Constitution

for

Illinois Public Employees Council Number 31

Preamble

Workers organize labor unions primarily to secure better wages and better working conditions. We hold that they also organize in order to participate in the decisions which affect their work. One of the fundamental tenets of democratic government is the consent of the governed. Unions are an extension of that idea. Union members are both workers and citizens.

Collective bargaining is an expression of citizenship in employment. Participation in the political life of the nation is but another aspect of that citizenship. In the same way that unions are dedicated to the improvement of the terms and conditions of employment, we are equally dedicated to exert ourselves, individually and collectively to fulfill the promise of American life.

For unions, the workplace and the polling place are inseparable, and the exercise of the awesome rights and responsibilities of citizenship are equally required at both.

Unions are under a solemn obligation: to represent members forcefully and effectively in negotiations with management and to conduct internal union affairs according to democratic standards.

Therefore, we the delegates assembled in official convention of the Illinois Public Employees Council Number 31, of the American Federation of State, County and Municipal Employees, hereby adopt this constitution and this bill of rights.

Bill of Rights

The Bill of Rights for Union Members contained in the constitution of the International Union shall be the Bill of Rights for this council.

Article I
Name and Headquarters

Section 1. The name of this organization shall be Illinois Public Employees Council Number 31 of the American Federation of State, County and Municipal Employees, AFL-CIO.

Section 2. The headquarters of this council shall be located in Springfield, Illinois.

Article II
Affiliations

This council shall be chartered by the American Federation of State, County and Municipal Employees and shall affiliate with the Illinois Federation of Labor and Congress of Industrial Organizations.

Article III
Objectives

Section 1. The objectives of this council shall be to carry out, on a statewide basis, the objectives of the American Federation of State, County and Municipal Employees.

Section 2. The specific objectives of this council shall be as follows:

A. To cooperate with the International Union and local unions in the State of Illinois in planning and carrying out organizing programs.

B. To carry out, in cooperation with the locals, a unified state legislative program.

C. To initiate and coordinate a statewide program of political action, aimed at involving as many members of affiliated local unions as possible, for the purpose of carrying out the legislative and collective bargaining goals of this council.

D. To act in cooperation with the appropriate locals as the collective bargaining agent for all public service workers in matters affecting members within the jurisdiction of more than one local union.

E. To plan and carry out training programs for the officers, stewards and members of the locals.

F. To prepare, publish and distribute a newspaper or other periodic publication and such special publications as may be desirable to the end that the membership of this organization may be constantly informed of activities of the organization and of matters of interest or concern to them as union members.

G. To serve, in general, to coordinate the efforts of all local unions and members within the jurisdiction of this council to the end that all efforts to achieve the legitimate goals of the membership shall be carried out in a unified fashion; and to give full support to the efforts of the affiliated locals in the achievement of such goals.

Article IV
Membership

Section 1. All local unions in the State of Illinois which are chartered by the American Federation of State, County and Municipal Employees shall affiliate with and maintain affiliation with this council.

Section 2. Per capita tax shall be paid to this council by each affiliated local.

A. Effective July 1, 2026, the dues rate for members of local unions affiliated with Council 31 will be 1.5% of base wages. Base wages will exclude overtime, shift differential, and other amounts added to a member's base compensation to the extent that the employer is able to separate these amounts from base wages when computing the dues deductions. The dues deductions will be subject to minimum and maximum deduction limits as stated in Sections 2 B-G below.

B. Monthly minimum and maximum dues deduction amounts will be computed on a per pay period basis. The per pay period amounts shall be computed by dividing the annualized (monthly times 12) minimum or maximum amount by the number of pay periods.

C. Effective July 1, 2026, the minimum dues rate will be $16.54 per month and the maximum dues rate will be $66.18 per month.

D. On July 1, 2027, the monthly maximum dues rate will increase by $3.00 and will subsequently increase by $3.00 on July 1 of each of the following three years.

E. Effective January 1 of each year, the minimum and maximum dues rates will increase by the average wage increase percentage received by AFSCME members over the twelve months ending July 31, as provided by AFSCME's "Minimum Dues Increase" notice for the calendar year. The calculation of this percentage increase is as described in Article IX, Section 7, of the AFSCME International Constitution.

F. The above dues rates will include the required minimum local dues rebates. Each local union will receive the per member rebate as specified in the AFSCME International minimum dues calculation.

G. The local union per member rebate rates will increase each year as determined by AFSCME International's Minimum Dues calculation. However, each local union may also specify an added fixed amount, higher percentage and/or higher maximum deduction amount to provide additional funds to the local union, so long as it has been properly adopted by its membership.

Section 3. Payroll deduction of dues of affiliated locals shall be transmitted directly to the council by the employer. In those instances where the employer does not submit a list of all employees covered by the local union's collective bargaining agreement(s) directly to the union, it shall be the responsibility of the local union to transmit a list of the names and home addresses of all employees covered by its collective bargaining agreement(s) in May of each year.

Section 4. From the amount received through the payroll deduction of dues transmitted directly to the council, the Council Treasurer shall deduct the constitutionally established per capita tax for the council and shall pay, on behalf of the local union, the constitutionally established per capita taxes to the International Union. The remaining amount shall be transmitted to the local union.

Section 5. Strike Fund: Effective July 1, 2026, the Council shall maintain a strike fund. Contributions to the strike fund will be made from the Council's per capita tax at the rate of $0.20 per member per month. The Council Executive Board may increase or decrease this contribution rate. The Council Executive Board shall adopt rules governing disbursements from the strike fund.

Section 6. All local unions affiliated with this council shall make available the credit for membership dues provided for in Article III, Section 9, of the International Constitution to any of their members who meet the eligibility requirements set forth in that section.

Article V
The Convention

Section 1. All sovereign power of this council shall be vested in the council convention when the same is in session.

Section 2. Regular conventions shall be held once each odd-numbered year. The time and place for the holding of the convention shall be set by the Council Executive Board; provided, however, that the convention shall begin between the first day of September and the last day of November.

Section 3. Special conventions may be called at any time and upon thirty days' notice by the Council Executive Board. One-third of the affiliated locals can, by resolution properly adopted and forwarded to the Council President/Director compel the calling of a special convention, for the purpose or purposes set forth in the resolution. A special convention can also be called by the International President or the International President's authorized representative.

Section 4. The basis of representation at any convention shall be the average number of members on which per capita tax was actually paid to the council by each affiliated local union for the twelve-month period ending with the fourth full month prior to the opening of the convention. In the case of any local organized or affiliated after the beginning of the twelve-month period, the basis of representation shall be the average number of members on which per capita tax was actually paid to the council for the full number of months for which per capita tax has been paid. In the case of local unions which represent school district or university employees, a majority of whom work only during the academic year, the basis of representation shall be the average number of members on which per capita tax was actually paid to the council each month during the academic year in the twelve month period ending with the fourth full month prior to the opening of the convention.

Section 5. Locals shall be entitled to delegates on the basis of membership as follows:

100 or fewer, one delegate

more than 100 but not exceeding 200, two delegates
more than 200 but not exceeding 300, three delegates
more than 300 but not exceeding 400, four delegates
more than 400, one additional delegate for each 1,000 additional members or fraction thereof.

No delegate may represent or vote on behalf of any local except the local of which such delegate is a member. Local unions may elect one alternate for every delegate.

Section 6. Regardless of the number of delegates, locals shall be entitled to vote on the basis of one vote for each member or fraction thereof. Locals entitled to more than one delegate may send fewer than their quota of delegates and the delegates present may cast the entire vote of the local on all recorded votes and elections coming before the convention. The number of votes shall be divided equally among the delegates, with any remaining votes to be cast by the chairperson of the delegation, as designated by the local. No fractional votes shall be permitted.

Section 7. Each delegate must be a member in good standing of the local such delegate represents. Any member of the Council 31 Executive Board who is not elected as a delegate representing a local union shall nevertheless be entitled to all the rights and privileges of a delegate except the right to vote.

Section 8. At least sixty days prior to each regular convention, the Council Secretary shall send to each local a copy of the convention call, accompanied by the appropriate number of credential forms. In the case of a convention at which election of officers is to take place, this shall be indicated in the convention call.

Section 9. Locals shall return the credential forms, properly executed and signed, to the council office no later than ten days prior to the opening of the convention.

Section 10. No local union shall be entitled to representation in any convention of the council unless all of its per capita tax and other just obligations to the International Union and the council have been paid in full by or on the day credentials are presented at the convention.

Section 11. Resolutions to be introduced for consideration at the convention shall be signed by the President and the Secretary of a local union or by one or more certified delegates. Such resolutions shall be prepared and signed in duplicate and mailed or delivered to the Council Secretary at the council headquarters at least ten days prior to the opening of the convention. No resolutions may be introduced thereafter unless consent is given by a two-thirds vote of the convention; provided, however, that the Council Executive Board may introduce a resolution for consideration at any time prior to the convening of the convention on the second day of said convention.

Section 12. The president/director and/or the Council Executive Board may call such other state or regional conferences as may be required.

Article VI
Officers and Elections

Section 1. The convention as a whole shall elect four executive vice-presidents, a secretary and a treasurer, who shall be members of six different locals. The convention as a whole shall elect a president/director.

Of the four executive vice-presidents, one must be from the state sector, one from the university sector, one from the local government sector and one from the private public service worker sector.

Section 2. All such officers shall be elected for a term of four (4) years beginning in 1981.

Section 3. For the purpose of electing regional vice-presidents, the state shall be divided into four regions, and the vice-presidents from each region shall be elected to four-year

terms by the delegates representing locals within that region. No two regional vice-presidents shall be members of the same local union.

Each region shall elect three vice-presidents, at least one, but not all, shall be from the sector (state, local government or university) which has the most members in the region.

Any region having more than five thousand members shall be entitled to one additional regional vice-president and one additional regional vice-president for each additional five thousand members beyond the initial five thousand.

In any case where membership of a local union is employed in more than one region, the votes of such local union shall be cast in the region in which the major portion of such subordinate body is employed.

If any region reaches the threshold which would entitle it to one or more additional regional vice-presidents in the interim period between elections, then the Council Executive Board shall elect an additional vice-president(s) from that region who shall serve until the next regularly scheduled election.

There shall be elected three trustees who shall not sit on the Council Executive Board. The trustees shall make or cause to be made at least annually, an audit of the finances of the council and shall report to each convention and to each affiliate local the results of such audit.

Section 4. The chairperson and the co-chairpersons, in the case of the State Employees Conference Board, of each of the conference boards hereinafter established shall, by virtue of election to such chair, serve as a member of the Council Executive Board. No person can serve simultaneously as an officer at-large or regional vice-president and as a conference board chairperson or co-chairperson, except that the executive vice-president from the university sector, the executive vice-president from the local government sector, and the executive vice-president from the private public service worker sector shall by virtue of office serve as chairpersons of their respective conference boards.

The State Employees Conference Board shall have three co-chairpersons, no two of whom may be employed within the same bargaining unit.

Section 5. Nominations and elections of the conference board chairperson or co-chairpersons shall take place at the regular convention. The conference board chairperson or co-chairperson shall be nominated and elected by delegates representing local unions within the jurisdictions of each of the conference boards. In any situation where a local union is represented in the jurisdiction of two or more conference boards, the votes of said local union shall be divided on a basis proportionate to the membership in each of the conference boards. The term of office for conference board chairpersons or co-chairpersons shall be four years.

Section 6. To be eligible for office, a member must be in good standing for one year immediately preceding the election in a local union properly affiliated with this council or in the case of a newly established local, must be a charter member of said local. No retired member shall be a candidate for office, nor shall any member who retires continue to serve in office beyond his/her retirement date, except as provided for in Section 12 of this article. No full-time staff employee of the International Union or any subordinate body shall be a candidate for any office except for the office of president/director.

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

Section 8. Every officer shall, upon assuming office, subscribe to the Obligation of an Officer contained in Appendix B of the International Constitution.

Section 9. All vacancies in office shall be filled by vote of the Council Executive Board. Vacancy of a regional vice-president must be filled from that region where the vacancy occurs and based upon the requirements of Section 3 of this article. Vacancies among the conference board chairpersons or co-chairpersons serving on the Council Executive Board shall be filled by a person otherwise eligible to serve in such office.

Section 10. Should any officer be absent from three consecutive executive board meetings without excuse acceptable to the board, that office shall be declared vacant and filled in accordance with this constitution.

Section 11. The Council Executive Board shall be composed of: the president/director, three executive vice-presidents, secretary, treasurer, conference board chairpersons, or co-chairpersons and the regional vice-presidents.

Section 12. The president of Retiree Chapter 31 shall, by virtue of office, be a member of the Council 31 Executive Board with full voice and vote.

Article VII
Duties of the Officers

Section 1. The president/director shall preside at all meetings of the Council Executive Board and all conventions. The president/director shall, subject to approval of the Council Executive Board, appoint all standing and special committees of the council. The president/director shall be a member ex-officio of all council committees except election committees and credential committees. The president/director shall countersign all checks drawn on the funds of the council. The president/director may, with the approval of the Council Executive Board, designate a deputy to sign instead. The president/director shall report regularly to the Council Executive Board and to the convention of official activities and on the progress of the council.

Section 2. The president/director may, subject to the approval of the Council Executive Board, appoint a deputy director who shall serve at the pleasure of the president/director. The president/director may delegate to the deputy director those of his/her duties and such other duties as may be necessary to effectuate the policies of the council. Notwithstanding the above, the president/director shall be responsible for ensuring that the duties of his/her office are carried out.

In the absence or temporary disability of the president/director to serve, the deputy director shall fulfill the responsibilities of the president/director.

Section 3. The secretary shall keep or cause to be kept a record of the proceedings of the convention and of meetings of the Council Executive Board, recording faithfully each motion that is made and the disposition of such motion. A copy of this written record shall be transmitted in writing to each local union. The secretary shall perform such other duties as are required by this constitution or by the convention or the Council Executive Board.

Section 4. The treasurer shall receive and take charge of all money and property of the council, and shall deposit all money in a bank which is insured by the Federal Deposit Insurance Corporation in the name of the council, and money so deposited shall be withdrawn only by check signed in accordance with this constitution. The treasurer shall draw and sign checks for such purposes as are required by the constitution or are authorized by the convention or the Council Executive Board, but may with the approval of the Council Executive Board, authorize a deputy to sign checks instead. The treasurer shall keep or cause to be kept an accurate record of receipts and disbursements and shall render a report thereon at each meeting of the Council Executive Board. The treasurer shall render a full written report on the financial standing of the council to each affiliate local union not less often than annually.

Section 5. The president/director is the council's chief administrative and executive officer, and must give full time to the council. The president/director shall receive compensation and expenses as established by the Council Executive Board. The president/director shall:

A. Under the policies established by the Council Executive Board, employ, terminate, fix the compensation and expenses and direct the activities of such staff as are required to carry out effectively the functions of this office.

B. Be the council's official spokesperson, and shall be responsible for the contents of the council's publications.

C. Serve as the chairperson or designate a chairperson of all negotiating committees in bargaining with the State of Illinois and in bargaining for any contract to which Council 31 is a party.

D. Submit to the Council Executive Board in advance of each fiscal year, a proposed budget for the coming year, setting forth the anticipated income and the sources thereof and the anticipated expenditures and their purposes. A copy of the budget shall be transmitted to the Council Treasurer at least ten days prior to its submission to the Council Executive Board. The proposed budget shall be subject to revision and adoption by the Council Executive Board.

E. Be an ex-officio member of all committees of this council.

F. Carry on the correspondence relating to the office of the president/director.

G. By virtue of election, serve as the council's delegate to conventions of the International Union and to conventions of all other bodies with which this council is affiliated.

H. Carry out such other duties as are provided in this constitution or the Council Executive Board may direct.

Section 6. The Council Executive Board shall be the governing body of the council between conventions. All matters affecting the policies, aims and means of accomplishing the purposes of the council not specifically provided for in this constitution or by action of the convention shall be decided by the Council Executive Board. The Council Executive Board shall meet not less often than quarterly, at the call of the president/director or of a majority of the members of the board. A report of all actions of the board shall be made at each convention. A majority of the members of the Council Executive Board shall be required for a quorum.

Article VIII
Standing and Special Committees

Section 1. The Council Executive Board is empowered to establish a PEOPLE Committee structure to: (1) promote the legislative program of this council; (2) organize and promote voter registration and get-out-the-vote campaigns; and (3) encourage the highest possible degree of membership participation in support of candidates for office favorable to the goals of this council. The PEOPLE Committee is authorized to solicit and accept voluntary contributions from AFSCME members for use in political campaigns and, in so doing, shall act in partnership with the PEOPLE Committee of the International Union.

Section 2. Standing or special committees shall be appointed by the Council President/Director, subject to the approval of the Council Executive Board. In making such appointments, due consideration shall be given to providing representation to the several regions and/or, where appropriate, to representation by local unions having particular interests in the subject matter assigned to a particular committee.

Article IX
Conference Boards

Section 1. There are hereby established four conference boards as follows:

A. Local Government Employees Conference Board

B. State Employees Conference Board

C. University Employees Conference Board

D. Private Sector Public Service Workers

The University Employees Conference Board shall consist of the representative(s) of each local union having members employed by any university institutions of higher learning or other appropriate educational employees may be represented on the University Conference Board subject to section 2 of this article.

The Local Government Employees Conference Board shall consist of the representative(s) of each local union having members employed in any local government entity, including local school boards.

The Local Government Employees Conference Board shall have a standing committee for: 1) local unions with members employed by local school boards. Said committee shall be comprised of local government employees, conference board representatives employed by local school boards; and, 2) local unions with members employed by units of local government, who have sworn police powers. Said committee shall be comprised of Local Government Employees Conference Board representatives who have sworn police boards.

The State Employees Conference Board shall consist of representative(s) of each local union having members employed by the State of Illinois. Representation on all the conference boards shall be determined as follows: 100 or fewer members within the jurisdiction of the conference board, one representative; more than 100 but not exceeding 300, two representatives; more than 300 but not exceeding 500, three representatives; more than 500 but not exceeding 800, four representatives; more than 800 but not exceeding 1,200, five representatives; more than 1,200 but not exceeding 1,700, six representatives; more than 1,700, seven representatives. The president of every local shall be a conference board delegate and the local shall elect the remaining delegates to which a local is entitled; however, only those members of the local union who are employed within the jurisdiction of the conference board and in the case of the State Employees Conference Board, the bargaining unit(s) shall be entitled to vote for their conference board representative(s). For purposes of election of representatives of the State Employees Conference Board, the council shall certify to the locals by no later than July 31 of each year, in which bargaining will recommence, the number of representatives to which it is entitled and shall designate from which bargaining units they shall be selected, in direct proportion to the numbers of members of each bargaining unit within the local union.

Bargaining units entitled by this method to less than one representative shall be combined with other units as the council may deem appropriate. No election of representatives shall take place prior to certification by the council of the number of representatives to which a local union is entitled.

No person may serve as a conference board chairperson or co-chairperson(s) in the case of State Employees Conference Board unless employed within the jurisdiction of the conference board. Each conference board shall have as its chairperson(s) or co-chairperson(s) a person(s) who was elected to such position at the most recent convention of this council who shall be a voting member by virtue of that office if he/she is not a voting member by virtue of being a local union president. The chairperson(s) or co-chairperson(s) shall not be considered as the conference board representative(s) of the local, which said chairperson(s) or co-chairperson(s) is a member.

The Private Sector Public Service Worker Conference Board shall be comprised of local unions, a majority of whose members are employed by publicly funded, privately operated enterprises.

Section 2. At such time that this union becomes the certified bargaining representative for any additional bargaining units of employees in the State of Illinois, the Council 31 Executive Board shall decide whether there is a reasonable community of interest between the new bargaining unit and an existing bargaining unit conference board. If the board finds that no such community of interest exists, the board shall establish a new conference board. If a new conference board is formed, a meeting of the conference board shall be called within ninety days thereafter for the purpose of electing a conference board chairperson to serve until the next regularly scheduled election. Upon election, the conference board chairperson or co-chairperson shall automatically become a member of the Council Executive Board. Thereafter, beginning with the next election of Council Executive Board members, the chairperson or co-chairperson shall be elected in the same manner as provided for in Article

VI, Section 5, of this constitution. Should the membership or the executive board of any local union having members in this new bargaining unit disagree with the determination of the Council Executive Board, the local may bring the question to the next regular convention of the council.

Section 3. Each conference board shall establish its own rules of procedure and shall convene at the call of the president/director or by petition of one-third of the locals represented on each conference board.

Section 4. On the matters coming before a conference board, each representative on such board shall have one vote.

Section 5. Each conference board shall consider labor/management matters affecting the locals which are represented on the conference board. These shall include but not be limited to: the establishment and recommendation of bargaining goals; the establishment and recommendation of standard contract provisions; the exchange of information regarding the settlement of grievances; mutual assistance in organizing, servicing, and bargaining; and, where appropriate, joint bargaining with a common employer.

Memoranda of understanding and supplemental agreements governing collective bargaining agreements affecting the State Civil Service Employees Conference Board when negotiated during the terms of a contract shall be subject to ratification by the board or appropriate committee selected in accordance with the board's procedures.

Article X
Miscellaneous Provisions

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

Section 2. Except to the extent specified in this constitution, no officer of this council shall have the power to act as agent for or otherwise bind the council in any way whatsoever. No member or group of members or other person or persons shall have the power to act on behalf of or otherwise bind the council except to the extent specifically authorized in writing by the president/director of the council or by the executive board of the council.

Section 3. Robert's Rules of Order Newly Revised shall be the guide in all cases to which they are applicable and in which they are not inconsistent with this constitution and special rules of this council or of the American Federation of State, County and Municipal Employees.

Article XI
Amendments

Section 1. This constitution may be amended by proposals properly introduced at the convention and approved by a two-thirds vote of the convention. Such proposals shall be submitted, in writing, to the Council Secretary at the council headquarters, not later than ten days prior to the opening of the convention. No proposal to amend the constitution can thereafter be introduced except by permission of two-thirds of the convention.

Section 2. Any proposed amendment, which is submitted to the Council Secretary at least forty-five days prior to the opening of the convention shall be reproduced in full and mailed to each affiliated local union not later than thirty days prior to the opening of the convention, and any proposed amendment which is so introduced and distributed may be approved by a majority of the convention.

Section 3. The Council Executive Board shall review and make a recommendation to the convention on any proposal to amend the constitution.

Section 4. Any amendment approved by the convention shall be immediately submitted to the International President and such amendment shall take effect only upon written approval of the International President.

Approved by:



LEE SAUNDERS
President

Approval date: June 4, 2026

Addendum "A"

REGION I.	The counties of Cook and Lake
REGION II.	The counties of Boone, Bureau, Carroll, De Kalb, Du Page, Grundy, Henry, Jo Daviess, Kane, Kankakee, Kendall, Knox, LaSalle, Lee, Livingston, Marshall, McHenry, Mercer, Ogle, Putnam, Rock Island, Stark, Stephenson, Will, Winnebago and Whiteside
REGION III.	The counties of Adams, Brown, Calhoun, Cass, Champaign, Christian, Clark, Coles, Cumberland, De Witt, Douglas, Edgar, Ford, Fulton, Green, Hancock, Henderson, Iroquois, Jersey, Logan, Macon, Macoupin, Mason, McDonough, McLean, Menard, Montgomery, Morgan, Moultrie, Peoria, Piatt, Pike, Sangamon, Schuyler, Scott, Shelby, Tazewell, Vermilion, Warren and Woodford
REGION IV.	The counties of Alexander, Bond, Clay, Clinton, Crawford, Edwards, Effingham, Fayette, Franklin, Gallatin, Hardin, Hamilton, Jackson, Jasper, Jefferson, Johnson, Lawrence, Madison, Marion, Massac, Monroe, Perry, Pope, Pulaski, Randolph, Richland, St. Clair, Saline, Union, Wabash, Washington, Wayne, White and Williamson