

BYLAWS

PRIDE AT WORK Milwaukee Area Chapter

AFFILIATE OF NATIONAL PRIDE AT WORK, AFL-CIO

ARTICLE I: NAME AND PURPOSE

Section 1

The name of this organization shall be Pride at Work, **Milwaukee Area Chapter**, referred to below at P@W-**MAC**.

Section 2

The purpose of Pride at Work, **Milwaukee Area Chapter**, is to mobilize mutual support between the organized labor movement and the lesbian, gay, bisexual, transgender, queer, intersex, asexual (LGBTQIA+) communities. We seek full equality without restrictions or barriers for LGBTQIA+ individuals in our workplaces, unions, and communities, creating a Labor Movement that cherishes diversity, promotes inclusion, encourages openness, and ensures safety & dignity. To this end we propose to:

- 1) Educate the LGBTQIA+ community about their rights as workers as well as about labor unions and the principles of trade union solidarity;
- 2) Support the organizing of LGBTQIA+ workers into unions;
- 3) Educate the labor community about LGBTQIA+ workers and their issues and interests;
- 4) Encourage unions to publicly campaign in defense of the civil and human rights of LGBTQIA+ people;
- 5) Promote the inclusion of language in all contract and corporate non-discrimination clauses prohibiting discrimination based on sexual orientation and gender identity and/or expression;
- 6) Fight for LGBTQIA+ inclusive healthcare with specific and affirming coverage for transgender and non-binary workers to be included in all collective bargaining agreements;

- 7) Develop and utilize the full leadership potential of LGBTQIA+ workers within the labor movement and within community coalitions with an emphasis on issues of language, immigration status, racism and sexism;
- 8) Increase union presence at LGBTQIA+ actions and events;
- 9) Increase visibility of LGBTQIA+ members at all union functions;
- 10) Promote political education programs among LGBTQIA+ workers;
- 11) Build alliances with groups of other peoples and cultures to achieve common objectives;
- 12) Act to defend human, civil and employment rights for all people in the spirit of labor's historic motto, "an injury to one is an injury to all";
- 13) Develop ties of solidarity with LGBTQIA+ workers within labor organizations worldwide and address the international interests of LGBTQIA+ workers;
- 14) Serve as a regional information clearinghouse for the LGBTQIA+ community and the labor movement;
- 15) Formulate and implement plans and actions by MAC members and affiliated unions which support civic engagement in matters pertaining to LGBTQIA+ and labor issues.

ARTICLE II: STRUCTURE

Section 1

- a) The membership of Pride at Work, **Milwaukee Area Chapter**, shall be composed of individuals in **Greater Milwaukee area**. Membership shall be open to anyone who supports the goals of the organization.
- b) The P@W-**MAC** shall elect the appropriate number of delegates to the national convention, held every 4 years, as determined by National Pride at Work, from among its membership, prior to each conference.

- c) P@W-**MAC** members will be members of National Pride at Work, with full rights of voice and office within P@W.
- d) P@W-**MAC** shall be autonomous from the national office of Pride at Work on local matters, consistent with National P@W bylaws and actions of the National Executive Board and/or convention delegates.
- e) P@W-**MAC** leadership shall maintain regular and consistent contact with National Pride at Work, including providing regular reports on chapter activity and partnership on national programs and activities.
- e) The P@W-**MAC** shall elect or recall representatives to the P@W National Executive Board, and fill vacancies, with the goal of addressing common concerns of the chapters, as provided below.
- f) The P@W-**MAC** shall assist in organizing new chapters where appropriate.

Section 2

- a) The P@W-**MAC** shall collect or cause to be collected yearly dues from each member per year as determined by national policy set by a majority of the P@W National Executive Board.
- b) P@W-**MAC** shall remit to National Pride at Work per capita dues as determined by the P@W National Executive Board policy.
- c) The P@W-**MAC** Treasurer shall forward national per capita dues along with member information once per quarter or as instructed by the NEB, whichever is more frequent.
- d) No one will be refused membership in P@W-**MAC** for lack of funds.

Section 3

The P@W-**MAC** shall authorize its Executive Officers as signatories on chapter financial accounts. Two signatures shall be required on a check or financial transaction order. One of the two required signatures shall always be either that of the Treasurer or the President.

ARTICLE III: OFFICERS

The Executive Officers of Pride at Work, **Milwaukee Area Chapter**, shall be:

- 1) President, who shall function as chair at chapter meetings. The President shall be responsible for all aspects of chapter administration and may serve as, or designate someone to serve as, spokesperson for the organization.
- 2) Vice-President/Treasurer, who may preside at membership meetings in the absence of the President and may direct any special project at the Executive Committee's request. In the event of a vacancy in the position of President, the Vice-President/Treasurer shall serve as acting president until a new president is elected by the membership as provided below. The Vice President/Treasurer shall report on the finances of the chapter, collect and process all new memberships and renewals, and submit per capita payments, as well as member information to the National Pride at Work office.
- 4) Secretary, who shall record minutes of all meetings of P@W-**MAC** and shall keep all correspondence and other documents for the organization.

ARTICLE IV: ELECTION OF OFFICERS AND REPRESENTATIVES

Section 1: Executive Officers

The chapter membership may elect the Executive Officers annually, in person or remotely, at a regularly scheduled membership meeting or it may choose to conduct a ballot by mail as provided below.

Voting rights shall be extended to all members in good standing on election day who have remained in good standing for a minimum of 30 days prior to the election.

Executive Officers shall have been members in good standing for at least 60 days prior to their election.

Vacancies in any of the Executive Offices may be filled by election of the membership at any regularly scheduled chapter membership meeting.

It is the intent of these bylaws that the Executive Officers shall reflect the diverse constituencies of LGBTQIA+ working people, which includes, but is not limited to, diversity with respect to race, gender, age, sexual

orientation, gender identity, difference in physical ability, and union affiliation.

The Executive Officers of P@W-**MAC** shall endeavor to work cooperatively for the benefit of the members of the organization and provide leadership in conformity with its purposes as defined above. Executive Officers may be removed by a two-thirds vote of the membership at any regularly scheduled membership meeting.

Section 2: Representatives to the National Executive Board

Representatives to the NEB are to be elected by the membership of the chapter at a regularly scheduled meeting of the chapter or by mail ballot as provided below within six months following the national Pride at Work convention.

Representatives to the NEB shall have been members in good standing for at least 60 days prior to their election.

Vacancies in any of the representation to the NEB may be filled by election of the membership at any regularly scheduled chapter membership meeting.

It is the intent of these bylaws that the Representative to the National Executive Board shall reflect the diverse constituencies of LGBTQIA+ working people, which includes, but is not limited to, diversity with respect to race, gender, age, sexual orientation, gender identity, difference in physical ability, and union affiliation.

Representatives to the National Executive Board may be removed by a two-thirds vote of the membership at any regularly scheduled membership meeting.

Section 3: Balloting by email

All matters concerning elections or referenda by email shall be conducted by an election committee chosen by the membership at a regularly scheduled membership meeting for each election. No candidate for office may serve on the election committee. Elections by ballot shall be secret. The election committee shall present election rules for approval of the membership at a regularly scheduled membership meeting prior to or coincident with the nomination of candidates for office or the decision to submit a matter to a vote by email.

ARTICLE V: MEETINGS OF THE P@W-**MAC**

- a) Meetings of the membership of the P@W-**MAC** shall be conducted according to Robert's Rules of Order where feasible, except that special rules may be adopted by a two-thirds vote of the body.
- b) A majority of the officers and at least three members shall constitute a quorum for the conduct of all business except amending bylaws. If there are no elected officers in office, at least five members shall constitute a quorum except for amending bylaws.
- c) Regularly scheduled membership meeting agendas shall include reports on outreach efforts to targeted communities, labor organizations or work sites, financial status of the chapter and progress on chapter and national program goals.
- d) Any two of the Executive Officers may call a special meeting of the chapter membership for any purpose except the election of officers, or representatives to the National Executive Board or to amend the bylaws. Advance notice of at least one week shall be required for any special meeting.
- e) Regularly scheduled membership meetings may be conducted via Zoom or similar teleconference technology.

ARTICLE VI: AMENDMENTS

Any individual member may propose amendments to these bylaws which must be submitted to the membership at least thirty days prior to the meeting at which the amendment is to be considered. Amendments to the bylaws may be made only at a regularly scheduled chapter membership meeting and may be adopted by a two-thirds vote of those members present. For the purposes of convening a quorum for amending bylaws, a majority of officers must be present as well as at least 25% of members in good standing.

These bylaws are not intended to be in conflict with those of National Pride at Work. Should such a conflict arise by virtue of amendments adopted by the chapter or National, the National bylaws will take precedence.