

**Constitution**  
**for**  
**AFSCME Local Union 2620**

**Article I**  
**Name**

The name of this organization shall be known as AFSCME Local Union 2620 of the American Federation of State, County and Municipal Employees (AFSCME), a member of the American Federation of Labor - Congress of Industrial Organizations (AFL-CIO).

**Article II**  
**Affiliations**

Local 2620 shall be affiliated with the American Federation of State, County and Municipal Employees, AFL-CIO; California District Council 57; the California Labor Federation, AFL-CIO; and other appropriate central bodies of the AFL-CIO.

**Article III**  
**Objectives**

The objectives of Local 2620 are:

1. To unite health and social service professionals in California state services into a single cohesive labor union for the purpose of collective effort and to improve the conditions of the workers with respect to wages, hours, professional status, work conditions, and other conditions of employment.
2. To foster cooperation and exchange of information between the Local and all organized groups representing people with disabilities in order to promote and facilitate the delivery of quality services.
3. To promote the welfare of the membership and to provide a voice in the determination of the terms and conditions of employment. We are committed to the process of collective bargaining as the most desirable, democratic and effective method to achieve this. Both as union members and as citizens, we shall also employ available legislative, social and political action.
4. To disseminate information among the workers regarding economic, social, political and other matters affecting their lives and welfare.
5. To do those things which may be necessary or proper to secure our rights and an environment which enhances the workers' ability to provide the best possible services to their clients.
6. To foster cooperation among affiliates of AFSCME and the AFL-CIO.
7. To cooperate with other labor organizations in particular and with other segments of our society in general towards the end that the material riches of American society be more justly distributed and that the moral promise of American life be realized.
8. To work with our brothers and sisters, both here and in other lands, towards the improvement of the conditions of life and work in all countries; towards the diminution of international tensions and a reduction in the use of armed force to resolve dis-

putes; and towards a genuine interrelatedness of all humanity and the realization of each person's full potential.

#### **Article IV Membership Rights and Privileges**

Section 1. All health and social services professional employees of the state of California, excluding supervisors who supervise employees in the unit, as well as other management and confidential employees who are exempt from collective bargaining, are eligible for membership in the local union subject to the requirements of the International Union Constitution.

Staff employees of the local or other affiliated bodies may join the union and pay monthly dues consistent with the minimum prevailing dues structure of the local. No member whose eligibility for membership is based upon employment in a position for which another organization is the exclusive representative with regard to wages, hours or other terms and conditions of employment shall be eligible to seek or hold office at any level of the union.

Section 2. Members shall suffer no impairment of freedom of speech concerning the operations of this union. Active discussion of union affairs shall be encouraged and protected.

Section 3. Members shall have the right to full participation, through discussion and vote, in the decision-making processes of the union, and to pertinent information needed for the exercise of this right. All members shall have an equal right to vote and each vote cast will be of equal weight.

Section 4. Members shall be entitled to a full reporting of any and all actions taken by the officers or any committees that are formed by the union executive board or the membership, including but not limited to the disclosure of information which prompted a particular action. Such accounting shall include but not be limited to monthly financial statements by the appropriate fiscal officer and annual audits by officers elected for the purpose pursuant to Article VI.

Section 5. Any member of Local 2620 may request the main office (holding the membership records of the local) provide the ability to communicate to union members in accordance with the International Union's Elections Code, Appendix D, and Section 1C. The timeline shall be reasonable and consistent for all candidates and no later than 30 days of receipt of a written request. This method shall be by mailings to the individual's last known address. The requesting member shall pay the expense of this communication in full.

Section 6. Members shall have an equal right to run for and hold office, subject only to constitutionally specified qualifications, uniformly applied.

Section 7. Members shall have the right to fair and democratic elections. This includes 15 days' notice of nominations and elections, equal opportunity for competing candidates, and proper election procedures, which shall be constitutionally specified.

#### **Article V Elected Representatives**

Section 1. The executive officers shall be comprised of the president, the vice-president for Northern, the vice-president for Southern, the secretary and the treasurer. The Northern and Southern vice-presidents shall alternate as the performing executive

vice-president, with the Northern vice-president performing as the executive vice-president for the two-year term beginning in 2012.

Section 2. Executive board (EB) shall be comprised of the executive officers as defined in Section 1; the standing Occupational Committee chairpersons; the facility chief stewards and the regional chief stewards. A union member may hold only one EB position per term. The EB shall be elected for a two (2) year term by mail ballot to all members of the local beginning in the year 2012.

Section 3. There shall be elected three (3) members who shall serve as trustees. Trustees may not also serve in any position on the executive board during the same term. The trustees shall be elected to serve a two (2) year term in even-numbered years.

Section 4. For the purpose of this constitution, all elected representatives designated as "northern" shall have a work address which is north of an east-west line drawn across California, which intersects the cities of Owenyo and Avila Beach, and the "southern" representative shall have a work address south of this line.

## **Article VI Duties of Elected Representatives**

Section 1. The president shall be the presiding officer of this organization and shall preside over all meetings including executive officers, executive board and convention/general membership meetings, with the exception of Occupational Committee meetings. S/he shall have general supervision of the affairs of Local 2620 in accordance with the Local 2620 Constitution and policies. S/he shall appoint all standing and ad hoc committees, subject to the approval of the executive board, which shall define the task of such committees. S/he shall be an ex-officio member of all committees, except the Election Committee. S/he shall give a full report of his/her activities at each regular executive board and convention/general membership meeting to include but not limited to the progress and standing of AFSCME 2620 and regarding the president's official acts.

Section 2. The vice-presidents shall assist the president in the performance of his/her official duties. In the absence of the president, or when the president is unable, for any reason, to perform his/her duties, the executive vice-president shall assume the duties of the president. The alternating vice-president shall chair the Arbitration Committee. The vice-presidents shall be ex-officio members of the Membership Committee. Both vice-presidents shall be responsible for working cooperatively with the business agents on matters of complaints and grievances. They shall liaison with regional chief stewards and facility chief stewards to oversee appropriate resolution of all complaints and grievances. They shall give a full report of activities at each regular executive board and convention/general membership meeting.

Section 3. The secretary shall keep complete and accurate minutes of the proceedings and the need for follow up on old business at all subsequent executive board, executive officer and convention/general membership meetings. S/he shall provide a copy of such minutes to the Local 2620 office for distribution to all executive board members. S/he shall use the recommended form for all local minutes per the International Constitution. S/he shall be responsible for maintaining and updating the Local 2620 Policy and Procedures Manual. S/he shall be an ex-officio member of the Policy Committee.

S/he shall be responsible for providing membership information to the executive board monthly. S/he will forward all received official correspondence at the next executive board meeting. S/he shall maintain copies of all official correspondence of the local. S/he shall perform such other relative duties as the executive board may require.

Section 4. The treasurer shall chair the Budget and Finance Committee, which shall submit to the executive board, in advance of each fiscal year, a prepared budget. The treasurer shall receive and receipt for all monies of the local union. S/he shall deposit all monies received in the name of the local in a bank or banks approved by the executive board. The treasurer is responsible for verifying member information, per capita tax charges, and member dues monies submitted by Council 57 to the International Secretary-Treasurer. S/he shall keep a complete and accurate record of receipts and disbursements. S/he shall submit an operating and financial statement monthly to the executive board and the convention/general membership; including a list of payees through the check register and all credit card statements. S/he shall be responsible for transferring to his/her successor in office all financial records, retention of which is required by Article IX of the International Constitution. S/he shall act as custodian of all properties of the local. S/he shall, at the expense of the local and through the International Union, give a surety bond for an amount to be fixed by the executive board of the local. S/he shall see that any financial reports required by the International Union Constitution and the AFSCME Financial Standards Code will be submitted to the International Union in accordance with the International Constitution.

Section 5. The trustees shall make or cause to be made at least annually an audit of the local's finances and shall submit a written report with the results to the executive board and convention/general membership.

Section 6. Duties of the executive officers of the local are to carry out all the ongoing business assigned to them by the executive board and shall act for the board on time-sensitive decisions, which could not be held until the next executive board meeting.

Section 7. The executive board shall decide all matters affecting the policies, aims, and means of accomplishing the purposes of the local not specifically provided for in the constitution or by action of the membership at a regular or special meeting. The executive board shall adopt a budget for each fiscal year and approve modifications thereto as necessary. The executive board shall meet at the call of the president or a majority of the members of the executive board, and at least quarterly. A quorum for the executive board shall consist of not less than 50% of its members.

Section 8. All elected officers of the executive board shall make every effort to attend all executive board and convention/general membership meetings. In the event any member of the executive board has three consecutive unexcused absences to these meetings, the executive board by a two-thirds (2/3) majority vote, may declare the member's seat vacant.

## **Article VII Occupational Committees**

Section 1. An Occupational Committee shall function to develop, coordinate, articulate and implement the unique interests and activities common to work-related classifications. Membership on such committees shall be open to all members in good standing in each related work classification.

The current Occupational Committees are: Chaplains Occupational Committee (CHOC), Dietitians/Nutritionists Occupational Committee (DNOC), Individual Program Coordinators Occupational Committee (IPCOC), Licensing Program Analysts Occupational Committee (LPAOC), Pharmacists Occupational Committee (PharmOC), Vocational Rehabilitation Counselors Occupational Committee (VROC), Rehabilitation Therapists Occupational Committee (RTOC), State Psychologists Occupational Committee (SPOC) and Social Workers Occupational Committee (SWOC). New Occupational Committees may be formed at the request of members in a given or related work classification(s). Such requests shall be submitted to the executive board for approval. In considering such requests, the executive board shall refer to the criteria stated above.

Section 2. Each committee itself shall determine their organizational structure and program. Each committee chairperson shall submit a proposed strategic plan and budget to the executive board within the first quarter of the year. The committee shall operate within the fiscal constraints imposed by the approved budget. Committees shall be encouraged to meet locally, regionally and hold two statewide meetings per year, alternating between northern and southern California. The chairperson of each Occupational Committee shall preside over committee meetings.

Section 3. Members in good standing within each Occupational Committee shall elect the Occupational Committee chairpersons. These elections shall be held pursuant to Article X. The Occupational Committee chairpersons shall be voting members of the executive board. They shall act as organizers, spokespersons, liaisons and representatives for those in their work-related occupation/classification. S/he shall bring forth occupational issues to the executive board.

Section 4. Nothing in this article shall be construed as limiting the executive board's authority to establish interim committees or caucuses to deal with occupational needs.

### **Article VIII Facility Chief Stewards**

Section 1. Each Department of Mental Health State Hospital (DMH) and Department of Developmental Services Developmental Center (DDS) shall be entitled to elect a facility chief steward (FCS).

Section 2. The FCSs shall be elected pursuant to Article X by those currently employed at each facility.

Section 3. The FCSs shall be voting members of the executive board and shall act as organizers, communicators, liaisons and representatives for those in his/her facility. The FCSs shall be encouraged to meet locally within the worksites.

Section 4. Each facility shall determine their organizational structure and program. Each FCS shall submit a proposed strategic plan and budget to the executive board within the first quarter of the year, and operate within the fiscal constraints imposed by the approved budget. FCSs shall be encouraged to meet locally at least two times a year.

### **Article IX Regional Chief Stewards**

Section 1. Chief steward regions in existence are: Region I: Redwood Empire (Crescent City to Rhonert Park); Region II: Shasta (Oregon border to Chico); Region III: Sacramento/Stockton; Region IV: Vacaville area facilities; Region V: Bay area (Vallejo to the Monterey Peninsula); Region VI: Central Valley (Merced to Tehachapi); Region VII: Central Coast (Paso Robles to Thousand Oaks); Region VIII: Los Angeles County; Region IX: Orange/Inland counties; Region X: San Diego/Imperial counties.

Section 2. The regional chief stewards shall be elected by all members in good standing whose worksite is located within the defined region. Members represented by a facility chief steward per Article VIII are not eligible to run or vote for this office. These elections shall be held pursuant to Article X.

Section 3. The regional chief stewards shall be voting members of the executive board and shall act as organizers, communicators, liaisons and representative for those

in his/her region not represented by a facility chief steward. S/he will act as liaison for local worksite stewards within the region.

Section 4. The executive board with a two-third affirmative vote may add additional regional chief steward board seats based on constituency needs and other administrative, operational or servicing considerations. The filling of such seats shall not take effect until the next regularly scheduled election and shall be filled by all members in good standing whose worksite is located within the defined region.

Section 5. Each region shall determine their organizational structure and program. Each regional chief steward shall submit a proposed strategic plan and budget to the executive board within the first quarter of the year, and operate within the fiscal constraints imposed by the approved budget. Regional chief stewards shall be encouraged to meet regionally at least two times a year.

### **Article X Nomination and Election of Officers and Executive Board Members**

Section 1. All matters concerning nominations and elections shall be subject to the provisions of Appendix D, entitled Elections Code, of the AFSCME International Constitution.

Section 2. An Election Committee shall be appointed by the president and ratified by the executive board. Members of the Election Committee may not be a candidate for office or serving in the capacity as an executive board member, trustee or Council 57 delegate. The Election Committee, upon completion of their task, shall report election results to the membership.

Section 3. Not less than fifteen (15) days prior to the holding of nominations for local union office, notice of the nominations and elections shall be mailed to each member at the member's last known address.

Section 4. To be eligible for any officer, committee chairperson, facility or regional steward position, the candidate must be a member in good standing for six (6) months immediately preceding the election. In the event that the local's membership increases by fifty percent (50%) or more since certification of the prior election, the six (6) month requirement shall stand suspended for the next election.

Section 5. Nominations for all officers, occupational chair, facility chief steward, regional chief steward, trustee and Council 57 delegate positions shall be opened in August of the election year, due and proper notice having been given to all members. Election of all officers, executive board, occupational chairs, facility chief stewards, regional chief stewards, trustees and Council 57 delegates shall be in November.

Section 6. Those elected shall be installed in office immediately upon the local union's acceptance of the Election Committee's written report on the election, per the AFSCME International Constitution, Appendix D, Section 2, Sub-Section J. The committee's report shall be given at the November regional general membership meetings to be conducted in the north, south and Central Valley regions of the state no later than one week after the election and may be postponed only to enable the Election Committee to complete its work. Incumbents shall meet and relinquish all union property to the newly elected board members immediately after installation.

Section 7. Vacancies in the offices of the vice-presidents, secretary, treasurer or trustees shall be filled for the remainder of the unexpired term by a two-thirds 2/3 vote of the executive board. In the event the office of president falls vacant, the vice-president performing as the executive vice-president shall become president for the remainder of the unexpired term.

Section 8. In the event of a vacancy in one of the occupational chairs, facility chief steward or regional chief steward executive board seats, or the creation of a new committee, facility or region mid-term, the vacancy/new position shall be filled for the remainder of the unexpired term by election of the members of the Occupational Committee, facility or region in which the vacancy occurs or in which the position was created.

## **Article XI Meetings and Convention**

Section 1. The executive board shall convene a statewide convention or general membership meeting no less than biennially. A quorum shall consist of five percent (5%) of the membership per the most recently approved membership report.

No less than ninety days prior to the statewide convention or general membership meeting, the president, with the approval of the executive board, shall appoint a Resolution Committee, charged with soliciting and reviewing proposed resolutions. Resolutions proposed at the general membership meeting or convention shall be submitted in writing, at least 30 days in advance, to the Resolution Committee for review. The committee shall submit a summary of the proposed resolution to assist the executive board in voting to submit a "pass" or "no pass" recommendation to the membership. No resolution may be introduced thereafter unless consent is given by a majority vote of the meeting or convention.

Section 2. Regional general membership meetings (north, south and Central Valley) shall be conducted in May and November each year at a time and location determined by a majority of the executive board. In election years, the November regional general membership meetings shall be scheduled no later than one week after the election and may be postponed only for the purpose of enabling the Election Committee to complete its work.

Section 3. Special meetings of the membership shall be called at the petition of one-quarter (1/4) of all members or the majority of the executive board. A quorum shall consist of five percent (5%) of the membership, per the most recently approved membership report.

Section 4. Each member of Local 2620 shall be entitled to written notification of each statewide meeting of the convention/general membership and regional general membership, after the calendar is set. Each such notice shall contain an agenda. Such notification shall be mailed at least thirty (30) days prior to the meeting.

Section 5. Executive board meetings and meetings of the executive officers shall be open to all members. It shall be the local's practice to announce or give notice prior to such meetings. The minutes of these meetings shall be available upon request.

Section 6. Meetings of the executive board shall be held at least every other month, alternating in the north or south at a time designated by the president, or a majority of the members of the executive board, pursuant to all other sections of this constitution.

Section 7. Meetings of the executive board can be held by conference call or web conference. All executive board members shall be duly notified in writing at least seven (7) days in advance of any such meeting, if possible.

Section 8. Meetings of the executive officers may be called by the president or by any three (3) executive officers. Three (3) executive officers shall constitute a quorum to conduct business at such meetings. The minutes of any executive officers

meeting shall be distributed prior to the next executive board meeting or not more than seven (7) days after the executive officer meeting date(s), whichever occurs first.

Section 9. All meetings shall be run under the auspices of Robert's Rules of Order, Newly Revised, with reasonable accommodations specifically related to the Americans with Disabilities Act requirements.

## **Article XII Duties and Finance**

Section 1. Application for membership to Local 2620 shall be made available on the standard application form for membership in Local 2620. The form shall contain an authorization for payroll dues deduction, but not to preclude the self-payment of dues, and no person may be admitted to membership unless s/he has returned the application forms or reasonable facsimile thereof, signed and dated, to the treasurer. There shall be a place on such application to indicate the designated address.

Section 2. Membership dues shall be payable monthly through a system of regular payroll deduction or personal check in advance to the local treasurer and in any event shall be paid no later than the fifteenth day of the month in which they become due. Any member who fails to pay dues by the fifteenth day of the month in which they become due shall be considered delinquent and upon failure to pay dues for two successive months shall automatically stand suspended. Any person who is paying his/her dues through a system of regular payroll deduction shall, for so long as s/he continues to pay through such deduction method, be considered in good standing. A member suspended under this section may be reinstated to membership in the local upon payment of all arrearages.

Section 3. The monthly membership dues of Local 2620 shall be .008 of each member's base gross salary. The executive board shall review the dues structure yearly, and any change in the dues structure shall be voted on by the general membership as an amendment to the constitution. Minimum dues increases or changes to dues system structure, mandated by the International Constitution are not subject to this provision.

Section 4. Membership dues, and any other receipts which shall accrue to Local 2620, shall be placed in the local treasury, which shall be kept in a bank approved by the executive board in which the Federal Deposit Insurance Corporation insures deposits.

Section 5. The per capita taxes of each Local 2620 member to each affiliate shall be paid promptly from the local's treasury.

Section 6. The executive board shall authorize disbursements other than regular and routine disbursements approved within a budget, in advance. When the executive board is not in session, a majority of the executive officers may authorize disbursements, to be reviewed by the executive board at its next regularly scheduled meeting.

Section 7. The treasurer shall provide a full statement of receipts, disbursements, assets, liabilities, and net worth at each meeting of the executive board and the general membership, including a list of payees through the check register and all credit card statements.

Section 8. All disbursements, however, small, shall be paid by check, signed by any two of the following five executive officers: the president, the executive vice-president, the vice-president, the treasurer and/or the secretary. All transactions shall be immediately reported to the treasurer for recording.



### **Article XIII Collective Bargaining**

Section 1. The negotiating team shall be comprised of the local's president and vice-presidents, and each chairperson of the Occupational Committees or their designated alternates. Other representatives from the Occupational Committees shall be selected by the executive board and/or the negotiating team, as needed, to insure participation by each job classification or grouping uniquely affected by the contract negotiating process. Other consultants may be International, council, or local staff selected by the executive board and/or the negotiating team, as needed, to offer special technical expertise/support. The purpose of the negotiating team is to develop a negotiating strategy, to carry on negotiations, and to report regularly the progress of negotiations to the executive board and the general membership. When a tentative agreement is reached, it shall be submitted to the executive board.

Section 2. The executive board shall confer to review any tentative agreement. The executive board shall expeditiously submit the tentative agreement to the general membership for ratification with a recommendation "to accept," "to reject," or "no comment." Ratification shall be by secret ballot, mailed to all members at their last known address. They must be returned by mail following the instructions provided with the ballot to the address indicated on the return envelope. A majority vote of those voting is needed to ratify the tentative agreement as proposed.

Section 3. A strike sanction requires a two-thirds (2/3) majority affirmative executive board vote or three-quarters (3/4) majority affirmative vote of the general membership voting by secret mail ballot. The executive board shall review any strike sanction and shall, only with a three-quarters (3/4) majority affirmative vote, be authorized to begin a strike action.

Section 4. Job actions require a two-thirds (2/3) majority affirmative executive board vote.

### **Article XIV Authority**

Section 1. Local 2620 shall be governed under provisions of the following documents. Any provision of any document that conflicts with a provision of a higher document shall be null and void.

1. AFSCME International Constitution, including appendices
2. AFSCME Financial Standards Code
3. AFSCME Local 2620 Constitution

Section 2. All sovereign powers of Local 2620 shall be vested in regular and special meetings of the general membership. The executive board shall be the governing body of the local except when meetings of the general membership are in session or when authority is given to the executive officers as provided in Article VI, Section 6.

Section 3. Except to the extent specified in this constitution, no elected representative of the local 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(s) shall have the power to act on behalf of or otherwise for the local except to the extent specifically authorized by the president of the local union or by the executive board of the local union.

Section 4. Robert's Rules of Order, Newly Revised, shall be the guide in all cases to which they are applicable and in which they are not inconsistent with the constitution and special rules of the local or of the International American Federation of State, County and Municipal Employees.

Section 5. All judicial procedures shall be conducted in accordance with Article X of the International Constitution.

Section 6. All members of this local shall receive a copy of this constitution governing the local and of any amendments which may be adopted at any later time.

#### **Article XV Amendments**

Section 1. This constitution may be amended, revised or otherwise changed by a vote of a majority of the members casting a ballot on such proposed change. Such amendment, revision or change shall take effect only upon written approval of the International President.

Section 2. The executive board, by a majority vote, shall submit a proposed amendment to the membership. A proposed amendment to this constitution may be made at a statewide convention or a general membership meeting, a regular or special meeting of the local or distributed by mail. An executive board recommendation shall accompany each proposed amendment.

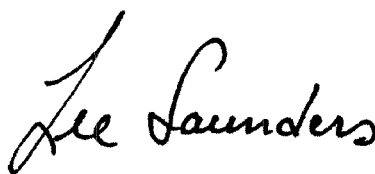
Section 3. A written copy of the proposed amendments and a mail ballot must be sent to every member at their last known address. Amendments may be voted on at a statewide convention or general membership meeting provided that a written copy of the proposed amendments is sent to the members no less than 30 days prior to the meeting.

#### **Article XVI Delegate Elections**

Section 1. Council 57 or International Convention delegates shall be elected in a manner prescribed for the election of local officers pursuant to the International Constitution, Appendix D, Section 3.

Section 2. The president shall serve as a delegate to the Council 57 and International Convention.

Approved by:



LEE SAUNDERS  
President

Approval date: October 29, 2013



Lee Saunders  
President

Laura Reyes  
Secretary-Treasurer

**Vice Presidents**

Ken Allen  
Portland, OR

Henry L. Bayer  
Chicago, IL

Ken Deitz, RN  
San Dimas, CA

Greg Devereux  
Olympia, WA

Danny Donohue  
Albany, NY

David R. Fillman  
Harrisburg, PA

Michael Fox  
Harrisburg, PA

Kathleen Garrison  
Latham, NY

Raglan George Jr.  
New York, NY

Mattie Harrell  
Williamstown, NJ

Johanna Puno Hester  
San Diego, CA

Danny J. Homan  
Des Moines, IA

Salvatore Luciano  
New Britain, CT

John A. Lyall  
Worthington, OH

Kathryn Lybarger  
Oakland, CA

Roberta Lynch  
Chicago, IL

Christopher Mabe  
Westerville, OH

Glenard S. Middleton Sr.  
Baltimore, MD

Ralph Miller  
Los Angeles, CA

Gary Mitchell  
Madison, WI

Douglas Moore Jr.  
San Diego, CA

Frank Moroney  
Boston, MA

Henry Nicholas  
Philadelphia, PA

Randy Perreira  
Honolulu, HI

Greg Powell  
Austin, TX

Lillian Roberts  
New York, NY

Eddie Rodriguez  
New York, NY

Lawrence A. Roehrig  
Lansing, MI

Joseph P. Rugola  
Columbus, OH

Eliot Seide  
South St. Paul, MN

Mary E. Sullivan  
Albany, NY

Braulio Torres  
San Juan, PR

David Warrick  
Indianapolis, IN

Jeanette D. Wynn  
Tallahassee, FL

October 29, 2013

Sean Carey, President  
AFSCME Local 2620  
6748 Coriander Drive  
Oak Hills, CA 92344

Dear Brother Carey:

We have completed our review of the amendments to the Local 2620 Constitution submitted by the AFSCME Western Region on your behalf. We appreciate your patience while we completed this process. These amendments are in addition to the amendments submitted and approved in March changing elections from odd-numbered years to even-numbered years.

The amendments have been approved with the following revisions and/or exceptions:

1. Article II. We have revised this section to reflect the official name of Council 57.
2. Article V, Section 3. For clarity, we have added a phrase to the trustees' terms of office: "The trustees shall be elected to serve a two (2) year term in even-numbered years."
3. Article VI, Section 4. We have modified the submitted language: In the fourth sentence, we retained necessary language – "International Secretary-Treasurer" – from the previously approved Local 2620 Constitution.
4. Article VI, Section 8. While we approved proposed language regarding unexcused absences from meetings, we inserted "consecutive." Officers can only be removed from office for three *consecutive* unexcused absences from meetings.
5. Article XI, Section 6. For clarity, we have substituted "bi-monthly" with "every other month" because bi-monthly actually has two meanings: twice a month and every other month.

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

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6. Article XII, Section 2. We have modified the submitted language regarding dues payment: We retained necessary language – “to the local treasurer” – from the previously approved Local 2620 Constitution. Though Council 57 may perform these functions on behalf of the local, it remains the local’s responsibility to see that such reporting occurs.

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,

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

LEE SAUNDERS  
President

LS/WW:lj

Enclosures

cc: Shelley Seeberg, Western Regional Director, O&FS  
Charles Lester, Western Regional Assistant Director, O&FS  
Chad Johnson, Area Field Services Director  
George Popyack, Director, Council 57  
Debra Webb, Secretary, Local 2620