

MEMORANDUM

To: Affiliated Local Unions, Central Labor Councils, and State Councils

From: Executive Board;
James Andrews, President;
MaryBe McMillan, Secretary-Treasurer

Subject: 56th Annual Convention Call - **ELECTION YEAR!**

Date: Monday, June 03, 2013

Pursuant to the authority vested by the Constitution of the NC State AFL-CIO, the Executive Board hereby notifies you that our 56th Annual Convention will be held at the Hilton Wilmington Riverside Hotel, 301 North Water Street, Wilmington, NC 28401 on Wednesday-Friday, **September 18-20, 2013**.

Hotel rooms cost \$129 per night. **The cut off date for placing reservations is August 17, 2013.** For reservations, call 1-888-324-8170 or (919) 763-5900 or www.wilmingtonhilton.com and give group code "AFL".

Look for credentials to arrive soon in a separate mailing. We make every attempt to send credentials to the correct address. If you have received this letter but do not receive credentials in a separate mailing, please check with the person or office that receives our monthly statements and is responsible for paying per capita dues.

Registration will begin at 7:00pm on Tues. (9/17) and will continue at 8:00am on Wed. (9/18). The Convention proper will convene at 10:00am on Wednesday (9/18). **There will be a registration fee of \$100 for each delegate, \$40 for each (non-delegate) retiree, and \$60 for each (non-retiree) guest, which is also the fee for alternates who attend with your delegates.** Registration fees should accompany each credential when mailed to the NC State AFL-CIO, along with a list of any retirees and guests also to attend.

To encourage pre-registration, the Executive Board has authorized a 10% discount on convention fees (for ex., the delegate fee would be \$90 with the discount) but only during pre-registration. This discount will NOT be available to delegates who register on-site.

NOTE: THIS IS AN ELECTION CONVENTION

This year is an election year for our state federation, so your FULL participation is more important than ever! Both officers and all vice presidents (board members) will stand for election to new 4-year terms. Furthermore, the process for nominating vice presidents is new for 2013. Read on for important info about delegates, the convention process, and the new "caucus system" for nominating vice presidents.

ELIGIBILITY

Only bona fide functioning organizations affiliated with the North Carolina State AFL-CIO will be seated at the Convention. Only members in good standing of an affiliated organization will be seated as delegates.

IMPORTANT INFO FROM THE BY-LAWS:

- 1. DELEGATE SELECTION**
- 2. CONVENTIONS**
- 3. OFFICERS (INCLUDING VICE PRESIDENTS) (**NEW FOR 2013 ELECTION**)**

1. ARTICLE IV - MEMBERSHIP AND DELEGATES

SECTION 1. Membership in the North Carolina State AFL-CIO shall consist exclusively of such of the following organizations within the geographical limits of North Carolina as shall conform to the membership requirements of this organization: (1) local unions directly affiliated to the AFL-CIO and local unions of national and international unions and organizing committees affiliated with the AFL-CIO; (2) Central Labor Councils chartered by and in good standing with the AFL-CIO; (3) local, district and state councils chartered by an international union or by a trade or industrial department of the AFL-CIO; (4) to the extent that participation is authorized by the AFL-CIO Executive Council, subordinate bodies of the Alliance for Retired Americans shall be permitted to affiliate; and (5) 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.

SECTION 2. Affiliated local unions in good standing shall be entitled to representation and votes in conventions of the North Carolina State AFL-CIO. Such representation shall be based upon the average number of members on whom per capita tax has been paid for the twelve-month period ending June 30 of the year in which the convention is held. Local unions affiliated for less than twelve (12) months shall have their average membership proportionately reduced by dividing the per capita tax paid for the months affiliated by twelve (12).

The schedule of delegate representation shall be as follows:

100 members or less: 2 delegates

101 to 300 members: 3 delegates

301 to 500 members: 4 delegates

501 to 700 members: 5 delegates

701 to 1,000 members: 6 delegates

Local unions having more than 1,000 members shall be entitled to one (1) additional delegate for each additional five hundred (500) members or major fraction thereof.

Local unions which are not in good standing, that is three (3) months or more in arrears in the payment of per capita tax at convention time, shall not be entitled to any delegates or votes at the convention.

SECTION 3. Except on roll call votes, each delegate shall be entitled to one (1) vote. Voting shall be by voice or division of the house (show of hands or standing vote) unless a roll call vote is properly demanded by the required number of delegates as provided in Section 8 of this Article. No delegate shall be permitted to cast the proxy of another delegate.

SECTION 4. On roll call votes, each local union shall be entitled to a number of votes equal to the average membership of the local union as determined in the manner set forth in Section 2 of this Article.

SECTION 5. Each central body or other subordinate bodies referred to in Section 1 (2) and (3) of this Article, in good standing, shall be entitled to the maximum number of 3 delegates and 3 votes. Subordinate bodies of the Alliance for Retired Americans as referred to in Section 1 (4) of this Article, in good standing, shall be entitled to one (1) delegates. Each constituency group, as referred to in Section 1 (5) of this Article, shall be entitled to one (1) delegate and one (1) vote.

SECTION 6. The votes of an organization shall be apportioned equally among the registered delegates from that organization and any votes left over shall be discarded. Each delegate present shall be entitled to cast only his/her assigned number of

votes; however, the delegation from an organization may agree that one of its delegates may be permitted to cast the total vote of the delegation. In no case shall fractional votes be allowed.

SECTION 7. The apportionment of votes of each organization shall be included in the report of the credentials committee and shall not be changed except upon further report of the credentials committee.

SECTION 8. Upon the request of twenty percent (20%) of the delegates present at the convention and voting on the questions, the chairperson shall order a roll call vote.

SECTION 9. All delegates to the convention must be members in good standing of a local union affiliated with the North Carolina State AFL-CIO, unless the delegate is a district, state, national or international union representative regularly servicing such affiliated local union, or unless the delegate was selected to represent local bodies chartered by the trade and industrial departments of the AFL-CIO, or state or local chapters of AFL-CIO constituency groups within the geographic limits of the council that are chartered by a national AFL-CIO constituency group. No delegate shall be seated to represent more than one (1) organization.

SECTION 10. Each affiliated organization may designate one alternate delegate for each regular delegate to which it is entitled. The alternate delegate shall become a regular delegate representing his/her organization, in case a regular delegate is unable to serve, by registering with the credentials committee as a regular delegate.

SECTION 11. Each officer of the North Carolina State AFL-CIO shall be an ex-delegate from an affiliated organization in which the number of votes he/she has shall be determined as for all such delegates.

SECTION 12. No person will be eligible to serve as a delegate who holds a salaried position, or any other position of administrative or executive authority in a union or any subordinate branch of a union which has been suspended, disaffiliated, or expelled from the AFL-CIO.

SECTION 13. The North Carolina State AFL-CIO shall not reject any credentials presented by a duly elected or appointed delegate who is eligible to be a delegate under the provisions of this Article.

2. ARTICLE V - CONVENTIONS

SECTION 1. Regular conventions of the North Carolina State AFL-CIO shall be held annually in the month of September or October at a time and place designated by the Executive Board. The President shall issue the call for the regular convention not later than sixty (60) days preceding the convention.

SECTION 2. Special conventions may be called by the President with the concurrence of two-thirds (2/3) of the Executive Board, or they may be called by the Executive Board on its own motion, two-thirds (2/3) of the Board concurring. The President shall call a special convention upon written request of one-fourth (1/4) of the affiliated local unions representing at least one-third (1/3) of the membership on whom per capita tax is paid to the North Carolina State AFL-CIO setting forth the purpose or purposes for which they wish the convention called. The Executive Board shall fix the time and place of a special convention and shall cause at least thirty (30) days notice to be given all affiliated organizations. The President shall issue the call that shall state the particular purpose or purposes of the special convention and no other business shall be transacted.

Representation at special conventions shall be the same as for regular conventions and shall be calculated as set forth in Article IV, Section 2, except that the last day of the third (3rd) month prior to the month in which the special convention is to be held shall be substituted for June 30th where it appears in said Section.

SECTION 3. Blank credentials in duplicate shall be sent out to each affiliated organization with the Convention Call. One copy of the credential shall be returned to the President with the name and address of the delegate duly certified thereon, at least fifteen (15) days prior to the opening of the convention if the delegate is to be considered for appointment to a convention committee. The other copy of the credential shall be presented to the Credentials Committee by the delegate at the time of registration; in the absence of credentials on the official form, the Credentials Committee may accept duly certified credentials which to them appear to be valid.

SECTION 4. Each delegate's credentials shall be accompanied by a registration fee when sent to the President, such fee to be set forth by the North Carolina State AFL-CIO Executive Board to cover convention expenses.

SECTION 5. The President shall appoint a corps of Sergeants-At-Arms to assist in maintaining order and decorum at the convention. The president shall have the authority to appoint such committees as may be needed to expedite the work of the convention. Resolutions shall be referred by the President to the appropriate committee according to subject matter, unless otherwise ordered by the convention.

SECTION 6. Resolutions for consideration of the convention may be submitted by an affiliated organization, by a duly certified delegate, or by the Executive Board and shall be sent to the President at least fifteen (15) days prior to the date for convening the convention. No other resolutions shall be in order for consideration by the convention unless accepted by consent of two-thirds (2/3) of the delegates present and voting.

SECTION 7. Sectarian religious questions shall not be proposed, considered, acted on, or discussed in meetings of the North Carolina State AFL-CIO.

SECTION 8. A quorum for the transaction of the business of the convention shall consist of a majority of the registered delegates.

3. ARTICLE VI - OFFICERS AND THEIR DUTIES

SECTION 1. The President, the Secretary-Treasurer, and the elected Vice-Presidents shall constitute the Executive Board of the North Carolina State AFL-CIO. The convention credential report will be used to determine the number of dues paying members of each international. The Vice-Presidents shall be elected to seats on the Board as follows:

(a) Any international union with local affiliates paying monthly per capita dues to the North Carolina State AFL-CIO on 6000 or more members shall be entitled to three seats on the Board. A caucus of the delegates from each such international union shall nominate three of its members to the full convention for election.

(b) Any international union with local affiliates paying monthly per capita dues to the North Carolina State AFL-CIO on 1500 or more members shall be entitled to two seats on the Board. A caucus of the delegates from each such international union shall nominate two of its members to the full convention for election.

(c) Any international union with local affiliates paying monthly per capita dues to the North Carolina State AFL-CIO on 1000 or more members shall be entitled to one seat on the Board. A caucus of delegates from each such international union shall nominate one of its members to the full convention for election.

(d) Those international unions with local affiliates paying monthly per capita dues to the North Carolina State AFL-CIO on less than 1000 members shall together be entitled to three seats on the Board. A caucus of delegates from those international unions shall nominate three of its members, no two from the same international union, to the full convention for election.

(e) The Central Labor Councils, the Building Trades Council and constituency groups shall each be entitled to one seat on the Board. A caucus of the Central Labor Council advisory council set out in Art. VIII, Sec. 7, shall nominate one representative to the full convention for election; a caucus of all constituency group chapter presidents shall nominate one representative to the full convention for election; and a caucus of Building Trade Council delegates shall nominate one representative to the full convention.

(f) Any member may run for the Board, provided that he or she is a member of and is nominated by a delegate from the international union in 1.a.-1.c, one of the International Unions in 1.d., or one of the groups in 1.e. that he or she seeks to represent. No more than one member of the same international union shall hold a seat described in 1.d.

(g) The North Carolina State AFL-CIO will undertake all reasonable efforts to ensure diversity of representation at every level.

(It is the intent of this Constitution and By-Laws that, to the extent practicable, that Executive Board members represent their unions' interests and that a majority of the Executive Board represent those unions with the larger memberships in the state, while maintaining a balance with unions with smaller membership and representing different sectors, and that the Executive Board reflect diversity, particularly with regards to race, gender and geography found in the membership of the North Carolina State AFL-CIO.)