

**CHARTER**  
OF THE  
**BLACK LEADERS ADVANCING CHANGE AND KNOWLEDGE (B.L.A.C.K.)**  
OF THE  
**AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES**  
**AFL-CIO**

1. **ARTICLE I**  
**NAME**

This organization shall be known as: The American Federation of Government Employee's Black Leaders Advancing Change and Knowledge (AFL-CIO).

2. **ARTICLE II**  
**OBJECT**

The object of the AFGE Black Leaders Advancing Change and Knowledge (*BLACK*) is to address the Racial Justice and Equity Work on behalf of AFGE members and their families, both in their workplaces and in the communities, nationally.

The AFGE BLACK will strive to provide an environment that promotes professional development, acknowledges the contributions of our Black members, and supports collaborative efforts in furthering the betterment of working conditions for all of Black members within AFGE.

3. **ARTICLE III**  
**MEMBERSHIP**

Membership is open to any individual who is a current member in good standing of the American Federation of Government Employees and identifies as a member of the Black, African American, or African diaspora, as well as current members in good standing who identify as an ally of those afore mentioned.

**ARTICLE IV**  
**EXECUTIVE BOARD**

**Section 1. Executive Board Membership.**

The Executive Board of AFGE BLACK shall consist of 5 Members serving on the Constituency Group. The Constituency Group shall elect 3 Executive Board Member positions consisting of a Chair, a Vice-Chair and a Secretary. The Constituency Group shall also include 2 appointed positions on the Executive Board that consist of 1 appointment from the National Human Rights Committee and 1 appointment from the National YOUNG Committee. These two appointed positions shall serve as advisors and voting members of the Executive Board.

**Section 2. Constituency Group Chair, Vice-Chair and Secretary**

Selection of the Constituency Group Chair, Vice-Chair and Secretary shall be made by election at annual meetings **biennially**, by a majority vote of the members present.

### **Section 2.1 – Nomination and Election Process**

- A. All nominations and elections will be completed by majority hand vote.
- B. At the commencement of the election meeting, the staff assigned to the constituency group will conduct the election meeting acting as the election constituency group Chair. Members may also nominate and elect an interim chair to run the election meeting from the body of members present, if a majority of members so choose. All votes will be counted before the constituency group as a whole. The acting chair will record and provide to the constituency group the results of the election.
- C. All Officers of the Constituency group shall be elected to a term of two years.

### **Section 3. Duties.**

The duties of the Chair, Vice-Chair and Secretary are:

#### **(a) Chair.**

The Chair shall be the presiding officer over all Regular, Executive and Special meetings and assembly. The Chair shall be an Ex-Officio member of all sub-committees and shall have the responsibility of performing all general duties relevant to the business of the Constituency group. The Chair is also responsible to submit the Constituency group's annual report for the NEC's Fall meeting which includes Constituency group activity from the previous year and projected plan for the following year.

#### **(b) Vice-Chair.**

The Vice-Chair shall assume the duties and responsibilities of the Chair if the Chair is unavailable. They will also perform any functions delegated to them by the Chair.

#### **(c) Secretary**

It shall be the duty of the Secretary to keep a complete record of all the proceedings of the AFGE BLACK. The Secretary shall keep all past meeting minutes and those minutes shall be turned over to any succeeding Secretary. The Secretary shall complete the required annual report required for the NEC fall meeting for review and signature by the Chair.

## **4. ARTICLE V MEETINGS**

### **Section 1. Annual Meeting**

The annual meeting shall be held in conjunction with the AFGE's Human Rights Training and/or National Convention. The annual meeting is a regular meeting and shall be for the purpose of selecting the Chair, Vice-Chair and Secretary **on a biennial basis, discussion business**, and receiving reports. The Secretary shall provide their written reports to be read and

submitted for **the** record. For the purposes of this charter, the definition of a meeting can be in-person or virtual.

### **Section 2. Regular Meetings**

The dates and locations of regular meetings for any year shall be discussed before the adjournment of that year's annual meeting. The regular meeting will occur monthly and virtually.

### **Section 3. Executive Board Meetings**

Executive board meetings may be called by the Chair or by any three members of the executive board. Executive board meetings shall be to conduct business or address matters of a sensitive nature. The Executive Board will determine which, if any, members may be present for an Executive Board meeting based on a majority vote of the Executive Board members present.

### **Section 4. Special Meetings**

A special meeting may be called by the Chair or by any three members of the Executive Board. Special meetings shall be to conduct business that cannot wait until the next scheduled regular meeting or in the event that a regular meeting has been called but a quorum cannot be met. The date and location of any meetings shall be determined by the authority calling the meeting.

### **Section 5. Quorum**

A simple majority of the properly appointed Executive Board members, one of which must be the Chair or Vice-Chair, will constitute a quorum to conduct business.

### **Section 6. Order of Business for Meetings**

5. Meeting called to order.
6. Sign in sheet to be passed to record Officers and members present.
7. Reading and approving of the minutes of the previous meeting.
8. Report of the Officers.
9. Report of standing committees.
10. Report of special committees.
11. Unfinished business.
12. New business.
13. Adjournment.

## **14. ARTICLE VI SUB-COMMITTEES**

### **Section 1. Sub-Committees**

The Chair shall appoint sub-committees to consider, investigate or take action on certain matters. The Chair may delegate the authority to appoint sub-committee members to the sub-committee Chair. The sub-committee's area of responsibility and scope of authority will be clearly defined by the Executive Board. Sub-committee Chairs are responsible to report back to the full Committee **in order to obtain approval of any proposals, especially where request for funding is included within the proposal.**

**ARTICLE VII  
PARLIAMENTARY AUTHORITY**

The rules contained in the current edition of *Robert's Rules of Order Newly Revised* shall govern BLACK in all cases to which they are applicable and in which they are not inconsistent with these Articles & Procedures and any special rules of order that BLACK may adopt.

**ARTICLE VIII  
AMENDMENT OF CHARTER**

**Section 1. Amendments**

This Charter may be amended at any regular meeting of AFGE B.L.A.C.K. by a majority vote of the members present.