



your WASHINGTON STATE
LABOR COUNCIL, AFL-CIO
CONSTITUTION

(As amended in August 2006.)

PREAMBLE

2
4 The establishment of this State Central
6 Body as a subordinate unit of the American
8 Federation of Labor and Congress of Industrial
10 Organizations is an expression of the desire of
12 the unions in Washington state to participate
14 fully in the achievement of the objectives of
16 the AFL-CIO as it seeks to fulfill the hopes
18 and aspirations of the working people of all
20 America.

22 We seek the fulfillment of these hopes
24 and aspirations through democratic processes
26 within the framework of our constitutional gov-
28 ernment and consistent with our institutions
30 and traditions.

32 At the collective bargaining table, in the
34 community, in the exercise of the rights and
36 responsibilities of citizenship, we shall respon-
38 sibly serve the interests of all the American
40 people.

42 We pledge ourselves to the more effective
44 organization of working men and women; to
46 the securing to them of full recognition and
48 enjoyment of the rights to which they are justly
entitled; to the achievement of ever higher stan-
dards of living and working conditions; to the
attainment of security for all the people; to the
enjoyment of the leisure which their skills make
possible; and to the strengthening and exten-
sion of our way of life and the fundamental
freedoms which are the basis of our democratic
society.

We shall combat resolutely the forces
which seek to undermine the democratic insti-
tutions of our nation and to enslave the human
soul. We shall strive always to win full respect
for the dignity of the human individual whom
our unions serve.

Grateful for the fine traditions of our past,
confident of meeting the challenge of the fu-
ture, we proclaim this constitution.

ARTICLE I

Name and Affiliation

46
48 This body shall be known as the Washing-
ton State Labor Council, AFL-CIO. It shall at
all times maintain affiliation with the American

Federation of Labor and Congress of Industrial
Organizations in accordance with the laws of
that organization. As a chartered organization
of the AFL-CIO, this body shall conform its
activities on national affairs to the policies of
the AFL-CIO.

ARTICLE II

Purposes and Declaration of Principle

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

- Establish better relations among local unions in the State of Washington;
- Encourage harmonious action in matters affecting the welfare of our labor movement;
- Promote and distribute labor literature and aid and encourage a more complete labor press;
- Promote and agitate for the union label, shop card, and services;
- Better prepare ourselves to combat the enemies of organized labor;
- 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;
- Bring into affiliation with the Washington State Labor Council all who are eligible, to the end that the Council shall become a powerful force to speak and act in defense and promotion of the whole body of laboring people of our state;
- Give recognition to the principle that both craft and industrial unions are appropriate, equal and necessary as methods of union organization.

Declaration of Principle

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

ARTICLE III

Affiliates

Sec. 1. The following organizations,
chartered or having membership working in
Washington, shall be eligible to affiliate with

this organization:

a. Local unions chartered by national or international unions affiliated with the AFL-CIO.

b. Local unions and organizing committees chartered by the AFL-CIO.

c. Central labor councils chartered by the AFL-CIO.

d. Department councils chartered by the departments of the AFL-CIO.

e. Joint boards, district councils, state associations and similar subordinate organizations within the geographical limits of the state duly chartered by an affiliate of the AFL-CIO.

f. AFL-CIO State Retiree Council and union retiree groups.

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 affiliate.

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 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 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 Political Education.

Sec. 2. Any union that has not been previously affiliated may become 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 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 affiliate by paying the annual fee as determined in Article XI, Sec. 1(b).

ARTICLE IV Convention

Sec. 1. The Washington State Labor Council shall hold a constitutional convention on or near the first week of August in each even-numbered year at such place as the ex-

ecutive 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. Additional 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.

Sec. 2. The secretary-treasurer shall notify all affiliated organizations 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 organization 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-treasurer of the protest at least sixty (60) days prior to the convention. If the protest cannot be adjusted through an informal conference, the secretary-treasurer shall notify the president who shall appoint a committee of 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
376 - 750 members	4 delegates
751-1,250 members	5 delegates
1,251-1,750 members	6 delegates
1,751-2,250 members	7 delegates
2,251-2,750 members	8 delegates
2,751-3,250 members	9 delegates
3,251-3,750 members	10 delegates
3,751-4,250 members	11 delegates
4,251-4,750 members	12 delegates
4,751-5,250 members	13 delegates
5,251-5,750 members	14 delegates
5,751-6,250 members	15 delegates

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 seven (7) 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:

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

6 *District 2:* There shall be three (3) vice
7 presidents from the Second District, which
8 constitutes Island, San Juan, Skagit, Sno-
9 homish and Whatcom counties.

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

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

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

26 *District 6:* There shall be three (3) vice-
27 presidents from the Sixth District, which
28 constitutes Clallam, Kitsap, Jefferson and
29 Pierce counties.

30 (a) Representatives of the seven (7) con-
31 stituency groups (APRI, APALA, ARA, CBTU,
32 CLUW, LCLAA, PAW) shall be elected on a
33 statewide basis. In order to be eligible, you
34 must be an active member of the constituency
35 group in your area, as defined by its bylaws.
36 Candidates are required to be members of an
37 affiliated union, as well as the constituency
38 group, and must have five (5) valid nomina-
39 tions from other affiliated unions. If there is
40 more than one chapter of a constituency group
41 in the state, the combined chapters shall deter-
42 mine their designed nominee. The constituency
43 groups may contact the Secretary-Treasurer
44 and have the name of their designated choice
45 to fill the Executive Board position placed on
46 the ballot. Final election of the Constituent Vice
47 Presidents will be based on the total number of
48 ballots cast for each position.

49 **Sec. 5.** If there is more than one central
50 labor council in an executive board district,
51 only two of three or one of two vice-presi-
52 dents representing such district shall be from
53 the same central labor council. For purposes
54 of this constitution, a person shall be from the
55 central labor council which has the geographi-
56 cal jurisdiction over the place of that person's
57 actual employment or residence.

Sec. 6. The convention may redistrict

the state and establish a new schedule for the
election of executive board members.

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

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

20 **Sec. 9.** No officer or candidate for of-
21 fice shall be eligible to serve on the election
22 board.

23 **Sec. 10.** No candidate may accept nomi-
24 nation to elective office of the Washington State
25 Labor Council whose affiliate pays less than
26 full per capita for any reason other than strike
27 dispensation.

28 **Sec. 11.** The president, secretary-trea-
29 surer, and vice-presidents shall be elected by a
30 referendum vote of the affiliated local unions,
31 except as provided in Section 25 of this arti-
32 cle.

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

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

41 (b) The number of votes to which a lo-
42 cal union is entitled shall be determined by
43 the average number of members for which per
44 capita was paid during the preceding two fiscal
45 years.

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

51 (d) Local unions with membership in
52 more than one Washington State Labor Coun-
53 cil district may allocate their per capita voting
54 strength to the several districts. This allocation
55 must be made in writing prior to March 31 of
56 the election year and must be directly propor-
57 tional 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.

Sec. 15. To be eligible to appear on the election ballot for the office of president or secretary-treasurer, a candidate must be nominated 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 eligible to appear on the election ballot.

Sec. 16. All candidates for office must be members in good standing of an affiliated local union.

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

Sec. 18. On or before October 20 of the election year, the secretary-treasurer shall prepare and mail to all affiliated local unions an official ballot with a return addressed envelope marked: Attention: Election Board. The ballot shall list the names and union membership 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.

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

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

(c) Transportation of ballots will be by:

- (1) United States Postal Service;
- (2) Transported to the Washington

State Labor Council office personally; or

(3) By facsimile.

(d) The ballot must be postmarked no later than midnight on the first Monday in December. Those ballots not mailed or postmarked should be returned to the Board at the headquarters office of the Washington State Labor Council no later than 5:00 p.m. on the first Monday 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.

(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 become the property of the election board in the custody of the secretary-treasurer.

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

(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 article; (3) whose ballot was not received at the Washington State Labor Council's Seattle office before 5:00 p.m. on the first Monday in December; or (4) whose post-marked-by-Monday ballot was not received by noon on the Thursday following the first Monday in December.

(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 December by at least two members in good standing of said local union.

(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.

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

(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 after the tabulation has been mailed.

(c) The executive board shall hold a hearing on any protest within thirty (30) days after the objection has been received by the

2 secretary-treasurer. A majority vote shall be
3 necessary for a decision. The decision of the
4 board shall be final, subject to appeal to the next
5 convention.

6 **Sec. 22 (a)** In case no candidate for presi-
7 dent and/or secretary-treasurer receives a ma-
8 jority of the votes cast for that position, another
9 referendum election shall be held by submitting
10 the names of the two candidates receiving the
11 highest number of votes.

12 **(b)** An official ballot for the run-off shall
13 be mailed to all affiliated local unions by the
14 third Monday in December and shall be re-
15 turned to the headquarters office no later than
16 5 p.m. on the first Monday in February.

17 **(c)** The election board shall count the vote
18 on the Thursday following the first Monday
19 in February. The successful candidate shall
20 take office immediately after completion of the
21 count.

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

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

30 **(b)** The ballots shall be retained and be
31 available for inspection by representatives of
32 affiliated organizations for six (6) months or
33 until after the next convention, whichever is
34 later. The secretary-treasurer shall destroy all
35 ballots after that time.

36 **Sec. 24.** Except as provided in Section 2
37 of this article, any vice-president who shall no
38 longer be employed or actively seeking em-
39 ployment within the jurisdiction of the central
40 labor bodies within the district he or she was
41 elected to represent, or who shall cease to be
42 affiliated with organized labor in his or her dis-
43 trict, or whose local union ceases to be affiliated
44 with the state council, shall be deemed to have
45 resigned from his or her office.

46 **Sec. 25.** In the event of a vacancy in any
47 office, the executive board shall have the au-
48 thority to call for a special election or to fill the
49 vacancy until the next regular election.

50 **Sec. 26.** Special elections shall be con-
51 ducted under the same procedures as regular
52 elections, provided that if no more than one
53 candidate qualifies as a nominee that candidate
54 shall be declared elected by the secretary-tre-
55 surer.

56 **Sec. 27.** Before assuming the duties of
57 office, each officer of this organization shall
58 subscribe to the following oath of office, which

shall be filed with the secretary-treasurer at the
headquarters office:

I,, hereby solemnly pledge my
word of honor as a member 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 my best
efforts to forward the interests of this organiza-
tion and all branches of the AFL-CIO.

ARTICLE VI
Duties of President

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

(a) Preside at all conventions of the State
Labor Council and meetings of the executive
board;

(b) Actively encourage all eligible orga-
nizations to affiliate with the Washington State
Labor Council;

(c) Supervise the activities of the Wash-
ington State Labor Council;

(d) Sign or co-sign all official docu-
ments;

(e) Represent the Washington State Labor
Council at the conventions of the AFL-CIO;

(f) Appoint and supervise all staff assis-
tants, subject to confirmation by the executive
board;

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

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

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

(j) Perform such other duties as may be
determined by the executive board;

(k) Serve as president and member of the
board of directors of any corporation owned
directly or indirectly by the Washington State
Labor 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 Coun-
cil;

(b) Sign or co-sign all official docu-

ments;

(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-treasurer, 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

2 other officers as the section shall determine
3 necessary. Each section shall elect three (3)
4 trustees, chosen by the convention delegates
5 representing the local unions participating in
6 the section. Insofar as possible, two (2) trustees
7 of each section shall be from west of the Cas-
8 cade mountains and one (1) trustee from east
9 of the Cascade mountains. No two (2) trustees
10 of any section shall be members of the same
11 local union.

12 **Sec. 3.** Requests by affiliated organiza-
13 tions for financial aid from the organization
14 and defense fund shall be made through the
15 executive officer or officers of the section from
16 which funds are requested and shall follow the
17 criteria set forth in Section 4 of this article.
18 All such requests shall thereafter be presented
19 by such executive officer or officers to their
20 respective trustees for consideration and ac-
21 tion. If approved by the trustees, the request
22 shall be forwarded to the secretary-treasurer
23 of the Washington State Labor council, who
24 shall submit it to the executive board for final
25 consideration. The secretary-treasurer of the
26 Washington State Labor Council shall submit
27 a quarterly financial report to the trustees of
28 each section.

29 **Sec. 4.** Requests for organizing and de-
30 fense grants shall be made in advance of orga-
31 nizing drives or commitment of funds, if at all
32 possible, and shall state in writing the specific
33 amount requested, how the funds will be used,
34 and the amount and source of other funds. Re-
35 quests shall include a proposed budget showing
36 expected receipts and expenditures and the tim-
37 ing of such receipts and expenditures. Periodic
38 reports shall be made to the State Labor Coun-
39 cil and a complete report shall be submitted
40 when the entire grant has been spent. Orga-
41 nizing and defense grants shall be used only
42 for the purposes for which they are made. At
43 the discretion of the Washington State Labor
44 Council executive board, grants may be made
45 in a series of payments. All requests for funds
46 shall be in compliance with the constitution
47 and laws of the section or sections involved,
48 the Washington State Labor Council and the
49 AFL-CIO.

50 **Sec. 5.** Should financial aid be approved
51 by the trustees of a section and the executive
52 board of the Washington State Labor Council,
53 the affiliated organization receiving same shall
54 give a complete itemized statement of expen-
55 ditures monthly to the officers of the section
56 and the executive board of the Washington
57 State Labor Council. Upon failure to file such
58 report, financial aid shall be discontinued until

the report has been filed.

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

5 **Sec. 7.** Any by-laws adopted by the sec-
6 tions shall be in conformity with the Constitu-
7 tion of the Washington State Labor Council,
8 AFL-CIO.

10 **ARTICLE X**
11 Charges and Hearings

12 **Sec. 1.** Any affiliated local union by vote
13 of its membership shall have the right to file
14 charges against (a) any officer of the Wash-
15 ington State Labor Council for violating the
16 constitution or rules of the AFL-CIO or the
17 Washington State Labor Council or for con-
18 duct unbecoming an officer, misappropriation
19 of funds, malfeasance in office or neglect of
20 duty, or (b) against any affiliated organization
21 for engaging in conduct or a course of action
22 hostile or contrary to the best interests of the
23 Washington State Labor Council or contrary to
24 this constitution.

25 **Sec. 2.** All charges shall be in writing,
26 specifying the particular act or acts charged;
27 shall be signed by at least two officers of the
28 charging local union; and shall be filed with
29 the president or secretary-treasurer of the coun-
30 cil or with any other officer of the council, if
31 both the president and secretary-treasurer are
32 charged.

33 **Sec. 3.** Upon receipt of properly filed
34 charges, the officers receiving the charges shall
35 present them to a special meeting of the ex-
36 ecutive board, which shall be convened within
37 one (1) month of receiving the charges. The
38 executive board shall determine by majority
39 vote whether or not the charges merit a hearing;
40 provided, that the officer or officers named in
41 the charge shall not vote.

42 **Sec. 4.** The executive board may take
43 appropriate disciplinary action, including the
44 suspension or removal of any officer or the
45 suspension or expulsion of any affiliated or-
46 ganization found guilty of the charges by a
47 two-thirds vote, following a hearing, of which
48 the accused shall have been notified and fur-
49 nished with a copy of the charges not less than
50 twenty (20) days in advance of the hearing.
51 Both the accused and the charging party shall
52 be accorded full opportunity to be heard and to
53 present evidence.

54 **Sec. 5.** The decision of the executive
55 board under Section 3 or 4 shall be final and
56 binding unless appealed to the AFL-CIO as

provided in Rule 27 of the AFL-CIO Rules
2 Governing State Central Bodies. The decision
of the executive board shall remain in effect
4 during the appeal unless reversed, modified, or
temporarily stayed by the AFL-CIO.

6 ARTICLE XI

8 Per Capita Taxes and Fees

10 **Sec. 1.** The revenue of the Washington
State Labor Council shall be derived as follows:
12

14 (a) Effective January 1, 2005, a per capita
tax of eighty-five (85) cents per member per
month payable monthly from all local unions
16 on full membership within the jurisdiction of
the Washington State Labor Council, AFL-CIO.
18 Per capita tax shall be due on the first of each
month.

20 (b) Other affiliated organizations shall
pay a fee of fifty (50) dollars annually, payable
22 in advance.

24 **Sec. 2.** Local unions affiliated with the
Washington State Labor Council shall pay per
capita tax on their full membership as paid to
26 their international union or shall be automati-
cally suspended from membership; provided,
28 where it can be shown by a local union that pay-
ment of full per capita tax will result in unneces-
sary hardship, the local union may petition
30 the executive board of the Washington State
Labor Council through the secretary-treasurer
32 for exoneration from per capita tax. The secre-
tary-treasurer may require evidence of the local
34 union's inability to pay. The executive board of
the Washington State Labor Council may grant
36 relief in an amount sufficient to keep the local
union functioning in a proper manner.

38 **Sec. 3.** Any affiliated organization not
paying its full per capita tax or fees by the twenty-
40 fifth (25) day of the following month shall be
notified of that fact by the secretary-treasurer.
42 If payment has not been made three (3) months
44 after notification, the delinquent organization
shall be suspended from membership.

46 **Sec. 4.** Any affiliated organization sus-
pended for non-payment of full per capita tax
48 may be reinstated under conditions determined
by the executive board.

50 **Sec. 5.** All revenue from per capita tax
and affiliation fees shall be credited to the gen-
52 eral fund except as provided herein:

54 (a) Three (3) per cent of the revenue from
per capita tax and affiliation fees paid by local
unions shall be credited to the Organization
56 and Defense Fund to be used for organization
and defense work. Beginning September 1,

2006, the three percent (3%) allocation will
only be separated from normal per capita in-
2 come when the funds for the Trade Sections fall
below \$100,000. Revenue to the organization
4 and defense fund shall be allocated among the
sections established by Article IX in the ratio
6 each section bears to the total membership of
the State Labor Council. Twenty-five (25) per
8 cent of the funds allocated to the various sec-
tions shall be set aside to defray the costs of
10 operating the sections. Monies from the orga-
nization and defense funds shall be disbursed
12 by the secretary-treasurer of the Washington
State Labor Council only in compliance with
14 Section 3, Article IX, of this Constitution. An
annual report of the monies disbursed for the
16 operation of the sections shall be submitted to
the secretary-treasurer not later than July 1,
18 covering the period of the council's fiscal year,
for inclusion in the secretary-treasurer's report
20 to the convention.

22 (b) Two (2) per cent of the revenue from
per capita tax and affiliation fees paid by local
unions shall be credited to the label promotion
24 and education fund. One-half of the receipts
of this fund shall be credited or remitted to the
26 statewide organization charged with conduct-
ing or coordinating statewide activities in sup-
28 port of the union label, shop card, and union
services. The balance of the fund shall be used
30 in union educational programs, and the funding
of scholarships, fellowships, and internships. 32

34 **Sec. 6.** All other funds received by the
council shall be accounted for by the secretary-
36 treasurer as directed by the executive board or
as required by law.

38 ARTICLE XII

Financial Practices and Audits

40 **Sec. 1.** All funds received by the Wash-
ington State Labor Council shall be immedi-
42 ately deposited in federally insured financial
institutions. No money shall be paid out except
44 by check bearing the signature of the president
and secretary-treasurer. 46

48 **Sec. 2.** The executive board shall appoint
an independent certified public accountant to
audit the books of the council at least annu-
50 ally and perform such other duties as the board
deems necessary. The independent certified
52 public accountant shall report to the execu-
tive board. The board shall require an audit of
54 the council books in the event of a change or
vacancy in any full-time council office.

56 **Sec. 3.** Officers and staff shall be reim-
bursed for necessary and legitimate expenses,

including loss of wages incurred in the performance of authorized activities for the council; however, other authorized persons may be reimbursed for expenses in accordance with guidelines established by the executive board. Reimbursement for travel when transportation is not furnished by the council shall be at the rate established for business automobile use by the Internal Revenue Service or actual transportation costs when commercial carriers are used and when no automobile is furnished by the council.

Sec. 4. The president and secretary-treasurer shall be covered by a fidelity bond in an amount to be determined by the executive board or as may be required by the secretary-treasurer of the AFL-CIO. The premium of such bond shall be paid by the Washington State Labor Council.

Sec. 5. Election board members shall receive twenty-five (\$25.00), in addition to reimbursement for lost wages and necessary expenses, for each day spent in the performance of official duties.

Sec. 6. The president shall submit an annual budget to the executive board setting forth anticipated receipts and expenditures. The executive board shall adopt the budget before the beginning of the fiscal year after adopting such changes as they deem necessary. Major deviations from the budget shall be reviewed with the executive board by the secretary-treasurer. No financial obligations will be incurred on behalf of the council without the consent of the executive board.

Sec. 7. Officers shall at the expiration of their terms of office deliver to their successors all monies, securities and papers of the council which may be under their control.

Sec. 8. All books, papers, and financial records of the council shall at all times be open for inspection by the executive board and duly authorized representatives of any affiliated organization.

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 com-

mittees 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

2 Any final decision of a state central
4 body in a matter requiring a hearing within
6 the central body under these rules may be ap-
8 pealed to the president within 30 days after
10 the decision appealed from. The decision of
the president may thereafter be appealed to
the executive council. Any such appeal shall
be filed in writing with the secretary-treasurer
within 30 days after notice of the action being
appealed. Appellants shall have the right to
appear before the executive council in support
of their appeal. The decision of the executive
council may be further appealed to the next
succeeding convention of the AFL-CIO. Such

further 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. Dur-
ing 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.



your WASHINGTON STATE
LABOR COUNCIL, AFL-CIO

C.O.P.E. BYLAWS

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 Committee 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 responsibilities 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 members:

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 Commit-
tee 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 recom-
mended endorsement of candidates may be
attended by accredited delegates. Decisions
by the committee concerning recommenda-
tions 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 responsibil-
ity 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 board between conventions.

5. County and city COPE shall not take independent final action on endorsements for appointive political or public positions of a statewide 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.

2 4. On those occasions when information
4 about candidates for a political office can-
6 not be measured by the criteria of capability,
8 intelligence, integrity, and a past record in the
10 support of the objectives of the AFL-CIO, a
12 motion for "Neutrality" may be offered and, if
14 passed by a majority vote, shall be construed
16 to mean affiliated organizations may support
18 the candidates of their choice for that office
20 in any manner they deem appropriate but that
22 the Washington State Labor Council and its
24 officers and members of state COPE shall
26 remain neutral. In the event a candidate for a
28 particular office is found to be severely lacking
30 when measured against the foregoing criteria,
32 a motion to "Oppose" may be offered, and, if
34 passed, shall be construed to give direction to
36 the activities of the Washington State Labor
38 Council and in addition to admonish affiliated
40 organizations to refrain from supporting such
42 candidates. If support is nevertheless given by
44 an affiliate to such a candidate, it may result in
46 a public disclaimer by the Washington State
48 Labor Council on behalf of organized labor.
50 All final actions to support or oppose candidates
52 or ballot issues, whether by regular or special
54 convention or by the state COPE when acting
for the Washington State Labor Council, shall
require a two-thirds majority of the votes cast.
In the absence of a two-thirds majority, either to
support or oppose, the Washington State Labor
Council and its officers shall be neutral.

5. No local area COPE or county central
body shall make any endorsements for state
legislative positions, congressional races or
other statewide races prior to, or contrary to,
the state COPE endorsement. Their recom-
mendations shall be made in a closed meeting
and submitted to the state COPE convention
without prior publicity.

6. No COPE officer or committee member
shall act in any official capacity whatsoever
on behalf of any political candidates who have
been refused COPE endorsement or who are
candidates in opposition to COPE endorsed
candidates.

7. The above procedures shall govern
endorsements for both primary and general
election.

However, an endorsement of a candidate
or an issue shall not be reversed or withdrawn
by any convention except by a two-thirds vote
of delegates present or a two-thirds majority in
case of a roll call vote. In case no endorsement

of an issue or a candidate was made before the
primary, or, in case the candidate endorsed
before the primary was not nominated, it shall
require a two-thirds vote by delegate or roll
call to make an endorsement of an issue or a
candidate in the special COPE convention after
the primary.

8. Endorsements of candidates, made
pursuant to the above procedures, are for that
particular election and shall not constitute any
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 mem-
bers 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 ap-
pointed to check on voting records or other
records, to interview candidates and to make
recommendations 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
representatives, but the apportionment among
the several federal campaigns 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 autho-
rized 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 contributions.

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 recommenda-
tions on the financial operations of the county,
city and congressional district COPEs, within
the state, whenever authorized by the state
COPE.