

# AFSCME Council 5

## Our mission

We advocate for excellence in services for the public, dignity in the workplace, and opportunity and prosperity for all workers.

## Our values

- We believe that there is dignity in all work, and there should be dignity and safety for all workers.
- We build power for all working families.
- We all do better when we all do better!
- We advance and defend the common good.
- We are leaders in building a movement for social and economic justice.
- We treat each other with respect and compassion.
- We believe an injury to one is an injury to all.
- We stand up to overcome any discrimination that divides us.
- We embrace our diversity and find strength in many voices.
- We value pride, passion, excellence, integrity and courage in all the work we do.
- We practice solidarity and member involvement.
- We mentor, motivate and inspire new leaders.
- What we do away from the negotiating table is more important than what we do at the table.

# Member Bill of Rights

## **1. Membership**

No person otherwise eligible for membership in this union shall be denied membership, on a basis of unqualified equality, because of race, creed, color, national origin, ethnicity, sex, age, sexual orientation, gender identity or expression, disability, immigration status, or political belief.

## **2. Freedom of speech**

Members shall suffer no impairment of freedom of speech concerning the operations of this union. Active discussion of union affairs shall be encouraged and protected within this organization.

## **3. Freedom from bosses**

Members shall have the right to conduct the internal affairs of the union free from employer domination.

## **4. Fair elections**

Members shall have the right to fair and democratic elections at all levels of the union. This includes due notice of nominations and elections, equal opportunity for competing candidates and proper election procedures constitutionally specified.

## **5. Hold office**

Members shall have an equal right to run for and hold office, subject only to constitutionally specified qualifications, uniformly applied.

## **6. Review financial records**

Members shall have the right to a full and clear accounting of all union funds at all levels. Such accounting shall include, but not be limited to, periodic reports to the membership by the appropriate fiscal officers and periodic audits by officers elected for that purpose or by independent auditors not otherwise connected with the union.

## **7. Vote**

Members shall have the right to full participation, through discussion and vote, in the decision-making processes of the union, and to pertinent information needed for the exercise of this right. This right shall specifically include decisions concerning the acceptance or rejection of collective bargaining contracts, memoranda of understanding, or any other agreements affecting their wages, hours, or other terms and conditions of employment. All members shall have an equal right to vote and each vote cast shall be of equal weight.

## **8. Due process**

Charges against a member or officer shall be specific and shall be only on grounds provided in the International Constitution. Accused members or officers shall have the right to a fair trial with strict adherence to due process. The accused shall be considered innocent until proven guilty.