

BYLAWS OF THE DEMOCRATIC LABOR CAUCUS OF FLORIDA

ARTICLE I – ORGANIZATION

The name of this organization shall be Democratic Labor Caucus of Florida, hereinafter referred to as Labor Caucus or DLCF.

ARTICLE II – PURPOSE

The purpose of this organization shall be to stimulate active interest in political and governmental affairs relating to organized labor and the labor movement in Florida; to strengthen and to further the ideals and principles of the Democratic Party; to promote participation among Democrats; to support and elect the duly selected nominees of the Democratic Party in national, state, and local campaigns; and to foster good fellowship among Democratic union members. In all Primary elections, no candidate will be endorsed or supported individually by the Labor Caucus. At no time will a candidate from another Party be supported by this Caucus.

ARTICLE III – MEMBERSHIP

Dues paying union members and retired union members interested in the objectives of this Caucus shall be eligible for membership and hold office in the Caucus. Immediate family members (husband, wife, son, daughter) shall be eligible to hold a membership in the caucus with voting rights and authorized to hold office. Members and Officers must be a registered Democrat in the State of Florida. For brevity throughout this document all members shall be referred to as "Labor Caucus Members". In accordance with Article VI of the Florida Democratic Party Bylaws, with the exception of the organizational meeting of the Labor Caucus, those members permitted to vote by any Caucus election of officers or Board members must have been a member of the Caucus at least forty-five (45) days prior to the date of such election. Officers and Board Directors shall be required to execute the Loyalty Oath in the form included in the Bylaws of the Florida Democratic Party.

ARTICLE IV– DUES

Annual dues shall be \$30.00 per capita, payable to the Treasurer by check for the ensuing Caucus year or at the time of becoming a member, paid again on normal annual due dates.

ARTICLE V – BOARD OF DIRECTORS

Section 1. The Board of Directors shall consist of the elected officers, the Parliamentarian, and a minimum of seven (7) elected directors. Each Board member shall have one vote irrespective of the number of Board positions he or she may hold at that time.

Section 2. The duties of the Board of Directors shall be to plan each meeting, to transact business of the Caucus in regular or special sessions, and to make recommendations to the Labor Caucus. No act of the Board shall conflict with action taken by the Labor Caucus.

Section 3. Meetings of the board shall be one week prior to the regular meeting of the caucus, at the request of the president, or at the request of three (3) members of the board of directors.

Section 4. All meetings shall be in a facility accessible to the physically disabled. The Board of Directors may approve and adopt procedures to hold Caucus meetings by remote conference, as may be required to efficiently conduct its business.

ARTICLE VI – OFFICERS

Section 1. The Officers of this Caucus shall be as follows: President, Vice President, Secretary, Treasurer and such other officers as deemed necessary by the membership of the Labor Caucus. Officers shall perform the duties prescribed within these Bylaws. The Labor Caucus shall elect officers from different internationals to ensure balanced representation throughout Florida.

Section 2. All terms of office shall be for four (4) years or until the election of a successor.

Section 3. The President shall preside at all meetings of the Caucus and Board of Directors, of which the President is automatically Chairman; be an ex officio member with a vote on all committees except the Nominating Committee; appoint the Chairs and members of all Standing Committees; represent the Labor Caucus at state functions; give guidance to the Committee Chairmen in their work; serve as a liaison to all labor organizations; and perform all duties pertaining to the office of President.

Section 4. The Vice President shall in the event of the absence or inability of the president to exercise his office become acting President of the Caucus with all the rights privileges and powers as if he/she had been the duly elected President.

Section 5. The Secretary shall keep an accurate record of all meetings of the Caucus and board of directors; shall maintain a current list of members with addresses, phone numbers and email addresses; shall have a copy of the Caucus Bylaws with any amendments properly recorded; shall post all reports required by the Florida Democratic Party (FDP) to the appropriate offices.

Section 6. The Treasurer shall have the care and custody of all monies belonging to the Labor Caucus; keep an accurate record of receipts and expenditures; present a statement of all income and all expenditures at each meeting occurring since the previous meeting of the Labor Caucus and at other times when requested by the President or Board of Directors; and, pay out of funds only as authorized by the President (up to \$100.00), the Board of Directors or the Labor Caucus General membership. Books of the treasurer shall be annually audited by the Finance committee. All checks shall be co- signed jointly by the treasurer and the president.

Note: The creation of additional officers shall be undertaken in the Bylaws at the time when they are adopted or amended.

ARTICLE VII – MEETINGS

Section 1. Regular meetings of the Labor Caucus shall be held in conjunction with meetings of the Florida Democratic Party State Executive Committee, Florida Democratic Party Central Committee or at other times as called by the President.

Section 2. Special meetings may be called by the President or a majority of the Board of Directors, with one week's notice to the members. The purpose of the meeting shall be stated in the notice and such purpose shall be the only item(s) considered.

Section 3. Twenty- percent (20%) of the total membership shall constitute a quorum and for the transaction of business at any regular or special meeting. A majority vote is required to carry motions.

Section 4. Meeting sites shall rotate around the state of Florida in order to not create a hardship on any member.

ARTICLE VIII – ELECTIONS

Section 1. Officers shall be elected at the annual meeting held in the first quarter of the year, following a Presidential Election cycle, with the exception of the Charter year.

Section 2. The President, as chairman, shall appoint a Nominating Committee at the Regular December meeting. This committee shall be composed of five (5) members who shall be appointed by the President. This committee shall present a candidate for each elective office at the annual meeting in January. Additional nominations from the floor shall be in order at that time. Every attempt will be made by the Committee to insure diversity of race, gender and geographical diversity with the State.

Section 3. With the exception of the organizational meeting there shall be a forty-five (45) day membership requirement prior to a member being permitted to vote or participate in any Caucus election of officers or board members.

Section 4. If a vacancy occurs in the office of president, the vice president shall become president. Other vacancies shall be filled by the Caucus at a regular meeting.

Section 5. Voting for officers and directors must be by secret ballot. Proxies and absentee voting are prohibited.

ARTICLE IX – STANDING COMMITTEES

The Standing Committees shall be as follows:

- a. Budget/Finance
- b. Bylaws
- c. Campaign/Legislative

- d. Membership/Publicity
- e. Ways and Means

The Budget/Finance Committee shall prepare a budget for the fiscal year and submit it to the caucus for adoption at the December meeting. The Committee shall act as auditors of the treasury and maintain accurate account records of the books. Upon request the Committee may assist County Labor Caucuses.

The Bylaws Committee shall review the Caucus Bylaws bi-annually or upon change of the Florida Democratic Party (FDP) bylaws and recommend such changes in the Bylaws as appear necessary and feasible from time to time.

The Campaign/Legislative Committee shall work toward the election of all Democratic candidate nominees including county, state, and national candidates who pledge to support Labor's agenda. The Committee shall monitor State and Federal Legislation and actively lobby to ensure that legislation supports the best interests of Labor Caucus members, their families and other areas as directed by the Board.

The Membership/Publicity Committee shall see that all persons wishing to be members are, in fact, registered Democrats, and meet the requirements in Article III – Membership. The Membership Committee will organize and assist on membership campaigns. The Committee shall see that all activities, including meetings, are advertised through the media.

The Ways and Means Committee shall organize and hold fundraising events and shall coordinate all fundraising activities.

ARTICLE X – CHAPTERS

Section 1: PURPOSE OF CHAPTERS

The purpose of this organization is to stimulate active interest in political and governmental affairs relating to organized labor and the labor movement in Florida. The Caucus shall charter chapters to accomplish this goal and they shall exist for that reason.

The Caucus can charter as many chapters as they deem necessary to carry out its purpose throughout the state of Florida. Counties shall not have more than one county chapter.

Section 2: CHAPTERS

Five (5) members or more of the Caucus, in good standing, may apply for a chapter provided that they:

- a. Obtain and complete a Certification application provided by the State Caucus.
- b. Pledge to abide by the Charter and By Laws of the Florida Democratic Party, the Democratic Labor Caucus of Florida, the Florida Statutes and other such policies and

procedures adopted by the Caucus from time to time. Failure to abide by the provisions of any one of these governing documents or the policies and procedures of the Caucus may result in suspension or revocation of the chapter's charter.

Section 3: CHAPTER MEMBERSHIP

- a. Each chapter shall have a minimum of Five (5) members in good standing of the State Caucus and a minimum of five (5) additional members in good standing of the local chapter. A member in good standing is one whose State and/or local chapter dues have been paid and up to date.

- b. The charter of any chapter which falls below the number of members set forth in Section 3(a) shall be suspended until the requirements of Section 3(a) have been met. Upon application and in appropriate circumstances the Board of Directors may grant a hardship exception.

Section 4: ADDITIONAL POLICIES GOVERNING CHAPTERS

- a. **AUTHORITY:** The Democratic Labor Caucus of Florida shall have the authority, subject to the conditions set forth herein, to charter local chapters. The bylaws of such chapters shall be in compliance with the Bylaws of the Democratic Labor Caucus of Florida, the Charter and Bylaws of the Florida Democratic Party and Florida Statutes.

- b. **CHARTER PROCEDURE:** The proposed local chapters shall apply to the President of the Democratic Labor Caucus of Florida for charters. Upon approval, the President shall submit a proposed charter to the Democratic Labor Caucus of Florida Board of Directors for approval. A majority vote of the Board of Directors present is required for approval. The approved and signed application for charter and state Caucus packet shall be forwarded to the State Party Chair of the Committee on Clubs, Organizations and Caucuses. Upon final approval of the charter by FDP a Certificate for the charter shall be forwarded to the State Caucus President for presentation to the local chapter.

- c. **CHARTER RECERTIFICATION:** Local chapters shall apply to the Democratic Labor Caucus of Florida Board of Directors for charter recertification in July of every odd numbered year. Chapters shall submit applications for recertification and copies of their current Bylaws, officers and membership roster. The Membership/Publicity Committee shall review the material and make a recommendation to the officers of the Democratic Labor Caucus of Florida. If it is determined that a chapter is in violation, they shall have sixty (60) days from the receipt of notification by the Board of Directors to correct the violation(s). If the violation(s) is not corrected by the end of said period, the President is obligated to recommend the revocation of the chapter's charter. Upon a majority vote of the Board of Directors present and voting, the Caucus shall follow the rules as outlined in the Bylaws of the Florida Democratic Party, under Article VI, Section 3, 3.2.2.

- d. GRIEVANCES: involving all recertification issues shall be resolved by the President and the Democratic Labor Caucus of Florida.

- e. REMOVAL FROM MEMBERSHIP: Any caucus member may be removed by a two-thirds (2/3) vote of the membership at a Caucus or a special meeting; providing that a ten (10) day written notice is distributed to all members, stating the reason for the removal, including the date, time and place said action will be taken.

ARTICLE XI –AMENDMENTS

These Bylaws may be amended by a majority vote at any regular meeting pursuant to notification in writing to membership one week prior to the meeting. Bylaws and any changes or amendments are subject to approval of the Florida Democratic Party Committee on Clubs, Organizations, and Caucuses upon review of the minutes of the meeting at which these amendments were adopted.

ARTICLE XII – PARLIAMENTARY AUTHORITY

The most recent edition of Robert’s Rules of Order, Newly Revised shall govern the Caucuses in all cases to which they are applicable and in which they are not inconsistent with these Bylaws and the rules of the Florida Democratic Party and the Democratic Party of the United States.

ARTICLE XIII – ACCOUNTABILITY

Section 1. CHARTER RECERTIFICATION: In July of each odd numbers year the Labor Caucus shall apply to the Certification Committee of the State Caucus and the State Party for a Certificate of Compliance. Failure to do so shall result in the forfeiture of all rights and privileges of the use of the word Democrat, Democratic, or derivative thereof.

Section 2. DISSOLUTION: In the event this Labor Caucus wishes to dissolve, a resolution stating the date of dissolution and the reasons for it shall be adopted by the majority vote of the Caucus after being submitted in writing at the previous meeting. When the Caucus disbands for any reason, the Caucus assets and funds, after all debts are satisfied, shall become the property of the Florida Democratic Party.

Section 3. DISSOLUTION: In the event a County Labor Caucus wishes to dissolve, a resolution stating the date of dissolution and the reasons for it shall be adopted by the majority vote of the State/ local Caucus after being submitted in writing at the previous meeting. When the County Caucus disbands for any reason, the Caucus assets and funds, after all debts are satisfied, shall become the property of the Florida Democratic State Labor Caucus.

ARTICLE XIV— ANTI-DISCRIMINATION PROVISIONS

Section 1. No Democratic Loyalty Oath shall be used which has the effect of requiring members of the Democratic Party to condone or support discrimination on the grounds of race, color, creed, sex, age, religion, economic status, ethnic identity, national origin, physical disability, sexual orientation or gender identity and expression.

Section 2. The time and place for all public meetings of this Caucus shall be publicized fully in such a manner as to assure timely notice to all interested persons, and shall be open to all members of the Democratic Party regardless of race, color, creed, sex, age, religion, economic status, ethnic identity, national origin, physical disability, sexual orientation or gender identity and expression.

Section 3. In order to fully and adequately inform prospective and current members of a full description of the legal, practical, and pertinent procedures for selection of all Caucus representatives and officers, the Caucus shall publicize fully, and in such manner, as to assure notice to all interested Democrats in time to have adequate opportunity to participate.

Amended Yes Date 8-14-2017
Signature of President John C. Parker Vice President Thomas T. Tulliam
Secretary Patricia Farley