

UNITED LATINOS OF THE
UNITED FOOD AND COMMERCIAL WORKERS

DECLARATION OF PRINCIPLES

UNITED ¡Sí Se Puede!
LATINOS
UNITED FOOD AND COMMERCIAL WORKERS

FINAL DRAFT

United Latinos Of the United Food and Commercial Workers

DECLARATION OF PRINCIPLES

The United Latinos of the United Food and Commercial Workers Union, (United Latinos) is an organization of working men and women committed to building a strong and powerful Union by creating an engaged and dynamic membership in the United Food and Commercial Workers (UFCW), and promoting Unionism in our communities to advance social and economic justice.

Latino workers are an ever increasing force in the American workforce and are essential to creating economic justice, civil and human rights, gender and gender identify equity in our society.

The organization shall promote the goals and objectives of the UFCW as it endeavors to insure the benefits and protections provided by the UFCW within our membership and in Latino communities.

United Latinos members seeks to insure an inclusive and diverse labor movement and will fight for justice until all, without regard to race, color, creed, gender and gender identity, believing in the right of every human being to life, liberty and the pursuit of happiness, and hereby declares this to be the purpose of this organization.

ARTICLE I: PURPOSE

1.1 The purpose of this organization is to encourage union members to become activists and an engaged membership in promoting worker rights to achieve equity of rights and eliminate all forms of discrimination and remove barriers of racial, age, and gender discrimination.

1.2 The United Latinos will support union growth by promoting union membership, supporting union organizing, assist in collective bargaining campaigns and promote civic participation of Latino union members, our families and our communities.

1.3 The United Latinos will work to insure language equity within our Union, the workplace and in the general society in order to ensure all union members have the opportunity to become active participants in the American labor movement, by removing language barriers.

1.4 The Organization shall analyze issues that impact our Union and the Latino community and work to influence policies that affect the Latino worker and the Latino community and workers in general.

1.5 The Organization shall build solidarity among the diverse UFCW union family and promote an understanding of issues that bind us as working families.

1.6 To propose, support and promote legislation, regulations and resolutions favorable to Latinos, African Americans, women, immigrants and refugees and all workers who suffer from all forms of discrimination, and oppose legislation, policies and regulations detrimental to the interest and the general welfare of working men and women.

1.7 To support UFCW, UFCW local unions, UFCW constituency groups, allies and partners to advance a pro-worker agenda. To assist our Union by making the skills, talents and leadership of Latino workers available and assessable to our Union.

1.8 To develop training programs that will increase worker participation, promote leadership development and member participation at all levels of the UFCW, UFCW local unions and in society in general. To develop and disseminate materials that advance our understanding and activism.

1.9 To engage in such other activities, that are consistent with the objectives and principles set forth in this constitution, and the constitution and policies of the UFCW, local unions and the labor movement in general.

ARTICLE II: NAME

2.1 The Name of the organization shall be "United Latinos of the UFCW" ("United Latinos").

2.1 Spanish language materials shall refer to the organization as "Latinos Unidos de la UFCW".

ARTICLE III: MEMBERSHIP

3.1 Eligibility for membership in the United Latinos shall be proof of membership in good standing with the UFCW, affiliated local unions, employed by the UFCW or one of the affiliated local unions.

Any former United Latino member, employee of the UFCW or its affiliated Locals shall be entitled to "Associate" membership upon the approval of the organization's Executive Board. An associate member will not be entitled to vote on the election of officers.

3.3 Two (2) Associate members may be appointed by the President to serve as Vice- Presidents and represent the Associate membership of the United Latinos of the UFCW.

ARTICLE IV: DUTIES OF OFFICERS

4.1 PRESIDENT: The President shall be the Chief Executive Officer of the United Latinos. The President shall be responsible for the overall conduct of the organization's affairs, along with the Secretary-Treasurer. They are designated signatories to all checks. It shall be the duty of the President to preside at all meetings, unless otherwise designated. The President shall appoint all committees not otherwise provided for. The President has the power to appoint Vice-Presidents to serve on the Executive Board in such a manner as to have Board representation in all geographical areas within the jurisdiction of the UFCW. The President has the power to remove any appointed Officer with just cause.

4.2 SECRETARY-TREASURER: The Secretary-Treasurer shall maintain the financial records of the organization, and shall receive, deposit and disburse the organization's finance, shall be a signatory to all payments, complete and update financial records, and provide regular financial reports at each Executive Board meeting and all regular membership meetings. The Secretary-Treasurer shall act and perform duties of the President in the absence of the President or should the office become vacant.

4.3 EXECUTIVE VICE-PRESIDENT (S): There shall be (2) positions of Executive Vice-Presidents, one position designated from Canada and one from the U.S. The Executive Vice-President's shall assist the President in the performance of his/her duties. At the request of the President, the Executive Vice-President shall assume special assignments as needed and will represent the United Latinos at Union and/or community functions as requested by the President or the Executive Board.

4.4 RECORDER: The Recorder shall maintain accurate minutes of all regular meetings of the organization and Executive Board and make the minutes available to the membership. This officer will be responsible for all of the organization's official correspondence and notify the membership of the date, time and location of regular meetings of the membership and Executive Board meetings. The Recorder shall file and hold subject to call, any correspondence sent or received.

4.5 SERGEANT-AT-ARMS: The Sergeant-At-Arms shall maintain order and insure a professional and respectful environment at all organizational meetings and functions. The Sergeant will insure that meetings are conducted in an orderly manner and see to it that only authorized membership is voting and/or participating at appropriate times as per rules of order and will serve otherwise at the directions of the presiding Officer.

4.6 VICE-PRESIDENTS: The Vice-Presidents, appointed or elected, shall cooperate and assist the President in promoting and encouraging views that will help strengthen, develop understanding and promote the United Latinos.

The Vice- Presidents shall identify and recruit members, solicit financial and in-kind support, promote the goals and objectives of the organization Union-wide and assist the President in the discharge of the President's official duties. Vice Presidents shall promote the attendance at meetings, functions and events sponsored by the organization.

Vice Presidents shall be numerically designated for election purposes only. The Vice-Presidents shall work to maximize the impact of the organization both within the UFCW and in the external Latino community.

4.7 The organization shall strive for gender balance on the Executive Board and shall maintain not less than 30% representation by women.

4.8 MEETING ABSENCES: Three (3) consecutive unexcused absences to properly called meetings shall constitute grounds for the immediate vacancy of any elected position, unless excused by the presiding officer or Executive Board. Any vacancies shall be filled for the un-expired term by the President with the approval of the Executive Board.

ARTICLE V: QUALIFICATIONS FOR OFFICE

5.1 In order to qualify as a candidate for any office in the United Latinos organization, a member must have membership in good standing of this organization for a period of one (1) year prior to nomination, and be current in the payment of dues.

5.2 The term of office for all elected officers of the United Latinos shall be for five (5) years and shall coincide with the regular convention of the UFCW. The first full- term of the United Latinos shall begin with the 2018 regular convention of the UFCW.

5.3 Where vacancies occur in any of the elected offices or positions of the United Latinos other than that of President, the Executive Board, shall fill that vacancy no later than three (3) months after the office is declared vacant, for the balance of the term.

Treasurer shall perform the President's duties until a successor is elected by the membership. Vice-Presidents shall work to maximize membership in the organization and at membership meetings.

5.5 Nominations shall take place in the fifth year of the term. Deadline for nominations shall be no later than 60 days prior to the UFCW International Convention. Elections shall take place not more than sixty (60) days after nominations; and, new Officers shall assume office at the end of the current term. In order to vote, members must be present at the election meeting.

5.6 The Executive Board shall be responsible for the appointment of a three (3) member "board of election", who shall be called "judges".

The judges shall not be a member of the Executive Board, nor a nominator or nominee. The Judges must be members in good standing. The three (3) Judges shall be in charge of the conduct of the elections including the qualifications of all candidates.

ARTICLE VI: THE EXECUTIVE BOARD

6.1 The President, Secretary-Treasurer, Executive Vice-Presidents, Recorder, Sergeant-At-Arms, and the twenty-six (26) Vice- Presidents shall constitute the Executive Board.

6.2 The Executive Board shall be responsible for ensuring that the funds and property of the United Latinos are:

- (a) Properly received and managed for the sole use of the United Latinos;
- (b) Properly accounted for;
- (c) The Executive Board shall examine the financial records and shall report their findings to the members bi-annually and the conduct of all other business of the United Latinos;
- (d) Any official who is removed from office by the President shall have the right to appeal to the Executive Board. Such appeal must be submitted in writing not later than twenty-one (21) days after being removed from office.

6.3 The National Executive Board shall be elected at the national membership meeting from among the membership of the United Latinos. All executive board positions are nominated and elected at large, which will include President, Secretary-Treasurer, Executive Vice-President(s), Recorder and Sergeant-At-Arms.

There shall be at least one (1) Vice-President from each UFCW Region on the National Executive Board, whenever possible, to insure representation from all geographical areas within the jurisdiction of the UFCW. Up to five (5) positions of Vice-President, shall be reserved for nominations from International staff level. Past Presidents shall be ex-officio members of the National Board.

ARTICLE VII: COMMITTEES OF THE BOARD

7.1 EXECUTIVE COMMITTEE: Officers of this committee shall consist of the: President, Secretary-Treasurer, Executive Vice-President (s), Recorder, Sergeant-At-Arms, and two (2) Vice-Presidents from Vice-President's currently serving on the Executive Board. The Executive Committee shall be elected by a majority vote of the Executive Board in attendance.

The Executive Committee shall strive for gender representation and shall be constituted by not less than 40% female.

The Executive Committee will conduct the business of the organization between regular Executive Board meetings. They shall meet either in person and/or via telephone and or other available methods.

7.2 SPECIAL COMMITTEES: The President and the Executive Committee shall appoint Executive Board Members to conduct other business of the organization such as special projects, fundraising, and membership recruitment, provide assistance in organizing campaigns, and or civic engagement projects.

Article VIII: DUTIES OF OFFICERS

8.1 Executive Committee Officers shall consist of:

President

Secretary-Treasurer

Executive Vice-President, U.S.

Executive Vice-President, Canada

Recorder

Sergeant-At-Arms

Two (2) Vice Presidents at Large: (Must be currently serving on the Executive Board and elected by a majority vote of the Executive Board in attendance.

8.2 Duties of Officers:

PRESIDENT: As defined in Article IV, Duties of Officers: Will be responsible for developing meeting agendas of the Executive Board, regular membership meetings, special meetings, conventions and all other activities. The president will, with the assistance of Board members assigned, conduct workshops, and seminars, secure guest speakers, and develop training programs for the Executive Board and general membership.

All meetings will be conducted in accordance with the United Latinos Constitution and By-Laws.

The President shall in advance of any meeting, forward a copy of the agenda and other activities to the Recorder to be distributed along with all meeting notices to the Membership and the Executive Board of the United Latinos.

SECRETARY-TREASURER: As defined in Article IV, Duties of Officers: Shall maintain regular and consistent communication with the President in order to provide assistance and support and maintain continuity of work should the President not be present or available to attend meetings and/or perform other functions.

EXECUTIVE VICE PRESIDENT: As defined in Article IV, Duties of Officers: Executive Vice-Presidents shall assist in the development of a membership communication and engagement plan and will assist in the distribution of any outreach and/or training materials in order to expand the reach of the organization within UFCW and in the community in general. Executive Vice-Presidents will represent the organization at the request of the President.

RECORDER: As defined in Article IV, Duties of Officers: Shall perform other duties as determined by the Executive Committee.

SERGEANT-AT-ARMS: As defined by Article IV, Duties of Officers: Shall perform other duties as determined by the Executive Committee.

ARTICLE IX: MEETINGS

9.1 Regular Membership Meetings will be called by the Board. The Executive Board shall meet at minimum two (2) times per year.

9.2 Special meetings may be called by a majority of the Executive Board members or the majority of the membership at a regular meeting. A special meeting, called by the Board and or the membership, outside of the normal business schedule, must provide in writing the intent and purpose of the meeting at the time of the call.

9.3 All Executive Board members must be present at each Executive Board meeting, unless he/she has been excused by the President or by a majority of the Executive Board.

9.4 All meetings shall be governed by "Roberts Rules of Order".

9.5 ORDER OF BUSINESS: Shall be determined by the President and the Executive Committee and sent to the Executive Board in a timely manner. The meeting shall be approved and/or amended by the board as per rules of the meeting.

ARTICLE X: SPONSORSHIP and MEMBERSHIP DUES

10.1 Membership dues shall be established and/or increased by a majority vote of the Executive Board.

10.2 UFCW Local Unions who provide a sponsorship donation to the organization shall be entitled to corresponding memberships. Local Unions shall designate their membership slots by submitting names to the Secretary-Treasurer of the organization.

ARTICLE XI: AMENDMENTS

This Constitution and By-Laws may be amended at a regular or special meeting of the United Latinos by two-thirds (2/3) of majority vote of all members present.

Adopted on the _____ day of _____ year.

Witnessed by: _____

