

Constitution
For
Library Employees, Chicago, Illinois
Local 1215

Article I
Name

The name of this organization shall be Library Employees, Chicago, Illinois, Local Number 1215 of the American Federation of State, County and Municipal Employees, AFL-CIO.

Article II
Affiliations

This local union shall be affiliated with Illinois Public Employees Council Number 31 of the American Federation of State, County and Municipal Employees; the Illinois AFL-CIO; and the Chicago Federation of Labor, AFL-CIO.

Article III
Objectives

The objectives of this local union are:

- A. To promote the organization of workers in the Chicago Public Library.
- B. To promote the welfare of the membership and to provide a voice in the determination of the terms and conditions of employment. We are committed to the process of collective bargaining as the most desirable, democratic, and effective method to achieve this. Both as union members and as citizens, we shall also employ available legislative and political action.
- C. To promote civil service legislation and career service in city government.
- D. To provide research and educational services and activities designed to assist members and affiliates.
- E. To foster cooperation among affiliates.
- F. To cooperate with other labor organizations in particular and other segments of our society in general towards the end that the material riches of American society be more justly distributed and the moral promise of American life be realized.

Article IV
Membership and Dues

Section 1. All employees of the Chicago, Illinois, Public Library are eligible for membership in this local union, subject to the requirements of the constitution of the International Union.

Section 2. Application for membership shall be made on a standard application form. Unless such form includes a valid authorization for payroll deduction of dues, the application shall be accompanied by the current month's dues.

Section 3. The biweekly membership dues of this local for full-time employees shall be \$29.14 per member. Dues for part-time employees working 20 hours or less per week shall be \$21.85, 75% of the dues for full-time employees.

The dues for the local shall be increased by 2 cents per member for each dollar per month wage increase received by a majority of the members of the local as a result of the negotiated wage increase. Any increase in dues shall become effective when a majority of the members of the local receive the wage increase upon which the dues increase was based.

Section 4. Membership dues shall be payable monthly in advance to the local secretary-treasurer and in any event shall be paid not later than the 15th day of the month in which they become due. Any member who fails to pay dues by the 15th day of the month in which they become due shall be considered delinquent, and upon failure to pay dues for two successive months shall stand suspended. Provided, however, that any person who is paying his/her dues through a system of regular payroll deduction shall for so long as he/she continues to pay through such deduction method, be considered in good standing.

Section 5. A member suspended under the above section may be reinstated to membership in the local on payment of all arrearages plus the current month's dues.

Article V Meetings

Section 1. Regular meetings of this local shall be held on the fourth Friday of each month at a time and place to be fixed by the membership or the local executive board, subject to change by the same.

Section 2. Special meetings may be called by the local president, the local executive board, or by petition filed with the president and signed by 25% of the members of the local. Special meetings may also be called by the International President or his/her authorized representatives. Notice of a special meeting shall be mailed not less than one week in advance of such meeting.

Section 3. The quorum for meetings of this local shall be fifteen (15) members in good standing.

Article VI Officers, Nominations, and Elections

Section 1. The officers of this local shall be a president, a vice-president, a recording secretary, a secretary-treasurer, and three executive board members, and these seven shall constitute the local union executive board. In addition, there shall be elected three members who shall serve as trustees. All officers and trustees shall be elected for a term of three years, beginning in 2018.

Section 2. To be eligible for office, a member of AFSCME Local 1215 must be in good standing for one year immediately preceding the election; provided however that no, retired member should be a candidate for office.

Section 3. Nominations shall be made at the regular October meeting of the local. At least fifteen days' advance notice shall be given the membership prior to the nomination meeting. A nominating committee may be appointed or elected to make nominations, but whether or not such nominating committee is used, nominations shall be permitted from the floor at the nomination meeting.

Section 4. Officers shall be elected by secret ballot vote at the regular November meeting, and the balloting shall be conducted so as to afford to all members a reasonable opportunity to vote. At least fifteen days' advance notice shall be given the membership prior to the holding of the election.

Section 5. All matters concerning nominations and elections in this local union shall be subject to the provisions of Appendix D, entitled Elections Code, of the International Union Constitution.

Section 6. Vacancies in office shall be filled for the remainder of the unexpired term by vote of the executive board. The unexcused absence of an officer or executive board member from three consecutive membership or executive board meetings shall automatically vacate his/her office.

Section 7. Every officer shall, upon assuming office, subscribe to the Obligation of an Officer contained in Appendix B of the International Union Constitution.

Article VII Duties of Officers and Executive Board

Section 1. The president shall preside at all meetings of the local union and of the executive board. He/she shall be a member of all committees except election committees. He/she shall countersign all checks drawn against the funds of the local. He/she shall appoint all standing committees and all special committees of the local, subject to the approval of the executive board. He/she shall report periodically to the membership regarding the progress and standing of the local and regarding his/her official acts. He/she shall be one of the delegates to the Illinois Public Employees Council Number 31 Convention, to the International AFSCME, AFL-CIO Convention, and to the Illinois State Federation of Labor Convention, and a delegate to the Chicago Federation of Labor meetings.

Section 2. The vice-president shall assist the president in the work of his/her office. In the absence of the president or in his/her inability to serve, the vice-president shall preside at all meetings and perform all duties otherwise performed by the president. He/she may, with the approval of the local executive board, be authorized to act as co-signer of checks drawn on the local funds in place of either the president or the secretary-treasurer.

Section 3. The recording secretary shall keep a record of the proceedings of all membership meetings and of all executive board meetings. He/she shall carry on the official correspondence of the local, except as the executive board may direct otherwise. He/she shall perform such other duties as the executive board may require.

Section 4. The secretary-treasurer shall receive and receipt for all monies of the local union. He/she shall deposit all money so received in the name of the local union in a bank or banks selected by the executive board, and money so deposited shall be withdrawn only by check signed by the president and the secretary-treasurer. He/she shall prepare and sign checks for such purposes as are required by the constitution or are authorized by the membership or the executive board. He/she shall prepare and submit the monthly membership report to the International Union office and see that a check is drawn in payment of the local's per capita tax each month and sent to the International Secretary-Treasurer. He/she shall keep an accurate record of receipts and disbursements and shall, once each month, submit to the membership a monthly operating statement of the financial transactions of the local for the previous month. He/she shall act as custodian of all properties of the local union. He/she shall, at the expense of the local union and through the International Union, give a surety bond for an amount to be fixed by the executive board of the local union. He/she shall see that any financial reports required by the International Union Constitution to be submitted to the International Union are submitted in accordance with the International Union Constitution. He/she shall, with the help of a committee, pay the monthly insurance premiums, and keep the records thereof. He/she shall maintain and be responsible for a Petty Cash Fund in the amount of \$50.00, for miscellaneous expenses. Each expense shall be receipted and a file maintained. The fund shall be replenished as necessary from the Local Union Treasury.

Section 5. The trustees shall make or cause to be made at least semi-annually an audit of the finances of the local, including the finances concerning any health and welfare, pension, insurance or other benefit programs covering members of such local, and shall report to the membership on the results of such audit.

Section 6. The executive board shall be the governing body of the local union except when meetings of the local union are in session. All matters affecting the policies, aims and means of accomplishing the purposes of the local not specifically provided for in this constitution or by action of the membership at a regular or special meeting shall be decided by the executive board. The board shall meet at the call of the president or of a majority of the members of the board. A report on all actions taken by the executive board

shall be made to the membership at the next following meeting. A majority of the members of the executive board shall be required for a quorum. The executive board shall cause to be made an annual independent audit of the local's finances, and shall report to the membership on the results of such audit.

Section 7. The Standing Committees of the local shall be:

- A. Organizing
- B. Membership
- C. Newsletter
- D. Insurance
- E. Publicity and Public Relations

Other special committees will be appointed by the president as provided in Section 1 of this Article.

Article VIII Miscellaneous Provisions

Section 1. This local union shall at all times be subject to the provisions of the constitution of the American Federation of State, County and Municipal Employees, and to the provisions of the constitution of the Illinois Public Employees Council Number 31.

Section 2. Except to the extent specified in this constitution, no officer of the local union shall have the power to act as agent for or otherwise bind the local union in any way whatsoever. No member or group of members or other person or persons shall have the power to act on behalf of or otherwise bind the local union except to the extent specifically authorized in writing by the president of the local union or by the executive board of the local union.

Section 3. The rules contained in the current edition of Robert's Rules of Order Newly Revised shall be the guide in all cases to which they are applicable and in which they are not inconsistent with the constitution and special rules of this local union or of the American Federation of State, County and Municipal Employees.

Article IX Amendments

This constitution may be amended, revised, or otherwise changed by a two-thirds majority vote of the members voting on such proposed change and such change shall take effect only upon written approval of the International President. Proposed amendments to this constitution must be made at a regular or special meeting of the local union and read and voted on at a subsequent meeting of the local union, adequate and proper notice having been given to the membership prior to the date on which the vote is taken. A written copy of the proposed amendment shall be furnished to every eligible voter at the meeting at which the vote is taken.

Approved by:



LEE SAUNDERS

President

Approval date: November 30, 2017