

GREATER LANSING LABOR COUNCIL BY-LAWS

ARTICLE I NAME AND AFFILIATE

Section 1. This organization shall be known as the Greater Lansing Labor Council, AFL-CIO, hereinafter referred to as the Central Labor Council. It shall at all times maintain affiliation with the American Federation of Labor and Congress of Industrial Organizations and conduct all of its affairs in accordance with the Constitution of the AFL-CIO and the *Rules Governing AFL-CIO Central Labor Councils* of that organization. As a chartered organization of the AFL-CIO, this Central Labor Council shall conform its activities on state matters to the policies of the state AFL-CIO, and on national affairs to the policies of the AFL-CIO.

Section 2. The following area is within the jurisdiction of this Council: All of Ingham County, all of Eaton County and all of Clinton County.

ARTICLE II OBJECTS

Section 1. The objects of this Council shall be to secure united action of all AFL-CIO **AND CHARTERED CHANGE TO WIN COALITION** unions in the above designated area; to coordinate the economic and political strength of the workers within its jurisdiction; to assist in the formation of unions where none exists; to mold public opinion in favor of organized labor; to protect; maintain and advance the interest of all working people in this area; to compile and maintain its own system of labor and political statistics; to encourage activities which will promote public and civic good will and to engage in educational programs and to promote and assist educational programs that benefit labor and the public.

Section 2. As a chartered organization of the AFL-CIO, this Council shall conform its activities on state matters to the policies of the National AFL-CIO, the Council shall:

- (a) Assist in furthering the appropriate objects and policies of the AFL-CIO or of organizations affiliated with the AFL-CIO (provided such objects or policies are not inconsistent with the objects or policies of the AFL-CIO.
- (b) Serve as a means of exchanging information among affiliated bodies on matters of common interest.
- (c) Propose, support and promote legislation favorable to and oppose legislation detrimental to the interest of workers and organized labor.
- (d) Provide aid, cooperation and assistance to affiliated local unions and other

affiliated bodies in their common and individual endeavors.

- (e) Encourage workers to register and vote, and to exercise their full rights and responsibilities to citizenship and perform their rightful part in the political life of the local, state and national communities.
- (f) Engage in such other activities as are consistent with the objects and principles set forth in the Constitution of the AFL-CIO and the policies of the AFL-CIO.

Rules Governing AFL-CIO Central Labor Councils.

ARTICLE III DELEGATES

Section 1. The Council shall be composed of delegates from local unions in good standing with their national and international unions, local unions directly affiliated with the AFL-CIO or through solidarity charters, local councils chartered by the Trade and Industrial Departments of the AFL-CIO Retiree Council, and Constituency groups chartered/designated by the Executive Council of the National AFL-CIO.

Section 2. Delegates to the Council shall be certified in writing by the President and Recording Secretary of their Local union or Retiree Council or Constituency Group to the Recording Secretary or President of the Council.

Section 3. No person shall be eligible to serve as a delegate unless they are a member of a local union affiliated with this central body, it's retiree council or constituency group or unless they are a national or international union representative regularly servicing such an affiliated union. No person shall be eligible to serve as a delegate who holds a salaried position or any other position or administrative or executive authority in a union or any subordinate branch of a union which has been suspended or expelled from the AFL-CIO.

Section 4. Only delegates from locals, retiree council, or constituency group in good standing with the Council shall be eligible to be seated as delegates to the Council.

Section 5. If any delegate misses three (3) consecutive meetings of the Council and has not been represented by an alternate or has not been excused in a manner acceptable to the members of the Council, in the third instance of his absence the Secretary or President shall notify the delegate of his local union in writing of such absence.

ARTICLE IV

BASIS OF REPRESENTATION AND VOTES PER DELEGATE

Section 1. The number of delegates from local unions shall be based upon the following plan according to dues paying members:

50 members or less.....	2 delegates
51 - 100 members.....	3 delegates
101 - 300 members.....	4 delegates
301 - 500 members.....	5 delegates
501 - 700 members.....	7 delegates
701 - 950 members.....	9 delegates
951 - 1,200 members.....	10 delegates
1,201 - 1,500 members.....	11 delegates
1,501 - 1,950 members.....	12 delegates
1,951 - 2,400 members.....	14 delegates
2,401 - 2,950 members.....	16 delegates
2,951 - 3,600 members.....	18 delegates
3,601 - 4,250 members.....	19 delegates
4,251 - 5,000 members.....	20 delegates

and one additional delegate for each additional 1,000 members or any fraction thereof.

Section 2. The average membership of a local union shall be determined on the basis of per capita tax payments for the two preceding calendar quarters. The average membership of a local union affiliated for less than the base period shall be computed from the month of affiliation and shall be determined by dividing the total per capita tax paid for all months affiliated by the number of months affiliated or by six, whichever is greater.

Section 3. Each delegate shall have one (1) vote except on elections and roll call votes.

(a) The votes of a local union shall be divided equally among all its accredited delegates present, and each delegate shall be entitled to cast only his assigned number of votes. Except that to facilitate the calling of the roll, one (1) delegate may be designated to cast all of the votes of the delegates representing his local union, provided that if any delegate shall challenge the correctness of the votes so cast, the individual delegate that local union shall be polled.

(b) Affiliated subordinate bodies other than a local union as defined in Section 1 of Article III shall be entitled to one (1) delegate and one (1) vote each, except the retiree council may have up to (3) three delegates, and (3) three votes the number to be determined by the delegates to the council at a regular meeting. Affiliated Constituency groups are prohibited from being present at or having a voice or vote in the endorsement of a political candidate or engaging in other partisan political activity.

Section 4. Roll call votes must be taken on all elections of officers including vacancies between regular elections.

Section 5. Roll call votes must be taken on elections of officers and on all issues when 20% of the assembled delegates demand it. In the event of a roll call vote, the delegates of each affiliated local union shall be entitled to cast as many votes as there are members of such affiliate based upon the average membership as determined by Section 2 of this Article.

ARTICLE V FEES AND PER CAPITA

Section 1. Affiliated local unions shall pay forty-five (.45) cents per capita dues per paying member per month.

(a) Other affiliated organizations as defined in Section 1 of Article III shall pay an annual fee of thirty (\$30.00) dollars. Any such organization desiring to affiliate shall pay one year's fee at the time of affiliation. The annual fee for succeeding years shall be due on the first day of the anniversary month each year thereafter and if not paid by the first of the succeeding month after it is due, the organization shall be deemed in arrears.

Section 2. All dues shall be paid monthly, and each affiliated local union shall pay their per capita on or before the 20th, of the month for the preceding month.

Section 3. If any affiliate shall become unable to pay per capita tax because of financial difficulties caused by strikes, lockouts or other involuntary causes, it may make a report of such circumstances to the Council and the Council may if it is convinced of the justification of such request, instruct the Financial Secretary of the Council to exonerate such affiliate.

(a) Exoneration of per capita tax to the Council shall be for periods of not more than one (1) month and shall specify the number of members of such affiliate for the period for which exoneration is requested.

Section 4. Delegates of affiliates to the Council requesting exoneration of per capita tax shall not be allowed to vote on such request.

Section 5. All Council affiliates in arrears for one (1) month shall be notified of such delinquency by the Financial Secretary in writing. If payment is not made at the expiration of two (2) months of delinquency, the affiliate, upon a hearing, may be suspended from the Council.

(a) Failure of an affiliate to receive notice of delinquency shall not relieve such affiliate from the provisions of this section.

Section 6. A local union or other organization which has been suspended, or which has withdrawn from membership, may be reinstated by payment of all amounts due at the time of suspension or withdrawal and the current per capita tax or annual fee. However, the average membership of a reinstated local union for purposes of roll call voting shall be computed from the date of reinstatement as if it were a newly affiliated local union unless the local union shall pay back the per capita tax for the full base period used to determine the average membership as heretofore defined.

ARTICLE VI OFFICERS AND ELECTIONS

Section 1. The regular elective officers of the Council shall consist of the President, 1st Vice President, 2nd. Vice President, 3rd Vice President, Recording Secretary, Financial Secretary-Treasurer, Sergeant-At-Arms, Guide and three (3) Trustees.

Section 2. The Executive Board of the Council shall be composed of the regular elected officers as outlined in Section 1 of this Article.

Section 3. Nominations of officers shall be held during the November meeting of each odd year, and election of officers will be held during the December meeting. Those elected shall take and hold office for a term of twenty-four (24) months beginning January 1st. of the even number year, unless removed for cause or until their successors have been elected and installed in office.

(a) Each officer at the time of his election shall be a delegate to the Council, and he shall at all times during his term of office maintain membership in an affiliated local union. If he ceases to be a delegate during his term of office, he may at the option of the Council complete the term for which elected with voice, but without vote.

(b) Delegates representing the Greater Lansing Labor Council on outside community organizations or projects will be replaced within three (3) months in the event that the delegates local union is suspended or disaffiliated from the Council.

Section 4. Not more than one delegate from the same local union, nor more than three delegates from different locals of the same international union, shall be eligible to hold office at the same time.

(a) In the event an election results in a violation of this Section, the person involved who is elected to the office with the highest rank shall be declared elected, and another election shall be held for the other office or rank of office shall be determined by the order named in Section 1 of this Article. In case the violation involves candidates for Trustee, the rank among the Trustees shall be determined by the number of vote received.

Section 5. Elections shall be by roll vote and it shall require a majority of the votes cast to elect each officer, except the Trustee. If no candidate receives a majority, all except

the two highest shall be eliminated and a second vote taken.

(a) Trustees shall be elected by plurality vote and the three candidates receiving the highest votes shall be declared elected to office.

ARTICLE VII VACANCIES

Section 1. In case of vacancy in the office of the President, such vacancy shall be filled by succession of the 1st Vice President, to the office. In the event of the succession of the 1st Vice President to the office of President, the 2nd Vice President shall become the 1st Vice President, the 3rd Vice President shall become the 2nd Vice President and the vacancy shall exist in the office of the 3rd Vice President.

Section 2. With the exception of the Presidency, a vacancy in office caused by death, resignation or otherwise shall be filled by election by delegate vote at the next regular Council meeting, providing that at least one week's notice of such pending election shall be given.

Section 3. Should any officer or Executive Board member absent himself from three (3) consecutive meetings and fail to present a valid excuse, his office may upon notice and hearing be declared vacant and an election held to fill the unexpired term.

Section 4. All resignations shall be in writing and addressed to the President of the Council. Resignations shall be acted upon only at regular meetings.

ARTICLE VIII MEETINGS

Section 1. Regular meetings of the Council shall be held the first Wednesday of each month at 7:00 p.m.

Section 2. It shall require at least thirty-five (35) members or representatives of at least ten (10) affiliated organizations of this body to carry on the legal transaction of business.

Section 3. Delegates to the Council must be given at least forty-eight (48) hours notice in writing of all meetings of the body.

Section 4. Special meetings may be called upon notice of the President when so instructed by a majority of the Executive Board.

Section 5. The President shall call the meetings to order at the hour mentioned above and in his absence, a Vice President shall act for him not later than 7:45 p.m. In case the President and all Vice Presidents are absent, the Recording Secretary shall

perform that duty; and the Council shall proceed to elect a President Pro Tem who shall conduct the meeting during the evening or until the proper officers arrive.

ARTICLE IX DUTIES OF OFFICERS AND POWERS OF ADMINISTRATION

Section 1. The Greater Lansing Labor Council shall be governed by its delegates in the following manner: The highest authority shall be the delegate body.

Section 2. Between Council meetings, the Executive Board shall be the highest authority.

Section 3. The Executive Board shall be responsible for making recommendations in regard to work of the Council, for coordinating the work of the standing committees, for seeing that the decisions of the Council are carried out, and between general meetings, for making decisions in regard to matters not in conflict with those of the By-Laws. Such decisions to be reported for approval or disapproval at the next meeting of the Council.

Section 4. The Executive Board members shall administrate in their respective order as follows: President, 1st Vice President, 2nd Vice President, 3rd Vice President, Recording Secretary, Financial Secretary-Treasurer, Sergeant-At-Arms, Guide and three Trustees.

Section 5. The President shall preside at all meetings of the Council and preserve order during all its deliberations, appoint all committees not otherwise provided for in the By-Laws, sign all orders on the Treasury, call special meetings as provided for in Section 4 of Article VIII or as he deems it necessary and transact such other business as may rightfully pertain to the office.

Section 6. The President shall be an ex-officio member of all committees of the Council.

Section 7. The Vice Presidents shall perform the duties of the President when called upon or in case of his absence.

Section 8. The Recording Secretary shall keep a correct record of the proceedings of all Council meetings.

(a) The Recording Secretary shall at all times keep an orderly and accurate record of the minutes of all Council meetings.

(b) The Recording Secretary shall read all incoming communications either at the Executive Board meeting or at the regular Council meeting.

(c) The Recording Secretary must keep on file in his own handwriting the original copy of the minutes as approved at the regular membership meeting.

Section 9. The Recording Secretary shall carry on such correspondence connected with the business of the Council and perform such other duties as this Council may impose.

(a) The Recording Secretary will supply all delegates and Recording Secretaries of all affiliated local unions with copies of the By-Laws of the Council.

(b) It shall be the duty of the Recording Secretary to provide delegates and Recording Secretaries of all affiliated unions with copies of the proceedings of the Council.

(c) The Recording Secretary shall keep a record of the addresses of Council delegates and roll call attendance of all Council members.

(d) A record of all committees and their personnel shall be kept by the Recording Secretary.

(e) Copies of all correspondence received and sent out shall be kept by the Recording Secretary.

Section 10. The Financial Secretary-Treasurer shall receive and keep a record of all monies paid into the Council and give a receipt for same, pay all bills duly authorized and deposit all monies in the bank in the name of the Council.

(a) The Financial Secretary-Treasurer shall report the condition of the Treasury to the Council at least once a month and submit his books and records to the Trustees whenever required and shall perform such other duties as are usual to his office or that may be assigned.

(b) The Financial Secretary-Treasurer shall keep special funds separate from the general fund as may be designated by the Council.

(c) All checks written shall be signed by the Financial Secretary-Treasurer and countersigned by the President or by the 1st Vice President in the case of the absence of one of these officers. No one may retain or disburse any money of the Council except the Financial Secretary-Treasurer.

(d) The books shall be kept in as efficient a manner as possible, and all monies received shall be receipted in triplicate and one returned to the source of income, one filed for the Council and one kept in the receipt book. A running balance of funds shall be kept in the checkbook.

(e) The Financial Secretary-Treasurer shall annually submit the Labor Council's books and records for review (as defined by the standards of the American Institute of Certified Public Accounts [AICPA]) to an independent certified public accountant (CPA).

Section 11. The Sergeant-At-Arms shall allow no delegate to retire except by permission from the President. He shall introduce all new delegates and furnish them with suitable seats. He shall introduce all visitors and escort them from the hall after a motion to go into executive session has been passed. He shall guard the door during executive sessions.

Section 12. It shall be the duty of the Guide to maintain order, inspect the membership receipts, satisfy himself that all present are entitled to remain in the meeting of the Council and perform such other duties as are usual to the office.

Section 13. The Trustees (three members) shall have the general supervision of the welfare of the Council, audit the books semi-annually and report the results of said audit to the next regular Council meeting.

ARTICLE X COUNCIL COMMITTEES

Section 1. The President shall appoint the members of all committees subject to the approval of the Council in the regular meeting or Executive Board meeting, with the exception of the Committee On Political Education. The standing committees in addition to the Executive Board shall consist of: Resolutions and By-Laws Committee, Committee On Political Education, Social Committee, Union Label Committee, Education and Research Committee, Community Services Committee and others that may be considered as essential by the Council. No delegate may serve on more than one standing committee, except by action of the Executive Board or membership.

Section 2. Special committees may be appointed or elected as needed and shall report at the next meeting unless otherwise ordered.

Section 3. A majority of each committee shall constitute a quorum for the transaction of its business and all decisions of the committee shall be the majority vote of those present at a quorum. The chairman of all committees shall be elected by the members of such committees.

Section 4. Committees holding money belonging to the Council shall immediately deliver same to the Financial Secretary-Treasurer together with all vouchers and accounts, and take receipt thereof.

Section 5. The chairman of the committees shall notify the members of the time and place of committee meetings. If any delegate appointed to a committee fails to attend three consecutive meetings of the committee, the chairman of same shall report his absence to the President of the Council who shall declare the place vacant and appoint another delegate to fill his place unless the absent one presents sufficient cause to justify such

absence.

Section 6. Reports of committees shall be in writing and presented to the Recording Secretary at each Council meeting in order that a record may be kept of them.

ARTICLE XI DUTIES OF COMMITTEES

Section 1. RESOLUTIONS AND BY-LAWS COMMITTEE: It shall be the duty of the Resolutions and By-Laws Committee to prepare all resolutions referred to them. They shall prepare any and all amendments or revisions of these By-Laws upon orders of the Council.

Section 2. COMMITTEE ON POLITICAL EDUCATION: This committee shall be vested with the duty and responsibility to assist the Greater Lansing Labor Council in meeting the need for sound political education. It shall 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; to work for the adoption of statutes in favor of labor and endeavor to defeat any and all enactments harmful to the labor movement; to insist on a rigid enforcement of laws beneficial to labor and to indicate approval and disapproval of candidates and proposals.

The Committee On Political Education shall have primary responsibility for the establishment of central card files for AFL-CIO members and their families and for the promotion of ward, precinct and other neighborhood communities.

(a) Representation on the Committee On Political Education shall be according to Article IV, Section 1.

(b) The Executive Board of the Greater Lansing Labor Council shall serve as the Executive Committee of this committee.

(c) The President, Financial Secretary-Treasurer and Recording Secretary of the Council shall be the Chairman, Secretary-Treasurer and Recording Secretary, respectively, of this committee.

(d) This committee shall meet the first Wednesday of the month at 7:00 p.m.

(e) A quorum of the committee shall consist of seven (7) delegates.

(f) A sub-committee known as the Women's Activities Department shall be established. The purpose of this department is to achieve full participation of women trade union members in the development of the Greater Lansing Labor Council Committee on Political Education.

(g) C.O.P.E. is a committee to the support of honest, sincere, qualified,

progressive candidates for public office who by their record have demonstrated their support of the objectives to which the AFL-CIO is dedicated.

(h) Any AFL-CIO member has the same right as any other American citizen to run for public office. However, any AFL-CIO member running for public office who desires C.O.P.E. endorsement shall meet with the proper committee of C.O.P.E. and discuss the advisability of his running and any other matters connected with his campaign before filing his nomination. Failure to follow this procedure may preclude an endorsement of such AFL-CIO member at the discretion of C.O.P.E.

(i) Political recommendations and endorsements shall be made exclusively by the Committee On Political Education.

(j) Endorsements, if any, must be made pursuant to the following rules:

1. COPE shall follow the endorsement of the National COPE of candidates for President and Vice President of the United States. Candidates for statewide office shall be endorsed by the Michigan State AFL-CIO COPE as provided in the state By-Laws.

2. Candidates for Congress shall be endorsed by the Michigan State AFL-CIO or its COPE after consideration of the recommendation of the COPE within the respective congressional district and, also, to pertinent information and voting records received from the National COPE.

3. Candidates for the State Legislature shall be endorsed by the Michigan State AFL-CIO or its COPE after consideration of the recommendation of the COPE within the respective congressional district and, also, to pertinent information and voting records received from the National COPE.

4. Candidates for the State Legislature shall be endorsed by the Michigan State AFL-CIO or its COPE after consideration of the recommendation of the COPE concerned with the respective state legislative district.

5. The COPE Executive Board may appoint a screening sub-committee to check on voting and other records to interview candidates and to make recommendations to the Executive Board and to the COPE concerning endorsements.

(k) Fundraising by the COPE Committee

1. The COPE Committee and its subdivisions are authorized to raise finances for their work by any legal means as long as such activity does not interface with the National COPE drive for individual contributions.

2. Each AFL-CIO member shall be asked to contribute voluntarily at least \$1.00 per year to COPE. Monies allocated by National COPE to the State COPE shall be used only in campaigns of candidates for United States President, Vice President, Senate or House Representatives, but the apportionment among the several federal campaigns shall be made at the discretion of the Michigan State COPE.

Section 4. EDUCATION AND RESEARCH COMMITTEE; This committee shall handle all matters pertaining to schools and textbooks and shall be in charge of any program of labor education decided upon by the Council. The committee shall collect and make available information on wages, hours of work, etc., in the various industries and secure information on other matters as requested by the Council.

Section 5. UNION LABEL COMMITTEE; This committee shall coordinate the activities of all union label committees of local unions affiliated with the Council and shall promote the use of union labels and trademarks endeavoring to introduce products bearing same to the exclusion of goods not so labeled, and shall in other ways promote the use of labor to further the interest of organized labor. All matters of welfare and union labels shall be referred to this committee for consideration. The committee on labels shall have charge of all label work, endeavor to secure the use of labels on all union made goods or printed matter and impress upon the membership the benefits derived from the use of labels.

Section 6. FINANCE COMMITTEE; This committee shall consist of the President, Financial Secretary-Treasurer and the three Trustees who shall evaluate and make recommendations upon proposals of expenditures of Council money or properties of a nature beyond that of ordinary Council activity and business. Their evaluations and/or recommendations to be reported to the next Council meeting, regular or special. No expenditures of an unusual nature shall be made without complying with the above procedure.

Section 8. COMMUNITY SERVICES COMMITTEE; The Committee on Community Services shall stimulate the active participation by members and affiliated unions in the affairs of their social agencies in such communities. Information and guidance is important to this committee, therefore, the paid staff in the jurisdiction of the Greater Lansing Labor Council working in the community services field should be members of this committee.

ARTICLE XII CHARGES AND TRIALS

Section 1. Any affiliated organization by vote of its membership or any officer of or delegate to the Council shall have the right to file charges:

- (a) Against any delegate to the Council for having engaged in conduct or a course of activity hostile or contrary to the best interest of this central body or contrary to its

constitution.

(b) Against any officer of the Council for violating the constitution or rules of the AFL-CIO or the constitution of this Council, or for conduct unbecoming an officer, misappropriation of funds, malfeasance in office or neglect of duty.

(c) Against any organization affiliated with the Council for having engaged in conduct or a course of activity hostile or contrary to the best interests of the Council or contrary to this constitution.

Section 2. All charges shall be in writing, specifying the particular act or acts charged; shall be signed by the charging party or by its officers if an affiliated organization; and shall be filed with the President or the Secretary-Treasurer of the Council or with any other officer if both the President and the Secretary-Treasurer are charged.

Section 3. Upon receipt of the charges properly filed, the officer receiving the charges shall present them to the Executive Board at its next meeting, and the Executive Board shall determine by majority vote whether or not the charges merit a hearing.

Section 4. The Executive Board may take appropriate disciplinary action including the suspension or expulsion of any delegate or affiliated organization and the suspension or removal of any officer found guilty of the charges by a two-thirds vote following a hearing of which the accused shall have been notified and furnished with a copy of the charges not less than thirty (30) days in advance of the hearing. Both the accused and the charging party shall be accorded full opportunity to be heard and to present evidence.

Section 5. The decision of the Executive Board under Section 3 and/or Section 4 of this Article shall be reported to the next meeting of the Council. Such decision shall be final and binding unless appealed as herein-after provided.

Section 6. The decision of the Executive Board may be appealed to the Council by either party. Notice of such appeal shall be filed in writing with the President or the Secretary-Treasurer within ten (10) days of the Executive Board's report to the Council. The appeal shall be heard expeditiously and at a regular meeting of the Council at which time the charging party, the defendant and the Executive Board through its spokesman, in that order, shall be allowed ten (10) minutes each to present statements of the case, following which the delegates shall vote on the question of sustaining the decision of the Executive Board. It shall require a majority vote to sustain the decision.

Section 7. The final decision of the Council may be appealed as provided in the rules of the AFL-CIO governing local councils.

ARTICLE XIII INSTALLATION OF OFFICERS

Section 1. Installation of officers shall take place in compliance with Article 6, and they shall take the following oath of office:

"I solemnly promise that I will faithfully perform the duties of my office to the best of my ability. I will uphold the Constitution of the United States of America, the principles of the AFL-CIO and abide by the decisions and By-Laws of the Greater Lansing Labor Council AFL- CIO."

Section 2. The President shall administer the following obligation to all delegates upon their admission:

"I (repeat name) do solemnly pledge my word and honor as a Unionist that I will faithfully discharge all the duties devolving upon me as a delegate to this Council in the interest of organized Labor and abide by the Constitution, rules and regulations of this Council."

ARTICLE XIV PUBLICITY

Section 1. Only the President and/or the publicity committee shall issue statements to the press whether they are usual to his office or to the Council.

ARTICLE XV PARLIAMENTARY PROCEDURE AND RULES OF ORDER

Section 1. A time limit of five (5) minutes shall be placed on delegates who have the floor and no delegate may be allowed to speak longer than that time, except by majority approval. No delegate shall speak twice on the same subject until all others have had an opportunity to speak.

Section 2. The privilege of the floor may be granted, and a time limit granted, to any members of any labor organization not represented in the Council or visiting delegations by consent of a majority of the delegates present.

Section 3. Meetings of the Council shall be held in accordance with Robert's Rules Of Order, a copy of which shall be available for all Council meetings.

Section 4. Any delegate to the Council wishing to absent himself from the meeting must first have permission from the Chair.

Section 5. RULES OF ORDER;

- (a) On motion, the regular order of business may be suspended by a two-thirds vote of the meeting at any time to dispose of any urgent business.
- (b) Any conversation by whispering or otherwise which is calculated to disturb a member while speaking or hindering the transaction of business shall be deemed a violation of order.
- (c) A motion to be entertained by the presiding officer must be seconded, and the mover as well as the seconder must Rise and be recognized by the Chair.
- (d) In presenting a motion, a brief statement of its objects may be made, but no discussion of its merits shall be admitted until the question is stated by the Chair.
- (e) Any member having made a motion can withdraw it by consent of his second, but a motion once debated can only be withdrawn by unanimous consent.
- (f) A motion to amend an amendment shall be in order, but a motion to amend an amendment to an amendment shall not be permitted.
- (g) When a member wishes the floor, he shall rise and respectfully address the Chair. If recognized by the Chair, he shall be entitled to the floor.
- (h) If two or more members rise to speak at the same time, the Chair shall decide which is entitled to the floor.
- (i) Each member when speaking shall confine himself to the questions under debate and avoid all personal and indecorous language.
- (j) No member shall interrupt another while speaking except to a point of order, and he shall then definitely state the point and the Chair shall decide the same without debate.
- (k) If a member be called to order while speaking, except to a point of order, he shall take his seat until the point of order is decided. If decided in order, he may then proceed.
- (l) If any member shall feel himself personally aggrieved by a decision of the Chair, he may appeal to the body from the decision.

Section 6. ORDER OF BUSINESS:

1. Call to Order

2. Roll Call of Officers
3. Roll Call of Delegates
4. Reading of the Minutes of the previous Executive Board Meeting and of the previous General Meeting
5. Financial Report
6. Communications
7. Report of Officers and Committees
8. Unfinished Business
9. New Business
10. Report of Local Unions
11. Good and Welfare
12. Adjournment

ARTICLE XVI AMENDMENTS

Section 1. Any amendments, revisions or eliminations of these By-Laws shall be submitted in writing at a regular meeting of the Council and must be referred to the Resolutions and By-Laws Committee for consideration. The committee shall report their findings to the next regular meeting of the Council. A vote on any change of the By-Laws shall be taken at the second report of the committee and then a two-thirds majority vote will be necessary to adopt, subject to the approval of the President of the National AFL-CIO.

ARTICLE XVII COUNCIL SEAL

Section 1. This Council shall have an official seal with an appropriate device which shall be impressed upon all official documents and papers used and issued by this body. The seal shall be kept by the office of the President.

ARTICLE XVIII GENERAL

Section 1. At the expiration of his term of office, by termination or otherwise, each officer shall turn over to his successor all monies, properties, papers, records and books of the Council that may be in his possession.

Section 2. The Executive Board shall meet prior to the regular Council meeting. Six (6) members shall constitute a quorum for the Executive Board.

Section 3. The President of the Council shall be on a part-time basis, with any other part-time officer to be established by action of the Council within the financial limitations of the Council.

Section 4. A retiree from any local union affiliated with the Council who has at some time or other held an Executive Board position on the Council may make application to the Council for an Honorary Life Membership in the Council. If the Council membership votes favorably on such, retiree will have such privileges as is appropriate for Honorary Life Members.

Section 5. The Council President shall be allowed Two Hundred (\$200.00) Dollars per month compensation and the Financial Secretary-Treasurer shall be allowed One Hundred (\$100.00) Dollars per month compensation.

Section 6. Where two or more retiree groups wish to affiliate with the Greater Lansing, Labor Council and these groups are eligible to do so, they may affiliate through a council of retiree groups. A retiree council shall be entitled to a maximum of (3) delegates, and (3) votes as determined by the delegates at a regular meet of the council.

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