Constitution

for

Portland, Oregon, Municipal Employees

Local 189

Article I
Name

Section 1. The name of this organization shall be Portland, Oregon, Municipal Employees, Local Number 189 of the American Federation of State, County and Municipal Employees.

Section 2. The short names of this organization shall be AFSCME Local 189 and AFSCME 189.

Article II
Affiliations

Section 1. This local union shall be affiliated with the American Federation of State, County and Municipal Employees; Oregon AFSCME Council 75; the Oregon AFL-CIO; and the Northwest Oregon Labor Council of the AFL-CIO.

Section 2. Changes in affiliations may be recommended by a two-thirds vote of the local union's membership, subject to the approval of the International Union.

Article III
Objectives

The objectives of this local shall be to carry out on a local basis the objectives of the American Federation of State, County and Municipal Employees, and to:

1. Improve the wages, hours, and working conditions for members.
2. Defend the terms of collective bargaining labor agreements.
3. Represent the interests of members in employee relations matters.
4. Provide member services and educate members.
5. Organize represented employees to become members and leaders.
6. Advocate for policies that benefit members and the labor movement, including economic and social justice.
7. Support, on a local basis, the missions of affiliates.

Article IV
Membership and Dues

Section 1. All employees of the City of Portland, Oregon, including parking patrol officers of the Port of Portland, Oregon, are eligible for membership in this local union, subject to the requirements of the constitution of the International Union.

Section 2. Application for membership shall be made on a standard application form. Unless such form includes a valid authorization for payroll deduction of dues, the application shall be accompanied by the current month's dues.

Section 3. The dues rate of the local union shall be 1.27 percent of base wages, as defined in the Council 75 Constitution, subject to the minimum amounts as provided for in the International and Council 75 constitutions, plus 0.5 percent to the local.

Section 4. If a member remains eligible for membership and pays dues by the 15th day of the month in which they become due, that individual shall be considered in good standing. To the extent possible, dues will be deducted by the employer. In the event of the failure of the employer to properly deduct the dues, the member is responsible to remit the dues within 15 days of receipt of their paycheck. Membership dues shall be payable monthly in advance to the local treasurer and in any event shall be paid not later than the 15th day of the month in which they become due. Any member who fails to pay dues by the 15th day of the month in which they become due shall be considered delinquent, and upon failure to pay dues for two consecutive months shall lose their good standing status and stand suspended. Any person who is paying dues through a system of regular payroll deduction, bank draft, or similar system, shall for so long as such person continues to pay through such deduction method, be considered in good standing.

Section 5. A member suspended under the above section may be reinstated to membership in the local union on payment of all arrearages.

Article V
Powers of the Membership

Section 1. The membership, when in session in a membership meeting, is the highest decision-making body and will lead this local union and make decisions in accordance with the International Union's Constitution and Bill of Rights.

Section 2. General membership meetings of this local shall be held once each month, at a time and place to be fixed by the membership or the local executive board.

Section 3. Special membership meetings may be called by the local president, the executive board, or by petition filed with the president and signed by five percent of the members of the local. Special meetings may also be called by the International Union President or their authorized representatives.

Section 4. The quorum for membership meetings of this local shall be twenty members in good standing.

Section 5. The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern this local union in all cases to which they are applicable and in which they are not inconsistent with this constitution and special rules of this local union or of the American Federation of State, County and Municipal Employees.

Section 6. Membership meetings may be conducted by audio and/or video teleconferencing. When using teleconferencing, the meeting shall be readily accessible to all participants and the method of teleconferencing shall provide all participants the opportunity to hear and speak with each other simultaneously.

Section 7. Votes by ballot may be conducted through electronic means and electronic ballots, subject to any approval required under the International Constitution.

Section 8. The following powers are reserved to the membership:

a. Ratification of a labor agreement shall be by vote of the members in the affected bargaining unit.

b. Authorization of a strike shall be by vote of the members in the affected bargaining unit.

c. Authorization of pursuing interest arbitration shall be by vote of the members in the affected bargaining unit.

Article VI
Officers, Nominations, and Elections

Section 1. The officers of this local shall include:

1. A president.
2. One or more vice-presidents, whose number shall be calculated by the executive board prior to the nominating meeting by providing one vice-president for each 1,500 represented positions, or fraction thereof.
3. A treasurer.
4. A recording secretary.
5. A chief steward.
6. An organizer.
7. A communications editor.
8. Chapter Chairs

a. To be eligible for office in Article VI, Section 1, candidates shall have been a member in good standing for two years immediately before the election. This requirement does not apply to candidates whose bargaining unit was newly organized, affiliated, or added to this local union through a jurisdictional change made by the International Union within the two years preceding the election. For a member who is transferred or promoted into this local from another local of the American Federation of State, County and Municipal Employees, this requirement can be satisfied by their combined membership in good standing in both locals.

b. The officers in Article VI, Section 1, shall be elected by the membership at large, except chapter chairs who shall be elected by members from the bargaining unit(s) which their office represents.

c. The officers in Article VI, Section 1, shall be elected for two-year terms in odd-numbered years and shall take office immediately after being elected.

Section 2. There shall be at least one chapter chair for each bargaining unit. An additional chapter chair may be elected for every 100 represented bargaining unit positions or fraction thereof. Chapter chairs shall be elected by the members of the bargaining unit they represent.

If a chapter becomes eligible for an additional chair in between elections, the additional position may be filled by the executive committee. In the event a bargaining unit is represented by more than one chapter chair, the executive committee shall assign their work locations.

Section 3. There shall be three trustees. The trustees shall be elected by the membership to three-year terms of office beginning February 1, except that in the initial election, one shall be elected for a one-year term, one for a two-year term, and one for a three-year term.

Section 4. No retired member shall be a candidate for office. An individual can only hold one office named in Article VI, sections 1, 2, and 3 at a time.

Section 5. Nominations shall be made at a general membership meeting of the local. At least fifteen days' advance written notice shall be given to the membership prior to the nomination meeting. A nominating committee may be appointed or elected to make nominations, but whether or not such a nominating committee is used, nominations shall be permitted from the floor at the nomination meeting. All nominations for officers shall be conducted in November and elections shall be held in January.

Section 6. Officers shall be elected by secret ballot vote, and the balloting shall be conducted so as to afford to all members a reasonable opportunity to vote. At least fifteen days' advance written notice shall be given to the membership prior to the holding of the election. An Election Committee shall be appointed to verify candidate eligibility, create ballots, administer balloting, present clear and neutral information to the membership, fairly count votes, report results, and recommend resolutions to protests.

Section 7. All matters concerning nominations and elections in this local union shall be subject to the provisions of Appendix D, entitled Elections Code, of the International Union Constitution.

Section 8. Vacancies in any office in Article VI, sections 1, 2, or 3 shall be filled for the remainder of the unexpired term by vote of the executive board.

Section 9. The chief steward may appoint stewards, nominated by the chapter chairs, as non-voting representatives on the local union executive board and prescribe the duties of stewards.

Section 10. Every officer shall, upon assuming office, subscribe to the Obligation of an Officer contained in Appendix B of the International Union Constitution.

Section 11. Officers shall maintain their membership status in good standing throughout their term in office.

Article VII
Duties of Officers

Section 1. The president shall preside at all meetings of the local union and of the executive board. The president shall serve as a member of all committees except election committees. The president shall countersign all checks drawn against the funds of the local. The president shall appoint all standing committees and all special committees of the local, subject to the approval of the executive board. The president shall report periodically to the membership regarding the progress and standing of the local and regarding their official acts. In addition, the president shall be an automatic delegate to all conventions, seminars, and similar functions. The president shall attend all general and special membership meetings and executive board meetings. The president shall appoint delegates to caucuses and committees of affiliated unions and federations, excluding the International Union, Council 75 or any other body with specific rules or procedures concerning the eligibility of delegates or the manner in which delegates are to be selected.

Section 2. The vice-presidents shall assist the president in the work of the president's office. In the absence of the president or their inability to serve, one vice-president shall perform all duties otherwise performed by the president; this duty shall fall to the vice-president who received the largest number of votes in the preceding election. The vice-president who received the largest number of votes in the preceding election is authorized to act as co-signer of checks drawn on the local funds in place of either the president or the treasurer. Vice-presidents shall attend all general and special membership meetings and executive board meetings.

Section 3. The treasurer shall receive and receipt for all monies of the local union. The treasurer shall deposit all money received in the name of the local union in a bank or banks selected by the executive board, and money deposited shall be withdrawn only by an authorized cosigner which shall be two of the following officers: president, vice-president receiving the largest number of votes in the preceding election, recording secretary and treasurer. The treasurer shall prepare and sign checks for such purposes as are required by the constitution or are authorized by the membership or the executive board. The treasurer will prepare and submit an annual budget for the local for approval by the membership. The treasurer shall keep an accurate record of receipts and disbursements and shall submit to the membership a monthly operating statement of the

financial transactions of the local for the previous month. The treasurer shall provide annually the required financial report to the International Union in order for the International Union to purchase a surety bond at the expense of the local union. The treasurer shall see that any financial reports required by the International Union are submitted to the International Union. The treasurer shall cause financial reports to be prepared for and presented to the membership on both a monthly and annual basis. The treasurer shall act a custodian of all properties and vendor contracts of the local union. The treasurer shall attend all general, special, and executive board meetings.

Section 4. The recording secretary shall keep a record of the proceedings of all membership meetings and of all executive board meetings. The recording secretary shall carry on the official correspondence of the local except as the executive board may direct otherwise. The recording secretary shall perform such other duties as the executive board may require. The recording secretary shall be authorized to act as co-signer of checks drawn on the local funds. The recording secretary shall attend all general and special membership meetings and executive board meetings. The recording secretary is authorized to correct scrivener's errors; renumber any article, section, and subsection; correct any references to other portions in this constitution.

Section 5. The chief steward shall be responsible for all activities relating to the enforcement of the collective bargaining agreements; recruitment and appointment of stewards. The chief steward shall be responsible to ensure that all stewards are adequately trained. The chief steward shall approve all steward nominations made by the chapter chairs and will have final responsibility for dismissing any steward who is not performing the duties in accordance with their position. The chief steward shall attend all general membership, special membership and executive board members.

Section 6. The organizer shall be responsible for contacting new employees in the local's bargaining units, collecting membership applications, preparing and distributing new member packets, regularly contacting with represented non-members, identifying potential union activists and generally promoting participation in the local union activities. The organizer shall attend all general membership, special membership and executive board meetings.

Section 7. The communications editor shall facilitate the writing, editing, production and distribution of member communications. The communications editor shall attend all general membership, special membership and executive board meetings.

Section 8. The chapter chairs shall be lead stewards over their particular chapters and they shall assume any other duties assigned to them by the president. They shall recruit potential stewards and bring them forward to the chief steward for training and appointment as stewards. They shall coordinate chapter meetings and act as liaison between the executive board and the chapter. They shall facilitate communications between the executive board and chapter. They shall assist the organizer in contacting new members. They shall recruit and support volunteers to maintain all bulletin boards. Chapter chairs shall attend all general membership, special membership and executive board meetings as required by the president.

Section 9. The trustees shall make or cause to be made at least semi-annually an audit of the local's finances, and shall report to the membership on the results of such audit.

Section 10. Compensation for officers and continuance in office shall be subject to the following limitations: officers shall attend all required meetings or receive an excused absence from the president; the membership or executive board may create rules for excused and unexcused absences.

Article VIII
Executive Board

Section 1. The officers in Article VI, Section 1, shall constitute the executive board.

Section 2. The executive board shall be the governing body of the local union except when membership meetings of the local union are in session. All matters affecting the policies, aims and means of accomplishing the purposes of the local not specifically provided for in this constitution or by action of the membership at a general or special membership meeting may be decided by the executive board. The executive board shall meet at the call of the president or of a majority of its members. A report on all actions taken by the executive board shall be made to the membership at the next following meeting.

Section 3. A majority of the members of the executive board shall be required for a quorum.

Section 4. Executive board meetings are generally open to members for observation, except the president or the executive board may designate certain agenda items as closed session discussion.

Article IX
Executive Committee

Section 1. The officers in Article VI, Section 1, excluding chapter chairs, shall constitute the Executive Committee.

Section 2. The Executive Committee is an advisory body for the president.

Article X
Financial Management

Section 1. The executive board shall implement a system of financial controls compliant with the AFSCME Financial Standards Code and monitor the system.

Section 2. The local union may establish reserve accounts for purposes of long-term financial stability and/or the defense and negotiation of collective bargaining labor agreements.

Section 3. Audits of the local's finances, including any health and welfare, pension, insurance or other benefit programs covering members of this local union, shall be performed semi-annually by the trustees.

Section 4. The local union shall maintain a dedicated fund for strike pay. The fund's purpose is to strengthen a strike by increasing member participation in highly visible strike activities. If the fund is below the funding target, the treasurer shall propose a replenishment plan that reaches the target amount within 10 years with funding from annual operating revenues. The executive board shall have sole authority to approve the dollar amount that is authorized to be spent during a strike from this fund. Members shall meet eligibility requirements before receiving strike pay from this fund. The local union shall establish a policy that prescribes a target amount, funding/replenishment process, spending process, and member eligibility criteria in accordance with this section. Exceptions to the policy shall not be permitted.

Article XI
Miscellaneous Provisions

Section 1. This local union shall at all times be subject to the provisions of the constitution of the American Federation of State, County and Municipal Employees.

Section 2. Except to the extent specified in this constitution, no officer of the local union 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 or persons shall have the power to act on behalf of or otherwise bind the local union except to the extent specifically authorized in writing by the president of the local union or by the executive board of the local union.

Article IX
Amendments

This constitution may be amended by a two-thirds vote of the members voting on such proposed change and such change shall take effect only upon written approval of the International Union President. Proposed amendments to this constitution shall be made at a general or special membership meeting of the local union and read and voted on at a subsequent membership meeting of the local union. At least fifteen days' advance notice shall be given the membership prior to the vote. A written copy of the proposed amendment shall be furnished to every eligible voter at the meeting at which the vote is taken.

Approved by:



PATRICK MORAN
President

Approval date: October 22, 2026