

**CONSTITUTION
BYLAWS
RULES OF ORDER
OF THE
MARTIN LUTHER KING, JR. COUNTY LABOR COUNCIL
OF WASHINGTON, AFL-CIO**

AMENDED NOVEMBER 2021

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Constitution

Article I

Name, Affiliation, and Jurisdiction

Section 1. This organization shall be known as the Martin Luther King, Jr. County Labor Council of Washington, hereinafter in this Constitution called the Council.

Section 2. The Council shall maintain affiliation with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) in accordance with the laws of that organization.

Section 3. The territorial jurisdiction of the Council shall be King County, in the State of Washington, with a Main Office located in Seattle, Washington.

Section 4. As a chartered organization of the AFL-CIO, this council shall conform its activities on state matters to the policies of the Washington State AFL-CIO.

Article II

Objectives

The objective of the Council shall be to promote through appropriate activities and programs throughout its territorial jurisdiction the objectives and principles of the AFL-CIO including the following:

Section 1. To protect and strengthen our Democratic Institutions, to secure full recognition and enjoyment of the rights and liberties to which we are justly entitled, to preserve and perpetuate the cherished traditions of our Democracy.

Section 2. To aid, assist, and encourage workers in securing improved wages, hours of labor, and working conditions with due regard to the autonomy and integrity of affiliated organizations.

Section 3. To aid in the organizing of unorganized workers for their mutual protection and to further the cause of economic and social justice throughout the world.

Section 4. To encourage all workers without regard to race, creed, religion, age, sex, color, sexual orientation, gender identity and expression, disability, or national origin to share in the full benefits of Union Organization.

Section 5. To secure legislation that will safeguard and promote the principle of free collective bargaining, the rights, welfare, and security of all segments of the economy, and to oppose legislation contrary to these objectives.

Section 6. To give constructive aid in assisting the AFL-CIO in promoting the cause of democracy, peace, and freedom throughout the world.

Section 7. To aid and encourage the sale and use of union-made goods and union services; to promote the labor papers and other means of furthering the education of

the labor movement, and to promote the observance of Labor Day as the holiday honoring American labor.

Section 8. To safeguard the Democratic character of the labor movement.

Section 9. To encourage workers to register and vote, to exercise their full rights and responsibilities of citizenship, and to perform their rightful part in the political life of the local, state, and national communities while preserving the independence of the labor movement from political control.

Section 10. To endorse or oppose candidates for public office within the territorial jurisdiction of this Council, and to seek and recommend the nomination and election of candidates who pledge to support this Council's objectives.

Section 11. To promote the process of collective bargaining and a better understanding of labor's objectives with all citizens of King County.

Section 12. To seek and obtain affiliation of all AFL-CIO organizations.

Section 13. To give recognition to the principle that all AFL-CIO unions are equal, appropriate, and necessary.

Article III

Affiliates

Section 1. The Council shall be composed exclusively of the following organizations within the geographical limits of King County, Washington: Locals of national and international unions and organizing committees affiliated with the AFL-CIO, directly affiliated local unions, the Alliance for Retired Americans, and other state and district councils affiliated with the AFL-CIO, Trades Councils, Card and Label Councils, all AFL-CIO constituency organizations, approved AFL-CIO associate member organizations, and those organizations affiliated with the approval of the AFL-CIO through the Solidarity Charter or Direct Affiliation program.

Section 2. Eligible local unions and organizations outside the territorial jurisdiction of this Council who have members working within the jurisdiction of this Council should affiliate that portion of their members working within the jurisdiction of this Council, in accordance with Section 3(b) of the Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils.

Section 3. No affiliated organization shall use the name of the Council for any purpose without prior authorization.

Article IV Representation

Section 1. The representation of local unions entitled to affiliation in this Council shall be as follows: Local Unions affiliating 50 members or less, two delegates; from 51 to 100 members, three delegates; 101 to 250 members, four delegates; 251 to 500 members, five delegates; one additional delegate to be allowed for each additional 500 members or majority fraction thereof, in accordance with By-laws Section 2-A. The number of delegates to which each local union is entitled must be calculated every six months. All affiliated organizations other than local unions shall be entitled to one delegate and one vote; with the exception of a King County union retirees council, which shall be entitled to three delegates and three votes. Locals with members employed in another council's jurisdiction, wishing to have representation in that council's jurisdiction, may apportion their proper delegation under the Council in accordance with the number of members employed in that jurisdiction, in accordance with Article III, Section 2.

Section 1-A. Any affiliated organization granted dispensation from per capita as described in Article IX, Section 3, shall retain full voting rights (based on Bylaws, Section 2-A) for the period of dispensation.

Section 2. No person shall be eligible to serve as a delegate to the Council who is not a member in good standing of the organization affiliated with the Council which that delegate represents unless they are a district, state, national or international union representative regularly servicing the affiliated local union or the delegate was selected to represent local bodies chartered by the trade and industrial departments of the AFL-CIO, or state or local chapters of the AFL-CIO constituency groups within the geographical limits of the council that are chartered by a national AFL-CIO constituency group.

Section 3. Any delegate shall be eligible for membership in the Council who has been regularly elected or appointed from the affiliate they represent according to the laws of the affiliated organization, and who presents their credentials authenticated by the principal officer of that organization.

Section 3-A. Any affiliated organization shall have the right to change its delegates at any time, except as specified in Article V, Sections 4-A and 6.

Section 4. Any delegate may, upon conviction, after charge, notice, and hearing, be suspended or expelled from the Council for having engaged in conduct or course of activity hostile or contrary to the best interests of the Council, or contrary to its Constitution and Bylaws.

Section 5. Delegates and alternate delegates approved by the Council for initiation shall be conducted to the President's station, and shall raise their right hand and repeat after the presiding officer the following obligation:

“I, _____, pledge to abide by the rules and regulations of this M. L. King County Labor Council and, to the best of my ability, perform all the duties I may be called on to discharge as a delegate of this Council. I also pledge that I will patronize union products and services when available, that I will qualify myself to vote if I am eligible, that I will honor all picket lines and encourage my union siblings to do so, and that I will challenge racism, sexism, homophobia, and other forms of bigotry in the workplace and community. I also pledge to abide by the ethical practices code of the AFL-CIO, and the anti-harassment and anti-discrimination policy and code of conduct of this council.”

I pledge to abide by the ethical practices code of the AFL-CIO and the anti-harassment and anti-discrimination policy and code of conduct of this council.

Section 6. Delegates shall faithfully attend all meetings. Affiliated organizations shall be notified of attendance if requested by the organization.

Section 6-A. Any delegate absent from 12 consecutive meetings of the Central Labor Council shall be considered to have abandoned their seat. In that event, the Executive Secretary-Treasurer shall notify the delegate’s organization of this vacancy and the delegate of their removal. If the principal officer chooses to reappoint the delegate within 30 days the delegate will be reinstated and that delegate’s original obligation shall remain in effect.

Section 7. Any affiliated organization may be represented by an alternate delegate by furnishing the Council with credentials authenticated by the principal officer of that organization stating the name of the alternate and the name of the delegate they are substituting for and designating the meeting or meetings for which they are to serve.

Section 8. Letters from affiliates naming delegates shall be deemed to be invalid and returned to the affiliate if such proposed delegate has not been obligated prior to the fourth meeting following receipt of the credential letter.

Section 9. The Council will undertake all reasonable efforts to ensure diversity of representation at every level.

Article V Officers, Delegates, and Elections

Section 1. The elected officers of this body shall consist of a President, a Vice President, an Executive Secretary-Treasurer, and five Executive Board Members at Large. The Executive Board Members at Large shall act as the Finance Committee of the Executive Board and Trustees of the Council.

Section 1-A. In the event more than one delegate from the same International Union is nominated as an officer or Executive Board Member at Large and should receive the highest number of votes for the office for which they were nominated the following rule shall apply: The delegate elected to the offices in the following rotation shall be

declared elected: Executive Secretary-Treasurer, President, Vice President, and five Executive Board Members at Large.

All other candidates from the same International Union shall then be disqualified and the provisions of Section 4 of this article will be employed.

Section 2. Each of the below listed Trade Sections and Constituency Groups as defined shall be represented by one member on the Executive Board without regard to the restrictions of Section 1-A as to union membership. Such Trade Sections and Constituency Groups shall elect candidates for these positions in caucus or by such other means as the individual Section or Constituency Group may decide: Trade Sections: Aircraft, Automotive, Building Trades, Childcare, Entertainment, Food and Allied Service, Industrial, Maritime, Metal Trades, Transportation, Private Sector Miscellaneous Trades, Public Sector Miscellaneous Trades, Higher Education, K- 12 Education, Public Safety, Health Care, Retail, and such other Trade Sections as may be established. Constituency Groups: A. Philip Randolph Institute, Asian Pacific American Labor Alliance, Coalition of Black Trade Unionists, Coalition of Labor Union Women, Labor Council for Latin American Advancement, Pride at Work, and Alliance for Retired Americans. Definition of Constituency Group: To qualify to hold a seat on the MLK Labor Executive Board, the constituency group must be affiliated with the Martin Luther King, Jr. County Labor Council, a member in good standing of their national organization and in compliance with that organization's rules, and shall be elected by the affiliated chapter of their organization. To be eligible, candidates must be active members of the constituency group in their areas, as defined by their bylaws. Candidates are required to be members of an affiliated union, as well as the constituency group. The constituency groups shall contact the Executive Secretary-Treasurer, in writing, of their designated choice to fill the Executive Board position.

For purposes of the election of Executive Board members representing the various Trade Sections, each Section shall consist of those local unions affiliated with the Council which declares by official notice to the Council which Section it desires to be a part of, provided the employment of the members of said local union is within a reasonable definition of such Section as described by the section's name, and provided further that such declaration be ratified by a vote of the Council. A local union, once officially a part of a Section, may not shift to another Section unless there has been a change in the employment jurisdiction of the local union's membership, and such shift to another Section is ratified by a vote of the Council. All such shifts are to be made only in the period between the election of officers and the following July 1st. A local union whose jurisdiction covers more than one Section may be a part of each such Section under the procedures described above with its delegates and votes pro-rated, based upon the proportion of its membership within each Section. Voting in Section caucuses shall be subject to the same procedures and rules as in meetings of the Council and subject to the demand for a roll call vote as provided for in the Rules of the AFL-CIO.

Section 3. Officers and all Executive Board members shall be elected for a three-year term.

Section 4. Nominations for all elective officers shall be held in September, with elections held in October.

No less than 45 nor more than 120 days prior to an election of labor council officers, the Council Recording Secretary shall compile and notify each affiliate organization of the availability of a list containing the following information:

- (i) the name and address of each of the elected council's officers (including Executive Board members);**
- (ii) the name and mailing address of each of the organizations affiliated with the council;**
- (iii) the name of each of the affiliated organization's principal officers;**
- (iv) each organization's projected per capita voting strength and delegate entitlement at the election; and,**
- (v) to the extent available, the names and mailing addresses of the delegates. Officers of organizations affiliated with the local central body shall also be entitled to inspect, at the place where the records are kept, and make their own notes concerning the most current underlying records relating to the information included in the list provided above.**

Installations will take place in November. A majority of all votes cast by the delegates present are required to elect. In the event no candidate receives a majority of all votes cast for any one office, the two candidates receiving the highest number of votes shall have a runoff election at the next meeting following the election of officers. The candidate then receiving the highest number of votes shall be declared elected. In the case of a runoff election, installation for the position(s) involved shall be held in December.

The delegates present may each vote an equal share of the total votes to which each affiliate is entitled based on per capita. The regular order of business shall be suspended for the election, immediately following the obligation of new delegates. Voting shall begin no later than 6:30 P.M. on the night of the election.

Notice of nomination and election shall be mailed to each affiliate at least one month prior to nomination.

Section 4-A. Only those delegates or alternates who have been obligated prior to or at the meeting at which the nominations are held shall be eligible to vote in the regular election of officers.

Section 4-B. No delegate shall be permitted to cast the proxy of another delegate and no delegate shall be allowed to represent more than one organization.

Section 4-C. After nominations, an Election Board shall be appointed by the Executive Board, consisting of one judge and at least two clerks. No two election board members shall be from the same Section or International Union. Their duties shall be to receive from the Executive Secretary-Treasurer an accredited list of names of delegates

and the number of votes each affiliate is entitled to cast. They shall tabulate the returns and report in writing at the next meeting of the Council.

Section 5. No elective officer shall be elected to, or perform the duties of, more than one office.

Section 6. Any delegate who has been accepted and seated by the Council prior to the time for opening nominations for the term of office shall be eligible to serve as an officer or Executive Board member of the Council. All officers, Executive Board members and delegates must be members in good standing of a local union affiliated with the Council. Officers must remain a member in good standing of a local union affiliated with the Council at all times during their term of office.

Section 6-A. Any delegate seeking a nomination must be present at the time of nominations unless they are prevented by sickness or union business and have submitted a letter stating the reason for their absence and their willingness to assume the responsibility of the office.

Section 6-B. No individual shall be eligible to serve as an officer, member of the Executive Board or committee or other governing body of, or any other committee of, or as a delegate from, or as a representative, agent, or employee of any local central body who consistently pursues policies and activities directed toward the achievement of the program or purposes of authoritarianism, totalitarianism, terrorism and other forces that suppress individual liberties and freedom of association. No person may serve as an officer or managerial employee of the central labor council who has a felony conviction for any of the following crimes; a felony conviction involving grievous bodily injury, any felony conviction involving a crime of dishonesty, or any felony conviction involving abuse or misuse of such person's position in a labor organization or employee benefit fund.

Section 7. Any officer or Executive Board member absent from four consecutive Executive Board meetings, without a written excuse, shall be deemed to have resigned from the position.

If a Board member is absent for four consecutive Executive Board meetings, with or without excuse, their position shall be considered inactive and shall not count toward the quorum requirement. If any of their past four absences were excused, they shall be immediately reactivated upon attendance at any future Executive Board meeting.

Section 7-A. The Council shall elect officers specified in Article V, Section 1, to fill vacancies except where such vacancies occur within the last half of the term of office. In such cases, the vacancy shall be filled by appointment by the Executive Board. In both cases, a notice of the vacancy shall be given to all affiliates.

The various Trade Sections and Constituency Groups shall, at their convenience, fill such vacant Executive Board seats as are allotted to them.

Section 8. Installation of Officers: The newly elected officers will take their places in front of the President's station and raise their right hand and repeat after the presiding officer the following obligation:

I, _____, do hereby promise to faithfully perform all the duties of the office to which I have been elected to the best of my ability and to uphold the constitution of this M. L. King County Labor Council and the AFL-CIO.

I further promise to deliver all property in my possession belonging to this Council to my successor in office and to surrender such property to the President of the AFL-CIO upon official demand.

I pledge to abide by the ethical practices code of the AFL-CIO and the anti-harassment and anti-discrimination policy and code of conduct of this council.

Section 9. Delegates to conventions and any other events in which this Council votes or is represented shall be recommended by the Executive Board and elected by the Council, except as noted in Article VI, Section 3, which declares the Executive Secretary-Treasurer or their designee from the Executive Board as a delegate to all conventions. Any delegate to conventions shall be a delegate to this Council who has been accepted and seated prior to the recommendation by the Executive Board.

Article VI Duties of Officers

Section 1. The President shall preside at all meetings of the Council and perform all duties pertaining to their office. They shall have the deciding vote in case of a tie, and sign all orders that may be drawn on the treasury of this Council. They shall appoint a "Sergeant-at-Arms" and a "Reading Clerk." They shall appoint all committees unless otherwise directed by the Council. It shall be their duty to call special meetings upon the written request of the Executive Board.

Section 2. In the absence of the President, the Vice President shall perform all duties pertaining to that office.

Section 3. The Executive Secretary-Treasurer, who shall be a full-time paid employee, shall make a report to the regular meeting of the Council concerning the affairs of the Council. They shall represent the Council in all civic and governmental matters in which the Council has an interest or they shall appoint a representative, who shall be a member of the Council, to act on their behalf when necessary.

As a full-time employee of the Council, the Executive Secretary-Treasurer shall devote their time and effort to matters of the Council and the collective affiliates. By virtue of their office, the Executive Secretary-Treasurer shall be a member of all Council committees and shall be a delegate or shall designate an Executive Board member to serve in their place to all conventions and any other labor bodies to which the Council sends a delegate or delegates.

They shall have charge of the seal of this Council, keep full and accurate minutes of the proceedings, and conduct all correspondence on behalf of the Council. They shall receive all per capita tax and money, and deposit same in a bank designated by the Executive Board in the name of the Council. They shall keep an accurate account of all money received and expended. They shall issue all orders for payment of bills through a voucher system, the same to be attested by the signature of the President. No voucher for reimbursement shall be approved that is not accompanied by an original receipt. Any credit card issued in the name of the Council shall be used strictly for Council business; personal use is prohibited. An original receipt for every charge on the Council credit card shall be submitted for Council records. They shall pay all bills by check, to be signed by the President, Executive Secretary-Treasurer, or other authorized Executive Board member-who is not a Trustee. All checks shall require two authorized signatures. Electronic funds transfers, which shall be used exclusively for payroll direct deposits and payroll tax deposits, shall be authorized by a voucher signed by the President and the Executive Secretary-Treasurer. They shall notify all organizations in arrears in payment of per capita tax. They shall submit their books and all financial records to the Trustees whenever requested for examination and shall keep the financial records of the Council in such form and for such duration as may be required by the President or the Executive Secretary-Treasurer of the AFL-CIO. They shall open and keep a correct roll of all trades and labor organizations, call the roll of officers and delegates, notify all unions of the nonattendance of their delegates, as specified in Article IV, Section 6, and keep a list of the secretaries of each organization affiliated with this Council, together with their addresses. They shall receive such expenses and salary as the Council by motion determines, after recommendation by the Executive Board. They shall give a surety bond for the faithful performance of their duties in such sum as the Executive Board may fix at the expense of the Council. They shall have custody of all property of this Council and shall be empowered to vote any stock that this Council owns, as directed by the Executive Board so that the Council's interest be fully protected. The Executive Secretary-Treasurer shall be responsible for the COPE office and shall participate in all functions deemed necessary. They shall be allowed to hire such staff with the approval of the Executive Board as is necessary to assist with these duties.

Section 3-A. The Executive Secretary-Treasurer and Trustees shall prepare an annual budget, to be approved by the Executive Board.

Section 3-B. All officers and agents of this Council having a financial responsibility shall be covered by a fidelity bond in an amount equal to no less than ten percent (10%) of its revenue in the prior fiscal year. Should the amount of this bond exceed the \$2500 amount of the bond furnished without cost by the AFL-CIO, the Council shall pay the additional cost of such bond.

Section 4. The Trustees shall examine the books and all financial transactions of the Council quarterly to ascertain if they are in conformance with the Constitution and By-laws of this Council or with actions approved by the membership and noted in the minutes. A written financial statement shall be distributed monthly to the Executive

Board and at the delegate meeting. An outside CPA firm shall perform an audit of the financial records of the Council every year.

Section 5. The Executive Board shall have the power to transact the business of this Council during the interim between meetings (or, in the case of a delegates meeting which has adjourned prior to the completion of business, recommended by the Executive Board.) This does not include COPE action, which shall, without exception, require a 2/3 vote of the delegates. The Executive Board shall perform such other duties as may properly come before them, and their decisions shall in all cases be binding unless reversed by this Council.

Section 5-A. The Executive Board shall review and report to the Council the salary and expense allowance paid to all elected officers at the meeting in May of each year. Any change authorized by the Executive Board in said salaries and expense allowances paid to any elected officer shall be effective with the anniversary date of the term of office.

Section 6. The President or Vice President shall preside at all meetings of the Board and this Council. The Executive Secretary-Treasurer of the Council shall act as secretary and they shall be allowed such assistance as may be necessary, as determined by the Executive Board. In the absence of the President and Vice President, the Executive Board shall appoint a Chair Pro-tem to preside from the trustees in order of seniority.

Section 7. All Officers and managerial employees must read and comply with the Ethical Practices Code of the AFL-CIO. **All officers and staff must pledge to abide by the anti-harassment and anti-discrimination policy and code of conduct of this council.**

Article VII

COPE (Committee on Political Education)

Section 1. The Council shall establish a Committee on Political Education, composed of the officers and other members of the executive board of the Council, except those representing constituency groups in accordance with Section 3(d) of the Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils and comply with Section II – Rules Governing Committees on Political Education of Area and Local Central Bodies.

Section 1-A. The Committee on Political Education shall also abide by the Washington State Labor Council's Guidelines for Labor Candidate Endorsements Resolution #26: The candidate(s) must complete a candidate questionnaire. The candidate(s) must participate in COPE candidate interviews. A review must be made of the candidate's voting record, if applicable. The viability and attitude of the candidate should be considered.

Section 2. This Committee shall perform its duties in close cooperation with the Political Education Department of the Washington State Labor Council on such matters

as legislation, registration of voters, dissemination of Political Education material, and to help endorsed candidates for State and National political office and endorsed State and National legislation, and endorsements of local candidates for political office within the territorial jurisdiction of this Council.

Section 2-A. A two-thirds vote of this Committee present and voting shall be required to make a recommendation of endorsement or contribution to an endorsed candidate or ballot measure to the delegate body. The recommendation will then be considered by the delegate body. A two-thirds vote is required for action.

Section 2-B. In addition to those endorsements made and acted upon during the COPE portion of the agenda, motions for endorsements or recommendations for endorsement can be made at any regular meeting. However, such motions made at a regular meeting cannot be voted and acted upon until the next meeting of the Council, unless the motion has been previously recommended by the Committee on Political Education.

Section 3. The Order of Business of the Council shall provide a place on the agenda of each regular meeting for the report of the Committee on Political Education.

Section 4. Each Trade Section shall have the right to appoint a COPE alternate in the absence of the Trade Section representative. Said alternate may cast a vote on COPE issues only.

Section 4-A. The Committee on Political Education shall follow Sections 29-41 of the Rules Governing Committees on Political Education of Area and Local Central Bodies.

Article VIII Committees and Appointed Officials

Section 1. The Council shall establish the following committees: Constitution, Diversity/Full Participation, Education, Ethical Practices, Mobilization & Organizing, and other committees as deemed necessary. Committee participation is open to all members in good standing of affiliated organizations.

Section 2. All Standing Committees shall be composed of not less than three members of affiliated organizations, which shall include but not be limited to one Executive Board member. Where feasible, an Executive Board member shall act as chair or co-chair of these committees.

Section 3. The Constitution Committee shall have the authority to review and recommend all proposed changes to the existing Constitution and Bylaws.

Section 3-A. The Diversity/Full Participation Committee shall work to ensure that all official Council bodies reflect the face of the community in which we intend to mobilize and organize, as well as the membership of local unions, and to build a labor movement that embraces all cultures represented in its membership.

Section 3-B. The Education Committee shall work to bring new AFL-CIO education programs and trainings to local unions in King County.

Section 3-C. The Mobilization & Organizing Committee shall report to the Council its recommendations on the assistance the Council may give to the organizing activities of local unions and their parent national or international unions or organizing committees affiliated with the AFL-CIO and shall work to increase the capacity to turn out union activists for actions supporting organizing and workers' rights.

Section 3-D. The 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 Ethical Practices Code for the AFL-CIO Officers and Representatives has occurred, to bring the matter to an appropriate hearing before an impartial hearing panel drawn from within the Council if the matter is not otherwise resolved. The Ethical Practices Committee shall develop or provide a quarterly ethics class for staff, elected officers, and any affiliated unions.

Section 4. The Committee on Political Education shall consist of all members of the Executive Board (including alternates, as applicable) as stated in Article VII, Section 1, and any other members of affiliated organizations who have been designated in writing by an affiliated organization with voice and no vote.

Section 4-A. The Committee on Political Education shall follow Sections 29-41 of the Rules Governing Committees on Political Education of Area and Local Central Bodies.

Section 5. The Sergeant-At-Arms, whose duty shall be to provide each delegate with an attendance card, may require any delegate to show their delegate or credential card. Unless attendance cards are filled out and deposited with the Sergeant-At-Arms, delegates will not be given credit for attendance. They shall assist to maintain order as directed by the Chair and shall not admit any unauthorized visitors. Upon request of the Chair, the Sergeant-At-Arms shall escort any individual(s) from the meeting.

Section 6. A Reading/Recording Clerk shall attend all meetings of the Council and read such communications and reports as may be presented, take notes of the proceedings and render such assistance as the Council or Executive Secretary-Treasurer may desire.

Article IX Revenue

Section 1. Each Local Union shall pay, based on the previous month's membership, as reported to its International, per capita each month on the actual number of dues-paying members in the jurisdiction of the Council. (See Addendum One for current per capita rates.)

Section 2. Organizations other than local unions shall pay an affiliation fee of \$25.00 per year.

Section 3. If any local union shall become unable to pay per capita because of financial difficulty caused by strikes, lockouts, or other hardship deemed appropriate by the Executive Board, its primary officer or designee shall report the same to the Executive Board for investigation and may request a dispensation from payment of per capita for a period of not more than six months at a time.

Section 4. Any organization or local union not paying per capita on or before the 25th day of the month except under provisions of Section 3 of this Article, shall be notified by the Executive Secretary-Treasurer, and if at the end of two months is still in arrears, shall be suspended from membership in this Council, following the recommendation of the Executive Board and approval of the Council.

Section 5. An organization or local union which has previously been affiliated and has withdrawn shall upon reaffiliation remit the current month's per capita. An organization that has been suspended for non-payment of per capita, shall upon reaffiliation remit per capita for the months in arrears and the current month. To prevent increasing voting strength improperly, in neither case can such organization pay per capita for any other month.

Article X

Strikes and Boycotts

The laws of the AFL-CIO as amended in the case of strikes and boycotts shall be rigidly adhered to.

Section 1. Complaints made by unions against any firm must be accompanied by a list of other unions, if any, which would be affected by any strike or boycott of the firm complained against. Other unions, if any, must be notified before the complaint is brought before the Council. The Council shall not consider the complaint of any union which is not in good standing.

The Executive Board shall review the information supplied by the requesting union and take such actions as are appropriate in the given case.

Section 2. Unions seeking assistance shall file with the Council a statement of facts relative to the dispute and confirmation that the union has the consent of the national or international union or organizing committee with which such local union is affiliated.

Section 2-A. Strike Sanction shall be granted, only after a two-thirds affirmative vote of the Executive Board has been taken, to those unions having an established bargaining representation in the firm or association against which Strike Sanction is requested.

Section 2-B. Should all attempts to adjust the trouble fail and a strike be unavoidable, a call shall be made upon the unions affiliated with this Council to vigorously support the union in difficulty.

Section 3. The Executive Secretary-Treasurer of the AFL-CIO shall be notified in writing of all boycott requests. The Council shall also notify the Executive Secretary-Treasurer of the AFL-CIO when a boycott request is granted and when a boycott is terminated.

Section 3-A. Any affiliated local union requesting that a firm or association be placed on the Council's local Unfair to Workers/Do Not Patronize List shall make such request in conformity with Rule 21 of the Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils. Such requests shall be acted upon in conformity with the same Rule 21.

Section 3-B. It shall be the duty of the Executive Secretary-Treasurer to notify the employer, firm, or corporation of the date and place of meeting of the Executive Board and wherever other affiliated organizations are directly affected they shall be listed in the complaint, and those affected organizations shall be notified of the date and place of meeting with the Executive Board, including Trade Sections of same.

No attorney shall appear before the Executive Board without special permission of the Board granted prior to the meeting.

Section 3-C. No employer, firm, or corporation shall be removed from the Council's Unfair List if one or more delegates object, provided the union having the dispute with the employer is actively prosecuting the dispute and, provided further, that in the case of such objection the matter shall be referred to the Executive Board for investigation and recommendation following which the question of removal from the Unfair List shall be subject to the regular voting procedures of the Council.

Section 3-D. After any firm or business has been declared unfair and after a reasonable time has elapsed and it appears that the union initiating the boycott has ceased to prosecute the boycott vigorously and after proper investigation by the Executive Board, the Executive Board is charged with the responsibility of reporting the fact to the Council, and if investigation justifies, the firm or business shall be removed from the Unfair List upon the recommendation of the Executive Board.

Section 3-E. When an affiliated union requests the Council to concur in its action in declaring any firm or business unfair and fails to appear before the Executive Board to state its case, the case shall be dismissed and no similar request will be considered by the Council during the following 30 days.

Section 3-F. The Council shall maintain an "Unfair to Workers/Do Not Patronize List."

Article XI

Lists

Section 1. No officer, delegate, or employee of this Council shall release any list of affiliates or members of affiliates in the possession of this Council to any person or organization unless such release has been duly authorized by this Council and the

appropriate officers of the affiliate or affiliates involved. This Article shall be strictly enforced.

Section 2. No organization shall use the name of the Council without prior authorization.

Article XII Removal of Officers

Section 1. The Council, acting through its delegate body, may suspend or remove any officer or member of its Executive Board, Executive Committee or other governing body, on written charges, notice, and hearing for violation of the Constitution of the AFL-CIO, or of the Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils, or the Constitution or Bylaws of this body, or for conduct unbecoming an officer of this body, misappropriation of funds, malfeasance in office or neglect of duty.

Section 2. Charges preferred under this Article must be made in writing and signed by at least three delegates. The charges shall be filed with the Executive Secretary-Treasurer, or with the President if the Executive Secretary-Treasurer is charged, who shall furnish a copy to the accused within five days after they are filed.

Section 3. At the next meeting of the delegate body, the presiding officer shall cause the charges as filed to be read to the delegate body. After discussion and consideration the following question shall be put to a vote: "Shall the charges as presented be deemed worthy of trial?"

Section 4. If the charges are, by a majority vote, found worthy of trial, they shall be referred to a special Trial Board of five delegates, who shall be elected by and from the delegate body. The defendant, or the persons preferring the charges, shall have the right to protest the election of any delegate on the Trial Board, provided that the protest is made at the time that the Trial Board is elected, but neither the defendant nor the persons preferring the charges shall have the right to challenge the election of more than three delegates.

Section 5. The Trial Board shall have authority to summon witnesses for both sides of the controversy and shall notify all parties concerned in writing, requesting that they appear before the Trial Board. Any delegate in good standing shall be allowed to attend the trial as an observer and without voice.

Section 6. The findings and recommendations of the Trial Board shall be reported to the delegate body at its next regular meeting for disposition of the charges. The accused shall have the right to defense before the meeting of the delegate body.

Section 7. The presiding officer shall submit to a vote of the delegates present the question of guilt or acquittal. A two-thirds vote of the delegates present shall be necessary to convict. If more than one offense has been charged, the vote shall be taken separately on each charge in the same manner.

Section 8. If the accused is convicted the penalties to be imposed shall be determined in the same manner, with a two-thirds vote of the delegates present being necessary for the imposition of the penalty.

Section 9. The decision of this body may be appealed to the President of the AFL-CIO, and thereafter to the Executive Council of the AFL-CIO, as provided in the Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils. Pending such appeal, the decision of this body shall remain in effect unless a stay is ordered by the AFL-CIO.

Section 10. Any delegate who shall use disrespectful or violent personal language, or refuse to obey the Chair when called to order, or misappropriate any funds belonging to this Council, or neglect to attend to any duties imposed upon them which they/they has accepted, shall be cited to appear before the Council and offer an explanation or apology for such conduct, and in the event of failure to so appear, or to make what shall be deemed a sufficient explanation or apology, they may be reprimanded or expelled after trial as provided for in this article.

Article XIII

Rules, Parliamentary Authority and Amendments

Section 1. This Council is a chartered, subordinate Central Labor Council of the AFL-CIO that is governed by this Constitution and the Constitution and Rules Governing Area Labor Councils and Central Labor Councils, Revised May 2011, or as may hereafter be amended. These Rules establish policies and regulations with regard to Strikes, Collective Bargaining, Boycotts and Unfair Lists, and Publications and Advertising, as well as other central labor council administrative activities that the Council must comply with; and, moreover, if any conflict should arise between this Constitution and/or actions of the Council and the Constitution of the AFL-CIO and/or its Rules Governing, the latter shall prevail. If this Council's charter is revoked, the Council will surrender the charter to the President of the AFL-CIO.

Section 2. When and if a circumstance or action causes the Council to be in non-compliance with the AFL-CIO, the Executive Board shall initiate corrective action to bring the Council into conformity with the Constitution of the AFL-CIO and its Rules Governing. The President of the AFL-CIO may order revisions to the constitution if it is not in compliance with the Rules Governing or the AFL-CIO Constitution and, if this occurs, the Council must give written notice that this has occurred and a copy of the revised constitution.

Section 3. The parliamentary rules contained in Robert's Rules of Order, Revised, shall govern this Council in all cases to which they are applicable and are not inconsistent with the Constitution and Bylaws or special rules of order adopted by the Council.

Section 4. This Constitution may be amended by submitting the proposed amendment(s), in writing, to the Recording Secretary at the preceding regular meeting

provided at least six delegates representing at least three affiliated organizations certify, by signature, the changes proposed. The Executive Board or an appointed Constitution and Bylaws Committee may also propose amendments to this Constitution. All proposed amendments to this Constitution must be read in full at the meeting at which they are first received and/or presented and copies shall be made available upon request to all delegates prior to final consideration at the subsequent meeting. Council adopted amendments, subject to the quorum provisions of Article V, Section 3, shall require a two-thirds vote of the delegates present and voting for approval. The amendment(s) upon adoption shall not become effective until two copies of the Constitution and amendments have been submitted to the President of the AFL-CIO and they have issued a letter of approval to the Council. Proposed amendments may be submitted for preapproval to the President of the AFL-CIO.

Section 5. A parliamentarian shall be elected by the delegates or appointed by the executive board. The parliamentarian shall advise delegates and officers on rules of procedure when called upon during meetings and/or when such advice is required for meeting clarity.

Article XIV Code of Conduct

Section 1. PURPOSE

MLK Labor is committed to providing an environment free from discrimination and harassment, regardless of an individual's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic prohibited by law. As such, MLK Labor will not tolerate discriminatory, harassing or otherwise unacceptable behavior in the workplace or at any of its activities, events or meetings. It adopts the following code of conduct, and expects everyone in the workplace and those who participate in any of its activities, events or meetings to abide by it. This code of conduct does not apply to matters that are covered by MLK Labor's anti-discrimination and anti-harassment policy and complaint procedure.

Section 2 DEFINITIONS

Section 2-A. DISCRIMINATION

It is discrimination to make any decision or judgment based on another person's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic protected by law.

Section 2-B. HARASSMENT

Harassment consists of unwelcome verbal, visual or physical conduct that is based on another person's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic protected by law. It may include, but is not limited to, actions such as the use of epithets, slurs, negative stereotyping, jokes, or threatening, intimidating, or

hostile acts that relate to sex, race, age, disability, or other protected categories. Harassment also may include written or graphic material that denigrates or shows hostility toward an individual or group based on protected characteristics, whether that material is sent by email, or placed on walls, bulletin boards, computer screens or other devices, or elsewhere on the premises of an activity, event or meeting.

Section 2-C. SEXUAL HARASSMENT

Sexual harassment can involve unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature. It can involve conduct by a person of either gender toward a person of the same or opposite gender.

Section 3. EXPECTED BEHAVIOR

MLK Labor expects everyone in the workplace and all participants in MLK Labor activities, events, or meetings to conform to the following code of conduct:

- > Respect others and their views
- > Recognize and value individual differences
- > Be sure you do not engage in aggressive, bullying, or intimidating behavior
- > Do not engage in discriminatory or harassing behavior

Section 3-A. UNACCEPTABLE BEHAVIOR

MLK Labor is a democratic institution that values open and vigorous discussion of the issues facing working people and the labor movement. This code of conduct is not intended to restrict free and open debate but rather is concerned with preventing unacceptable behavior, as detailed below. Unacceptable behavior includes, but is not limited to, the following:

- Discriminatory or harassing speech or actions, including cyber bullying or cyber harassment, in the workplace or by any participant at an MLK Labor activity, event, or meeting, including all related activities or one-on-one communications surrounding MLK Labor activity, event, or meeting
- Harmful or offensive verbal or written comments or visual images related to race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic protected by law
- Inappropriate use of nudity and/or sexual images in work or public spaces
- Bullying or stalking
- Harassing photography or recording
- Uninvited sexual attention or contact
- Physical assault (including uninvited touching or groping)

- Real or implied threat of physical harm

Section 4. IF SUBJECT TO UNACCEPTABLE BEHAVIOR

Before the start of any large MLK Labor activity, event or meeting, attendees will be informed of this code of conduct, and an MLK Labor staff or leadership person to whom complaints may be directed will be identified for all attendees. If the MLK Labor activity, event, or meeting is recurring, notification of the code of conduct and identification of the designated staff or leadership person will occur yearly, or as necessary when the designated staff or leadership person changes.

If you are subject to what you believe is unacceptable behavior under this code of conduct or witness such behavior, please inform the designated MLK Labor person immediately. If that designated person is not available, you may inform any other MLK Labor staff person or leader, who will work with the designated person to respond to the complaint.

MLK Labor takes these complaints seriously and may, at its discretion, take action that it deems appropriate upon assessing the situation. Possible responses may include a warning to or expulsion of the alleged offender from the MLK Labor activity, event, or meeting. Additionally, where appropriate, MLK Labor may inform the alleged offender's affiliate or employing entity of the offending behavior and complaint, or initiate disciplinary proceedings for those who hold a position subject to discipline by MLK Labor or under its Rules Governing AFL-CIO Central Labor Councils. If needed or requested, staff will help complainants contact security or local law enforcement, provide escorts, or otherwise assist complainants experiencing unacceptable behavior to feel safe for the duration of the activity, event, or meeting.

Any MLK Labor staff person who is subject to unacceptable behavior should contact Samantha Connolly, AFL-CIO director of human resources.

Any complaint brought to MLK Labor staff or leadership attention will be treated confidentially to the extent possible to properly assess the situation. The MLK Labor will take all appropriate steps to ensure that the complainant is no longer subject to the unacceptable behavior.

Section 5. RETALIATION

MLK Labor will not tolerate retaliation against any individual who complains of unacceptable behavior under this code of conduct. It will take every step necessary and appropriate to ensure that retaliation does not occur, and if it believes that retaliation has occurred, MLK Labor will take immediate action to stop the retaliation.

Section 6. APPLICATION

This code of conduct shall be binding upon each MLK Labor workplace, activities, events, and meetings. Any questions or issues with the response to a complaint may be directed to the AFL-CIO governance director or staff at the national AFL-CIO.

Section 7. Ombudsperson

In accordance with the AFL-CIO Anti-Harassment and Anti-Discrimination Policy, an Ombudsperson shall be designated, and complaints regarding potential conduct violations shall be directed to them.

Bylaws

Section 1. Regular meetings of the Council shall be held on the third Wednesday of each month. If the third Wednesday of the month conflicts with a holiday or other major event, the meeting may be canceled or rescheduled by the Executive Board.

Section 1-A. Regular meetings of the Council shall be held at 6:00 P.M. upon the date set. No business of the Council shall be transacted after 8:00 P.M. except by four-fifths vote to extend the session for a specific length of time.

Section 1-B. Special meetings of the Council may be ordered by a two-thirds vote of delegates present.

Section 1-C. Should any affiliated organization desire a special meeting of the Council, the request must be made in writing to the President and Executive Secretary-Treasurer, who within twenty-four hours will place the request before the Executive Board, who may then order such special meeting.

Section 1-D. All affiliates shall be notified of special meetings of the Council.

Section 2. Questions coming before any meeting of the Council may be decided by an "aye" and "nay" vote, or show of hands, or by a division of the House. Except on Roll Call, each delegate shall have one vote.

Section 2-A. A roll call vote may be demanded by twenty percent of the delegates present at any regular or special meeting of the Council. If the request for a roll call is supported by the requisite number of delegates present, the delegates present shall be entitled to cast as many votes as there are members of the local union the delegates represent. The membership of the local union, for purpose of roll call, shall be determined by the average per capita payments, plus credited exonerations (dispensation), to the Council for the two preceding calendar quarters prior to the quarter in which the roll call vote is taken. The number of votes each delegate shall be entitled to shall be determined by dividing the number of votes the local union is entitled to by the number of delegates present and wishing to vote. On a roll call vote, delegates representing organizations other than local unions shall have one vote, except as specified in Article IV, Section 1. Roll call voting procedures shall apply to all elections of officers and Executive Board members at large.

Section 2-B. The Executive Secretary-Treasurer shall be prepared at each meeting to call the roll and announce the total number of votes to which each affiliate is credited for the purpose of a roll call.

Section 3. A quorum for meetings of this Council shall consist of thirty delegates, representing not less than fifteen international organizations whose local union(s) is/are affiliated with the Council.

Section 3-A. A quorum for meetings of the Executive Board shall consist of fifty percent plus one of the Council's Executive Board and representing no less than five different affiliated local unions. If there is no quorum for any Board meeting, any properly submitted request, in accordance with Section 4 of the By-laws, shall be considered at the next Board meeting or Council meeting, whichever occurs first. On urgent matters that are non-controversial, a poll of the Executive Board may be taken by phone or e-mail. A poll of the Board will be considered non-controversial only if there are no objections from any member of the Board.

Section 4. All resolutions and requests to be considered at any regular meeting of the Executive Board must be submitted in writing to the Executive Secretary-Treasurer's office not later than 5:00 P.M. on the day prior to the Executive Board meeting, and referred to the Executive Board, in conformity with Section 4-A of the Bylaws, before the meeting is called to order. Any other resolutions or requests may be presented upon approval of the body by a two-thirds vote.

Section 4-A. No resolution or request may be presented to the Council for consideration, either at an Executive Board or delegates meeting, unless it emanates from an affiliated organization and contains the signature of an officer of that affiliate. Exceptions include COPE motions, which may be made as stated in Article VII, Section 2-B, requests referred from the Executive Secretary-Treasurer and motions from any committee of the Council. All requests so presented from a committee must have the approval attached of not less than a majority of the full membership of the committee.

Section 5. Each delegate to the Council shall be provided by the Executive Secretary-Treasurer's office with an authorized delegate card, and none other than accredited delegates shall be allowed admission to the Council, except as a guest of a delegate, visiting national or international officer, AFL-CIO representative or organizer.

Section 6. Visiting international officers, AFL-CIO representatives and organizers shall have a voice (but no vote) in deliberations of the Council.

Section 6-A. All guests shall leave the meeting during all COPE proceedings and discussions. In accordance with Section 3(d) of the Rules Governing AFL-CIO Area Labor Councils and Central Labor Councils, delegates representing AFL-CIO Constituency Groups shall leave the meeting during all COPE proceedings.

Section 7. No literature or materials shall be distributed in the Council meeting without prior approval of the Executive Secretary-Treasurer or the presiding officer.

Section 8. A Special Order of Business for any meeting of the Council may be authorized by the Executive Board or at the Council meeting prior to 7:00 p.m. by a 2/3 vote of those present.

Section 9. Order of Business

Call to Order

Flag Salute

Roll Call of Officers

Reading of Minutes

Presentation of Credentials and Obligation of Delegates

Reports of Officers

Executive Board and COPE Report

Reports of Committees

Unfinished Business

New Business

Reports of Affiliates and Trade Sections

Good and Welfare

Adjournment

Rules Of Order

1. The regular order of business may be suspended by a two-thirds vote of the meeting to dispose of any urgent business except as noted in By-laws Sections 1-A.

2. A motion to be entertained by the presiding officer must be seconded, and the mover, as well as seconder, must rise and be recognized by the Chair; it shall be presented in writing at the request of the presiding officer.

3. In presenting a motion, a brief statement of its object may be made, but no discussion of its merits shall be admitted until the question is stated by the Chair.

4. A motion to amend the amendment shall be in order, but no motion to amend an amendment to an amendment shall be permitted.

5. Any member may call for a division of a question.

6. A motion shall not be subject to debate until it has been stated by the Chair.

7. When a member wishes for the floor, they shall rise and respectfully address the Chair, give name and organization they represent, and if recognized by the Chair, they/them shall be entitled to the floor.

8. If two or more members rise to speak at the same time, the Chair shall decide which is entitled to the floor.

9. Each member when speaking shall confine themselves to the question under debate and avoid all personal and indecorous language, provided that no member shall be permitted more than three minutes upon a question.

10. The privilege of the floor may be granted to members of any trade or labor organization not represented in this body, or visiting delegation, by consent of a majority of the delegates present.

11. No member shall interrupt another while speaking except to a point of order, and they shall state the point and the Chair shall decide the same without debate.

12. If a member is called out of order while speaking they shall take their seat until the point of order is decided, when, if decided in order, they may proceed.

13. If any member shall feel personally aggrieved by a decision of the Chair, they may appeal that decision. When an appeal is made from the decision of the Chair, said appeal shall be stated by the Vice President to the meeting in these words: "Shall the decision of the Chair be sustained as the decision of this meeting?" The member will then have the right to state the grounds of their appeal, and the Chair will give the reason for their decision, thereupon the Council will proceed to vote on the appeal without further debate.

14. No member shall speak more than once on the same subject until all the members desiring the floor shall have spoken, and not more than twice without consent.

15. The presiding officer shall not speak on any subject except points of order and appeals from the decision of the Chair; they shall vote on issues only in case of a tie vote.

16. Delegates reporting on business directly related to the organization which they/they represent shall speak during Reports of Affiliates and Trade Sections. Any information not directly relating to the organization which they represent shall be reported during Good and Welfare.

17. When a question is before the meeting, no motion shall be in order except:

1. To adjourn.
2. To table.
3. For the previous question.
4. To postpone to a given time.
5. To refer.
6. To amend.

And these several motions shall have precedence in the order herein arranged.

18. The following motions are not debatable:

1. To adjourn.
2. To table.
3. To read a document or paper.

19. A motion to adjourn shall always be in order except:

1. When a motion is before the house.

2. When a member has the floor.
3. When the members are voting on a question before the house.
4. When it has been decided to take up the previous question.
5. When the delegates from affiliated unions desire to make a report under Reports of Affiliates and Trade Sections.

Addendum One
to the Constitution, By-laws and Rules of Order
of the M. L. King County Labor Council, AFL-CIO

Article IX, Section 1 (Revenue): Effective June 1, 1995, each Local Union shall pay per capita of fifty (50) cents per member per month.

Effective January 1, 2008, each Local Union shall pay per capita of fifty-five cents (\$.55) per member per month. Effective January 1, 2009, each Local Union shall pay per capita of sixty cents (\$.60) per member per month.

Effective April 1, 2015, each Local Union shall pay per capita of sixty-five cents (\$.65) per member per month.

Constitution and By-laws accepted and approved for adoption at merger meeting
September 23, 1957

Approved by GEORGE MEANY, President , AFL-CIO

October 21, 1957

Constitution and Bylaws revisions:

Adopted by MLK Labor

Approved by AFL-CIO President

April 1, 1959

April 7, 1959 by George Meany

May 20, 1959

May 25, 1959 by George Meany

November 6, 1963

January 20, 1964 by George Meany

April 7, 1968

April 23, 1968 by George Meany

May 15, 1968

June 4, 1968 by George Meany

April 16, 1969

April 28, 1969 by George Meany

May 16, 1973

June 18, 1973 by George Meany

February 18, 1976

March 2, 1976 by George Meany

April 20, 1977

May 26, 1977 by George Meany

May 2, 1979

May 10, 1979 by George Meany

August 5, 1981

August 19, 1981 by Lane Kirkland

April 3, 1985

May 10, 1985 by Lane Kirkland

May 21, 1986

July 24, 1986 by Lane Kirkland

April 1, 1992

May 4, 1992 by Lane Kirkland

February 4, 1998

June 26, 1998 by John Sweeney

August 16, 2000

February 28, 2001 by John Sweeney

June 19, 2002

July 10, 2002 by John Sweeney

August 17, 2006

May 24, 2006 by John Sweeney

May 17, 2006

December 8, 2006 by John Sweeney

June 21, 2006

December 8, 2006 by John Sweeney

April 18, 2007

May 31, 2007 by John Sweeney

February 20, 2008

April 3, 2008 by John Sweeney

March 19, 2008

April 23, 2008 by John Sweeney

June 17, 2010

July 8, 2010 by Richard Trumka

June 20, 2012

March 20, 2013

February 18, 2015

August 15, 2018

November 17, 2021

August 3, 2012 by Richard Trumka

April 29, 2013 by Richard Trumka

March 10, 2015 by Richard Trumka

September 7, 2018 by Richard Trumka

January, 2022 by Liz Shuler