

Latino Caucus at SEIU 1107 Constitution and Bylaws

Article I: Name

The name of this organization shall be the Latino Caucus at SEIU 1107.

Article II: Vision

Our vision is to create an inclusive society where Latino workers are valued, respected, and have equal opportunities, free from discrimination and barriers.

Article III: Mission

The mission of the Latino Caucus at SEIU 1107 is to advocate for and empower Latino workers, promoting their rights and well-being within the union and community, while celebrating and preserving Latino cultural heritage.

Article IV: Purpose

The purpose of the Latino Caucus at SEIU 1107 is to advocate for the rights, interests, and well-being of Latino workers within the union and the broader community. The caucus serves as a platform for Latino members to come together, share experiences, and address the unique challenges faced by the Latino workforce.

1. Empowering Latino Workers: The Latino Caucus aims to empower Latino workers by providing them with a collective voice and a platform to raise their concerns and issues. By fostering a sense of unity and solidarity, the caucus strives to promote the rights and dignity of Latino workers in the workplace and beyond.

2. Promoting Diversity and Inclusion: The caucus is committed to promoting diversity and inclusion within SEIU 1107 and the labor movement as a whole. By actively engaging with Latino members and encouraging their participation in union activities, the caucus seeks to ensure that the union represents and reflects the diverse backgrounds and experiences of its membership.

3. Addressing Workplace Issues: The Latino Caucus works to address the specific challenges faced by Latino workers, such as language barriers, discrimination, wage disparities, and unsafe working conditions. It advocates for fair and equitable treatment of all workers, irrespective of their ethnicity or background, and seeks to eliminate systemic barriers that hinder the advancement and well-being of Latino workers.

4. Building Alliances and Coalitions: The caucus recognizes the importance of building alliances and coalitions with other caucuses, labor organizations, and community groups. By collaborating with like-minded entities, the caucus aims to amplify its impact, strengthen its advocacy efforts, and foster solidarity across diverse communities.

5. Promoting Leadership Development: The Latino Caucus is committed to fostering leadership development among its members. It provides opportunities for Latino workers to

enhance their skills, knowledge, and leadership abilities through training programs, workshops, and mentorship initiatives. By cultivating strong leaders, the caucus aims to empower Latino workers to take on active roles within the union and contribute to the broader labor movement.

6. Engaging in Political Advocacy: The Latino Caucus recognizes the importance of political engagement and advocacy to effect meaningful change. It actively participates in local, state, and national political processes to champion policies that promote social and economic justice, immigrant rights, healthcare access, fair wages, and other issues of significance to the Latino community.

7. Promoting Cultural Awareness and Celebrating Latino Heritage: The caucus celebrates and promotes the rich cultural heritage of the Latino community. It organizes cultural events, educational programs, and awareness campaigns to foster understanding, appreciation, and respect for the diversity of Latino cultures among union members and the wider community.

Article V: Membership

Section 1: Eligibility

Membership in the Latino Caucus at SEIU 1107 is open to all SEIU 1107 members in good standing who support the mission and goals of the Caucus.

Section 2: Dues

Members are required to pay yearly dues as determined by the Executive Board. Dues must be paid regularly and on time.

Article VI: Officers

The officers of the Latino Caucus at SEIU 1107 shall be the Chair, Co-Chair, Treasurer, and Recording Secretary.

Section 1: Duties of the Chair

- Preside over all Executive Board and General Membership meetings.
- Moderate discussions and perform normal duties of a Chairperson.
- Be an ex-officio member of all Committees.
- Appoint necessary Chairs of all Committees with Executive Board approval.
- Determine agenda, date, and location of meetings in consultation with the Executive Board, with preference to rotating meetings by Region or in areas important to the Caucus.

Section 2: Duties of the Co-Chair

- Assume duties of the Chair in their absence.
- Serve as the Chair of any Committee as assigned by the Chair.

Section 3: Duties of the Treasurer

- Keep an accurate record of expenditures.
- Establish budget estimates for events or conventions.

- Manage financial records and ensure funds are used for activities related to the Caucus's mission.

Section 4: Duties of the Recording Secretary

- Prepare and email minutes of meetings within 30 days.
- Record Committee assignments.
- Notify Officers or Committee Members of their election or appointment.
- Maintain official membership rolls and updated Bylaws.
- Perform duties of the Chair in their absence, if necessary.

Article VII: Committees

The Latino Caucus at SEIU 1107 shall have the following Standing Committees:

- Membership Growth Committee
- Bylaws Committee
- Internal Election Committee
- Political Committee
- Immigration Committee
- Healthcare Justice Committee
- Education and Leadership Committee
- Communications Committee
- Nuestra America Solidarity Committee
- Racial Justice Committee
- Right to Work Committee
- Ad Hoc Committees as needed

Article VIII: Bylaws Amendment

Amendments to the Bylaws must be proposed by the Bylaws Committee or executive board member. Amendments require a majority vote of the Executive Board and subsequent approval by the general membership.

Article IX: Rules of Order

The Caucus will operate by consensus to promote unity. If consensus is not reached, Robert's Rules of Order will govern proceedings.

Article X: Membership Meetings

General membership meetings will be held at least two times during the year.

Responsibilities of Board Members

- Advance the mission of the Latino Caucus at SEIU 1107.
- Actively participate in all board activities and meetings.
- Serve on committees and take on assignments.
- Pay yearly dues regularly and on time.
- Follow SEIU's Code of Ethics and conflict of interest policy.

Article XI: Elections

Section 1: Election Timing

Elections for Caucus officers will be held every two years on even years.

Section 2: Election Process

- Nominations will be open for a specified period, and all members in good standing are eligible to nominate candidates and run for office.
- Elections will be conducted by the Internal Election Committee following SEIU 1107 guidelines.
- Election results will be announced at the General Membership meeting.

Article XII: Code of Conduct

All members and officers of the Latino Caucus at SEIU 1107 are expected to adhere to SEIU's Code of Ethics and conflict of interest policy. Any violations will be addressed by the Executive Board.

Article XIII: Adoption and Implementation

These Bylaws will become effective upon approval by a majority vote of the Executive Board and subsequent approval by the general membership.

Article XIV: Objectives

- Increase the number of Hispanic Latino workers in leadership positions within SEIU Local 1107.
- Advocate for better wages and benefits for Hispanic Latino workers in the service industries.
- Promote access to healthcare and other essential benefits for Hispanic Latino workers and their families.
- Fight against anti-immigrant policies that harm Hispanic Latino workers and their families.
- Provide bilingual and culturally sensitive services to Hispanic Latino workers in SEIU Local 1107.
- Address the unique challenges facing Hispanic Latino workers in the service industries, such as discrimination, harassment, and unsafe working conditions.
- Foster a sense of community and solidarity among Hispanic Latino workers in SEIU Local 1107.
- Build alliances with other labor unions, community groups, and advocacy organizations to promote the interests of Hispanic Latino workers in the service industries.
- Develop and implement training and education programs to empower Hispanic Latino workers and increase their skills and knowledge.
- Encourage and support Hispanic Latino workers to become active and engaged members of SEIU Local 1107 and the labor movement.