

CONSTITUTIONAL AMENDMENT 3

Promoting Greater Gender and Racial Diversity in the Federation's Governing Bodies

The proposed amendment would make four changes to the federation's governance structure to continue and build on our progress and better ensure the federation's governing bodies reflect the gender and racial diversity of the membership of the labor movement.

First, the amendment would establish a policy that each national or international union's delegation to an AFL-CIO Convention shall generally reflect the racial and gender diversity of that union's membership. This policy would take effect at the federation's next regularly scheduled convention (i.e., 2009 on the federation's four-year Convention cycle). Unions would be expected to make every effort to ensure their AFL-CIO Convention delegations reflected the racial and gender diversity of their membership, recognizing that changes may be needed to their union's approach for selecting or designating AFL-CIO Convention delegates in order to meet this requirement.

Second, the amendment seeks to build upon recent progress in diversifying the Executive Council by increasing by 50 percent the number of vice president positions that must be filled by women and people of color on any slate of vice presidential candidates presented to the Convention. Under the current language, adopted by the Convention in 1995, at least 10 seats on any slate must be filled by women and people of color; the proposed amendment would increase this requirement to 15 seats.

Third, the amendment would further express the federation's commitment to an Executive Council

that is broadly representative of the diversity of the labor movement, including women and people of color, by establishing this principle in the section of the Constitution authorizing the Executive Council to fill vacancies on the Council. The amendment directs the Executive Council to fill vacancies consistent with the federation's goal of achieving racial and gender diversity on the Council.

Finally, the amendment would authorize the Executive Council to establish and fill up to three additional vice presidencies in order to increase the racial and gender diversity of the Executive Council. The vice presidencies established under this section would not be permanent seats, but would expire at the next regular Convention.

Therefore, the Executive Council proposes the following amendments to Articles IV and VI:

A. Amend Article IV, Section 4(a) by adding to the end the following: **Each national or international union and organizing committee delegation shall generally reflect the racial and gender diversity of its membership.**

B. Amend Article VI, Section 1(f) to read as follows: The Vice Presidents shall be elected by plurality vote, and the 51 candidates receiving the highest number of votes shall be elected. In the event of a tie vote, a second vote shall be taken only among the candidates whose tie prevented the election of 51 Vice Presidents. The candidates for Vice President shall be listed on the ballot in the order in which nominated. Any slate for vice presidential candidates

presented to the convention during the nomination process shall devote no fewer than ~~10~~ **15** positions to carrying out the commitment to an Executive Council that is broadly representative of the diversity of the membership of the labor movement, including its women members and its members of color. Each ballot must, to be valid, be voted for 51 candidates for Vice President and must cast the full voting strength of the delegate or affiliate voting.

C. Amend Article VI, Section 4 to read: In the event of a vacancy in the office of Vice President by reason of death, resignation, or otherwise, the Executive Council shall have the power to fill the vacancy by majority vote of all its members for the remainder of the unexpired term, **consistent with the Federation's goal of achieving an Executive Council that is broadly representative of the**

diversity of the membership of the labor movement, including its women members and its members of color.

D. Amend Article VI by adding at the end a new Section 5: **In furtherance of the Federation's goal of achieving an Executive Council that is broadly representative of the diversity of the membership of the labor movement, including its women members and its members of color, the Executive Council may create up to three additional vice presidencies and fill these positions with individuals who will increase the racial and gender diversity of the Council. Such additional vice presidencies shall expire at the next regular Convention.**