

BYLAWS OF PRIDE AT WORK HAWAII'
AN AFFILIATE OF PRIDE AT WORK, AFL-CIO

Adopted 5/19/07

ARTICLE I: NAME

The name of this organization shall be Pride At Work Hawaii' (the "organization").

ARTICLE II: OBJECT

The object and purpose of Pride At Work Hawaii' is to mobilize support between the organized labor movement and the lesbian, gay, bisexual and transgendered (LGBT) communities. We seek full equality of these and all workers, including greater openness and dignity. We oppose all forms of discrimination on the job based on sex, gender, race, national origin, ethnicity, sexual orientation, gender identity and expression, age, disability, religion, political views, weight and height.

- a) Educate LGBT women and men about their rights as workers, as well as labor unions and the principles of trade union solidarity.
- b) Support and assist the organizing of LGBT workers into unions.
- c) Promote political education programs among LGBT workers.
- d) Educate within the labor movement about issues and interests of their LGBT members and the LGBT community as a whole.
- e) Inform and encourage unions in their public defense of the civil and human rights of LGBT people.
- f) Develop and utilize the full leadership potential of LGBT workers within their unions, the labor movement and their community coalitions.
- g) Increase union presence at LGBT actions, press conferences, rally platforms, and events.
- h) Increase visibility and action of LGBT members at all union functions.
- i) Build alliances with other civil rights and allied organizations including those established for LGBT persons, Women, Native Hawaiians, African-American, Native American, Latinos, the disability community, Asian and Pacific Islanders, Veterans, and Seniors to achieve common objectives.
- j) Act to defend human, civil and employment rights of ALL people in the spirit of labor's historic motto, "AN INJURY TO ONE IS AN INJURY TO ALL".
- k) Implement the programs of National Pride At Work to develop ties of solidarity with LGBT workers within labor organizations both nation and worldwide and address the national and international interests of LGBT workers.
- l) Advance the interests of LGBT workers through collective bargaining, including the pursuit of domestic partnership health and welfare coverage and, non-discrimination clauses prohibiting discrimination based on sexual orientation, gender identity and expression.
- m) Serve as a regional information clearinghouse of the LGBT Community and the Labor Movement.
- n) Encourage unions to fully implement the AFL-CIO resolution, "to take an active role in opposing measures which reduce the rights of people based on their sexual orientation, gender identity and expression and participate in appropriate coalitions in order to defeat such measures."

ARTICLE III: MEMBERS

Section 1

Pride At Work Hawai'i will be open to all individuals committed to the object and purposes as described in Article II above.

- a) Pride At Work Hawai'i members will be members of Pride At Work, AFL-CIO (the national organization) with full rights of voice and office within Pride At Work, AFL-CIO.
- b) Membership may be extended to allied organizations subject to approval of the Executive Committee.

Section 2

Pride At Work Hawai'i shall collect yearly dues of \$25 per member per year.

- a) An amount determined by Pride At Work, AFL-CIO shall be paid to the national organization as per capita dues.
- b) No one will be refused membership in Pride At Work Hawai'i for lack of funds.

Section 3

Pride At Work Hawai'i shall elect the appropriate number of delegates to the national biennial conference, as determined by Pride At Work, AFL-CIO prior to each biennial conference.

Pride At Work Hawai'i shall be fully autonomous from the national office of Pride At Work, AFL-CIO except that the national organization, through its Executive Board shall be empowered to establish reasonable due process to determine that the Pride At Work Hawai'i conforms to the purpose of the national bylaws.

ARTICLE IV: OFFICERS

Section 1.

The officers of Pride At Work Hawai'i shall be a President, a Vice-President, a Secretary, and a Treasurer. These officers shall perform the duties prescribed by these bylaws and by the parliamentary authority adopted in Article VIII.

- a) The President shall preside at meetings. The President shall be or may designate the spokesperson for the organization and shall be responsible for all aspects of its administration.
- b) The Vice President shall preside at a meeting in the absence of the President and direct any special project at the Executive Committee's request.
- c) The Treasurer shall report on the finances of Pride At Work Hawai'i, collect and process all new memberships and renewals, submit per capita, as well as member information to Pride At Work, AFL-CIO and shall be responsible for

opening and overseeing all financial accounts and filing necessary paperwork for them.

- d) The Secretary shall record the minutes of the Pride At Work Hawai'i meetings and shall keep all correspondence and other documents for the organization.
- e) The President and Treasurer shall be authorized as signatories on the organization's accounts.

Section 2.

The officers shall be elected to serve for two years or until their successors are elected, and their term of office shall begin at the close of the meeting at which they are elected.

Biennial elections of the officers of Pride At Work Hawai'i shall be held in December. Elections shall be conducted by secret ballot if contested. Mid-term vacancies for officers, with the exception of the President, shall be filled by a majority vote of the Executive Committee Members subject to approval of the membership at the next regularly scheduled meeting. A mid-term vacancy of the presidency must be filled by a majority vote of the membership at a regular or special meeting.

Section 3.

No member shall hold more than one office at a time, and no member shall be eligible to serve more than two consecutive terms in the same office.

Section 4.

An officer may be removed by 2/3 vote of the membership upon receiving a hearing after a two-week notice.

ARTICLE V: MEETINGS

Section 1

Regular meetings of Pride At Work Hawai'i shall be held quarterly on dates and at locations determined by the Executive Committee.

Section 2.

Special meetings may be called by the President or by the Executive Committee or upon the written request of ten members of the organization. The purpose of the meeting shall be stated in the call. Except in cases of emergency, at least three days' notice shall be given.

Section 3.

A majority of those members present, at least two of which shall be Executive Board members, shall constitute a quorum at the quarterly membership meetings.

Section 4.

Any or all members may participate in any meeting of the organization, or a committee of the organization, by means of conference telephone or by any means of communication by which all persons participating in the meeting can speak to and hear each other at the same time. Participation by such means shall constitute attendance at the meeting.

ARTICLE VI: THE EXECUTIVE COMMITTEE

Section 1.

The officers of Pride At Work Hawai'i as described in Article IV shall constitute the Executive Committee.

Executive Board Members of Pride At Work, AFL-CIO who are also members of Pride At Work Hawai'i shall also be members of the Executive Committee.

Section 2.

The Executive Committee shall have general supervision of the affairs of the organization between regular and special membership meetings, fix the hour and place of meetings, make recommendations to the organization, and perform such other duties as are specified in these bylaws. The Executive Committee shall be subject to the orders of the organization, and none of its acts shall conflict with action taken by the organization.

The Executive Committee shall act on behalf of Pride At Work Hawai'i, except that such actions may be overridden by a majority vote of the membership. The Executive Committee may utilize Internet voting and/or polling to act on business as needed.

Section 3.

Unless otherwise ordered by the Executive Committee, regular meetings of the Executive Committee shall be held one or two times between the regular quarterly meetings of the organization. Special meetings of the Board may be called by the President or upon the call of three members of the Executive Committee.

ARTICLE VII: COMMITTEES

Such special committees as the Executive Committee shall from time to time deem necessary to carry out the work of the organization shall be established by the Executive Committee. The President shall be ex officio a member of all committees except a nominating or elections committee if the President is a candidate.

ARTICLE VIII: PARLIAMENTARY AUTHORITY

The rules contained in the current edition of *Robert's Rules of Order Newly Revised* shall govern Pride At Work Hawai'i in all cases to which they are applicable and in which they are not inconsistent with these bylaws and any special rules of order the organization may adopt.

ARTICLE IX: AMENDMENTS

Proposed amendments to these bylaws must be submitted to the membership at least thirty (30) days prior to the meeting at which the amendment is to be considered. Amendments to the By-Laws may be made only at a membership meeting and adopted upon 2/3 affirmative vote of those members present.

These bylaws are not intended to conflict with those of Pride At Work, AFL-CIO. Should such a conflict arise by virtue of amendments adopted by the Pride At Work Hawai'i or the national organization, the bylaws of Pride At Work, AFL-CIO shall take precedence.