



Lee Saunders
President

Laura Reyes
Secretary-Treasurer

Vice Presidents

Se'Adorela K. Brown
Aspen Springs, CO

Richard L. Caponi
Pittsburgh, PA

Stacy Chamberlain
Portland, OR

Connie Carr
Albuquerque, NM

Greg Devereaux
Olympia, WA

Danny Donohue
Albany, NY

Denise Duncan
San Diego, CA

David R. Fillman
Harrisburg, PA

Henry A. Garrido
New York, NY

Mazda Hamill
Franklin, NJ

Johanna Puno Hester
San Diego, CA

Danny J. Homan
Des Moines, IA

Nicholas J. LaMorte
Carmack, NY

Salvatore Luciano
New Britain, CT

John A. Lyall
Washington, DC

Kathryn Lybarger
Oakland, CA

Roberta Lynch
Chicago, IL

Christopher Mabe
Westerville, OH

Glenard S. Middleton Sr.
Baltimore, MD

Victoria E. Mitchell
New York, NY

Douglas Moore Jr.
San Diego, CA

Frank Moroney
Boston, MA

Michael Newman
Chicago, IL

Henry Nicholas
Middletown, PA

Randy Perrine
Honolulu, HI

Steven Quick Sr.
Indianapolis, IN

Lawrence A. Rothrig
Lubbock, TX

Joseph R. Rugals
Columbia, OH

Elliott Seide
South St. Paul, MN

Alan F. Shanahan
Los Angeles, CA

Paul Spink
Milwaukee, WI

Mary E. Sullivan
Albany, NY

Braulio Torres
San Juan, PR

Anthony Wells
New York, NY

February 14, 2017

Carlos Lopez, President
AFSCME Local 2975
2220 NW Hayes Avenue
Corvallis, OR 97330

Dear Brother Lopez:

We have completed our review of the amendments to the Local 2975 Constitution, which were submitted by Area Field Services Director Tam Tocher on your behalf. The amendments have been approved with the following exceptions and/or revisions:

1. Article II. We have updated this article to reflect the correct name of the area labor chapter with which Local 2975 is affiliated.
2. Article V, Section 3. The proposed quorum for meetings of five percent of the membership in good standing has not been approved as this figure equals to less than the size of the executive board. Therefore, we have retained the 10-percent quorum from the local's previously approved constitution.
3. Article VI, Section 1a. For clarity, we have added a phrase to the new officer terms you submitted: "These officers shall be elected for a term of two years, in odd-numbered years, beginning in 2017."
4. Article VIII, Section 3. We have updated your reference to *Robert's Rules of Order* to match the current language in Appendix C, Article VIII, Section 3.

American Federation of State, County and Municipal Employees, AFL-CIO

TEL (202) 429-1000 FAX (202) 429-1293 TDD (202) 659-0446 WEB afscme.org 1625 L Street, NW, Washington, DC 20036-5687

Enclosed are two complete copies of the local constitution, as amended, with my signature of approval on the final page. Should the local amend this constitution in the future, please submit the amendments for approval after they have been adopted by the membership.

In solidarity,


LEE SAUNDERS
President

LS/TP:nw

Enclosures

cc: Mike Sukal, Director, Organizing and Field Services
Joseph Guzyski, Western Regional Director, O&FS
Tam Tocher, Area Field Services Director, O&FS
Michael Seville, Executive Director, Council 75
Jim Steiner, Council Representative, Council 75
Robert J. Heiken, Secretary, Local 2975

Constitution
for
Corvallis, Oregon, City Employees
Local 2975

Article I
Name

The name of this organization shall be Corvallis, Oregon, City Employees Local Number 2975 of the American Federation of State, County and Municipal Employees, AFL-CIO.

Article II
Affiliations

This local union shall be affiliated with Oregon AFSCME Council 75 of the American Federation of State, County and Municipal Employees; the Oregon AFL-CIO; and the Linn-Benton-Lincoln Central Labor Chapter.

Article III
Objectives

The objectives of this local union shall be to carry out on a local basis the objectives of the American Federation of State, County and Municipal Employees.

Article IV
Membership and Dues

Section 1. All employees of the city of Corvallis, Oregon, are eligible for membership in this local union, subject to the requirements of the constitution of the International Union. Any member who retires may continue membership in the local, subject to the provisions of Article III, Section 2, of the International Constitution.

Section 2. Application for membership shall be made on a standard application form. Membership dues shall be payable through a system of regular payroll deduction.

Section 3. The monthly membership dues of the local shall be 1.27 percent of base wages as defined in the Council 75 Constitution, subject to the minimum and maximum amounts as provided in the Council 75 Constitution, and an additional \$6.50 per pay period to support training, bargaining and the work of the local. Additional adjustments may occur as a result of a simple majority vote of the membership of Local 2975 consistent with Article IX.

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

Section 5. A member suspended under the above section may be reinstated to membership in the local on payment of all arrearages or upon payment of a reinstatement fee of \$15.00 plus the current month's dues.

Article V Meetings

Section 1. Regular meetings of this local shall be held every month, at a time and place to be fixed by the membership or the local executive board.

Section 2. Special meetings may be called by the local president, the local executive board, or by petition filed with the president and signed by 5% of the members of the local. Special meetings may also be called by the International President or by an authorized representative of the International President.

Section 3. The quorum for meetings of this local shall be 10% of the membership in good standing. A quorum for the executive board shall be a simple majority of the executive board.

Article VI Officers, Nominations, and Elections

Section 1a. The officers of this local shall be a president, a vice-president, a secretary, and a treasurer. These officers shall be elected for a term of two years, in odd-numbered years, beginning in 2017.

Section 1b. There shall be an executive board composed of the four officers and the shop steward(s) from each division listed in Appendix A, entitled Work Divisions, of the constitution for Local 2975.

The stewards shall be elected for a term of one year. Each division listed in Appendix A may elect a steward. A division may elect more than one steward, providing the ratio of stewards to division members does not exceed 1:15.

The executive board shall be responsible for keeping the Work Divisions list current and accurate by means of a yearly review.

Section 1c. There shall be elected three members who shall serve as trustees. The trustees shall be elected to three-year terms of office, except that in the initial election, one shall be elected for a one-year term, one for a two-year term, and one for a three-year term.

Section 2a. Nominations shall be open at a regular or special meeting of the local. At least fifteen days' advance notice shall be given the membership prior to the nomination meeting. A nominating committee may be appointed or elected. All regular elections shall be held in the month of September.

Section 2b. Election of officers and shop stewards shall take place in the month of September or when a vacancy occurs.

Section 3. To be eligible for office, a member must be in good standing for six months immediately preceding the election, except in the initial election held in this local. Stewards may be new members. No retired member shall be a candidate for office.

Section 4. Officers shall be elected by secret ballot vote. The balloting shall be so conducted as to afford to all members a reasonable opportunity to vote.

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

Section 6. Vacancies in office, except for stewards, shall be filled for the remainder of the unexpired term by vote of the executive board. Elections of stewards

shall take place in the division involved. Stewards shall be elected by the members of their specific work division.

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

Article VII

Duties of Officers and Executive Board

Section 1. The president shall:

- a. preside at all meetings of the local union and of the executive board;
- b. be a member of all committees except election committees;
- c. countersign all checks drawn against the funds of the local, subject to the approval of the executive board;
- d. report periodically to the membership regarding the progress and standing of the local and regarding the president's official acts; and
- e. appoint a secretary pro-tem to take minutes in the absence of the secretary.

Section 2. The vice-president shall:

- a. assist the president in the work of the president's office;
- b. in the absence of the president or in case of the president's inability to serve, preside at all meetings and perform all duties otherwise performed by the president;
- c. upon approval by the local executive board, be authorized to act as co-signer of checks drawn on the local funds in place of either the president or the treasurer; and
- d. act as chief job steward.

Section 3. The secretary shall:

- a. keep a record of the proceedings of all membership meetings and of all executive board meetings;
- b. carry on the official correspondence of the local, except as the executive board may direct otherwise;
- c. perform such other clerical duties as the executive board may require.

Section 4. The treasurer shall:

- a. receive and receipt for all monies of the local union;
- b. deposit all money so received in the name of the local union in a bank or banks selected by the executive board, and money so deposited shall be withdrawn only by check signed by the president or vice-president and the treasurer;

- c. prepare and sign checks for such purposes as are required by the constitution or are authorized by the membership or the executive board;
- d. prepare and submit the monthly membership report to the International Union office and see that a check is drawn in payment of the local's per capita tax each month and sent to the International Secretary-Treasurer;
- e. keep an accurate record of receipts and disbursements and shall, every other month, submit to the membership a monthly operating statement of the financial transactions of the local for the two previous months.
- f. act as custodian of all properties of the local union.
- g. give a surety bond for an amount to be fixed by the executive board of the local union, at the expense of the local union and through the International Union.
- h. see that any financial reports required by the International Union are submitted in accordance with the International Union Constitution.

Section 5. The trustees shall make or cause to be made at least semi-annually an audit of the finances of the local, including the finances concerning any health and welfare, pension, insurance or other benefit programs covering members of such local, and shall report within 60 days to the membership on the results of such audit.

Section 6. The shop stewards shall attend all meetings of the executive board or send an excuse stating their reason for missing the meeting. If there have been three consecutive unexcused absences, the president may direct that an election be held in the division to replace that steward per Article VI, Section 6.

Section 7. The executive board shall be the governing body of the local union except when meetings of the local union are in session. All matters affecting the policies, aims and means of accomplishing the purposes of the local not specifically provided for in this constitution or by action of the membership at a regular or special meeting shall be decided by the executive board. The board shall meet at least once a month, at the call of the president or of a majority of the members of the board. A report on all actions taken by the executive board shall be made to the membership at the next following meeting. A quorum for the executive board shall be a simple majority of the executive board.

Article VIII Miscellaneous Provisions

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

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

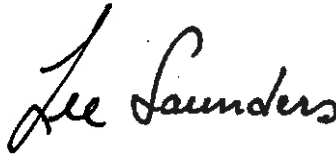
Section 3. The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern this local union in all cases to which they are applicable

and in which they are not inconsistent with this constitution and special rules of this local union or of the American Federation of State, County and Municipal Employees.

Article IX
Amendments

This constitution may be amended, revised, or otherwise changed by a majority vote of the members voting on such proposed change and such change shall take effect only upon written approval of the International President. Notice of at least 15 days must be given to the membership prior to the date on which the vote is taken. A written copy of the proposed amendment shall be furnished to every eligible voter at the meeting at which the vote is taken. The voting shall take place at a regular or special meeting following the regular or special meeting at which the proposed amendments were read.

Approved by:

A handwritten signature in black ink that reads "Lee Saunders". The signature is written in a cursive, flowing style.

LEE SAUNDERS
President

Approval date: February 14, 2017

**Appendix A
Work Divisions**

1. Community Development
2. 911/Police/Fire
3. Finance/City Managers Office
4. Utilities
5. Transportation/Buildings
6. Administration
7. Engineering
8. Library
9. Parks & Recreation