

## **Alachua County Labor Coalition By-Laws**

Last revised February 21<sup>st</sup>, 2023 by the General Membership

### **Article 1: Name and purpose**

The Alachua County Labor Coalition (ACLC) is composed of individuals, unions, and worker-friendly organizations committed to the rights of working people, their families, and communities. Our principles and goals are adapted from the national Labor Party's "Call for Economic Justice."

*We are the people who build and sustain the nation, but rarely enjoy our fair share of the wealth we create.*

*We are the employed, the unemployed, and the retired.*

*We are the people who make the country run, but have little say in running the country.*

*We remain dedicated to building a more just society, where we all have the right:*

- To be paid a living wage in a safe workplace, to be treated fairly at work, and to not be fired unjustly.
- To join a union freely and to strike without fear of being fired or other retribution.
- To a life where the needs of our families do not have to be neglected because of the demands of our jobs.
- To retire at a decent standard of living after a lifetime of work.
- To free, quality public education for ourselves and our children.
- To universal access to publicly-funded, comprehensive, quality health care for all residents.
- To live free from bigotry and discrimination, where everyone enjoys equal opportunity and the equal protection of the laws without prejudice.
- To honor and respect the human rights of workers across the world.

### **Article 2: Membership**

1. Individual membership shall be open to anyone who agrees to abide by the above principles and these bylaws. A member in good standing shall have paid current year's dues to the Alachua County Labor Coalition. Dues are \$25/year; changes to the dues require approval by the general membership.

2. Donors to the ACLC's Committee of 100 contribute \$20 monthly or other scheduled amounts to support the work of the organization. They shall remain members as long as their donations are current.

3. Organizational membership shall be open to any union or worker-friendly organization that agrees to abide by the above principles and these bylaws. Organizations seeking membership shall be voted on by the membership at monthly meetings. Approved organizations shall appoint one Delegate to the ACLC's Executive Board as described in Article 3 below. Organizations in good standing shall have paid at least the current year's dues for their Delegate, and are encouraged to provide a more sustaining contribution through the Committee of 100 as they are able.

4. Board members are subject to recall by the membership by a simple majority vote. A motion to remove an officer can be made at any membership meeting. The vote to remove a board member will take place at the following regular meeting.

### **Article 3: Structure**

1. The membership shall be the supreme governing body of the ACLC and shall have final authority in all matters of chapter policy, program, and by-laws. Membership meetings will be held monthly. Written and/or electronic notice for meetings shall be given at least 5 days prior to any membership meeting.

2. The elected officers of the ACLC shall be two Co-chairs, a Secretary, a Treasurer, a Membership Coordinator, a Union Liaison, and a Health Care Liaison.

- The Co-chairs shall be responsible for facilitating monthly membership meetings (including development of agenda and necessary materials) or delegating this responsibility as necessary.
- The Secretary shall be responsible for maintaining minutes of monthly membership meetings.
- The Treasurer shall coordinate financial activities as defined under Article 5.
- The Membership Coordinator shall coordinate the Membership Committee, responsible for maintaining and promoting the roster of active individual members, member organizations, and Committee of 100 members.
- The Union Liaison shall promote communication and partnership between unions and the ACLC.
- The Health Care Liaison shall coordinate the Just Health Care Committee, promoting universal health care through a national single payer system.

3. The Executive Board of the ACLC shall be the governing body of the ACLC between membership meetings. It shall be made up of the five elected officers and one representative Delegate from each affiliated union or worker friendly organization (as defined above). Each affiliated union or organization will be responsible for choosing its own Delegate. All Executive Board members must be members in good standing.

4. The Executive Board shall meet at least once a month, with a majority of its members constituting a quorum. Executive Board meetings may be held in conjunction with monthly membership meetings. Executive Board meetings are open to all members, but only Executive Board members have a vote.

5. The membership may elect 3 trustees to annually audit the finances and business of the organization.

6. Delegates are expected to attend at least one monthly meeting, where they shall communicate the activities and needs of their sponsoring organization to the ACLC. Likewise, Delegates shall communicate the activities and needs of the ACLC back to their sponsoring organization.

#### **Article 4: Elections**

1. Officers of the ACLC will be elected once every 2 years by the membership at the March meeting in even-numbered years. Vacancies shall be filled by election at the next possible meeting after the vacancy occurs, allowing for the membership to follow the election guidelines below.
2. Nominations for office shall be held at the February membership meeting in even-numbered years. Membership lists will be made available to any nominee for electoral use only.
3. Written and/or electronic notice for both nominations and elections shall be given at least 10 days prior to each meeting.

#### **Article 5: Finances**

1. The Treasurer shall maintain current financial records, report financial balance at monthly Executive Board meetings, and make an end-of-year financial report available to the membership.
2. The Executive Board will prepare an annual budget to be approved by the membership.

#### **Article 6: Amendments**

1. These by-laws may be amended by a majority vote of the membership.
2. Proposed amendments must be made in writing, presented and discussed at the membership meeting. Proper written and/or electronic notice of at least 10 days shall be given for the meeting where amendments are voted on.

#### **Article 7: Conflict Resolution and Operational Policy**

1. Respect and Dignity:  
The ACLC acknowledges that all members are entitled to dignity and respect. The ACLC will not tolerate sexual harassment, racism, misogyny, homophobia, transphobia, bullying, insulting, or other disrespectful behavior. Individuals who repeatedly violate these principles will be removed from the organization, pending approval from the Executive Board.
2. Conflict Resolution:  
If any interpersonal concerns or conflicts arise between ACLC members, they should discuss those with (a) the colleague(s) (if they feel comfortable doing so), (b) one or both of the Co-Chairs, and (c) the Executive Board, in that order, as appropriate.
3. Official ACLC Positions, Policies, and Viewpoints:  
No position, policy, or viewpoint shall be officially adopted by the ACLC unless it is either approved by a majority of the membership at a general membership

meeting, or the ACLC Executive Board at a monthly meeting or via email. The Board shall only adopt position, policies, and viewpoints via email in cases where a decision needs to be made prior to the next regularly scheduled Board meeting. When practicable, position, policy, and viewpoint recommendations shall be considered by the relevant issue committee prior to consideration by the membership or Board.

4. Official ACLC Communications with Government Officials, Outside Organizations, and the Public:

Owing to the strength found in numbers and unity, the ACLC acknowledges the necessity of presenting a united front to government officials, outside organizations, and the public. At the same time, ACLC members also acknowledge the right to disagree with one another, as well as the advantages of individual creativity and initiative.

As such, prior to communicating with government officials, outside organizations, and the public, ACLC members agree to state a position, policy, or viewpoint is that of the ACLC only when the Executive Board or general membership has affirmed that position, policy, or viewpoint. However, ACLC members are not discouraged from asserting a position, policy, or viewpoint as their own.

ACLC members are encouraged and do not require any additional affirmation to relay the ACLC's core values when discussing issues and policy with government officials, outside organizations, and the public.