call for a special election or to fill the vacancy
30 until the next regular election.

32 **Sec. 26.** Special elections shall be conducted under the same pro-
cedures as regular elections, provided that if no more than one candidate
34 qualifies as a nominee that candidate shall be declared elected by the
secretary-treasurer.

36 **Sec. 27.** Before assuming the duties of office, each officer of this
organization shall subscribe to the following oath of office, which shall
38 be filed with the secretary-treasurer at the headquarters office:

I,, hereby solemnly pledge my word of honor as a mem-
40 ber of organized labor, that I will perform the duties of the office to which
I have been elected, as provided for in the constitution, and that I will use
42 my best efforts to forward the interests of this organization and all
branches of the AFL-CIO.

44 **ARTICLE VI**
Duties of President

46 **Sec. 1.** The president shall be the chief executive officer of the
Washington State Labor Council and shall:

48 **(a)** Preside at all conventions of the State Labor Council and meet-
ings of the executive board;

50 **(b)** Actively encourage all eligible organizations to affiliate with
the Washington State Labor Council;

52 **(c)** Supervise the activities of the Washington State Labor Coun-
cil;

54 **(d)** Sign or co-sign all official documents;

56 **(e)** Represent the Washington State Labor Council at the conven-
tions of the AFL-CIO;

58 **(f)** Appoint and supervise all staff assistants, subject to confirma-
tion by the executive board;

60 **(g)** Call special meetings of the executive board when necessary;

62 **(h)** Appoint and be an ex-officio member of all committees not
otherwise provided for herein;

64 **(i)** Select and retain legal counsel for the Washington State Labor
Council, when necessary, subject to approval of the executive board;

66 **(j)** Perform such other duties as may be determined by the execu-
tive board;

68 **(k)** Serve as president and member of the board of directors of any
corporation owned directly or indirectly by the Washington State Labor
70 Council.

ARTICLE VII

Duties of the Secretary-Treasurer

Sec. 1. The secretary-treasurer shall be the chief financial officer of the Washington State Labor Council and shall:

(a) Take charge of all books, papers, and property of the Washington State Labor Council;

(b) Sign or co-sign all official documents;

(c) Issue the call for and act as secretary of all delegate meetings of the Washington State Labor Council and meetings of the executive board;

(d) Receive all money due the Washington State Labor Council and deposit such money in a bank or banks designated by the executive board, investing any excess funds in investments approved by the convention or executive board;

(e) Prepare an annual report of receipts and expenditures, audited by the certified public accountant, to be printed in the proceedings of the convention;

(f) As of May 1 each year, compile a list of affiliated organizations and the post office address of each and mail to each affiliated organization;

(g) Prepare a report of the proceedings of the convention, together with the constitution and rules of order. Convention proceedings shall be posted online and notice shall be sent to affiliates that the proceedings are available;

(h) Employ such persons as may be necessary to conduct the responsibilities of the office of secretary-treasurer;

(i) Compile the voting records of public officials and distribute them to all affiliates;

(j) Serve as secretary-treasurer and member of the board of directors of any corporation owned directly or indirectly by the Washington State Labor Council.

ARTICLE VIII

Executive Board

Sec. 1. The executive board shall be composed of all of the officers enumerated in Article V, Section 1.

Sec. 2. The board shall be the governing body of the Washington State Labor Council between conventions and is authorized and empowered to take such actions and make such decisions as may be necessary to carry out fully the decisions and instructions of the convention and take such other actions as may be necessary and appropriate to safeguard and promote the best interests of the Washington State Labor Council and its affiliated organizations.

Sec. 3. The board shall meet regularly on the third Friday of January, April, July, and October, and, in addition, shall meet at the call of the president or on written request of a majority of the members; provided, the board may by majority vote change the date of any regular meeting.

Sec. 4. A quorum for transaction of the business of the executive board shall consist of a majority of its members.

Sec. 5. The board shall have final authority to act on requests for organization and defense purposes from the appropriate section funds.

Sec. 6. The board shall establish as compensation for full-time services the salaries and benefits of the president and secretary-treasurer subject to prior approval by the convention.

Sec. 7. They shall, in cooperation with the president and secretary-treasurer, represent the State Council to affiliated organizations within their respective districts; solicit and urge affiliation on the part of those eligible organizations not affiliated; make every reasonable effort to secure continued affiliation on the part of delinquent affiliates.

Sec. 8. The board shall be the shareholder of any corporations directly owned by the Washington State Labor Council and shall elect five of its members who, together with the president and secretary-trea-

urer, shall serve as directors of any corporation owned directly by the Washington State Labor Council. The actions of the board of directors shall be subject to review and approval of the shareholder, i.e., the executive board of the Washington State Labor Council, for all actions taken in respect to any corporations owned by the council whether directly or indirectly. The board shall further have the authority by majority vote of its members to remove and replace any of the five elected directors by another member of the executive board.

ARTICLE IX

Subordinate Sections and Trustees

Sec. 1. Each affiliated local union shall be entitled to membership in one or more of the following subordinate sections of this council which are hereby established for purposes of organization and defense: (1) Building Trades, (2) Food and Beverage Trades, (3) Miscellaneous Trades, (4) Maritime and Transportation Trades and (5) Industrial Unions. These sections shall operate in conformity with the constitution of this council. Local unions maintaining membership in more than one section shall designate in writing to the secretary-treasurer the percentage allocation of their membership to each section.

Sec. 2. Each section shall hold a meeting before the third day of the convention at which time it shall elect trustees and such other officers as the section shall determine necessary. Each section shall elect three (3) trustees, chosen by the convention delegates representing the local unions participating in the section. Insofar as possible, two (2) trustees of each section shall be from west of the Cascade mountains and one (1) trustee from east of the Cascade mountains. No two (2) trustees of any section shall be members of the same local union.

Sec. 3. Requests by affiliated organizations for financial aid from the organization and defense fund shall be made through the executive officer or officers of the section from which funds are requested and shall follow the criteria set forth in Section 4 of this article. All such requests shall thereafter be presented by such executive officer or officers to their respective trustees for consideration and action. If approved by the trustees, the request shall be forwarded to the secretary-treasurer of the Washington State Labor council, who shall submit it to the executive board for final consideration. The secretary-treasurer of the Washington State Labor Council shall submit a quarterly financial report to the trustees of each section.

Sec. 4. Requests for organizing and defense grants shall be made in advance of organizing drives or commitment of funds, if at all possible, and shall state in writing the specific amount requested, how the funds will be used, and the amount and source of other funds. Requests shall include a proposed budget showing expected receipts and expenditures and the timing of such receipts and expenditures. Periodic reports shall be made to the State Labor Council and a complete report shall be submitted when the entire grant has been spent. Organizing and defense grants shall be used only for the purposes for which they are made. At the discretion of the Washington State Labor Council executive board, grants may be made in a series of payments. All requests for funds shall be in compliance with the constitution and laws of the section or sections involved, the Washington State Labor Council and the AFL-CIO.

Sec. 5. Should financial aid be approved by the trustees of a section and the executive board of the Washington State Labor Council, the affiliated organization receiving same shall give a complete itemized statement of expenditures monthly to the officers of the section and the executive board of the Washington State Labor Council. Upon failure to file such report, financial aid shall be discontinued until the report has been filed.

Sec. 6. In the event of a vacancy in any section office, such vacancy may be filled by the remaining officers.

Sec. 7. Any by-laws adopted by the sections shall be in conformity with the Constitution of the Washington State Labor Council, AFL-CIO.

ARTICLE XIII
Committees

Sec. 1. In addition to the committees established by Section 21, Article IV, additional special committees and standing committees may be established as needed and shall be appointed by the president unless otherwise directed by the convention or the executive board.

Sec. 2. All committees shall report to the executive board except that standing committees of more than two years' duration shall also report to the convention. The executive board shall adopt rules governing all committees except those established by Section 21, Article IV.

ARTICLE XIV
Legislative and Political Action

Sec. 1. The legislative activities of the Washington State Labor Council shall be under the direction of the president and shall conform to the policies of the AFL-CIO on national affairs and to policies adopted by the convention and the decisions of the executive board on state matters.

Sec. 2. The political activities of the State Labor Council shall be under the direction of the Committee on Political Education which shall operate in conformity with the policies of the AFL-CIO and national COPE.

Sec. 3. The executive board shall constitute the Washington State Labor Council's Committee on Political Education. Additional members may be added to the committee as determined by the COPE bylaws.

ARTICLE XV
Boycotts and Unfair Lists

Sec. 1. The Washington State Labor Council shall have authority to establish a statewide boycott or to place a statewide or regional employer on an "Unfair" or "Do Not Patronize" list only upon written request of an aggrieved affiliate or in response to an action of the AFL-CIO.

Sec. 2. All requests to place a statewide employer on the "Unfair" or "Do Not Patronize" list shall be referred to the executive board. Referral may be to a special committee of the executive board appointed by the president for that purpose. Such special committee shall have the power to act.

Sec. 3. Before any boycott action by an affiliated organization is endorsed by the Washington State Labor Council, a written statement shall be submitted by the aggrieved affiliate stating what efforts have been made to effect a settlement of the issues in dispute and requesting that the offending employer be placed on the "Unfair" or "Do Not Patronize" list and describing what actions will be taken to make the boycott effective.

Sec. 4. If the requested action is directed against a statewide employer which has a contract or working agreement with any union or unions affiliated with the AFL-CIO, other than the aggrieved union, the written consent of such other union or unions shall be required. If such consent is not given, no further action shall be taken by the Washington State Labor Council, except as authorized by the AFL-CIO.

Sec. 5. An employer identified by a request for placement on the "Unfair" or "Do Not Patronize" list shall be invited to meet with the executive board or a special committee of the executive board with the objective of securing an amicable settlement of the dispute in a spirit of conciliation. The affiliate which initiated the request shall also have representation in attendance and other affiliates which might be directly affected by any action taken on the request shall be notified of the meeting and may have representation in attendance if they desire.

Sec. 6. If, after investigation and conciliation efforts, the executive board is unable to effect a settlement, any action taken in concurrence with the original request shall be in accordance with AFL-CIO Rules Governing State Central Bodies.

Sec. 7. Organizations placed on the "Unfair" or "Do Not Patronize" list shall remain there for one year unless taken off sooner by the executive board. Before an "Unfair" or "Do Not Patronize" listing is continued for subsequent years, the aggrieved affiliate shall be notified by the Washington State Labor Council in order to show what actions were taken to make the boycott effective and how the boycott will be continued.

ARTICLE XVI
Rules and Parliamentary Authority

Sec. 1. In case of conflict between the provisions of this constitution or other laws or actions of the Washington State Labor Council and the Constitution of the AFL-CIO or the Rules Governing State 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 amendment to this constitution or to change or modify the laws or actions of this council as necessary to bring them into conformity with the Constitution and Rules of the AFL-CIO.

Sec. 2. Robert's Rules of Order shall be the authority of the Washington State Labor Council unless otherwise provided for in this constitution and bylaws or any rules for the conduct of conventions.

ARTICLE XVII
Amendments

Sec. 1. Amendments to this constitution shall be submitted in writing to the secretary-treasurer in accordance with the provisions of Section 21, Article IV, of this Constitution.

Sec. 2. The convention committee on constitution shall study all proposed constitutional amendments and present them to the convention with a recommendation to concur or nonconcur.

Sec. 3. Two-thirds of the votes cast shall be required to adopt any amendment to this constitution.

Sec. 4. Amendments to this constitution shall become effective after review and approval by the President of the AFL-CIO. The Washington State Labor Council must give the National AFL-CIO a ninety-day notice before implementing a percapita change. Any change in per capita shall be effective on the first day of the month after receiving approval from the President of the AFL-CIO.

RULES GOVERNING AFL-CIO STATE CENTRAL BODIES
Issued by the AFL-CIO Executive Council

Rule 8 -- Constitution and Bylaws

Each state central body shall adopt a constitution and/or bylaws consistent with the Constitution of the AFL-CIO and with these rules. Such constitutions and bylaws, and any amendments thereto, shall be subject to approval by the president, and two copies thereof shall be submitted to the president upon their adoption.

Amendments to the constitution and bylaws of a state central body duly proposed in accordance with the provisions of the constitution or bylaws of the central body may be submitted to the president for approval in advance of the convention at which they are to be acted on and such amendments, if approved, may be put into effect at such convention if adopted in the form submitted or without substantive change. If any substantive changes are made in amendments which have received prior approval, such amendments shall be resubmitted for approval by the president and shall not become effective until approved.

The president may, at any time, require any state central body to formally amend its constitution or bylaws in order to bring them into conformity with the provisions of these rules and of the constitution of the AFL-CIO.

Rule 27 -- Appeals

Any final decision of a state central body in a matter requiring a hearing within the central body under these rules may be appealed to the

2 president within 30 days after the decision appealed from. The decision
3 of the president may thereafter be appealed to the executive council.
4 Any such appeal shall be filed in writing with the secretary-treasurer
5 within 30 days after notice of the action being appealed. Appellants
6 shall have the right to appear before the executive council in support of
7 their appeal. The decision of the executive council may be further ap-
8 pealed to the next succeeding convention of the AFL-CIO. Such fur-
ther appeal shall be filed in writing with the secretary-treasurer at least
30 days prior to the opening of the convention. The appellant shall have

the right to appear before any appeals committee of the convention, and
except in the case of an individual appellant, shall have the right to
appear before the convention itself. An individual appellant shall have
the right to appear personally before the convention itself only with the
consent of the convention. During any such appeal the original decision
of the state central body, or the president, or of the executive council,
as the case may be, shall remain in effect unless reversed, modified or
temporarily stayed.



C.O.P.E. By-Laws

Pursuant to the constitution and rules of the AFL-CIO, the following
COPE bylaws are established.

I. Name

This organization shall be known as the Washington State Com-
mittee on Political Education of the Washington State Labor Council.

II. Purposes

This committee is vested with the duty and responsibility to
assist the Washington State Labor Council to meet the need for sound
political education on state and national issues. It shall encourage
workers to register and vote, to exercise their full rights and responsi-
bilities of citizenship and to perform their rightful part in the political
life of the local, state and national communities.

III. Composition

This committee is a permanent committee of the Washington
State Labor Council and shall be composed of the following mem-
bers:

1. The executive board of the Washington State Labor Council, AFL-CIO.
2. A representative from each county, city or congressional district COPE within the state, for such terms as COPE may decide. In the event that the central labor council does not have a formally recognized and organized COPE, the central labor council shall be entitled to a representative on the committee.
3. The director of the volunteers in politics department of the Washington State Committee on Political Education, if any. In the event there is no director of a volunteers in politics division but field representatives are employed, then such field representatives shall be entitled to a position on the committee.
4. Such additional representation as the executive board of the Washington State Labor Council may decide.
5. The state COPE deliberations on recommended endorsement of candidates may be attended by accredited delegates. Decisions by the committee concerning recommendations to the convention shall be considered privileged information until submitted to the convention.

IV. Powers

1. The committee derives its power and authority from the Washington State Labor Council. It shall also operate in conformity with the policies of the national AFL-CIO and the national committee on political education.
2. The committee shall have the responsibility of stimulating and assisting campaigns:
 - (a) For the registration of AFL-CIO members and their families.

- (b) To get out the vote on election day.
- (c) To encourage qualified candidates to seek public office.
- (d) To educate members and their families on the political issues of the day and to encourage study and discussion of such issues and related candidates.
- (e) To indicate approval or disapproval of candidates and proposals pursuant to the procedure set forth hereafter.
- (f) To assist within geographical jurisdiction in the effective solicitation of individual contributions to the political education program of the AFL-CIO.

3. The state committee shall have the power to establish subcommittees or departments as it deems desirable.
4. District (congressional district) vice-presidents of the Washington State Labor Council, AFL-CIO, shall serve as the chairpersons of the political education and COPE activities in their respective (congressional) districts, in which there are more than one county COPE. Where more than one Washington State Labor Council vice-president resides and operates in a single (congressional) district, a chairperson and co-chairperson will be agreed to among the vice-presidents.
5. The state committee, in cooperation with the district (congressional) chairpersons, shall assist county-city and congressional COPEs to become established and, if necessary, shall form such COPEs and provide assistance, direction and coordination to the political education work of such councils and COPEs within the state.

V. City-County Congressional COPEs

1. City and county AFL-CIO COPEs shall be established pursuant to the bylaws and rules recommended for this purpose by national COPE.
2. The city and county COPEs shall have primary responsibility for:
 - (a) The establishment of central card files for AFL-CIO members and their families.
 - (b) Registration and get-out-the-vote files.
 - (c) The promotion of precinct and other neighborhood committees.
 - (d) The above activities shall not conflict with the rights of local central labor bodies.
3. The state committee may establish a congressional district committee in each such district where there is more than one city or county AFL-CIO council for the purpose of coordinating the political education activities of all within the district.
4. County, city and congressional district COPEs shall not take positive final action on matters of statewide legislative policy, but instead shall, acting through their central labor councils, refer all recommendations on legislation to the Washington State Labor Council for its consideration and action at convention or by executive

C.O.P.E. By-Laws (continued)

board between conventions.

5. County and city COPE shall not take independent final action on endorsements for appointive political or public positions of a state-wide nature, but instead shall refer their recommendations through the central labor council to the Washington State Labor Council for its consideration and action by executive board between conventions.

VI. Officers and Committees

1. The president and secretary-treasurer of the State Council, AFL-CIO, shall be the chairperson and secretary-treasurer, respectively, of the state COPE.

2. The president shall preside and preserve order at all meetings of the State COPE and shall transact any such business as may rightly pertain to the office. He or she shall be ex-officio member of all committees.

3. The secretary-treasurer shall keep a correct record of the proceedings of the state COPE, carry on all correspondence in connection with the business of the state COPE, pay all bills duly authorized, and deposit all funds in the bank in the name of the state COPE. He or she shall submit a report on the condition of the treasury at each meeting of the state COPE and shall give at least a semi-annual report to the local unions and COPE units and shall submit the books and records for audit to a public accountant and to the state AFL-CIO audit committee annually, or when requested to do so, and shall perform such other duties as are usual to the office or which may be assigned. The secretary-treasurer shall give a bond, in the name of the Washington State Labor Council, to insure the faithful discharge of his or her duties. The chairperson of the state COPE shall act as trustee of, and hold, the bond. The secretary-treasurer shall be ex-officio member of all subcommittees.

4. The executive board shall consist of the officers and such additional members as are selected by state COPE.

5. The state COPE shall meet at least once a year. Special meetings shall be called by the state chairperson, or on the request of 30 percent of the committee membership.

6. The state COPE shall establish a volunteers in politics department pursuant to bylaws and rules recommended for this purpose by national COPE.

VII. Volunteers in Politics Department

1. This subcommittee shall be known as the Volunteers in Politics Department of the Washington State Committee on Political Education, AFL-CIO.

2. The purpose of this department is to achieve full participation of trade union members, families and retirees in the development activities of the Washington State Committee on Political Education, governed by COPE's constitution and bylaws and under its full jurisdiction.

3. The executive board of the Washington State Labor Council shall select one or more persons who will become a member of the state committee, with the title of either state director or field representative of the volunteers in politics department. They will be responsible for calling on area councils and local COPEs to implement the volunteers in politics program as established by state and national COPE policies.

4. The state volunteers in politics department shall have an advisory board composed of the chairpersons of all affiliated city, county or congressional district volunteers in politics departments.

5. The chairperson and secretary-treasurer of the state COPE shall be ex-officio members of the advisory board of the state volunteers in politics department. The chairperson shall have the final responsibility of determining whether or not any policy or activity proposed is contrary to the program and policy of the state and national COPE.

6. The volunteers in politics department of COPE shall be entitled to representation at all general state COPE meetings on an adequate basis as determined by the policy of the state COPE. In all cases,

however, delegates of the volunteers in politics department shall have voice and vote along with other regularly credentialed delegates.

7. No person shall hold more than one office in the volunteers in politics department. No person who is an officer of a political club or a candidate of a political party shall hold office in the volunteers in politics department.

8. Files and lists of membership made available to the volunteers in politics department by the properly constituted authorities shall not be inspected nor given to anyone except by order of the advisory board of the volunteers in politics department of COPE, with authorization in writing from the state or area chairperson.

VIII. Endorsements

The Washington State COPE is committed to the support of honest, sincere, qualified, progressive candidates for public office, who by their records have demonstrated their support of the objectives to which the AFL-CIO is dedicated. In the making of endorsements, the capability, intelligence, unqualified integrity and the past record of the individual shall be used as criteria for endorsement.

Any AFL-CIO member has the same right as any other American citizen to run for public office. However, any AFL-CIO member running for public office who desires COPE endorsement should, before filing for nomination, meet with the proper committee of COPE and discuss the advisability of running, and any other matters connected with the campaign. Membership in an AFL-CIO union does not, in and by itself, assure any candidate of an endorsement.

No county, city, congressional district or state COPE officer or executive board member shall act in any official capacity whatsoever, on behalf of any political candidate, unless instructed to do so by the appropriate COPE. Any COPE officer becoming a candidate for a paid partisan political office should automatically be considered to have resigned COPE office.

Endorsements, if any, shall be made pursuant to the following rules:

1. The Washington State COPE shall support the action of the national COPE on candidates for president and vice-president of the United States.

2. Endorsements of candidates for state legislative office shall be made by regular or special statewide conference or convention to which all affiliated organizations are entitled to send delegates on the same basis as the regular state convention following consideration of recommendations from the appropriate area COPE and all information available from state COPE.

3. Endorsement of candidates for U.S. Senate, U.S. House of Representatives and statewide offices shall be made by the above-mentioned regular or special state convention or conferences. The state COPE or its executive board shall submit its recommendations for endorsement of candidates for these offices to such a convention or conference. Such recommendations will take into consideration all information available from national COPE, and, in the case of candidates for congressional office, the recommendations of the appropriate city, county and congressional district COPEs.

4. On those occasions when information about candidates for a political office cannot be measured by the criteria of capability, intelligence, integrity, and a past record in the support of the objectives of the AFL-CIO, a motion for "Neutrality" may be offered and, if passed by a majority vote, shall be construed to mean affiliated organizations may support the candidates of their choice for that office in any manner they deem appropriate but that the Washington State Labor Council and its officers and members of state COPE shall remain neutral. In the event a candidate for a particular office is found to be severely lacking when measured against the foregoing criteria, a motion to "Oppose" may be offered, and, if passed, shall be construed to give direction to the activities of the Washington State Labor Council and in addition to admonish affiliated organizations to refrain from supporting such candidates. If support is nevertheless given by an affiliate to such a candidate, it may result in a public disclaimer by the Washington State Labor Council on behalf of organized labor. All final actions to support or oppose candidates or ballot issues,

2 whether by regular or special convention or by the state COPE when
3 acting for the Washington State Labor Council, shall require a two-
4 thirds majority of the votes cast. In the absence of a two-thirds
5 majority, either to support or oppose, the Washington State Labor
6 Council and its officers shall be neutral.
7 5. No local area COPE or county central body shall make any
8 endorsements for state legislative positions, congressional races or
9 other statewide races prior to, or contrary to, the state COPE endorse-
10 ment. Their recommendations shall be made in a closed meeting and
11 submitted to the state COPE convention without prior publicity.
12 6. No COPE officer or committee member shall act in any official
13 capacity whatsoever on behalf of any political candidates who have
14 been refused COPE endorsement or who are candidates in opposition
15 to COPE endorsed candidates.
16 7. The above procedures shall govern endorsements for both pri-
17 mary and general election.
18 However, an endorsement of a candidate or an issue shall not be
19 reversed or withdrawn by any convention except by a two-thirds vote
20 of delegates present or a two-thirds majority in case of a roll call vote.
21 In case no endorsement of an issue or a candidate was made before
22 the primary, or, in case the candidate endorsed before the primary
23 was not nominated, it shall require a two-thirds vote by delegate or
24 roll call to make an endorsement of an issue or a candidate in the
25 special COPE convention after the primary.
26 8. Endorsements of candidates, made pursuant to the above proce-
27 dures, are for that particular election and shall not constitute any
28 endorsement of that individual for succeeding elections.
The executive board of the Washington State Labor Council,
AFL-CIO, shall have authority, by a two-thirds vote of the members

present, to withdraw any endorsement previously made, if, after being
elected, the candidate's conduct and voting record does not merit
continued support. Such withdrawal shall be communicated to the
public officeholder in writing by the chairperson.

9. Endorsement of candidates for municipal or county offices may
be made by the respective city and county Central Labor Councils.

10. A screening subcommittee may be appointed to check on voting
records or other records, to interview candidates and to make recom-
mendations to each COPE concerning endorsements.

IX. Finances

1. Each AFL-CIO member shall be asked to contribute voluntarily
to the national COPE drive. Any monies allocated by national COPE
to the state COPEs shall be used only in campaigns of candidates for
the United States president, vice-president, senate and house of repre-
sentatives, but the apportionment among the several federal cam-
paigns may be made at the discretion of the state COPE. Monies
from this source will be kept in an account separate from treasury
donations.

2. The COPE and its subdivisions are authorized to raise additional
finances for their work by any legal means, as long as such activity
does not interfere with the national COPE drive for individual contri-
butions.

3. A finance committee consisting of the secretary-treasurer and at
least two additional members appointed from the state COPE by its
chairperson may audit and make recommendations on the financial
operations of the county, city and congressional district COPEs, within
the state, whenever authorized by the state COPE.



2006 Convention

Proposed Rules of Order

- 1** The convention will be called to order at 9:00 a.m. on the first day and 9:00 a.m. on subsequent days unless the delegates decide otherwise.
- 2** Resolutions must be submitted by noon on the first day of the convention. Resolutions submitted by affiliates, other than sections, later than 30 days prior to the convention may be accepted only by a vote of two-thirds of the delegates present.
- 3** Adoption of any resolution affecting the constitution and bylaws of the Washington State Labor Council will require a two-thirds majority of those present and voting.
- 4** An election board of five members shall be elected from at least 10 nominees. Nominations for the election board will be the last order of business on Monday. Voting for the election board will be the first order of business on Wednesday. Delegates must vote for exactly five nominees. Ballots with votes for other than five nominees will be invalid. The five nominees receiving the highest number of votes shall be elected. Candidates receiving the next highest number of votes shall serve as alternates in order of the number of votes received. The election board will serve until the next constitutional convention.
- 5** No literature may be distributed without prior approval of the executive officer(s). No unauthorized display is permitted in or adjacent to the convention meeting site. Displays must be authorized by a member of the executive board or executive officer(s).
- 6** Delegates are asked to cooperate by being in their seats promptly. Committee members will attend all scheduled meetings of their committee.
- 7** Walking around the convention floor or visiting during sessions should be held to a minimum. Private discussions, if necessary, must be held outside the meeting hall.
- 8** A delegate who wishes to speak shall address the Chair stating his or her name and the organization he or she represents. Delegates shall not make a speech without first making a motion, unless a motion is already before the body.
- 9** The Chair will decide who is entitled to the floor when two or more delegates wish to speak.
- 10** A motion is not debatable until it is allowed by the Chair.
- 11** A delegate shall not speak on any question for more than three minutes the first time he or she has the floor or more than two minutes the second time he or she has the floor. The maker of a motion may have two minutes to close debate, unless debate has already been closed.
- 12** A delegate shall not interrupt another unless it is to obtain a point of order.
- 13** A delegate called to order will take his or her seat until the question has been resolved by the Chair.
- 14** Fifty percent of the credentialed delegates must be present in the meeting hall to order a roll call vote. A demand for a roll call must be supported by 25 percent of the delegates present. A roll call vote shall be preceded by a recess of at least ten (10) minutes.
- 15** After a roll call has begun, the convention shall not recess or adjourn until the result of the vote has been announced.
- 16** A motion to lay on the table shall not be allowed until two speakers each from the proponents and opponents of the question have had an opportunity to speak.
- 17** A motion to call for the previous question (close debate) shall not be allowed until at least two speakers each from the proponents and opponents have had the opportunity to speak.
- 18** Proxy votes will not be allowed.
- 19** All requested announcements must be in writing and given to the Chair or secretary.
- 20** Guests shall be seated in the rear of the meeting hall.
- 21** Only delegates shall be allowed to speak on resolutions and motions unless permission for a non-delegate to speak is granted by unanimous consent.
- 22** *Robert's Rules of Order, Newly Revised* shall govern when not in conflict with these rules, the Constitution of the Washington State Labor Council or the AFL-CIO Rules Governing State Central bodies.
- 23** These rules shall be the rules for the 2007 convention until that body adopts its own rules.