

# Constitution & By-Laws



National Council of Field Labor Locals  
C-73 AFGE/AFL-CIO

Every effort has been made to ensure that this online version of the National Council of Field Labor Locals Constitution and By-Laws is correct and faithful to official bound, print edition. However, the final authority in all matters will remain the official bound, print edition.

## PREAMBLE

For the purpose of promoting unity of action in all matters affecting the mutual interest of governmental civilian employees in general and, Department of Labor employees in particular, and for the improvement of the government service, WE, as members of the American Federation of Government Employees, adopt this Constitution.

## ARTICLE I - NAME

### SECTION 1:

This Council shall be known as the National Council of Field Labor Locals of the American Federation of Government Employees (NCFLL).

### SECTION 2:

The Headquarters of this Council shall be the city in which the Council President resides.

## ARTICLE II- PURPOSE

### SECTION 1:

The purposes of the Council are (1) to unite in one harmonious body, the AFGE Locals of the United States Department of Labor field employees who may be eligible for membership herein; (2) to assist the American Federation of Government Employees and the United States Department of Labor in their efforts to improve the conditions of all government employees; (3) to obtain and protect the rights of these United States Department of Labor employees; (4) to further and promote the welfare of every member of this organization, and (5) to promote efficiency in the government service.

### SECTION 2:

This Council will be governed by the provisions of this Constitution and the AFGE National Constitution. Consistent with the AFGE National Constitution, the AFGE National President shall ensure that all provisions of this Constitution are met, and shall take necessary action to do so.

### SECTION 3:

This Council does not advocate the overthrow of the constitutional form of government of the United States, does not discriminate with regard to the terms of membership because of race, creed, color, national origin, sex, age, political affiliation, handicapped condition, marital status, sexual orientation, or preferential or nonpreferential civil service status, and is not subject to corrupt influence or influences opposed to basic democratic principles.

### SECTION 4:

Every officer, agent, shop steward, or other representative or employee who handles funds or other property thereof shall be bonded. The Council must be bonded for at

least 10 percent of all monies that are handled by the Council in the year. In accordance with Article XIX, Section 6 of the AFGE National Constitution, the National President shall negotiate on behalf of the Council a blanket position bond in the amount of \$5,000 to cover up to five people who handle the Council's funds for the protection of the Council. In the event that the Council needs, desires or is required by the Labor-Management Reporting and and Disclosure Action of 1959, as amended, to be bonded for additional amounts or for additional people who handle the Council's funds, it shall be incumbent upon the Council to bear the additional expense of such additional bond. The Council will be responsible for payment of all charges for all bonding of the Council, including the initial \$5,000 blanket position bond negotiated by the National President, and the Council shall own all bonding paid for by the Council. In order for the bond to be effective, the Council must file within 90 days after the close of its fiscal year a copy *of* the AFGE form for the annual audit and a copy of the Department of Labor required form.

### ARTICLE III – REPORTING AND FINANCIAL REQUIREMENTS

#### SECTION 1:

Standards of conduct. This Council subscribes to the Standards of Conduct for Labor Organizations, as provided for in Public Law 95-454, with particular reference to the following:

- (a) The maintenance of democratic procedures and practices, including provisions of periodic elections to be conducted subject to recognized safeguards and provisions defining and securing the right of individual members to participate in the affairs of the organization, to fair and equal treatment under the governing rules of the organization, and fair process in disciplinary proceedings;
- (b) The exclusion from office in the organization of persons affiliated with Communist or other totalitarian movements, and persons identified with corrupt influence;
- (c) The prohibition of business or financial interests on the part of organization officers and agents which conflict with their duty to the organization and its members; and
- (d) The maintenance of fiscal integrity of the conduct of the affairs of the organization, including provisions for accounting and financial controls and regular financial reports or summaries to be made available to members.

#### SECTION 2:

This Council will comply with the reporting requirements of Public Law 95-454, where applicable. This Council also shall comply with all applicable provisions of the Internal Revenue Service regulations and shall submit to the National Office of AFGE all required and requested financial reports.

#### SECTION 3:

Copies of all official Council publications will be submitted to the National Office of AFGE at the time of publication.

## ARTICLE IV - MEMBERSHIP

### SECTION 1:

All Locals representing field employees of the U.S. Department of Labor chartered by the American Federation of Government Employees shall be eligible for membership in this Council.

### SECTION 2:

All Locals covered by the exclusive recognition held by this Council shall be eligible for membership in this Council. All Locals covered by the exclusive recognition held by this Council shall be required to affiliate with this Council.

### SECTION 3:

Representation in this Council shall be by delegates, elected in accordance with the Local's Constitution.

- (a) Locals having membership of 200 or fewer regular members shall be entitled to two delegates; 201 to 300, three delegates; 301 to 400, four delegates; over 400 members, five delegates. Locals may elect alternates, the number of which shall not exceed the Local's number of delegates.
- (b) Except where otherwise specified in this Constitution, each delegate shall be entitled to cast one vote on any matter before this Council, provided, however, that if a roll call vote is taken on any matter before this Council, each delegate shall be entitled to cast a proportionate share of the votes of that delegate's respective Local, based upon the most recent calculation of the average active membership strength of the past year, in accordance with the AFGE National Constitution. A single delegate may cast all votes to which that delegate's respective Local is entitled.
- (c) The delegate(s) and alternate delegate(s) of each Local will be elected by secret ballot by plurality vote of the Local's members voting. Each Local shall properly execute within 15 workdays of the election the AFGE Credential Form C-3 for each delegate and alternate delegate. Each delegate and each alternate delegate will be furnished one copy; one copy will be forwarded to the NCFLL Recording Secretary; and the third copy shall be retained for the Local's files. The AFGE Credential Form C-3 shall be good for only the term of office.

## ARTICLE V – REVENUE

### SECTION 1:

A per capita tax of \$2.25 per month effective September 1, 1997, and \$2.75 per month effective September 1, 1998, on regular members of each affiliated Local. No per capita tax is levied against any retired member of an affiliate Local.

### SECTION 2:

Special assessments may be levied by order of the Executive Board when, in its

judgment, it becomes necessary to carry on the work of the Council; but no assessment shall exceed the sum of \$0.50 per member of each affiliated Local in anyone month, nor shall there be more than four assessments in one calendar year. If an assessment is levied, it shall be in effect only until the next regular convention.

**SECTION 3:**

Per capita tax shall be payable by the last day of each month and in the amount consistent with the monthly membership and financial report submitted to the National Secretary-Treasurer of the American Federation of Government Employees for that month, with the exception that no per capita tax will be paid for retired members. Such monies shall be paid by affiliated Locals to the Council Treasurer.

**SECTION 4:**

Locals failing to pay the monthly per capita tax, any assessments, or other indebtedness to this Council by the due dates indicated in Section 3 of this Article shall be notified promptly by the Treasurer of the Council of its arrearages, and, if at the end of three months the Local is still in arrears, it will be considered not in good standing, and it will be subject to the same penalties as failure to pay per capita tax to the Federation.

**SECTION 5:**

A suspended Local may be reinstated to membership in the Council upon payment of all arrearages, or reinstatement may be made by majority action of the Council Locals voting as a whole at a regular Council meeting.

**SECTION 6:**

All receipts, checks and cash disbursements shall be properly recorded and accounted for in the financial records of this Council. The Treasurer shall sign-and the President shall countersign checks covering proper expenditures for the Council. All books, records and financial accounts of the Council shall be open to inspection at all times to the National AFGE officers, NCFLL officers, and representatives of the affiliated Locals.

**ARTICLE VI – OFFICERS**

**SECTION 1:**

The elected officers of the Council shall be President, Executive Vice President, seven Vice Presidents, Treasurer, and Recording Secretary, all elected at large.

**SECTION 2:**

The term of office for all officers shall be four years.

**SECTION 3:**

The officers shall be elected by secret ballot and by majority vote of the delegates voting on a proportionate basis of the delegate's respective Local's membership

strength as most recently calculated, which will be the average number of active members for which per capita was paid for the twelve month period ending with February of the election year.

#### SECTION 4:

Should a vacancy occur in any office of this Council except President, the President, with the concurrence of a majority of the Executive Committee, may appoint an officer to fill any such vacancy for the remainder of the unexpired term. Should a vacancy occur in the office of President, the Executive Vice President shall fill the office for the unexpired term.

#### SECTION 5:

Any U.S. Department of Labor field employee shall be eligible for election to any office of this Council; provided, that such employee is a member in good standing of a Local affiliate. Any eligible employee must meet the requirements set by Public Law 95-454 (CSRA) for membership in a bargaining unit. Such employee must be a member for one year of an AFGE Local, immediately preceding the close of the nomination process.

### ARTICLE VII - DUTIES OF OFFICERS

#### SECTION 1:

The President shall function as the presiding officer of the Council and shall exercise supervision of the affairs of the Council, subject to the approval of the Executive Committee. It shall be the duty of the President, in accordance with the mandates of the Council, to plan and pursue policies which will promote the welfare of the membership; keep the membership fully advised of the President's activities; preside at Council conventions and at meetings of the Executive Committee; sign all official documents pertaining to the office of the President; assign duties as necessary; and have the authority to hire and fire employees - for cause, or for lack of work or funding, subject to approval of the Executive Committee. The President at his or her discretion shall be the Chair of the Council's Negotiation and Consultation Committee.

#### SECTION 2:

The Executive Vice President shall preside at any meetings of the Council at which the President is absent. In the absence of the President and Executive Vice President at a regular or special meeting of the Council, the delegates may elect a temporary chairman for that meeting.

#### SECTION 3:

The seven Vice Presidents shall be assigned specific areas of responsibility by the President.

(a) Each of the Vice Presidents will be assigned the responsibility of being in direct communication with various affiliated Locals.

(b) Each of the Vice Presidents will be assigned an agency of responsibility.

(c) Vice Presidents will be assigned to permanent committees or to ad hoc committees when needed.

#### SECTION 4:

The Recording Secretary shall keep a record of the minutes of all meetings, including LMR-NCFL National Sessions; keep all official records of the Council except those that are specifically assigned to others; in conjunction with the President make regular reports to the various Locals; keep the Constitution up to date; and keep the official roster of member Locals and delegates up to date and notify them of all regular or special meetings. In the absence of the Recording Secretary, the presiding officer may appoint a temporary Recording Secretary for that meeting, who will keep a record of the minutes and furnish them to the Recording Secretary. The Recording Secretary, in the absence of either the President or the Treasurer, shall be authorized to countersign checks covering authorized expenditures.

#### SECTION 5:

(a) The Treasurer shall receive, receipt for, disburse and keep account of all monies received or disbursed for the Council; deposit money in bank(s) to the credit of the Council; and render an account at all meetings and whenever requested to do so by the President. At the end of each fiscal quarter, the Treasurer shall render an account to each Local. Any surplus funds may be deposited only in federally insured institutions, whenever such investments shall be authorized by the Executive Committee. The Treasurer shall submit all books for an audit annually, and at the end of the term of office.

(b) Requests for reimbursement of expenses will be accompanied by an itemized travel voucher, i.e., DOL type, and receipts for expenses of more than \$25.00.

#### SECTION 6:

All officers of the Council shall serve without salary, except that officers and representatives authorized by the Executive Committee may be reimbursed for leave without pay or annual leave utilized for National Council business.

### ARTICLE VIII – ELECTIONS

#### SECTION 1:

Officers of this Council shall be nominated, elected, and installed in accordance with the applicable provisions of the AFGE National Constitution. The election will be conducted by secret ballot every four years, commencing with the 1985 NCFL Convention meeting. Installation of officers will follow the Election Committee report.

#### SECTION 2:

(a) At the election year meeting of the Council, the delegates shall elect an Election Committee to conduct the election. Nomination and election of officers will be conducted on the second day of the Convention.

(b) The Chair of the Election Committee shall call for nominations for all officers.

Nominating speeches shall not exceed two minutes each. Immediately after nominations for any office are closed, the Chair shall offer each nominee the opportunity to accept or decline. Each nominee shall be granted five minutes to address the delegates on his or her candidacy. No person shall be a candidate for more than one office. In any situation where there is only one nominee, or where all nominees except one declines, the nominee shall be declared elected.

### SECTION 3:

This Council shall comply with all reasonable requests of any candidate to distribute by mail or otherwise at the candidate's expense, campaign literature in aid of such person's candidacy to all constituent known Local Presidents, Local Treasurers, and delegates in good standing, and refrain from discrimination in favor or against any candidate with respect to the use of lists of delegates, and whenever the Council or its officers authorize the distribution by mail or otherwise to delegates of campaign literature on behalf of any candidate or of the Council itself with reference to such election, similar distribution at the request of any other bona fide candidate shall be made by the Council or its officers with equal treatment as to the expense of such distribution. Adequate safeguards to insure a fair election shall be afforded. Each candidate shall be afforded an opportunity to have a reasonable number of observers, who are members, present throughout the election procedure, including the tally of ballots.

In any election held by secret ballot, a reasonable opportunity shall be given for the nomination of candidates, and every member in good standing and otherwise qualified shall be eligible to be a candidate and to hold office. Delegates shall have the right to nominate and vote for or otherwise support the candidate or candidates of one's choice without being subject to penalty, discipline, or improper interference or reprisal of any kind by the Council or any member thereof.

Not less than 15 days prior, notice thereof shall be mailed to each constituent known Local President, Local Treasurer, and delegate at his/her last known address. Each delegate in good standing shall be entitled to vote in accordance with Article VI, Section 3 of this Constitution. The votes cast by delegates to the Council shall be counted, and the results published separately. The Election Committee Chair shall preserve for one year the ballots and all other records pertaining to the election. These records shall be available to the AFGE National President upon request.

All elections must be conducted and protests filed in accordance with the "AFGE Rules for Conduct of an Election," as provided for in the AFGE National Constitution. For purposes of entertaining timely election complaints, a complainant has five days after announcement or publication of the election results to submit a timely election complaint. To the extent the five-day period runs past the close of the business of the Council Convention, the Convention shall be deemed standing in recess until the five-day period expires.

No monies received by way of dues, assessment, or similar levy shall be contributed or applied to promote the candidacy of any person in an election. Such monies may be utilized for notices and other expenses necessary for the holding of an election.

## ARTICLE IX - COMMITTEES AND DUTIES

### SECTION 1:

The elected officers shall comprise the Executive Committee, and will meet at the time of the quarterly labor-management meetings. Special meetings may be called by the President or by request of a majority of the members of the Committee. A majority of the members of the Committee shall constitute a quorum.

### SECTION 2:

It shall be the duty of the Executive Committee to devise and initiate such actions as may be necessary for the good of the membership in the interim between Council meetings, not inconsistent with the objects of the Council, this Constitution, or the AFGE National Convention.

### SECTION 3:

Expenditures by the Council President in excess of \$500 per month must have prior approval of the Council's Executive Committee either as authorized by the budget approved by the delegates or by separate vote of the Council's delegates. All expenditures authorized by the Executive Committee will be reported in writing at the next regular meeting of the Council. Upon request a copy of such report will be made available to any officer in good standing of the Council.

### SECTION 4:

Any agreement reached by the members of the Contract Negotiation Committee will be tentative, subject to ratification by the delegates. Local Presidents, officers, and stewards will be mailed copies of the proposed changes to the collective bargaining agreement at least 21 days prior to any ratification vote by the delegates. Each delegate shall cast a proportionate share of the votes that the delegate's respective Local, based upon the most recent calculation of average active membership strength for the past year, in accordance with the AFGE National Constitution, to be determined by the number of members for which the Local is paying per capita tax to the NCFLL. The contract will be considered ratified upon it receiving a majority of the membership votes cast.

### SECTION 5:

Special committees may be established as the Council or the Executive Committee may direct, and the membership of such committees, with the exception of the Election Committee, shall be appointed by the President, subject to the approval of the Election Committee.

SECTION 6:

The Executive Committee shall agree upon a capable Public Accountant or Certified Public Accountant and/or appoint a committee of three members in good standing (not to include members of the Executive Committee) to make an annual audit of the Council. Such audit is to be made on or immediately after July 1 of each year. A copy of such audit will be sent to each Local President.

ARTICLE X - LOCAL'S RIGHTS

SECTION 1:

All constituent Locals shall have the right to conduct their internal local business without interference, coercion or restraint by this Council, insofar as such matters are not in conflict with this Constitution and the AFGE National Constitution.

SECTION 2:

Each constituent Local in good standing shall be entitled to full participation on all matters before this Council through the medium of a delegate(s).

SECTION 3:

(a) Each constituent Local shall be entitled to negotiate supplemental collective bargaining agreements with local management for the purpose of implementing the National Agreement and covering those matters more appropriately negotiated at the local level. Such agreements shall be subordinate to the National Agreement and shall not conflict with or repeal it. Each constituent Local negotiating such an agreement shall have the right and responsibility to administer and enforce such agreement.

(b) All supplemental agreements shall be submitted to the Executive Committee prior to their enactment, solely for the purpose of determining if they are in conflict with the National Agreement. The Executive Committee shall vote on the potential conflict within thirty days. If no conflict exists, the President shall immediately ratify the agreement.

SECTION 4:

Any Local which is not affiliated with this Council or which is not in good standing may not speak, vote, act or conduct any business on behalf of or before this Council on any matter properly within the responsibility of this Council.

ARTICLE XI - MEETINGS

SECTION 1:

Regular meetings of the Executive Committee of this Council shall be held coincident at the time of the quarterly labor-management meetings, provided that the time and place of a specified meeting may be changed by the Executive Committee. Other meetings of the Executive Committee may be convened by the President with the approval of the Executive Committee.

## SECTION 2:

Regular meetings of this Council, Presidents/delegates, shall be held annually. This meeting shall take place at a time and a place to be determined by a committee appointed by the President of the Council.

## SECTION 3:

Special meetings may be called by the Council President at his/her discretion, with the approval of one-third of the Locals in good standing. It shall be the Council President's duty to make such call, provided however, at least 15 days notice is given as to the specific purpose for such meeting. Only those items listed on the notice will be discussed or voted on.

## ARTICLE XII - COMPLAINTS AND APPEALS

### SECTION 1:

Complaints against any of the Council officers or delegates arising out of or resulting from an individual's conduct or status as a Council officer on matters concerning the operation of the Council, excluding Council officer elections (which are processed in accordance with the procedures set forth in Appendix A of the AFGE National Constitution) will be processed as follows:

a) Constituent locals or members thereof shall register a complaint first with the Council President. A committee of investigation and, if probable cause is found, a trial committee shall be appointed by the Council President, or the Executive Committee if the Council President is the accused. The Council President or the Executive Committee, as appropriate, shall insure that neither the committee of investigation nor the trial committee includes the complainant(s) or the accused, and in no case will the committee of investigation and the trial committee be composed of any of the same members. No member shall be eligible to serve on the Executive Committee or trial committee for the hearing of charges under this Article if he or she is directly or indirectly involved in the matter which gave rise to the charges upon which the accused is to be tried, and the committees shall otherwise be impartial. A hearing on the complaint shall be conducted consistent with applicable provisions of Article XVIII of the AFGE National Constitution. The trial committee's findings of fact and decision shall become effective after 45 days of its publication or service by mail to all constituent Locals, unless disapproved by a majority of them during that 45 day period. An investigation committee's finding of no probable cause or trial committee's decision exonerating the accused shall not be subject to Council approval, nor be subject to any further action within the Council or the Federation.

(b) The trial committee shall render a decision suspending the accused for a specific time from his or her office, removing him or her from the office, barring him or her from holding any office for a specified time, and/or suspending or removing him or her from membership for a specified period of time, or finding him or her not guilty as accused. After decision of the trial committee, an officer suspended or removed from office and/or membership shall have the appeal right to the National Executive Council (NEC) set forth in Article XVIII, Section 9, of the AFGE National Constitution, by

service upon the National Secretary-Treasurer within 15 days of receipt of the trial committee's decision.

(c) The NEC shall review the case and affirm or reverse the decision, reduce the penalty, or return the case to the Council for a new trial before a different trial committee. If the decision of the NEC should affirm any adverse action taken against the appellant by the Council, upon receipt of the NEC's written decision, the appellant may further appeal to the next AFGE National Convention.

## ARTICLE XIII - DELEGATES

### SECTION 1:

Any affiliated Local of the Council in good standing shall be permitted to elect as its proxy a delegate from another Local. This delegate shall be empowered to cast votes for the other Local in matters requiring a vote. A duly elected proxy may cast the ballot of the Local according to the delegate's best judgment unless otherwise instructed by the Local. Except for secret ballot elections, instructions of the Local are binding on the proxy on the first vote of those issues that result in additional voting. The Recording Secretary of the Council and the proxy shall have a written statement signed by the President of the Local designating him/her as the official proxy of the Local. No delegate shall carry the proxies for more than two constituent Locals.

### SECTION 2:

This Council is entitled to two delegates for representation in the AFGE National Convention. The selection of such delegates shall be accomplished in the following manner. The President and the Executive Vice President of this Council, by virtue of their election to those offices, shall serve as ex officio delegates, but may not participate in the election of national officers, but may cast the Council's votes on any other item brought before the floor at the National Convention.

## ARTICLE XIV – AMENDMENTS

### SECTION 1:

This Constitution and any amendments thereof shall become effective and remain so when it is approved by the National Executive Council of the American Federation of Government Employees.

### SECTION 2:

(a) Any proposed amendment to this Constitution shall be submitted to the Recording Secretary in writing not less than 30 days prior to a regular meeting. The Recording Secretary shall notify all delegates of the proposed amendments not less than 15 days prior to the date upon which action will be taken to amend.

(b) By a two-thirds vote at any regular Council meeting, amendments to the Constitution may be brought up on the floor of the meeting, even though they have not been submitted to the Recording Secretary 30 days prior to the regular Council meeting.

**SECTION 3:**

It will require a two-thirds vote of the delegates present and voting to amend this Constitution.

**SECTION 4:**

Amendments may be adopted between regular meetings through mail ballot by a two-thirds vote of member Locals.

**SECTION 5:**

This Council may adopt an amendment concerning a change in the per capita tax only by a majority vote and by secret ballot of the delegates in good standing voting at a general or special Council meeting, after reasonable notice of the intention to vote upon such question, or by majority vote of the members of the constituent Locals in good standing voting in a membership referendum conducted by secret ballot.

**ARTICLE XV - LABOR MANAGEMENT RELATION DESIGNATIONS**

**SECTION 1:**

In developing specific policies and procedures for the appointment and designation to the U.S. Department of Labor of persons to represent the Council and in the actual process of making or ending such appointments and designations, the Council and all its officers and affiliates will seek to balance the need of the Council to act effectively as a national organization with the rights of its constituent Locals to conduct their own internal affairs and to retain an appropriate role in collective bargaining with local management as set forth in Article X. Any policies and procedures established under this Article, as they relate to making or ending designations of persons by the Council to the Department of Labor to fulfill roles and responsibilities specified or inferred from the current contract will take precedence over any other provision for appointment or designation in this Constitution.

**SECTION 2:**

The Executive Committee is authorized to establish the policies and procedures by which persons are appointed by the Council and designated to the Department of Labor to serve on any standing committee, council, board, team, etc., that is specified in the current contract between the Council and the Department. The Executive committee may specify in such policies and procedures how such persons will be selected, how the Department will be notified of their selection, and how their designations may be terminated.

**SECTION 3:**

The Executive Committee is authorized to devise what it deems to be appropriate policies and procedures for the appointments and designations to the Department of any and all persons who will perform representational duties specified by the current contract, such as serving as a steward, or who will participate in the name of the

Council at any formal meeting, labor-management relations meeting, bargaining session, grievance or arbitration procedure, any proceeding before a third party, any conference, training session, or similar activity either specified by or inferred from the current contract. The Executive Committee may specify in such policies and procedures how such persons will be selected, how the Department will be notified of their selection, and how their designation maybe terminated.

**SECTION 4:**

Each constituent Local will be kept fully advised by the Executive Committee of any policies and procedures that it establishes under Sections 2 and 3 above. Copies of all such policies and procedures along with any current listings of persons designated by the Council to the Department that are maintained by the Recording Secretary will be made available at the regular annual meetings of the Council, Local Presidents/delegates. All such policies and procedures and any current designations of persons are subject to the review, approval and to possible revision/revocation by the Local Presidents/delegates.

## BY-LAWS

### SECTION 1:

Regular meetings of the Council will be held annually as stated in Article XI, Section 2.

### SECTION 2:

The regular order of business will be:

- (a) Roll call of officers;
- (b) Reading of the minutes of the previous meeting;
- (c) Report of financial condition by Council Financial Officer;
- (d) Report of committees;
- (e) Unfinished business;
- (f) New business;
- (g) Comments for the good of the Council; and
- (h) Adjournment.

### SECTION 3:

A quorum of this Council shall consist of delegates representing not less than one-third of the constituent Locals. A quorum is not required for nominations and/or elections.

### SECTION 4:

Unless otherwise specified by law (e.g., secret ballot election or dues referendum) or by Constitution, all questions before the Council will be decided by majority vote of the delegates present and voting, first by showing of hands, and then by roll call if requested by 25 percent of the delegates. For a roll call vote when affiliation is on the basis of per capita tax, the delegates present may vote in accordance with Article IV, Section 3(b) of this Constitution.

### SECTION 5:

The time allowed for debate for any particular issue before the Council and the time allowed for speeches will be governed by circumstances and by majority vote of those present. Any limitation as to time allowed for debate may be extended by a majority of those voting.

### SECTION 6:

Nomination, election, and installation of officers shall be held at the election year Convention meeting noted in Article VIII, Section 1, of the NCFLC Constitution.

### SECTION 7:

*Roberts Rules of Order Newly Revised* shall govern the proceedings of all meetings of the Council, when not inconsistent with the provisions of the Constitution and By-Laws of the Council.

SECTION 8:

These By-Laws may be amended by a two-thirds vote of the delegates as provided in Article XIV of this Constitution. .

SECTION 9:

Copies of this Constitution and By-Laws shall be available to all Locals in good standing upon request to the Recording Secretary.

ADOPTED: MARCH 15,1999

SIGNED: \_\_\_\_\_  
(PRESIDENT)

SIGNED: \_\_\_\_\_  
(RECORDING SECRETARY)

## OATH OF UNION OFFICERS

"I, \_\_\_\_\_, do hereby sincerely promise and pledge my honor that I will perform the duties of my office as prescribed by the Constitution and regulation of this Federation. I will be loyal and true to the American Federation of Government Employees, AFL-CIO.

"I will deliver to my successor in office all books, papers and other property of this Union which may be in my possession at the close of my official term. I further agree to deliver such papers and property to the National President of the Union or his authorized agent upon demand. All this I solemnly promise." (Installing officer raps gavel one time to seat members, then continues.)

"Fellow members, I now present to you your officers for the ensuing term. May I exhort you to render them the fullness of your loyalty and repose in them your utmost confidence. I know with that loyalty and confidence - and I feel certain it will be accorded - these officers will have no difficulty in carrying on for this organization. I am grateful to you for the service you have rendered to the American Federation of Government Employees and know you will continue this service."