Mr Meany
9/20/55

CONSTITUTION

FOR THE

_____

AS AGREED UPON BY THE

JOINT AFL-CIO UNITY COMMITTEE

_____

Washington, D. C., May 2, 1955

PREAMBLE

The establishment of this Federation through the merger of the American Federation of Labor and the Congress of Industrial Organizations is an expression of the hopes and aspirations of the working people of America.

We seek the fulfillment of these hopes and aspirations through democratic processes within the framework of our constitutional government and consistent with our institutions and traditions.

At the collective bargaining table, in the community, in the exercise of the rights and responsibilities of citizenship, we shall responsibly serve the interests of all the American people.

We pledge ourselves to the more effective organization of working men and women; to the securing to them of full recognition and enjoyment of the rights to which they are justly entitled; to the achievement of ever higher standards 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 extension 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 institutions 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.

with divine guidance,

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

And with divine guidance we are

suggestion / W.C.D. 10/24/55

Article I

NAME

This Federation shall be known as the American Federation of Labor and Congress of Industrial Organization. It is established pursuant to and as a result of a merger agreement between the American Federation of Labor and the Congress of Industrial Organizations. It shall consist of such affiliates as shall conform to its constitution and the rules and regulations adopted thereunder.

jurisdiction.
Suggestion W.C.D. 10/24

5/2/55

Article II

OBJECTS AND PRINCIPLES

The objectives and principles of this Federation are:

1. To aid workers in securing improved wages, hours and working conditions with due regard for the autonomy and integrity of affiliated unions.

2. To aid and assist affiliated unions in extending the benefits of mutual assistance and collective bargaining to workers and to promote the organization of the unorganized into unions ~~of their own choosing~~ for their mutual aid, protection and advancement, giving recognition to the principle that both craft and industrial unions are appropriate, equal and necessary as methods of union organization.

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3. To affiliate national and international unions with this Federation and to establish such unions; to form organizing committees and directly affiliated local unions and to secure their affiliation to appropriate national and international unions affiliated with or chartered by the Federation; to establish, assist and promote state and local central bodies composed of local unions of all affiliated organizations and directly affiliated local unions; to establish and assist trade departments composed of affiliated national and international unions and organizing committees.

Reported to Chicago Conference as a 7th suggestion. Not yet sub. to C.O.C. approved by Goldberg encouraging by C.O.C. some disapproval

4. To encourage all workers without regard to race, creed, color, or national origin to share equally in the full benefits of union organization.

or ancestry

5. To secure legislation which will safeguard and promote the principle of free collective bargaining, the rights of workers, farmers and consumers, and the security and welfare of all the people.

6. To protect and strengthen our democratic institutions, to secure full recognition and enjoyment of the rights and liberties to which we are justly entitled, and to preserve and perpetuate the cherished traditions of our democracy.

7. To give constructive aid in promoting the cause of peace and freedom in the world and to aid, assist and cooperate with free and democratic labor movements throughout the world.

8. To preserve and maintain the integrity of each affiliated union in the organization to the end that each affiliate shall respect the established bargaining relationships of every other affiliate and that each affiliate shall refrain from raiding the established bargaining relation-

to oppose legislation inimical to these objectives
WCD 10/24

ship of any other affiliate and, at the same time, to encourage the elimination of conflicting and duplicating organizations and jurisdictions through the process of agreement, merger, or other means, by voluntary agreement in consultation with the appropriate officials of the Federation; to preserve, subject to the foregoing, the organizing jurisdiction of each affiliate.

9. To aid and encourage the sale and use of union made goods and union services through the use of the union label and other symbols; to promote the labor press and other means of furthering the education of the labor movement.

10. To protect the labor movement from any and all corrupt influences and from the undermining efforts of communist agencies and all others who are opposed to the basic principles of our democracy and free and democratic unionism.

11. To safeguard the democratic character of the labor movement and to ~~protect~~ preserve and respect the autonomy of each affiliated national and international union.

Approved 8/11/55 EC 9/19/55 AG

12. While preserving the independence of the labor movement from political control, to 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.

hold
CIO objects
Goldfarb
amended

reported to Chicago as AFL-CIO proposal

Article III

AFFILIATES

Section 1. The Federation shall be composed of (1) affiliated national and international unions and organizing committees, (2) directly affiliated local unions (such as Local Trade Unions, Federal Labor Unions and Local Industrial Unions) and national councils thereof, (3) state and local central bodies (such as State and Territorial Federations, City Central Labor Unions and Industrial Union Councils), and (4) trade departments.

Section 2. Each national and international union and each federal labor union affiliated with the American Federation of Labor at the time of the adoption of this constitution, by reason of a charter or certificate of affiliation granted by that ~~federal and represented by delegates to the initial convention of this Federation~~ federation, and each national and international union, organizing committee and local industrial union affiliated with the Congress of Industrial Organizations at the time of the adoption of this constitution by reason of a charter or certificate of affiliation granted by that federation ~~and represented by delegates to the initial convention of this Federation~~ shall retain its charter or certificate, which shall become and be a charter or certificate of this Federation and, by virtue of the same and as a result of the merger between the American Federation of Labor and the Congress of Industrial Organizations, shall be an affiliate of this Federation and subject to its rules and regulations.

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Section 3. Each such affiliate shall retain and enjoy the same organizing jurisdiction in this Federation which it had and enjoyed by reason of its prior affiliation with either the American Federation of Labor or the Congress of Industrial Organizations. In cases of conflicting and duplicating jurisdictions involving such affiliates the President and the Executive Council of this Federation shall seek to eliminate such conflicts and duplications through the process of voluntary agreement or merger between the affiliates involved.

Any complaint of a violation of this provision shall be handled in the manner provided in Section 4 of this article
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9/19/55 AG

Section 4. The integrity of each such affiliate of this Federation shall be maintained and preserved. Each such affiliate shall respect the established bargaining relationship of every other affiliate and no affiliate shall raid the established collective bargaining relationship of any other affiliate. When a complaint has been filed with the President by an affiliate alleging a violation of this Section by another affiliate, which

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has not been settled under the provisions of the No-Raiding Agreement referred to in Article XVIII, the President shall endeavor by consultation with the appropriate officers of both affiliates, to settle the matter by voluntary agreement between such affiliates. In the event no such voluntary agreement is reached within a reasonable time the President shall report to the Executive Council with such recommendations as he may deem appropriate. Upon such report being submitted, the Executive Council shall consider the same, shall hear the appropriate officers of the affiliates involved, and shall make such decision as it believes to be necessary and proper to carry out the provisions of this section. In the event an affiliate shall fail to comply with such decision, the Executive Council shall submit the matter to the convention for such action as the convention may deem appropriate under the provisions of this constitution.

Section 5. State and Territorial Federations of Labor and Local Central Bodies affiliated with the American Federation of Labor at the time of the adoption of this constitution, and State and Local Industrial Union Councils affiliated with the Congress of Industrial Organizations at the time of the adoption of this Constitution, shall become and be affiliates of this Federation and shall, as such, continue to exist as state, territorial and local central bodies, each representing the respective federal labor unions or local industrial unions now affiliated to such central body and such local unions now affiliated to such central body as are affiliated with a national or international union or organizing committee affiliated with this Federation. Provided, however: That a merger of these state, territorial and local central bodies, heretofore affiliated with the American Federation of Labor or the Congress of Industrial Organizations, shall be effected within two years after the adoption of this constitution, through the process of negotiation and agreement under the guidance of the President of this Federation and its Executive Council.

Section 6. Existing departments of the American Federation of Labor at the time of the adoption of this constitution shall continue as trade departments of this Federation with the rights of and subject to the rules governing departments provided in Article XII.

Section 7. The Executive Council shall have power to issue chapters or certificates of affiliation to organizations desiring to affiliate with this Federation. This power may be delegated to the President. Subject to the provisions of Section 2 and 3 of this Article, charters or certificates of affiliation shall not be issued to national or interna-

tional unions, organizing committees, or directly affiliated local unions in conflict with the jurisdiction of affiliated national or international unions, except with the written consent of such unions, and shall be based upon a strict recognition that both craft and industrial unions are equal and necessary as methods of trade union organization, and that each affiliated national and international union is entitled to have its autonomy, integrity and jurisdiction protected and preserved.

Section 8. Except as otherwise provided in this Constitution no national or international union chartered by or affiliated with this Federation may be suspended from membership in the Federation except by a majority roll call vote at the convention. No such national or international union shall have its charter or certificate of affiliation with the Federation revoked except by a two-thirds majority roll call vote at the Convention.

Section 9. No organization officered, controlled or dominated by communists, fascists, or other totalitarians, or whose policies and activities are consistently directed toward the achievement of the program or purpose of the Communist Party, any fascist organization, or other totalitarian movement shall be permitted as affiliates of this Federation or any of its state or local central bodies.

Section 10. Affiliates of the Federation shall be encouraged to eliminate conflicts and duplications in organization and jurisdictions through the process of agreement, merger, or other means, by voluntary agreement in consultation with the appropriate officials of the Federation.

Article IV

CONVENTION

Section 1. The convention shall be the supreme governing body of the Federation and, except as otherwise provided in this Constitution, its decisions shall be by a majority vote.

Section 2. The regular conventions of the Federation shall be held every two years, beginning in 1955, at a time during the last four months of the year. The time and the place for holding the regular conventions shall be designated by the Executive Council which shall give at least 90 days' notice of the time and place designated.

Section 3(a). Special conventions may be called by direction of a regular convention, by order of the Executive Council, or on request of national and international unions representing a majority of the total membership of the Federation, as evidenced by the records of the Secretary-Treasurer to the last convention.

(b) In the event a special convention has been called all affiliated organizations shall be given at least 30 days' notice, together with a statement of particular subject or subjects to be considered at such convention.

(c) Representation to special conventions shall be on the same basis and subject to like qualifications and procedure governing regular conventions.

(d) A special convention shall be clothed with like authority and power conferred upon regular conventions, its decisions shall be equally binding and it shall be governed by the same procedure applicable to regular conventions; however, such special conventions shall be limited solely to the subject or subjects specifically and definitely indicated in the call for such special convention.

Section 4. Each national or international union and organizing committee shall be entitled to the number of delegates indicated in the following scale:

Less than	4,000 members	1 delegate
Over	4,000 members	2 delegates
	8,000 members	3 delegates
	12,000 members	4 delegates
	25,000 members	5 delegates
	50,000 members	6 delegates

	75,000 members	7 delegates
	125,000 members	8 delegates
Over	175,000 members	9 delegates
		plus one additional delegate for each 75,000 members over 175,000

Each directly affiliated local union and each national trade department shall be entitled to one delegate. Each industrial union council and each state or local central body shall be entitled to one delegate. Directly affiliated local unions, with the approval of the President, may combine with other such unions within a reasonable distance to elect a single delegate to represent such unions.

Section 5. Delegates to a regular convention of the Federation shall be elected or otherwise designated by the affiliate at least 30 days prior to the convention, except in cases in which the convention of the affiliate meets within this 30 day period. The names of the delegates shall be forwarded to the Secretary-Treasurer of the Federation immediately after their selection.

Section 6. No organization that has seceded or has been suspended or expelled by this Federation, The American Federation of Labor, or the Congress of Industrial Organizations, or by any national or international union or organizing committee affiliated with this Federation shall, while under such penalty, be allowed representation or recognition in the Federation, or in any subordinate body thereof, or in any national or international union or organizing committee affiliated with this Federation, under the penalty of the suspension of the body violating this section. No affiliate which, at the opening date of the convention, is in arrears to the Federation for per capita tax or assessments for two months or more, shall be entitled to recognition or representation in the convention.

Section 7. No organization shall be entitled to representation unless such organization has applied for and obtained a certificate of affiliation at least one month prior to the convention, and no person shall be recognized as a delegate who is not a member in good standing of the organization he is selected to represent.

Section 8. The number of members of each national and international union, organizing committee and directly affiliated local union for the purpose of selecting delegates and for roll call votes at the convention shall be the average monthly number on which per capita tax is paid for the 24 month period prior to and including the second

month preceding the month of the opening date of the convention. Where affiliation has occurred during this 24 month period, the average shall be computed from the month of affiliation, and the number of members shall be deemed to be one twenty-fourth of such average for each month for which per capita tax has been paid. The Secretary-Treasurer shall prepare for the use of the convention and submit to it a printed list showing the number of votes and the number of delegates to which each affiliate is entitled.

Section 9. The President shall appoint, in consultation with the Executive Council, prior to the opening date of the convention and subject to the approval of the convention, such committees as are necessary to conduct the affairs of the convention. Such committees may meet before the opening date of the convention and shall proceed to consider all resolutions, appeals, reports, and constitutional amendments submitted to the convention, and shall report thereon to the convention.

Section 10(a). All resolutions, petitions, memorials and appeals to be considered by any convention of the Federation must be received by the Secretary-Treasurer at headquartrs in Washington, D. C., 30 days immediately preceding the opening of the convention; except in instances where such matters have been acted upon and approved at a regular convention of a national or international union, or state central body, or national trade department held during this 30 day period in which event such proposals shall be received up to the opening date of the convention.

(b) All resolutions, petitions, memorials and appeals received or submitted after the time stipulated above or during the convention shall be referred to the Executive Council, and the Executive Council shall refer all such proposal or proposals to the convention with the understanding that ~~acceptance~~ consideration of such proposal or proposals is dependent upon the unanimous consent of the convention.

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(c) Any or all proposals emanting from directly affiliated local unions shall be referred to the Executive Council for consideration and disposition. The Executive Council shall in turn advise the convention of the disposition made of such proposal or proposals.

(d) Proposals emanating from state central bodies to receive consideration of a convention must first have received the approval of the previous convention of the state central body involved. In the case of local central bodies any proposal or proposals to be considered must

have first received the approval of such central labor ~~union~~ body at a regularly constituted meeting of such organizations.

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(e) Each resolution, memorial, petition, or appeal properly received for consideration by the convention, as soon as practical after receipt thereof, shall be classified by the President as to nature, contents and subject matter and referred by him to an appropriate committee, which committee shall make a report thereon to the convention prior to consideration of any such matter by the convention. He shall cause to be distributed copies of such resolutions, petitions, memorials or appeals to the delegates of the convention at the opening session thereof or as soon threafter as practical, but before any such matters are considered by the convention.

Section 11. Not less than 60 days prior to the opening of each regular convention, the Secretary-Treasurer shall furnish each affilate with credential blanks in duplicate, which must be attested as required on the blanks. The duplicates shall be retained by the delegate, and the original sent to the Secretary-Treasurer subject to the provisions of Section 5 of this Article. No credentials shall be accepted later than 20 days prior to the opening date of the convention.

Section 12. Prior to the opening date of the convention, the Executive Council shall meet and constitute itself or a subcommittee as the Credentials Committee for the convention. Appeals from its decisions ~~shall lie~~ may be made to the floor of the convention. The convention shall not be constituted for business until after the Credentials Committee shall have examined and reported on credentials of all delegates present at the scheduled time on the opening date of the convention.

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Section 13. All members of the Executive Council who are not elected as delegates shall be ex-officia delegates to the convention with all the rights and privileges of elected delegates, but without vote.

Section 14. Fraternal delegates attending conventions of the Federation shall be entitled to all the rights of delegates but shall not be entitled to vote.

Section 15. At the opening of the convention the President shall take the chair and call the convention to order, and preside during its sessions.

Section 16. One-fourth of the delegates seated at any convention shall constitute a quorum for the transaction of business.

Section 17. Questions may be decided by division or a show of hands, but a call of the roll may be demanded by 30 per cent of the

delegates present. Upon such roll call each delegate representing affiliated national or international unions, organizing committees and directly affiliated local unions shall be entitled to cast one vote for every member which he represents. Each state and local central body and national trade department shall be entitled to one vote.

Sction 18. The rules and order of business governing the preceding convention shall be enforced from the opening of any convention of the Federation until new rules have been adopted by action of the convention.

Section 19. Unless otherwise specified, any action taken by the convention shall take effect immediately upon adoption.

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Article V

OFFICERS

Section 1. The officers shall consist of a President and a Secretary-Treasurer, who shall be the Executive Officers, and 27 Vice Presidents.

Section 2. Each officer shall be a member of an affiliated organization.

Section 3. The officers shall be elected by the convention by majority vote. Such election shall take place on the last day of the convention, unless otherwise determined by the convention. In the event that more than two candidates are nominated for any office and no one candidate receives a majority of the votes cast, all except the two candidates receiving the highest votes shall be eliminated from the list of candidates and a second vote taken.

Section 4. Each officer elected at the convention shall take office immediately upon his election and shall serve until his successor is elected at the next rgular convention.

Section 5. In the event of a vacancy in the office of either the President or the Secretary-Treasurer by reason of death, resignation or otherwise, the remaining executive officer shall perform the duties of the vacant office until a successor is elected. It shall be the duty of such executive officer to issue, within ten days of the date of the vacancy, a call for a meeting of the Executive Council of this Federation, upon ten days' notice, for the purpose of electing an executive officer to fill said vacancy for the unexpired term.

Section 6. In the event of a vacancy in the office of Vice President by reason of death, resignation or otherwise, the Executive Council shall have the power to fill the vacancy by majority vote of all its members for the period of the unexpired term.

Section 7. The national headquarters of the Federation shall be maintained by the Executive Officers at Washington, D. C.

Section 8. The Executive Officers shall, by virtue of their office hold title to the real estate of the Federation as trustees for the Federation.

Section 9. The President and Secretary-Treasurer of the Federation or either of them may retire after reaching age of 65 years, and after having served 20 years. Time served as an officer of any organization affiliated with the Federation or with the American Federation of Labor or the Congress of Industrial Organizations, shall be included

in determining length of service hereunder. In the event of retirement such officers shall have the title of President Emeritus, or Secretary-Treasurer Emeritus and shall render service to the Fedration in an advisory and consultative status. They shall be compensated for such service by the Federation for life in an amount, payable weekly, equal to 75 per cent of the annual salary paid to the corresponding Executive Officer of this Federation.

Section 10. No individual shall be eligible to serve either as an Executive Officer or as a member of the Executive Council who is a member of the Communist Party, any fascist organization, or other totalitarian movement, or who consistently pursues policies and activities directed toward the achievement of the program or the purposes of the Communist Party, any fascist organization or other totalitarian movement.

Article VI

DUTIES OF THE PRESIDENT

Section 1. The President shall function as the chief executive officer of the Federation. He shall exercise suprvision of the affairs of the Federation, sign all official documents and preside at regular and special conventions, and at meetings of the Executive Council, Executive Committee and General Board. He shall call meetings of the Executive Council at least three times each year and a meeting of the General Board at least once each year.

Section 2. The President shall have authority to interpret the constitution between meetings of the Executive Council and his interpretation shall be conclusive and in full force and effect unless reversed or changed by the Executive Council or a convention.

Section 3. The President shall receive for his services a salary of $35,000 per anum payable weekly.

Section 4. The appointment and compensation, direction, suspension and removal of organizers, representatives, agents and employees of the Federation shall be under the direction of the President.

Section 5. The President shall make a report of the administration of his office and of the affairs of the Federation to the convention through the report of the Executive Council.

Article VII

DUTIES OF THE SECRETARY-TREASURER

Section 1. The Secretary-Treasurer shall be the chief financial officer of the Federation and shall receive and collect all monies due the Federation which monies shall be paid out only on the approval of the President.

Section 2. The Secretary-Treasurer shall be in charge of and preserve all monies, properties, securities and other evidences of invstment, books, documents, files and effects of the Fedration which shall at all times be subject to the inspection of the President and Executive Council.

Section 3. The Secretary-Treasurer shall issue the call for and act as secretary at conventions, and shall cause the proceedings of all conventions and all sessions of the Executive Council and General Board to be recorded.

Section 4. It shall be the duty of each national and international union, organizing committee, each trade department, state and local central bodies and each directly affiliated local union, to furnish the Secretary-Treasurer a copy of all official reports issued by such affiliated organizations together with a statement of their membership in good standing and to furnish such additional statistical data in their possession of the respective unions relating to the membership of such organizations as may be called for by the Secretary-Treasurer of this Federation.

Section 5. The Secretary-Treasurer shall give a bond for the faithful performance of his duties in such amount as may be determined by the Executive Council and shall report to the ~~annual~~ Convention of the Federation through the report of the Executive Council, and for his services he shall receive $33,000 per annum, payable weekly.

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Section 6. The Secretary-Treasurer shall print quarterly, as a separate document, a financial statement of the Federation and forward a copy thereof to all affiliated national and international unions, organizing committees, directly affiliated local unions and state and local central bodies.

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Section 7. The Secretary-Treasurer shall be required, from time to time, but no less than semi-annually, to provide for an audit of all books, accounts, records and financial transactions of the Federation

by an independent public accountant. Such audits shall be furnished to the Executive Council and a bienial audit shall be furnished to the Convention.

Section 8. The Secretary-Treasurer shall, under the direction and instructions of the Executive Council, invest the surplus funds of the Federation in sound securities or deposit the same in a bank or banks.

Article VIII

EXECUTIVE COUNCIL

Section 1. The Executive Council shall consist of the President, the Vice Presidents and the Secretary-Treasurer.

Section 2. The Executive Council shall be the governig body of this Federation between conventions. It is authorized and empowered to take such action and render such decisions as may be necessary to carry out fully and adequately the decisions and instructions of the conventions and to enforce the provisions contained in this constitution. Between conventions it shall have the power to direct the affairs of the Federation and to take such actions and render such decisions as are necessary and appropriate to safeguard and promote the best interests of the Federation and its affiliated unions, including the organization of unorganized industries by means most appropriate for that purpose.

Section 3. The Executive Council shall meet upon the call of the President at least three times within each year at a time and place designated by the President.

Section 4. It shall be the duty of the Executive Council to watch legislative measures directly affecting the interests of working people, and to initiate, wherever necessary, such legislative action as the convention may direct.

Section 5. The Executive Council shall prepare and present to the convention in printed form a statement of all matters of interest to the convention and of the activities of the Federation between conventions.

Section 6. The Executive Council shall have power to make rules to govern matters consistent with this constitution and shall report accordingly to the Federation.

Section 7. It is a basic principle of this Federation that it must be and remain free from any and all corrupt influences and from the undermining efforts of communist, fascist or other totalitarian agencies who are opposed to the basic principles of our democracy and of free and democratic trade unionism. The Executive Council, when requested to do so by the President or by any other member of the Executive Council, shall have the power to conduct an investigation, directly or through an appropriate standing or special committee appointed

by the President, of any situation in which there is reason to believe that an affiliate may be dominated, controlled or substantially influenced in the conduct of its affairs by any corrupt influence, or that the policies or activities of an affiliate may be consistently directed toward the advocacy, support, advancement or achievement of the program or of the purposes of the Communist Party, any fascist organization or other totalitarian movement. Upon completion of such an investigation, including a hearing if requested the Executive Council shall have the authority to make recommendations or give directions to the affiliate involved. It shall have the further authority, upon a two-thirds vote, to suspend any affiliate found to be dominated, controlled or substantially influenced in the conduct of its affairs by any corrupt influence or whose policies or activities are found to be consistently directed toward the advocacy, support, advancement or achievement of the program or of the purpose of the Communist Party, any fascist organization or other totalitarian movement. Any suspension under this section may be appealed to the Convention, provided, however, that such suspension shall be effective when taken and shall remain in full force and effect pending an appeal.

Section 8. Subject to the provisions of Article III, Section 7 the Executive Council shall use every possible means to assist affiliated unions in the organization of the organized and to organize any national and international unions, organizing committees, and directly affiliated local unions.

Until such time as it is feasible to form a new national or international union composed of directly affiliated local unions or to affiliate such unions with an existing affiliated national or international union within whose jurisdiction they might properly come, the Executive Council may group such directly affiliated local unions, in a particular craft or industry, into national councils or organizing committees which shall be under the direct supervision and control of the Executive Council and the President.

Section 9. In carrying out the provisions of this Article the Executive Council shall recognize that both craft and industrial unions are appropriate, equal and necessary as methods of trade union organization and that all workers whatever their race, color, creed or national origin are entitled to share in the full benefits of trade union organization.

Section 10. A majority of the members of the Executive Council shall constitute a quorum for the transaction of the business of the Council.

Section 11. The Executive Council shall have the power to file charges and conduct hearings on such charges against any Executive

by the President, of any situation in which there is reason to believe that any affiliate is dominated, controlled or substantially influenced in the conduct of its affairs by any corrupt influence, or that the policies or activities of any affiliate are consistently directed toward the advocacy, support, advancement or achievement of the program or of the purposes of the Communist Party, any fascist organization or other totalitarian movement. Upon the completion of such an investigation, the Executive Council shall have the authority to make recommendations or give directions to the affiliate involved and shall have the further authority, upon a two-thirds vote, to suspend any union found guilty of a violation of this section. Any action of the Executive Council under this section may be appealed to the convention, provided, however, that such action shall be effective when taken and shall remain in full force and effect pending any appeal.

Section 8. The Executive Council shall use every possible means to assist affiliated unions in the organization of the unorganized and to organize new national and international unions, organizing committees, and directly affiliated local unions in fields and areas not in conflict with affiliated national or international unions or organizing committees.

Until such time as it is feasible to form a new national or international union composed of directly affiliated local unions or to affiliate such unions with an existing affiliated national or international union within whose jurisdiction they might properly come, the Executive Council may group such directly affiliated local unions, in a particular craft or industry, into national councils or organizing committees which shall be under the direct supervision and control of the Executive Council and the President.

Section 9. In carrying out the provisions of this Article the Executive Council shall recognize that both craft and industrial unions are appropriate, equal and necessary as methods of trade union organization and that all workers whatever their race, color, creed or national origin are entitled to share in the full benefits of trade union organization.

Section 10. A majority of the members of the Executive Council shall constitute a quorum for the transaction of the business of the Council.

Section 11. The Executive Council shall have the power to file charges and conduct hearings on such charges against any Executive

Officer of the Federation or other member of the Executive Council on the ground that such person is guilty of malfeasance or maladministration, and to make a report to the convention recommending appropriate action. The Executive Council must serve such officer with a copy of the written charges a reasonable time before the hearing.

Section 12. The Executive Council shall have the further power to refuse to seat or to remove from office any member of the Executive Council, or to remove from office any officer, who is found by the Council, by a two-thirds vote after notice and hearing, to be ineligible to serve under the provisions of Article V, Section 10. Any action of the Executive Council under this section may be appealed to the convention, provided, however, that such action shall be effective when taken and shall remain in full force and effect pending any appeal.

Section 13. In any case in which an affiliate has been suspended from membership in the Federation by the Convention, or by a two-thirds vote of the Executive Council in the cases set forth in Section 7 of this article, and in which it is shown that the cause for such suspension no longer exists, the Executive Council shall have the power, upon a two-thirds vote, to terminate such suspension.

Section 14. No affiliated national or international union or organizing committee shall be permitted to change its title or name without first having obtained the consent and approval of the Executive Council or the convention.

Section 15. The Executive Council shall be authorized to reimburse members of the Council for necessary expenses in performing their duties for the Federation.

Article IX

EXECUTIVE COMMITTEE

There shall be an Executive Committee which shall consist of the President and the Secretary-Treasurer and six Vice Presidents to be selected by the Executive Council. The Executive Committee shall meet every two months and shall advise and consult with the President and Secretary-Treasurer on policy matters.

Article X

GENERAL BOARD

of the Federation 9/11/55 EC 9/19/55 AG OK

Section 1. The General Board of the Federation shall consist of all of the members of the Executive Council and the President or other principal officer of each of the national or international unions.

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Section 2. The General Board shall meet upon the call of the President of the Federation, but such meeting shall be called at least once each year.

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Section 3. The General Board shall decide all policy questions referred to it by ~~the Executive Officers or by~~ the Executive Council.

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Section 4. Questions coming before the General Board shall be decided in accordance with the applicable provisions of Section 17 of Article IV of this Constitution with the President or other principal officer of each affiliated national or international union casting the vote of such union. The number of members of each national or international union on a roll call vote of the General Board shall be deemed to be the number of members represented at the last preceding convention except in the case where affiliation has occurred subsequent to such convention or within a 24-month period prior to and including the second month preceding such convention. In such ~~a case~~ cases the number of members of such affiliate shall be deemed to be one twenty-fourth of the average membership for which per capita tax was paid for each month, prior to the meeting of the General Board, for which such tax was paid.

9/19/55 AG OK

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Article XI

DEPARTMENT OF ORGANIZATION

Section 1. The organizing work of this Federation as set forth in Article VIII, Section 8, shall be conducted by the Department of Organization under the general supervision of the President. The Department of Organization shall be provided the staff and resources necessary to conduct such activities.

Section 2. The Department of Organization shall be headed by a Director of Organization who shall be appointed by the President after consultation with the Executive Committee, subject to the approval of the Executive Council.

Article XII

TRADE DEPARTMENTS

Section 1. The Trade Departments shall be subordinate to the Federation and shall consist of the following: Building and Construction Trades Department; Metal Trades Department; Union Label Trades Department; Maritime ~~Employees~~ Department; Railway Employees Department; and a Department of Industrial Organizations to be known as ....., and such other departments as may be established by the Executive Council or the convention. Each department is to manage and finance its own affairs and may establish local councils or railway system federations of departments. Affiliation to the departments in the Federation shall be open to all appropriate affiliated national and international unions and organizing committees.

Section 2. To be entitled to representation in any department, international unions and organizing committees eligible to join it must first be and remain in affiliation to the Federation.

Section 3. To be entitled to representation in local councils or railway system federations of departments, local unions are required to be part of affiliated national and international unions and organizing committees affiliated to departments or to be directly affiliated to the Federation. ~~Said local unions shall first be and remain in affiliation to the appropriate central bodies chartered by the Federation.~~

Section 4. The fundamental laws and procedure of each Department are to conform to, and be administered in the same manner as the laws and procedure governing the Federation. No department, local council or railway system federation of the same shall enact laws, rules or regulations in conflict with the laws and procedure of the Federation, and in the event of change of laws, rules, regulations and procedures of the latter, departments, local councils and railway system federations are to change their laws, rules, and regulations to conform thereto.

Section 5. Each department is to be considered an official method of the Federation for transacting the portion of its business indicated by the name of the department, in consequence of which affiliated and eligible organizations should be part of their respective departments and should comply with the actions and decisions of such departments subject to appeal therefrom to the Executive Council and the con-

ventions of the Federation. ~~When such an organization has interests in departments other than the one of its principal affiliation, in which it shall pay per capita tax upon its entire membership, it is to be represented in and pay per capita tax to the other departments upon the number of members whose occupations come under such other departments, but this in no instance shall be less than 20 per cent of the membership upon which it pays per capita tax to the Federation.~~

Section 6. The officers of the various departments shall submit a quarterly report to the Executive Council of the Federation of the work done by their department and its general conditions.

Section 7. At all regular meetings of the Executive Council of the Federation, there shall be present, during some period of the Council meeting, the executive officer or officers of each department, to take up with the Council matters that may be of mutual interest.

Section 8. Departments of the Federation shall have their headquarters in Washington, D. C., and in the headquarters of the Federation unless permitted to locate elsewhere.

An organization affiliated with one or more departments shall pay per capita tax to each such departments upon the number of members whose occupation comes under such department

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Article XIII

COMMITTEES AND STAFF DEPARTMENTS

Section 1. The President of the Federation shall appoint the following standing committees and such other committees as may from time to time be necessary. The President with the approval of the Executive Council may combine standing committees. The committees, ~~together with the President~~, and subject to the authority of the Executive Council and the convention, shall carry out their functions as described herein:

under the direction of the president

(a) The Committee on Legislation shall undertake to carry out the policies and programs of the Federation in the Congress and in the legislatures of state and local governments;

(b) The Committee on Civil Rights shall be vested with the duty and responsibility to assist the Executive Council to bring about at the earliest possible date the effective implementation of the principle stated in this constitution of non-discrimination in accordance with the provisions of this constitution;

Hold

Carey suggested

(c) The Committee on Political Education shall be vested with the duty and responsibility to assist the Executive Council in meeting the need for sound political education and in bringing about the effective implementation of the objectives stated in this constitution of encouraging 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 city, state, and national communities;

Pres.

(d) The Committee on Ethical Practices shall be vested with the duty and responsibility to assist the Executive Council in carrying out the constitutional determination of the Federation to keep the Federation free from any taint of corruption or communism, in accordance with the provisions of this constitution;

Potofsky?

(e) The Committee on International Affairs shall be concerned with international developments facing our nation and the Federation's relationships with the international trade union movement;

Reuther
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(f) The Committee on Education shall promote the widest possible understanding among union members of the aims of the Federation, shall assist affiliated unions in developing their own educational programs and shall implement the Federation's interest in providing the nation with the highest standard of education at all levels;

Harrison?

(g) The Committee on Social Security shall have the responsibility of providing guidance and information in the fields of social insurance and welfare;

(h) The Committee on Economic Policy shall undertake to recommend programs and policies toward the end of promoting prosperity, full employment and full utilization of our resources;

(i) The Committee on Community Services shall stimulate the active participation by members and affiliated unions in the affairs of their communities and the development of sound relationships with social agencies in such communities;

(j) The Committee on Housing shall advise on all matters relating to housing programs and policies;

(k) The Committee on Research shall have the responsibility of reviewing and appraising the research activities of the Federation to the end that adequate research facilities are available to the Federation;

(l) The Committee on Public Relations shall review and appraise the needs of the Federation in keeping the general public informed of the goals and policies of the Federation, the extent to which these needs are being met and shall make recommendations in this field;

(m) The Committee on Safety and Occupational Health shall be vested with the responsibility of recommending and promoting ways in which the work places of our nation can be made safe and healthful;

(n) The Committee on Veterans Affairs shall keep all affiliates informed of the rights and benefits available to veterans under federal and state laws and shall propose measures to protect such rights and benefits;

(o) All other committees shall have the function vested in them by the President, the Executive Council, or the convention, consistent with this constitution.

Section 2. Staff departments shall be established where appropriate under the direction of the President, to function in the fields of activity described above and in such other fields as may be determined by the President, the Executive Council or the convention.

Section 3. The Committees and staff departments shall have adequate staff which shall be under the general direction of the President of the Federation.

Article XIV

STATE AND LOCAL CENTRAL BODIES

Section 1. Central bodies subordinate to the Federation may be established upon a city, state or other regional basis as may be deemed advisable by the Executive Council and shall be composed exclusively of the locals of national and international unions and organizing committees affiliated with the Federation, directly affiliated local unions, local central bodies within the geographical limits of state and regional bodies, and such other subordinate bodies as the Executive Council may determine are eligible for affiliation.

Section 2. It shall be the duty of all national and international unions and organizing committees affiliated with the Federation to instruct their local unions to join affiliated central labor bodies in their vicinity where such exist. Similar instructions shall be given by the Federation to all local unions affiliated directly to it.

Section 3. The Executive Council of the Federation shall issue rules governing the conduct, activities, affairs, finances and property of central labor bodies and providing procedures for the discipline, including suspension and explusion, of such bodies or their officers. Such rules shall define the powers of the President, or his designee, with respect to disciplinary action against central labor bodies, or their officers. They shall provide for notice and hearing in all cases in which such action is taken, but shall permit emergency action (including the authority to suspend officers and establish a trusteeship over such central bodies and their property) prior to hearing where in the opinion of the President the interests of the Federation so require. The rules shall further provide for appeals to the Executive Council and to the convention, but shall provide that decisions appealed from shall remain in full force and effect pending any appeal.

Section 4. Upon the dissolution, suspension or revocation of the charter of any state or local central body, all funds and property of any character shall revert to the Federation to be held in trust until such time that the suspended or defunct organization may be reorganized and be able to confine its activities and actions to conform with the constitution and laws of this Federation. It shall be the duty of the officers of a state or local central body which has been dissolved or whose charter has been suspended or revoked, or which has been

placed under trusteeship under Section 3 of this section, to deliver all funds and property to the President of the Federation or his designated representative. In the event of a failure or refusal to so deliver such funds and property, all expenses incurred by the Federation in recovering such funds and property shall be a lawful charge upon the funds and property involved and, on recovery thereof, the Federation shall reimburse itself from the funds and property recovered.

Section 5. Merger of existing state and local central bodies of the American Federation of Labor and the Congress of Industrial Organizations shall be accomplished as provided in Article III, Section 5. Pending such merger state and local central bodies of both the American Federation of Labor and the Congress of Industrial Organizations shall be permitted to continue to exist as state and local central bodies representing the respective local unions or organization now affiliated to such central bodies.

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Subject to the provisions of Article III, Section 7

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Article XV

LOCAL UNIONS DIRECTLY AFFILIATED TO THE FEDERATION, ORGANIZING COMMITTEES AND NATIONAL COUNCILS

Section 1. The Federation is authorized to issue charters and certificates of affiliation to organizing committees, ~~national councils~~, and directly to local unions ~~where their jurisdictions are not in conflict with affiliated national and international unions~~.

Section 2. The Executive Council of the Federation shall issue rules governing the conduct, activities, affairs, finances and property of organizing committees, national councils, and directly affiliated local unions, and governing the suspension, expulsion and termination of such organizations. Such rules shall define the powers of the President or his designee, with respect to disciplinary action against such organizations, or their officers. They shall provide for notice and hearing in all cases in which such action is taken with respect to directly affiliated local unions, but shall permit emergency action (including the authority to suspend officers and establish a trusteeship over such local unions and their property) prior to hearing where in the opinion of the President the interests of the Federation so require. The rules shall further provide for appeals to the Executive Council and to the convention, but shall provide that decisions appealed from shall remain in full force and effect pending any appeal.

Upon the dissolution, suspension or revocation of the charter of any such organizations, all funds and property of any character shall revert to the Federation, which shall to the extent appropriate hold such funds and property in trust until such time that the suspended or defunct organization may be reorganized and be able to confine its activities and actions to conform with the constitution and laws of this Federation. It shall be the duty of the officers of any such organization which has been dissolved or whose charter has been suspended or revoked to deliver all funds and property to the President of the Federation or his designated representative. In the event of a failure or refusal to so deliver such funds and property, all expenses incurred by the Federation in recovering such funds and property shall be a lawful charge upon the funds and property involved and, on recovery thereof, the Federation shall reimburse itself from the funds and property recovered.

Section 3. It shall be the duty of the Executive Council to combine directly affiliated local unions in related fields into national or international unions, organizing committees or national councils when such action appears to be appropriate. Any local union directly affiliated to the Federation or a group of such local unions may request the Executive Council to authorize such combination.

When directly affiliated local unions are grouped into an organizing committee they shall become locals of the organizing committee. The organizing committee shall have the same status as a national or international union under this constitution except that it shall be under the direct supervision and control of this Federation, as provided herein.

When directly affiliated local unions are grouped into a national council, they shall remain local unions directly affiliated with this Federation.

Section 4. The per capita payment to the Federation by local unions directly affiliated to it shall be determined by the Executive Council but shall not be less than eighty cents per month.

Section 5. Local Trade and Federal Labor Unions and Local Industrial Unions which are affiliated with this Federation pursuant to Article III, Section 2, of this constitution shall be for all purposes local unions directly affiliated to the Federation under this and all other sections of the constitution.

Section 6. The Defense Fund for Local Trade and Federal Labor Unions of the American Federation of Labor, created under its constitution, shall be continued as a defense fund for local unions directly affiliated with this Federation, subject to the rules provided for in Section 2 of this Article and subject to such provisions concerning contributions by and the eligibility of Local Industrial Unions formerly affiliated with the Congress of Industrial Organizations as may be determined by the Executive Council.

Article XVI

PER CAPITA TAX AND ASSESSMENTS

Section 1. A per capita tax shall be paid upon the full paid up membership of each affiliated ~~organization~~.

Section 2. Each national ~~and~~ international union and organizing committee shall pay on or before the fifteenth day of each month, for the preceding month, a per capita tax of 4c per member per month.

Section 3. Each directly affiliated local union shall pay on the fifteenth of each month, for the preceding month, a per capita tax of not less than 80c per month, as provided for in the rules governing the organization and activities of such directly affiliated local unions. Each directly affiliated local union shall also pay to the Federation a portion, to be fixed by the Executive Council, of the initiation fee received by such union from its members, but such payment to the Federation shall in no case be less than $1.00 per member.

Section 4. Revenue may also be derived from assessments when and as ordered by a majority vote of a convention. The Executive Council may also declare an assessment not to exceed four cents per member per month on all affiliated unions for a period not to exceed six months in any one year when the interests of the Federation require and when funds available from per capita tax are insufficient to meet the needs of the Federation.

Section 5. Any affiliated organization which does not pay its per capita tax on or before the fifteenth of each month, and each assessment or assessments when due and payable, shall be notified of that fact by the Secretary-Treasurer of the Federation. Any affiliated organization three months in arrears in payment of per capita tax or assessments automatically becomes suspended from membership in the Federation and can be reinstated only after such arrearages are paid in full.

Section 6. Each affiliate, upon the issuance of a certificate of affiliation, shall pay to the Federation the sum of $15.00.

Section 7. Each state and local central body affiliated with the Federation shall pay to the Federation an annual fee of $20.00.

Section 8. The Executive Council may exonerate any national and international union, organizing committee and directly affiliated local union from the payment of per capita tax or assessments due to the Federation for any month upon a proper showing that, in the opinion of the Executive Council, good cause therefor exists. Exonerated members shall be regarded, for the purpose of this constitution, as paid up members for the period of exoneration.

Article XVII

AMENDMENTS

This constitution can be amended or altered only by the convention, by a two-thirds vote of those present and voting, either by a show of hands, or, if a roll call is properly demanded as provided in this constitution, by such roll call.

Article XVIII

EXISTING AGREEMENTS

Section 1. The agreement for the merger of the American Federation of Labor and the Congress of Industrial Organizations, as approved by the Executive Council of the American Federation of Labor and the Executive Board of the Congress of Industrial Organizations and the Convention of both Federations is incorporated herein and made a part of this constitution.

Shall be considered a part of the constitution for a period of two years from December, 1955

8/11/55 OC

Section 2. The AFL-CIO No-Raiding Agreement shall be preserved and, with the consent of the signatories, shall be extended for a period of two years from its present expiration date and amended to make it effective as between all unions signatory to it irrespective of their former affiliation. The CIO Organizational Disputes Agreement shall be maintained in force for its term as between the unions which have adhered to it. The AFL Internal Disputes Plan shall be maintained in force for its term with respect to the unions which have adhered to it. A Joint Committee shall be established by the Executive Council to formulate the means for incorporating these three agreements into a combined no-raiding and organizational and jurisdictional disputes agreement which can be effective as between all of the unions becoming signatory to it irrespective of their former affiliation and for the purpose of extending, by voluntary agreement, such provisions to all affiliates of this Federation.

Article XIX

INITIAL CONVENTION

Section 1. The provisions of this constitution shall govern the initial convention of the Federation except as otherwise provided in this Article.

Section 2. The initial convention shall be called, and the time and place determined by, the Joint AFL-CIO Unity Committee, subject to the approval of the Executive Council of the American Federation of Labor and the Executive Board of the Congress of Industrial Organizations, and the conventions of the two federations.

Section 3. The Joint AFL-CIO Unity Committee shall act as the credentials committee for the initial convention and shall be empowered to accredit as delegates to such convention all of the delegates who have been duly accredited to the conventions of the American Federation of Labor and the Congress of Industrial Organizations which approved this constitution.

Section 4. Delegations representing national and international unions, organizing committees and directly affiliated local unions shall each be entitled to a total number of votes based upon the membership represented by such delegation at the conventions of the American Federation of Labor and the Congress of Industrial Organizations approving this constitution. State and local central bodies and national departments shall each be represented by one delegate and shall each be entitled to one vote.

Section 5. The Joint AFL-CIO Unity Committee shall report to the convention, designate temporary officers for the convention, appoint all convention committees, and take such other action with respect to the conduct of the convention as may become necessary by virtue of the fact that it is an initial convention.

Where the total number of such delegates of any affiliated organization is less than the number of delegates to which such organization is entitled under Article IV Section 4, the Joint AFL-CIO Unity Committee shall be empowered to accredit additional delegates from such organization up to such number.

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Article XX

EFFECTIVE DATE

This constitution and the merger agreement between the American Federation of Labor and the Congress of Industrial Organizations shall become effective upon approval by the separate conventions of the American Federation of Labor and the Congress of Industrial Organizations and shall govern the affairs of the Federation beginning with the first convention of the Federation.

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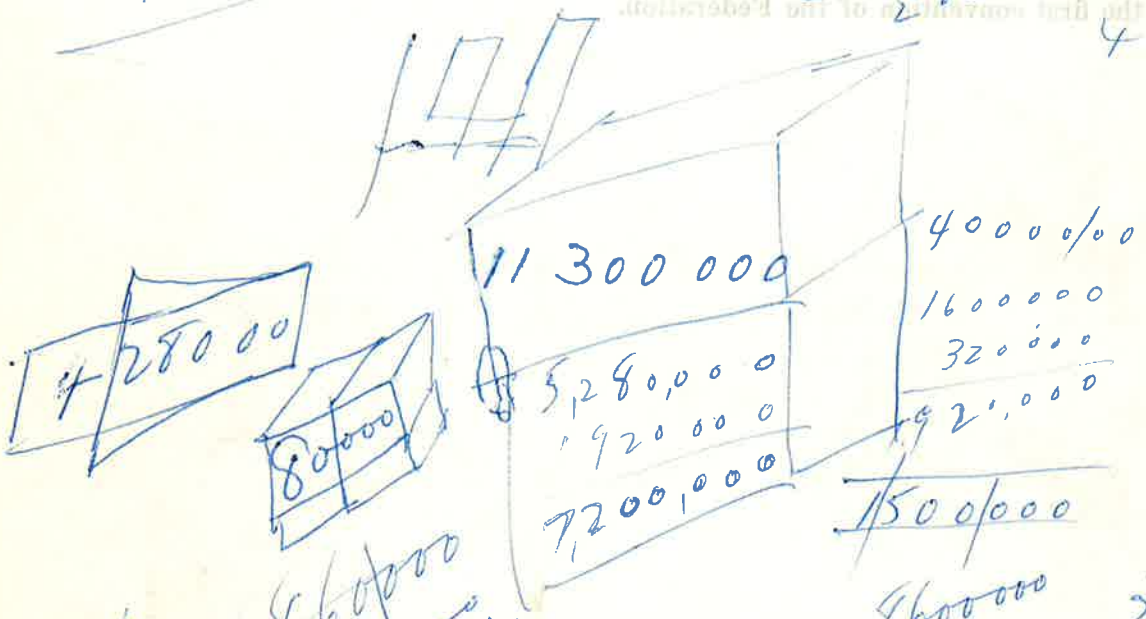

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