



St. Louis Labor Council



Delegate Handbook

3rd Edition
June 2024

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St. Louis Labor Council

Welcome to the Greater St. Louis Labor Council! As a new delegate you represent your local union on the Council's highest decision making body. The Council was founded in 1957 and chartered by the AFL-CIO as the coordinating body for labor cooperation and unity. Currently (June 2024) there are 54 local unions representing 45,042 members affiliated with our Council.

Our Central Labor Council works with the National AFL-CIO, the State Federation, local unions and other Central Labor Councils in a common effort to educate and motivate union members, defend the right of workers to join unions, organize new members and create a powerful new voice that speaks for working families.

**The Council meets monthly, always on the third Tuesday at 6:30pm.
We ask that you make a special effort to attend every meeting.**

You will hear reports on important issues affecting workers on the local, state and national levels. You will also hear reports on the activities of other local unions. And you may discover how you and your union can take action to help win victories and build our labor movement.

By bringing local unions together in common action, we build mutual support, solidarity and strength.

One of the most important responsibilities as a delegate is to report Council activities back to your local union's officers and members. Keep them informed! Help recruit other members to join solidarity activities, rallies, legislation and political action. Without your help, we cannot build Labor's power.

At Council meetings you will have the opportunity to report important matters of your local union.

Periodically you will be voting on important policy decisions at the Council. Every four years, the Council elects officers and executive board members.

Additionally, the Council tries to do a monthly email update, which you should see the first

week of the month. If you do not see one in the month following your swearing in, please email STLCLC@moaflcio.org.

We hope that this packet will help acquaint you with the Council's operations. After reading it, please feel free to reach out to the Council office if you have any questions. You can reach the office at 314.291.8666 or STLCLC@moaflcio.org.

We look forward to working with you and building a stronger St. Louis Labor Movement!

MISSION AND GOALS OF THE AFL-CIO

The American Federation of Labor and Congress of Industrial Organizations

The mission of the AFL-CIO is to improve the lives of working families—to bring economic justice to the workplace and social justice to our nation. To accomplish this mission, we will build and change the American labor movement by attaining the following goals:

- **Building a broad movement of American workers by organizing workers into unions**
- **Building a political voice for workers in our nation**
- **Changing our unions to provide a new voice to workers in a changing economy**
- **Changing our labor movement by creating a new voice for workers in our communities**

The Preamble of the National AFL-CIO Constitution

The American Federation of Labor and Congress of Industrial Organizations is an expression of the hopes and aspirations of the working people of America.

We resolve to fulfill the yearning of the human spirit for liberty, justice, and community; to advance individual and associational freedom; to vanquish oppression, privation, and cruelty in all their forms; and to join with all persons, of whatever nationality or faith, who cherish the cause of democracy and the call of solidarity, to grace the planet with these achievements.

We dedicate ourselves to improving the lives of working families, bringing fairness and dignity to the workplace, and securing social equity in the Nation. We will prevail by building a strong, free, and democratic labor movement.

We will organize workers into unions allied by common purposes and mutual reliance. We will recruit generations of organizers, amass resources to sustain their efforts and inspire workers to achieve dignity and security through organization and collective bargaining. We will generate a broad understanding of

the necessity of organizing among our members, our leaders, and all unorganized workers.

We will give a political voice to workers in the Nation. We will fight for an agenda for working families at all levels of government. We will assemble a broad, progressive coalition for social and economic justice. We will create a political force within the labor movement that will speak forcefully and persuasively on the public issues that affect our lives.

We will enable workers to shape a changing global economy. We will speak for working people in the international marketplace, in the industries in which we are employed, and in the firms where we work. We will expand the role of unions to secure worker influence in all the decisions that affect our working lives, from capital investment to new technology and management techniques to the quality of products and services to how work itself is organized.

We will establish unions as active forces in our communities. We will make the voices of working families heard in our neighborhoods. We will create vibrant state, local, and community labor councils. We will strengthen the ties of labor with our allies. We will speak out effectively and creatively on behalf of all working Americans.

What does it mean to build the labor movement?

We are all members and leaders of our individual unions. But being part of the labor movement means working together to identify our common priorities then working at all levels to advance those priorities

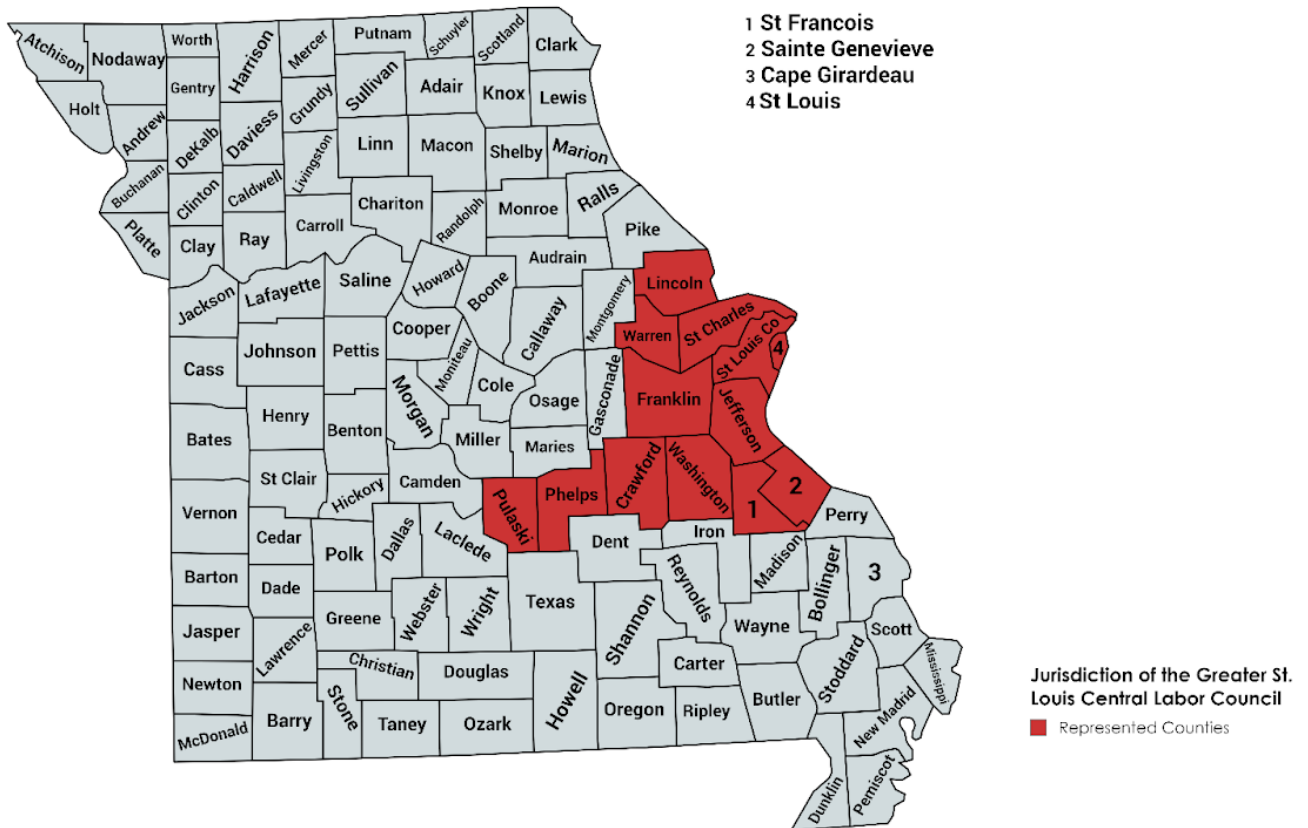
Resolutions are the way we democratically set our Labor Movement priorities. Our work at the national, state and local levels should reflect these priorities. Supporting organizing, Building Central Labor Council capacity and Racial Justice were the first three resolutions established at the most recent 2022 AFL-CIO national convention and can be found in the appendix. The full list can be found here: <https://aflcio.org/adopted-resolutions>

The Greater St. Louis Central Labor Council

Chartered by the AFL-CIO in 1957, The Greater St. Louis Central Labor Council works to:

- Support affiliate organizing and contract campaigns
- Build strong locals through mobilization and education
- Develop strong ties with organizations throughout our communities.
- Project a strong political voice

The Greater St. Louis Central Labor Council is the chartered local AFL-CIO federation body for the counties of St. Louis, Jefferson, Franklin, St. Charles, Phelps, Crawford, Washington, Ste. Genevieve, St. Francois, Warren, Lincoln and Pulaski and the City of St. Louis.



The following Federal and State Legislative districts fall within the jurisdiction of the Greater St. Louis Central Labor Council:

- United States House of Representatives: 1st-4th, 6th, 8th
- Missouri State Senate: 1st-5th, 10th, 13th-16th, 22nd-24th, 26th
- Missouri State House of Representatives: 40th-42nd, 63rd-122nd, 124,143rd-145th

Thinking locally, the Constitution of the Greater St. Louis Labor Council lays out our mission:

The Preamble of the Greater St. Louis Labor Council Constitution

Whereas, it has been fully demonstrated by experience that only by organization and unity of action can the working people better their working and living conditions and combat the growing encroachment of the organized forces of capital. We seek fulfillment of these hopes and aspirations through democratic process with the framework of our constitutional government and consistent with our institutions and traditions, and

Whereas, realizing that there are many questions affecting the issues of the working people which cannot be dealt with alone by separate trade and labor unions and/or industrial unions, and that labor in the Greater St. Louis area must unite itself and form one brotherhood for the defense, protection and advancement of the working people. In the exercise of the rights and responsibilities of citizenship, we shall serve the interests of all people in our community, and

Therefore, be it resolved that we pledge ourselves to the more effective organization of workers, to the securing for them, a full recognition and enjoyment of the rights to which they are justly entitled, to the achievement of ever higher standards of living and working conditions to the attainment of security for all people, to the enjoyment of their leisure, which their skills made possible, and to the strengthening and extension of our way of life, and the resident and the fundamental freedoms which are the basis of our democratic society. We shall combat resolutely, the forces which seek to undermine the democratic institutions of our nation, and enslave the human soul. We shall strive always to win full respect for the dignity of the human individual, whom our union serve. With Divine guidance, grateful for the fine traditions of our past, confident of meeting the challenge of the future, we proclaim this constitution of the greater St. Louis labor council, AFL-CIO, for the purpose of organizing, and consolidating the working people for their own mutual protection, economic, and social advancement .

THE ROLE OF A DELEGATE

As a **Central Labor Council Delegate**, you are the vital link in a movement of more than 12 million members. You are now part of a national network of highly skilled and committed trade union volunteers who are the backbone and strength of the AFL-CIO. Central Labor Councils are at the heart of our capacity to mobilize members, organize new members, and provide a voice for working families.

You are now responsible for representing your local union in the discussions and decision making in council meetings, committee sessions, and other forums.

The Central Labor Council may undertake special campaigns and activities which give delegates the opportunity to help grow the labor movement, demonstrate union solidarity, or provide community services. Delegates from multiple unions may help build mobilization structures at their work sites and turn out activists when action is needed to support an organizing or contract campaign.

The elements of an effective Central Labor Council are outlined in the AFL-CIO's Performance Standards and Benchmarks for Central Labor Councils; these standards and benchmarks emphasize the following program elements that contribute to the creation of more powerful Central Labor Council:

- Using labor, political, community and religious support to advance affiliates' **organizing and contract campaigns**
- Building a strong local movement of working people through **mobilization and education** to support working families' issues in their communities
- **Building coalitions** with allies to fight for working families' agendas
- Building a strong **political voice** for working families by engaging them in the political and legislative process on year-round basis
- Building a united and effective **public voice** for working families by fostering strong and diverse unions that participate actively and positively in their communities around common goals

While the Central Labor Council is held accountable for implementing these program elements, the full support of affiliated local unions is essential if the council is to measure up to the standards and benchmarks. Accordingly, there must be mutual accountability with local unions contributing to the collective efforts of the labor council.

By creating solidarity and mobilizing members and the local community, the Central Labor Council plays a critical role in local, state and national issues. At the grassroots level in countless cities, counties and townships, labor councils are **“Where the Action Is.”** They deserve the full support and participation of all local unions, their members and, in particular, their delegates.

Participation

Your energy and involvement in the work of the Central Labor Council will help to serve your union and all affiliates. Your role includes promoting the council’s programs within your local union and your community.

At Delegate Body meetings, Delegates play the critical role of:

- Voting to approve council expenses and financial reports
- Voting to approve the council Trustee audits
- Voting to approve endorsement recommendations from the Executive Board
- And every four years, Elect Officers and Executive Board Members

As a Central Labor Council Delegate, you should be prepared to volunteer an average of five or six hours of your time each month for council activities. Delegate participation tends to focus on four activities — **delegate meetings, committee activities, mobilization and special projects or events.**

An effective delegate...

- Attends Central Labor Council meetings and participates in council discussions and debates
- Attends COPE and/or other committee meetings
- Participates in campaigns and special events or projects
- Recruits volunteers from his/her local union
- Reports back to their local union about council activities and needs
- Informs the delegates and council about major events in his/her local union

An October 1992 resolution from the St. Louis Labor Council called for all new delegates to attend an orientation after they are seated, during their first year of service to become more familiar with the Council and the AFL-CIO. This is as true today as it was in 1992! Keep an eye out for quarterly scheduled delegate orientations and take the time to attend.

CENTRAL LABOR COUNCIL LEADERSHIP STRUCTURE

The officers of the Greater St. Louis Labor Council, AFL-CIO consist of a President, a 1st, 2nd Vice-President and twenty (20) additional Vice Presidents without number, a Secretary-Treasurer and five (5) Trustees.

The officers, board members and trustees make up the Executive Board. Elections for these positions are held every 4th year at the December delegate meeting, with nominations occurring at the November meeting.

President: Full-time officer whose duties are to run the day to day operation of the council. This includes implementing policy established by the delegate body, serving as spokesperson, assisting in managing the budget and finances, conducting correspondence and chairs the C.O.P.E. committee. Presides over the Council's monthly delegate meeting, chairs the executive board meetings, appoints special committees, appoints representatives to community boards and commissions.

Secretary-Treasurer: Reviews the disbursement of funds to assure compliance with directives of the delegates or executive board and the rules of the Council; co-signs checks as authorized. Takes the minutes and keeps attendance records. Minutes are provided to delegates at the subsequent meeting and are kept on file at the Council office.

First and Second Vice Presidents: In order, preside in the president's absence, participate in leadership functions and assume other responsibilities as appointed by the president.

The Executive Board: is the steering committee of the council. It includes twenty (20) at-large members in addition to the officers. It meets monthly to prepare policy recommendations to the deleget body; review and recommend action to the delegates as may be necessary on correspondence; act on Council business between meetings of the delegates; engage in long and short term planning for the Council.

The Trustees: Shall audit the books of the Secretary-Treasurer and submit a quarterly report of their findings and compile and keep on file an annual inventory list of the property of the Greater St. Louis Labor Council, AFL-CIO. In addition, Trustees at their meeting for the Third Quarter of each year shall review the financial condition of the Council and report results of such review and make recommendations to the Executive Board, and delegate body, to insure the solvency of the Council.

DELEGATE MEETINGS

The Greater St. Louis Labor Council holds its delegate meeting the third Tuesday of every month at 6:30pm. The meetings are held at IBEW Local 1. This forum reviews and approves locally developed Central Labor Council policies and initiatives. Policy recommendations, expenditure approvals and council financial reports, along with committee reports relating to council programs are debated, amended and acted upon by delegates at these meetings. It is here that the officers and executive board of the council are nominated and elected and where the per capita tax is set.

In addition, these one or two hour meetings offer the opportunity for delegates to exchange information, ideas and strategy about key local union activities and emerging local, state or national issues.

A conscientious delegate attends these meetings, and consults with his or her local union about policy development before and after final action is taken. This assures that your local union leadership is aware of the consequences of pending council action prior to adoption, and a vital, two-way communication system is established.

Voting Procedures

Each Delegate is entitled to one (1) vote. Voting shall be by voice vote or division of the house. No delegate shall be permitted to cast the proxy of another Delegate and no Delegate shall be allowed to represent more than one organization.

REPRESENTATION

According to the Greater St. Louis Central Labor Council, AFL-CIO Constitution, affiliated local unions in good standing shall be entitled to representation based on per capita tax paid according to the following schedule:

<i>50 members or less</i>	<i>2 Delegates</i>
<i>51-100</i>	<i>3 Delegates</i>
<i>100-250</i>	<i>4 Delegates</i>
<i>251-500</i>	<i>5 Delegates</i>

For each additional 500 members or major fraction thereof one additional delegate.

Absence from two (2) consecutive meetings of the CLC Council without an acceptable excuse shall be sufficient grounds for declaring a delegate's seat vacant, following which the Secretary shall notify the delegate's organization and request that a new delegate be sent.

Delegate Meetings: A look at our agenda

1. Call to Order at 6:30pm
 - a. Pledge of Allegiance
 - b. AFL-CIO Code of Conduct
2. Roll Call of Officers
3. Reading of Credentials
 - a. Swearing in of New Delegates
4. Approval of Minutes
5. Appointment of Resolutions Committee
6. Reports of Officers and Committees
 - a. President
 - b. Secretary-Treasurer
 - c. Executive Board
 - d. Trustees
 - e. Delegates to Affiliated bodies
 - f. Standing Committees
 - i. Constitution Committee
 - ii. Legislative Committee
 - iii. C.O.P.E.
 - iv. Education Committee
 - v. Community Services Committee
 - vi. Ethical Practices Committee
 - g. Special Committees
 - i. Resolution Committee
7. Reading of Communications
8. Unfinished Business
9. New Business
10. Reading of Non-recurrent Bills (One Time Transactions)
11. For the Good and Welfare of the Greater St. Louis Labor Council, AFL-CIO
12. Adjournment

COMMITTEES

All standing and special committees except the C.O.P.E. and the Constitution Committees shall be appointed by the President. *A labor council that has vibrant committees will be a vibrant labor council, every time!*

C.O.P.E. Committee

The Greater St. Louis Central Labor Council, AFL-CIO coordinates lobbying and legislative activities at the St. Louis City Council, the St. Louis County Commission, and Jefferson and St. Charles counties, as well as the other counties, municipal governments and school districts within the Council's jurisdiction. The Labor Council also works directly with the Missouri and National AFL-CIO during the Missouri Legislative session, promoting labor interests through legislative activities such as lobbying and member mobilization and political activities including screening and endorsements of candidates, get-out-the-vote activities, and mobilization of members for grassroots actions.

What is C.O.P.E.?

COPE stands for the Committee on Political Education. It is a committee made up of union members that informs and mobilizes union families to encourage their participation in the political process. Working men and women can express their voice in politics and policy issues that affect their lives. The President of the Council is the de facto Chairperson of this committee.

What does C.O.P.E. do?

The C.O.P.E. Committee is responsible for running information and mobilization campaigns on local issues. The C.O.P.E. committee develops and provides information for union families about the candidates and their positions on the issues affecting their lives.

The C.O.P.E. committee organizes and coordinates grass-roots mobilization efforts amongst council affiliates to win important legislation as well as track the voting records of our state and local legislators on issues affecting working families. The C.O.P.E. Committee screens candidates running for office, makes endorsement recommendations to the Executive Board and the Delegate Body of the Council.

C.O.P.E. empowers union members by:

- Providing political education
- Training and educating Local Union Coordinators
- Endorsing candidates based on our issues
- Supporting endorsed candidates
- Implementing get-out-the-vote programs
- Educating public officials on our issues

Legislative

The St. Louis Central Labor Council Legislative committee is focused on winning victories for – and defeating attacks on -- working families at the local and state levels. By working closely with the Missouri AFL-CIO, affiliates, union legislators and allied organizations, the Committee will develop and provide strategic and policy support for a proactive working families’ legislative agenda.

The committee will also help coordinate efforts to fight back against state legislative attacks on working families in those legislative districts that fall within the council’s jurisdiction.

- Develop strategy, policy and mobilization support to pass a working families’ legislative agenda and defeat anti worker bills at the local level.
- Work with and advise allied organizations and think tanks on worker issues.
- Develop a system to track, analyze and assess city and county legislation.
- Build an infrastructure to communicate and mobilize members on local issues.

Constitution

The Constitution Committee shall consist of five (5) members and receive and consider all amendments to the By-Laws; they shall report their recommendations at the next meeting of the Greater St. Louis Labor Council, AFL-CIO. Members of this committee are elected at the regular election.

Community Services

Shall receive, consider and report on all matters pertaining to Civic and Community Programs and projects in which the Greater St. Louis Labor Council, AFL-CIO, participates, and all matters concerning community problems, which are of importance and interest to the Labor Council and the entire community.

Education

Shall conduct and supervise such education projects and related programs of concern to this body and the labor movement as may be approved and referred to it by this body and to survey and suggest such projects and programs for approval of this body.

Ethical Practices Committee

Shall have the authority to investigate and, where the Ethical Practices Committee finds reasonable cause to believe that a violation of the CODE has occurred, to bring the matter into an appropriate hearing before an impartial hearing panel drawn from within the Council, if the matter is not otherwise resolved.

Race & Diversity Committee

The mission of this committee is to pursue Racial and Economic Justice for all union members, non-union workers, and their families, immigrants and the underserved and underrepresented that make up the diverse community in which we live. A copy of the Race & Diversity Committee Handbook should be included with this packet. Brother Lew Moye chairs this committee and can be reached at lewcbtu@aol.com

Five for the Fight

Five for the Fight is a voluntary fund to help union families facing unexpected expenses due to injury, job loss, changing life circumstances, medical emergencies or other unexpected changes. In January of 2024, it became a 501c3.

One hundred percent of every donation goes to the Fight fund, and one hundred percent of the money in the fund goes to help working families in need.

Union members who turn to the fund do not receive the funds directly. Instead, following confirmation of union membership and an evaluation interview with a Labor liaison at the United Way, the Fund contacts creditors, landlords, mortgage lenders, hospitals, etc. and makes payments directly to those creditors on the union members' behalf.

Efforts to promote and service the Fund are donated by the Labor Council, United Way and the *Labor Tribune*. You can contact Jake Hummel at jakehummel@moaflcio.org to get involved.

CONSTITUENCY GROUPS

Also part of the labor movement are organizations advancing the interests of particular workers. These include:

Alliance for Retired Americans

The mission of the Alliance for Retired Americans is to ensure social and economic justice and full civil rights for all citizens so that they may enjoy lives of dignity, personal and family fulfillment and security. For more information about the ARA reach out to: President Mike Louis (IAM), mikezaxbi@hotmail.com.

A Philip Randolph Institute

The A. Philip Randolph Institute, St. Louis Chapter is dedicated to developing programs that will extend democracy to those who have been traditionally disenfranchised or discouraged from participating in the political system, strengthening political alliances needed to assure democratic social change and projecting social and economic programs that will improve the lives of all Americans. The policies and programs of the A. Philip Randolph Institute and its affiliates have been governed by strict adherence to the political values and principles exemplified by their founder, A. Philip Randolph (1889-1979). To join or for more information please email stl.apri@yahoo.com.

Asian Pacific American Labor Alliance

APALA is the organization of Pacific Island and Asian American unionists, representing their interests and popularizing unionization in their communities. We do not have an active chapter at this time.

Coalition of Black Trade Unionists

The Coalition of Black Trade Unionists (CBTU) consists of members from more than fifty international and national unions with over 40 chapters across the country. CBTU seeks to fulfill the dream of Black trade unionist, both living and deceased, who throughout this century and the previous, have courageously and unremittingly struggled to build a national movement that would bring all our strengths and varied talents to bear in the unending effort to achieve economic, political and social justice for every American. The St. Louis CBTU chapter meets the 1st Sunday of each month at 2:30pm. For more information contact 314.435.1752

Coalition of Labor Union Women

CLUW is America's only national organization for union women, working to advance the issues of working women.

Labor Council for Latin American Advancement

LCLAA members are committed to improving the quality of life for Latino working families by providing leadership training and education programs to union and community members. LCLAA believes that in order to achieve social justice and improve the life of workers, every Latino must commit to the struggle for economic justice. For more information, please contact Joes Gomez at jgomez@lu110.com or Jose Hernandez at jhdz@lu110.com.

Pride at Work

The official LGBT constituency group of the AFL-CIO, works to organize mutual support between the organized Labor Movement and the LGBTQ Community to further social and economic justice. We currently do not have a Pride at Work chapter.

Appendix

Affiliates of the Greater St. Louis Central Labor Council

The following organizations are affiliates of the Greater St. Louis Central Labor Council, AFL-CIO as of the May 2024 Delegate meeting:

AFM 2-197	AFT 420	APWU St. Louis Gateway	ATU 788	BAC 1
HFAIW 1	IAFF 2665	IAM 777	IAM 837 A	IAM 837 B
IAM District Lodge 837	IATSE B2	IATSE 6	IATSE 143	IBEW 1
IBEW 2	IBEW 4	IBEW 1439	IBEW 1455	Teamster Joint Council 13
IUOE 148	IUOE 513	IUPAT DC 58	Ironworkers 396	LIUNA 42
LIUNA 110	NALC Branch 343	OPEIU 13	OPEIU 277	Roofers and Waterproofers 2
SAG-AFTRA B-2	SEIU 1	SMART 36	TWU 529	TWU 555
UA 268	UA 562	UFCW 88	UFCW 432C	UFCW 655
UNITE-HERE 74	USW 11-6	UWUA 335	Union Label and Service Trades Council	CBTU St. Louis Chapter
CLUW St. Louis Chapter				

Union Abbreviations

AFGE	American Federation of Government Employees
AFM	American Federation of Musicians
AFSCME	American Federation of State, County, Municipal Employees
AFSA	American Federation of School Administrators
AGMA	American Guild of Musical Artists
APWU	American Postal Workers Union
ASASP	Association of Supervisory & Administrative School Personnel
ATU	Amalgamated Transit Union
BAC	Bricklayers and Allied Craft workers
BCTGM	Bakery, Confectionary, Tobacco Workers and Grain Millers
BLET	Brotherhood of Locomotive Engineers and Trainmen
CREA	Congressional Research Employees Association
CWA	Communication Workers of America
DCNA	District of Columbia Nurses Association
GCC	Graphic Communications Conference
IAFF	International Fire Fighters Association
IAHFIAW	International Association of Heat, Frost Insulators and Allied Workers
IAM	International Association of Machinists
IATSE	International Alliance of Theatrical State Employees
IBEW	International Brotherhood of Electrical Workers
IFPTE	International Federation of Professional & Technical Engineers
IUEC	International Union of Elevator Constructors
LiUNA	Laborers International Union of North America
NALC	National Association of Letter Carriers
NEA	National Education Association
NNU	National Nurses United
NUHHCE	National Union of Hospital and Health Care Employees

NWU	National Writers Union
OPCMIA	Operative Plasterers and Cement Masons International Association
OPEIU	Office & Professional Employees International Union
SAG-AFTRA	Screen Actors Guild/American Federation of Artists
SEIU	Service Employees International Union
SMART	Sheet Metal Air Rail Transportation
IBT	International Brotherhood of Teamsters
IUPAT	International Union of Painters and Allied Trades
UA	Union of Plumbers, Fitters, Welders, and Service Techs
UFCW	United Food & Commercial Workers

AFL-CIO Community Services

Resolutions

St. Louis Labor Council	New Delegate Orientation (1992)
AFL-CIO Resolution #1	Building Worker Power to Increase the Pace & Scale of Organizing (2022)
AFL-CIO Resolution #2	Innovation to Strengthen State, Area & Local Bodies (2022)
AFL-CIO Resolution #3	The Urgent Fight for Racial Justice (2022)