THE ARCHITECTURE LOBBY

2019 Members Congress Report

Compiled by the Bylaws Styles and Congress Report Committee, Ben M, Dex W, Keefer D

This Final Copy Approved by the Architecture Lobby Organizing Committee October 29th, 2019.
# Table of Contents

## Executive Summary
- Congress Proceedings 4
- Board and OC Meetings 6
  - Board Meeting 6
  - Joint Board/OC Meeting 7

## Organizational Bylaws Adopted August 18th, 2019

## Resolutions as Adopted August 18th, 2019
- Resolution One (R-1): Require Year in Review Public Report & Organizational CV 21
- Resolution Two (R-2): Formally Establish the O-Team 22
- Resolution Three (R-3): Three Year Roadmap and Budget 23
- Resolution Four (R-4): Bookeeper Position 25
- Resolution Five (R-5): Membership Drive 25
- Resolution Six (R-6): TAL Community Agreement 26
- Resolution Seven (R-7): OC Structures and Procedures Document 27

## Other Adopted Language and Documents
- List of Active and Approved Chapters as of August 18th, 2019 28
- List of Active and Approved National Projects as of August 18th, 2019 29

## Proposed Manifesto Changes
- Manifesto Amendment A (MA-A) 30
- Manifesto Amendment B (MA-B) 30
- Manifesto Amendment C (MA-C) 31
- Manifesto Amendment D (MA-D) 31
- Manifesto Amendment E (MA-E) 32
- Manifesto Amendment F (MA-F) 32
- Manifesto Amendment G (MA-G) 32
- Manifesto Amendment H (MA-H) 33
- Manifesto Amendment I (MA-I) 33
- Manifesto Amendment J (MA-J) 34
- Manifesto Amendment K (MA-K) 34

## Meeting Minutes
- Saturday August 17th Business Meeting 35
- Sunday August 18th Business Meeting 39
<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Congress Notes</td>
<td>45</td>
</tr>
<tr>
<td>Board Meeting, August 16</td>
<td>45</td>
</tr>
<tr>
<td>Board and Organizing Committee Meeting, August 17</td>
<td>45</td>
</tr>
<tr>
<td>August 16th Incident Report</td>
<td>45</td>
</tr>
<tr>
<td>Recommendations for 2021 Congress</td>
<td>46</td>
</tr>
<tr>
<td>Planning</td>
<td>46</td>
</tr>
<tr>
<td>Location and Venue</td>
<td>46</td>
</tr>
<tr>
<td>Flights and Travelshare</td>
<td>46</td>
</tr>
<tr>
<td>Housing</td>
<td>46</td>
</tr>
<tr>
<td>Programming</td>
<td>47</td>
</tr>
</tbody>
</table>
Executive Summary

Congress Proceedings

The 2019 Members Congress was a watershed moment for our organization. Over 45 attendees representing the various offices and chapters of the organization met over the span of three days. The Congress included an in-person meeting of the Board, meetings of the Organizing Committee with the Board, structured conversations with all attendees, and business meeting portions where attendees debated, amended, and approved a new set of bylaws for the organization, and adopted resolutions to direct and inform our work.

The Congress has also set aside time for amending the organization’s Manifesto, but by Sunday many had to leave to catch flights and in the absence of both time and a quorum our work on the Manifesto was left incomplete. Further work on the Manifesto will be required in the near future, in a manner to be determined by the Organizing Committee. A revised Manifesto will need to be approved by a quorum of the membership.

The Bylaws Styles and Congress Report Committee noted the following significant developments for The Architecture Lobby:

1. A Commitment to Workplace Organizing

   The Congress affirmed that what makes the Lobby distinct is our view of the workplace as the site of political activity. We want to empower architectural workers through, unions, cooperativization, and organizing for jobsite demands. At the Congress we discussed how workplace organizing is a vehicle for empowering and equipping all workers, regardless of status or rank, with the ability to make change. In distinction from our allies who see design-thinking or projects as a vehicle for making change - our aim is to organize architectural workers into the fight to change socioeconomic structures at the office and beyond so we can live our lives with dignity, and fight for an architecture industry that is structurally capable of serving the people at scale.

2. Fighting for Social Justice at the Workplace

   Further, we discussed the relationship of workplace organizing to social justice demands - recognizing that as architectural workers our ability to combat racism, sexism, xenophobia, gender based discrimination, and other oppressions is strongest when we collectivize to fight the manifestations of these oppressions at the jobsite (be it an office or a school). This approach can help us articulate our unique contribution as an
organization when working in coalition with allied organizations working on these issues in architecture.

It is of course necessary to fight these oppressions on a structural level as well, and this requires working in coalition with groups outside of architecture, as our Green New Deal working group has demonstrated. In these instances, we will know that what we as coalition members is a group of architectural workers from all walks of life interested in achieving justice for all.

3. Maturing Organizational Governance

2018 and 2019 were years of explosive and positive growth for the organization, and this came along with some growing pains. This was felt keenly by members of the Organizing Committee who in addition to guiding the work of the Lobby were also responsible for simultaneously developing the structures that enabled that work. Further, members were often confused or unclear about where responsibilities lay, or even how we operated.

The Congress went a long way towards solving these issues through the adoption of new bylaws. The revised bylaws bring together the previous mosaic of governance documents and ad hoc procedures into a clear and up-to-date document. While the Bylaws now spell out clearly how we work, it is important to note that it is still incumbent on us as organizers to explain and motivate the values that underpin the procedure.

Further, the new Bylaws establish the Members Congress as a regularly occurring, biennial meeting. This development will encourage us to focus on big questions of governance every two years, helping us strike the right balance between organizational introspection, carrying out the work, and facing outward.

4. Targeting Growth

We also frequently discussed the fact that we are pushing against the limits of what is possible with volunteer labor alone. While volunteer labor will always be a core part of our organizing (“no one will save us but ourselves”), it is increasingly clear that we need paid administrative support to manage our member rolls, facilitate meeting logistics, support member on boarding, aid internal communication, and carry out related tasks. How to fund such a position is a more difficult question, the grant landscape for organizations like ours is challenging, and while it would be possible to support the position through dues with a large enough membership, it will be difficult to reach those numbers without administrative support. The idea of targeted fundraising came up, but more discussions will be required.
We further discussed that it is currently difficult for those on the outside to understand who we are and what we do as the Architecture Lobby. This is a limiting factor to our growth that we can rectify through improving publicly available information about our past campaigns, our overall strategy, and improved descriptions of our own self-identity. In some cases it is simply a matter of crafting improved content for wider consumption, and in other cases we will have to embark on a process of self-reflection to craft improved narratives. Improvements in this area over the coming months will likely lead to improved growth.

Board and OC Meetings

Board Meeting

Friday 8/16/2019, 3pm, WUHO Gallery, Los Angeles, CA

Executive Summary:

Prior to the general Lobby Congress, all members of Board 2.0 of the Architecture Lobby met on August 16th, 2019. The meeting provided a forum for all of the new board members to meet in-person and discuss issues relevant to the Lobby’s structure and history, as well as to discuss ongoing projects, strategic goals and other concerns as deemed relevant.

Of the main topics at the retreat, issues related to the work of the Unionization working group were discussed at-length. In addition to the particulars of individual projects, board members were interested in gaining an understanding of their role in the organization as board members vis-à-vis the Organizing Committee as well as their roles as voting members of the Lobby.

Issues of governance, the promulgation of institutional knowledge, fundraising and the current financial position of the organization were discussed informally. It was acknowledged that a formal yearly report would be a useful and necessary tool for the organization to produce. Ultimately, this report would satisfy requirements for board oversight, as well as provide potential donors with an at-a-glance picture of who we are and what we do.

Joint Board/OC Meeting

Friday 8/16/2019, 4:30pm, WUHO Gallery, Los Angeles, CA
Executive Summary:

The Lobby Congress provided an opportunity for the members of both the Lobby Organizing Committee and the Lobby Board of Directors to meet in-person and discuss issues relevant to both entities. The joint meeting allowed for members of both entities to ask questions and seek insight into both operational functions and strategic goals of the organization.

The medium to long-term goals of the organization and fundraising were of primary concern to both members of the Board as well as members of the Organizing Committee. The members of the Board expressed support for unionization initiatives, as well as positioning the Lobby as an alternative to more traditional professional organizations like the AIA.

The members of the OC articulated the need for administrative support, especially as relates to membership rolls, member on-boarding, and financial tracking and compliance. OC members expressed that this kind of support would free up their time to work and coordinate ongoing and upcoming initiatives without the burden of administrative tasks. Both Board and OC members agreed that resources for this type of support should be accommodated, and that member dues should be utilized for this purpose.
BYLAWS OF THE ARCHITECTURE LOBBY, INC.

ARTICLE I: Name and Purposes

Section 1. Name. The name of the Corporation shall be The Architecture Lobby, Inc. (the “Corporation”).

Section 2. Purposes. The purposes of the Corporation are as set forth in its Certificate of Incorporation.

ARTICLE II: Members

Section 1. Classes and Qualifications. The Corporation shall have one (1) class of members who must be individuals. A member is any individual who has paid dues to The Corporation in the previous twelve months. A member who is not current on dues payments will not be considered to be in good standing.

Section 2. Voting Rights. Only members in good standing shall have the right to vote at the Members Congress on those items specified in Section 3 below, as well as to vote on such other matters as the Board of Directors or Organizing Committee, or members in good standing may choose to bring before the members, with appropriate notice.

Section 3. Membership Meetings.

a. There shall be an annual meeting of the Board of Directors upon such date, time, and place as the Board of Directors shall determine. During the annual Board meeting, the Board shall have the right to vote on the following matters only: election of members of the Board of Directors and Officers, approval of the “Annual 3-year Strategic Roadmap and Budget” proposed by the Board of Directors, and any other matter that may be put to a vote of the Board of Directors.

b. There shall be a meeting of the members known as the “Members Congress” that takes place every two years, upon such date, time, and place as the Organizing Committee of the Architecture Lobby shall determine, in consultation with the Board of Directors. During the Members Congress members shall have the right to vote on the following matters: approval of any amendments to these Bylaws, and any other matter that may be put to a vote of the members.

c. Special meetings of the members may be called by the President of the Board or upon the written request of seventy-five (75) percent of the members. Members shall receive not less than fourteen (14) business day’s prior written notice of special meetings, and the notice shall state the purpose of the special meeting. Notice by electronic transmission shall constitute written notice.

d. At least once per quarter the Organizing Committee shall convene a “National Membership Meeting” via teleconference. The purpose of the meeting should include but not be limited to keeping the general membership of the lobby informed about and engaged in the activities of the organization. National Members Meeting meetings shall be announced to the entire membership with no fewer than seven (7) days notice.

Section 4. Quorum and voting. Each member in good standing shall have one vote at any meeting of the members. A quorum shall consist of the lesser of (a) ten (10) percent of the members in good standing at the time, or (b) 100 such members, who are present. Members who participate in person or by means of telephonic or electronic equipment that allows all persons participating in the meeting to hear each other simultaneously shall be deemed to be present. If there is no quorum, a majority of the members present may adjourn the meeting to a future date without further notice other than an announcement at such meeting, and if a quorum is present on such adjourned date, any business may be transacted at the meeting as originally called. Unless otherwise provided in these Bylaws
with respect to specific actions, a majority of votes cast at a meeting at which a quorum is present shall constitute the action of the members.

Section 5. Voting By Written Ballot. Any action which may be taken at any Member’s Congress or special meeting of the members (including the election of members of the Board of Directors or Officers, approval of the “Annual 3-year Strategic Roadmap and Budget”, and the amendment of these Bylaws) may be taken without a meeting if the corporation delivers a written ballot to every member in good standing. Voting by written ballot shall be permitted to the fullest extent allowed by law, and shall be conducted as follows:

a. The ballot shall set forth each proposed action and shall provide an opportunity to vote either for or against each proposed action.

b. The number of ballots received by the Corporation must equal or exceed the quorum that would have been required had there been a meeting.

c. Unless otherwise required by these Bylaws, a majority of the affirmative votes cast by ballot shall constitute the action of the members with respect to each matter on the ballot.

d. All solicitations for vote by written ballot shall indicate the number of written responses needed to meet the quorum requirement, state the percentage of approvals necessary to approve such matter, and specify the time by which a ballot must be received by the corporation in order to be counted.

e. To the fullest extent allowed by state law, written ballots may be delivered to members and received from members by electronic transmission.

ARTICLE III: Government

Section 1. Board of Directors. The government and management of the Corporation shall be entrusted to a Board of Directors (the “Board”), which shall govern and manage the work of the Corporation in accordance with its Certificate of Incorporation and these Bylaws. The Board shall consist of the President, Treasurer, Secretary of the Corporation, two ex-officio Directors by virtue of their positions on the Organizing Committee, and such other number of Directors as the Board may determine by resolution from time to time, not to exceed fifteen (15). The above-specified Officers plus such other Directors are hereinafter sometimes referred to as “Board Members.”

Section 2. Appointment and Election. The President, Treasurer, and Secretary shall serve as Board Members simultaneously with their service as Officers. The two ex-officio Directors shall serve as Board Members simultaneously as, and by virtue of their elected positions on the Organizing Committee. Members of the Board of Directors shall be elected by the voting members of the organization via electronic means per the schedule defined in Attachment B, or a special meeting of the members called expressly for that purpose. The election of the President, Treasurer, and Secretary of the Board shall be by a majority vote of all Board Members and shall be for the duration of their term on the Board. The Board Members shall be divided into two classes so arranged that the term of one class shall expire each year. To the extent practicable, each such class shall include approximately one-half of the Board Members, and each member of such class shall be elected to a two-year term. At each annual meeting, replacements of the Officers and class of Board Members whose terms have expired shall be elected, together with such additional new members as may be required to fill any other vacancies on the Board (whether the result of death, resignation, removal, or the creation of new Board positions.) No Board member shall be elected for a term which exceeds two years. Any Board Member may, however, be elected to up to three (3) consecutive terms. Ex-officio Director term length and conditions shall be governed by the rules of the Organizing Committee that define their elected position on the Organizing Committee.

Section 3. Vacancies. Any vacancy on the Board or in an Officer position occurring during the year by reason of death, resignation, removal from office, the creation of new directorships, or otherwise, may be filled for the unexpired term by a vote of a majority of the Board Members then in office. Ex-officio Director vacancies shall be
filled according to the rules and by the bodies governing the office from which the ex-officio directorship is constituted.

**Section 4. Resignation and Removal.** A Director or Officer may resign at any time by giving written notice to the President of the Corporation. Unless otherwise specified in the notice, the resignation shall take effect upon receipt of such resignation, and acceptance of the resignation shall not be necessary to make it effective. Any Board Member, including any Officer who is a Board Member, may be removed as a Board Member and/or from their office, with or without cause, at any time by a two-thirds vote of the members or by a two-thirds vote of the Board Members then in office.

**Section 5. Newly Created Directorships.** Newly created directorships shall be approved by a vote of the membership and filled by the vote of the voting members via electronic means or a special meeting of the members called expressly for that purpose.

**Section 6. Board Meetings.** Meetings of the Board of Directors may be held at any place within or without the State of Connecticut, as the Board may from time to time fix, or as shall be specified in the notice or waivers of notice thereof. The annual meeting shall be held each year at a time and place fixed by the Board. Other regular meetings of the Board shall be held no less than one (1) time during the year. Special meetings of the Board shall be held whenever called by a majority of the Board of Directors or the President.

**Section 7. Notice of Meetings.** Written notice of the time, place, and purpose of every meeting of the Board of Directors shall be given by the Secretary or any other officer to each Director at least fourteen (14) days before such meeting. Notice by electronic transmission shall constitute written notice. The notice shall state the purpose for which a special meeting is called.

**Section 8. Quorum and Voting at Board Meetings.** Unless otherwise provided by law or these Bylaws, the presence of two-thirds (2/3) of the entire Board of Directors shall constitute a quorum for the transaction of business at a meeting of the Directors. Members of the Board of Directors who participate in person or by means of equipment that allows all persons participating in any meeting of the Board of Directors or any committee to hear each other simultaneously shall be deemed to be present at such meeting. The vote of sixty (60) percent of the Directors present at the time of the vote, if a quorum was present at any point of the meeting, shall be the act of the Board of Directors.

**Section 9. Informal Action by the Board.** Any action required or permitted to be taken by the Board or by any committee thereof may be taken without a meeting if all members of the Board or the committee consent in writing (including communication of consent by electronic transmission) to the adoption of a resolution authorizing the action. Such action and written consents shall be filed with the minutes of proceedings of the Board of Directors or the committee.

**Section 10. Compensation.** No Director of the Corporation may receive a salary or other compensation for services rendered to the Corporation. (This section does not prevent the Corporation from reimbursing expenses incurred by a Director in furtherance of the Corporation’s business, if approved by the President and Treasurer.)

**ARTICLE IV: Committees and Caucuses**

**Section 1: Board Committees.** The Board of Directors may, from time to time, create such committees as the activities of the Corporation may require, and delegate such authority to such board committees as the Board of Directors may deem appropriate, provided that any committee which is authorized by the Board of Directors to exercise any of the powers of the Board of Directors shall consist of at least three Directors and the only voting members of any such board committee shall be Directors. Committees created by the board shall be known as “Board Committees” to distinguish them.

**Section 2: Appointment and Procedure of Board Committees.** Unless otherwise provided by the Board of Directors or these bylaws, members of board committees shall be elected by the Board of Directors and shall serve for a term
of one (1) year. Two-thirds (2/3) of the members of each board committee shall constitute a quorum for the transaction of any business. Except as otherwise provided by these Bylaws or by the Board of Directors, each board committee shall determine its own rules of procedure and shall designate the chairperson of each committee. Each board committee shall keep records of its proceedings. Copies of the minutes of each meeting shall be filed with the corporate records and supplied to each member of the Board of Directors.

Section 3: The Organizing Committee. The Organizing Committee (OC) shall be a standing body responsible for the day-to-day operation of The Architecture Lobby. All members of the OC must be members in good standing. The OC shall set forth an “Organizing Committee Structure and Procedures” document outlining its operation, this document shall be approved by a vote of the membership. These bylaws shall always supercede the “Organizing Committee Structure and Procedures” document in case of conflict. The Board shall exercise oversight of the OC by periodically reviewing the activities of the OC. If upon review, the Board is unsatisfied with activities or actions of the OC, a joint meeting of the Board and OC shall be convened to discuss the issue and find remedy.

Section 4: Caucuses. A caucus shall be any group of 3 or more members in good standing who share a common workplace, interest, focus, or identity within the larger organization and has notified the organizing committee of their formation as such. Such caucuses shall not be entitled to more rights or privileges than those to which their members are entitled.

ARTICLE V: Board Officers, Employees, and Agents

Section 1. Board Officers. The officers of the Corporation shall be a President, a Secretary, and a Treasurer. One person may hold more than one office in the Corporation, other than the offices of President and Secretary. The Officers shall be members of the Board of Directors. No instruments required to be signed by more than one officer may be signed by one person in more than one capacity.

Section 2. Election and Term of Office. The officers of the Corporation shall be elected by the voting members via electronic means per the schedule set forth in Attachment B, or in a special meeting called expressly for that purpose. Officers elected by the members shall be elected to serve a two-year term, with an option to be elected once successively, and until their successors are elected and qualify. No officer shall be eligible for more than two successive terms in that office.

Section 3. Vacancies. If, for any reason, there is a vacancy in any of the offices of the corporation (whether by reason of death, resignation, removal, or otherwise), it may be filled by a vote of the majority of the Board members at any meeting of the Board, a quorum being present. Any person so elected shall serve in such office until his successor is duly elected by the members.

Section 4. President. The President shall be the chief executive officer of the Corporation and shall exercise general supervision over all of its affairs. The President shall preside over all meetings of the board. The President shall also be an ex-officio member of all board committees (except the Nominating Committee) and shall be entitled to vote.

Section 5. Treasurer. The Treasurer shall have custody of the funds and property of the Corporation, subject to such regulations and limitations as may be imposed by the Board, and shall, in general, perform all the duties normally incident to the office of Treasurer. Among other things, the Treasurer shall keep, or cause to be kept, full and accurate accounts of the financial transactions of the Corporation and shall render to the Board and to meetings of the members such reports as to the financial affairs of the Corporation as the Board or President may from time to time request.

Section 6. Board Secretary. The Board Secretary shall be responsible for the maintenance of board membership and Board records, including minutes, and other written records of the corporation. They shall enter in books, kept for that purpose, minutes of resolutions, transactions, and other business carried out at Board meetings; shall maintain a record of the names and addresses of all members in good standing, which listing shall be open for inspection as
prescribed by law; shall give notices of meetings as provided for in these Bylaws; and shall, in general, perform all the duties normally incident to the office of Secretary.

Section 7. Other Officers. The Board may, from time to time, decide to create additional offices as the activities of the Corporation may require.

Section 8. Operating Officers, Other Agents, and Employees. The Board of Directors may, with the consent and approval of the Organizing Committee, appoint operating officers, agents, and employees who shall have such authority and perform such duties as may be prescribed by the Board. No operating officer, agent, or employee appointed pursuant to this section need be a Director of the Corporation.

Section 9. Compensation of Operating Officers, Agents, and Employees. The Corporation may with the consent and approval of the Organizing Committee, pay its operating officers, agents, and employees reasonable compensation commensurate with their services, and reimburse them for expenses incurred in the performance of their duties. The amount of compensation shall be fixed by the Board, or, if the Board delegates power to any officer or officers, then by such officer or officers.

ARTICLE VI: Board Nomination Procedures

Section 1. Nominating Committee. Per the schedule set forth in Attachment B, The Organizing Committee and Board shall be responsible for jointly convening a Nominating Committee, which will make recommendations for the nominations of the officers and other board members to be elected. Participation in the Nominating Committee shall be open to all members in good standing. The standing quorum and voting procedures of the Nominating Committee shall be defined by the OC upon its creation.

Section 2. Nominations. The Nominating Committee shall file its recommended nominations with the Board per the schedule set forth in Attachment B, and the Board shall approve or modify the same, as it sees fit. The membership shall be notified of the resulting list of nominees for Officers and other board Members. No other nominations for Officers or other Board Members shall be considered at any meeting, unless additional nominations are made by written petition signed by at least fifty (50) members of the Corporation and presented to the Secretary no later than five (5) days before the scheduled time of the annual meeting.

ARTICLE VII: Office, Books, and Annual Reports

Section 1. Office. The office of the Corporation shall be located at such place as the Board of Directors may from time to time determine.

Section 2. Books. The Corporation shall keep correct books of account of its activities and transactions at the office of the Corporation, including a minute book, which shall contain a copy of the Certificate of Incorporation, these Bylaws, and all minutes of meetings of the Board of Directors.

Section 3. Annual Report. At each annual meeting the Chairperson and the Treasurer shall present to the Board of Directors a report in such form and with such contents as may be required from time to time by law and by the Board of Directors, and a copy of such report shall be filed with the minutes of the meeting.

Section 4. Fiscal Year. The fiscal year shall end on June 30th.

Section 5. Annual Report. The Organizing Committee and Board of Directors shall convene a committee tasked with the annual production of a 3 Year Strategic Roadmap and Budget.”

ARTICLE VIII: Organizing Committee Positions and Elections

Section 1. Organizing Committee Membership. The OC shall be composed of four categories of membership: Strategic Members, Administrative Members, Chapter Stewards, and National Project Coordinators.
Section 2. Strategic Members. Strategic Members shall be responsible for aligning the philosophy of the organization with its activities and vice-versa. They shall be elected by the membership on a yearly basis and serve one year terms. There are four Strategic Membership seats on the OC: Content Coordinator, Research Coordinator, Design Coordinator, and External Communications Coordinator. The description and responsibilities of these seats shall be outlined in the “Organizing Committee Structures and Procedures Document.”

Section 3. Administrative Members. Administrative Members shall be responsible for the day-to-day functioning of the organization. They shall be elected by the membership on a yearly basis and serve one year terms. There are four Administrative Membership seats on the OC: National Organizer, Secretary, Finance Coordinator, and Internal Communications Coordinator. The description and responsibilities of these seats shall be outlined in the “Organizing Committee Structures and Procedures Document.”

Section 4. Chapter Stewards. Chapter Stewards are ex-officio members of the OC selected by their chapter per the provisions of Article IX. Co-Stewards but must split their OC vote (ie. two co-stewards would receive half a vote each and count as half a member for purposes of establishing a quorum of the OC). Chapter Stewards shall be barred from simultaneously occupying a Strategic or Administrative role on the OC.

Section 5. National Project Coordinators. National Project Coordinators are ex-officio members of the OC selected per the provisions of the Article X.

Section 6. Terms. No Strategic or Administrative Member of the OC shall serve more than two (2) consecutive terms in the same position.

Section 7. Nominations and Elections. The OC Secretary shall make a call to the membership for nominations no fewer than fourteen (14) days prior to an election of Strategic and Administrative Members of the OC. This call for nominations shall be open for no fewer than seven (7) days. Once all nominations have been accepted or rejected, or a reasonable period of time has passed, electronic ballots shall be distributed to the membership. The vote shall be open for no fewer than seven (7) days.

Section 8. Meetings. The OC shall meet at least twelve (12) times a year via teleconference. The National Organizer shall chair OC meetings, unless delegated otherwise. OC meetings shall be announced to the entire membership with no fewer than seven (7) days notice. Any member in good standing has the right to attend and review the notes of an OC meeting, but only OC members may vote. Any matter requiring the approval of the OC may also be voted on at a National Members Meeting provided a quorum of the membership is present.

Section 9. Quorum and Voting. A quorum of the OC shall consist of at least six (6) persons who are OC members. Voting via email is permitted per procedures that shall be outlined in the “Organizing Committee Structures and Procedures Document.” Where a member occupies two positions on the OC (ie. they are a chapter steward and coordinator) they shall only be entitled to a maximum of one vote on the OC.

Section 10. Vacancies. Any vacancy on the OC occurring during the year by reason of death, resignation, removal from office, the creation of new directorships, or otherwise, may be filled for the unexpired term by a vote of a majority of the OC Members then in office. Ex-officio vacancies shall be filled according to the rules and by the bodies governing the office from which the ex-officio position is constituted.

Section 11. Resignation and Removal. An OC member may resign at any time by giving written notice to the OC as a whole. Unless otherwise specified in the notice, the resignation shall take effect upon receipt of such resignation, and acceptance of the resignation shall not be necessary to make it effective. Any OC Member, may be removed from their position as an OC Member, with or without cause, at any time by a two-thirds vote of a national meeting of the members and by a two-thirds vote of the Board Members then in office. All votes for removal of an OC member shall take place after a report is issued by an Investigative Committee to the membership. The OC shall establish the Investigative Committee.

Section 12: OC Working Groups. The OC may, from time to time, create such working groups as the activities of the organizing committee may require, and delegate such authority to such working groups as the OC may deem
APPENDIX: The and any working group which is authorized by the OC to exercise any of the powers of the OC shall consist of at least three OC members. The remit, duration, standing, quorum, and voting procedures of working groups shall be defined by the OC upon their creation.

ARTICLE IX: Chapters

Section 1. Criteria. Any grouping of five (5) or more Lobby members in a specific locale, college, or university is eligible to form a chapter.

Section 2. Formation. A chapter may be formed through application to the Organizing Committee. The application must indicate who the initial Chapter Steward of the prospective chapter will be. An affirmative majority vote of a meeting of the OC is required to establish a chapter.

Section 3. Chapter Stewards. Once established each chapter may establish its own procedures for nominating and electing Chapter Stewards, provided that a Chapter Steward election takes place at least once every two years, and that the chapter procedures for Chapter Steward elections are written and available for chapter members to view.

Section 4. Chapter Bylaws. Chapters may adopt their own bylaws provided that they do not conflict with these bylaws.

Section 5. Standing. A chapter will require reestablishment if it’s Chapter Steward does not attend or send a proxy to four consecutive meetings of the OC.

Section 6. At-Large Chapter. All members who are not a part of an established chapter are automatically a part of the At-Large chapter. The At-Large chapter shall be allowed to nominate and elect an At-Large Chapter Steward.

Section 7. Chapter Projects. Self-organized projects and activities originating from a chapter shall be allowed to the extent they comply with the provisions of these bylaws and other established procedures. Communiques, publications, and other public-facing materials associated with a chapter-organized-project or activity and separate from a national project must make clear that they originate from the chapter and not The Architecture Lobby writ-large (ie. “A publication of the Architecture Lobby - Chicago Chapter”), unless brought before and approved by the OC. Any member may participate in a chapter project, regardless of their chapter membership.

Section 8. Records. The National Organizer and Secretary shall maintain a list of all active chapters and Chapter Stewards.

PROVISO: At the 2019 Member’s Congress in Los Angeles a list of presently active chapters shall be presented to the membership for approval. This list shall constitute approval of these chapters.

Article X: National Projects

Section 1. Purpose. The OC may establish national projects, initiatives, working groups, or committees (collectively referred to hereafter as “National Projects”) for the purpose of advancing the mission of the Architecture Lobby.

Section 2. National Projects Approval. Any member may bring a proposal for a National Project to the Organizing Committee, who shall vote to approve or deny the national project at the next meeting of the OC. A majority vote of the OC shall be required for approval of a National Project.

Section 3. Criteria. A National Project proposal must include at least the following points of information in order to be considered. It must state the goal of the proposed National Project, and state whether the National Project is definite or indefinite. A proposal for a definite National Project shall include an end-date or other condition for the conclusion of the National Project. The OC may consider proposals to extend the end-date of National Projects.

Section 4. Sunset Provision. At each biannual Members Congress time shall be allotted for the discussion and evaluation of National Projects. In order to facilitate the prioritization of organizational resources all National Projects each shall be considered dissolved at the conclusion of the biannual Members Congress unless the Members
Congress resolves otherwise. Any activities undertaken within a dissolved project do not constitute its re-creation as a National Project.

Section 5. National Project Membership. Membership in a National Project shall be defined as having attended two out of the previous four meetings specific to a given National Project. Where fewer than four meetings have occurred, attendance at a National Project meeting is sufficient to constitute membership in the National Project.

Section 6. National Project Coordinator. The membership of a National Project shall be required to elect a National Project Coordinator within the first four (4) meetings with a majority vote. Elections for replacement National Project Coordinators shall also require a majority vote. National Projects shall define their own procedures for voting and quorum upon creation, in the absence of such procedures quorum shall be defined as half of National Project Membership.

Section 7. Records. The National Organizer and Secretary shall maintain a list of all active National Projects and National Project Coordinators. (PROVISO: At the 2019 Member’s Congress in Los Angeles a list of presently active projects shall be presented to the membership for approval. This list shall constitute approval of these projects.)

ARTICLE XI. Housekeeping.

Section 1. Procedure. The rules contained in Robert's Rules of Order, Newly Revised 11th edition (RONR) shall govern all Architecture Lobby meetings in cases to which they are applicable and in which they are not inconsistent with these bylaws. Any action taken which violates these bylaws shall be considered out of order and of no force or effect.

Section 2. Manifesto. The Architecture Lobby shall adopt the “Manifesto” as a living, guiding document. Amendments to the Manifesto shall follow the same rules as bylaws amendments.

ARTICLE XII: Indemnification

The Corporation shall indemnify any Director or operating officer against any threatened, pending, or completed action, suit, or proceeding relating to or arising out of the performance of their duties in the manner set forth in Paragraph 10 of the Certificate of Incorporation.

ARTICLE XIII: Amendments

These Bylaws may be altered, amended, restated, or repealed, in whole or in part, and new Bylaws may be adopted either by a two-thirds vote of the members in good standing and voting at the Member’s Congress or special meeting of the members. Notice of the proposed alteration, amendment, restatement, repeal, or new Bylaw provision, including the proposed text thereof, shall be included in the notice of the meeting at which such action is considered. It shall be noted that a proposal to amend or revise the bylaws is considered a main motion under RONR and any subsidiary motions relating to the proposed bylaw amendment or revision retain the appropriate voting threshold prescribed by RONR.

ARTICLE XIV: Conflicts Policy

The organization shall have a conflicts policy as described in Attachment A, “Conflict of Interest Policy,” hereby incorporated by reference into these Bylaws.

These Bylaws were approved by a quorum of the membership at the 2019 Architecture Lobby Member’s Congress held on the 17th and 18th day of August, 2019 in Los Angeles under procedures approved by the Board of Directors.
I hereby certify that the foregoing is a true and correct copy of the Bylaws of The Architecture Lobby, Inc., which were approved by the membership on the 18th day of August, 2019.

__________________________________
Secretary of the Board

[Certification to be completed by Secretary at Board Meeting following the Congress. Per RONR the bylaws are in effect on adoption regardless of certification]

ATTACHMENT A

Conflict of Interest Policy

And

Annual Statement for Directors, Officers, and Members of a Committee with Board-Delegated Powers

Article I -- Purpose

1. The purpose of this Board conflict of interest policy is to protect the organization’s interests when it is contemplating entering into a transaction or arrangement that might benefit the private interests of an officer or director of the organization or might result in a possible excess benefit transaction.

2. This policy is intended to supplement, but not replace, any applicable state and federal laws governing conflicts of interest applicable to nonprofit and charitable organizations.

3. This policy is also intended to identify “independent” directors.

Article II -- Definitions

1. Interested person -- Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

2. Financial interest -- A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

   a. An ownership or investment interest in any entity with which the organization has a transaction or arrangement,
   b. A compensation arrangement with the organization or with any entity or individual with which the organization has a transaction or arrangement, or
   c. A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the organization is negotiating a transaction or arrangement.

   Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial. A financial interest is not necessarily a conflict of interest. A person who has a financial interest may have a conflict of interest only if the Board decides that a conflict of interest exists, in accordance with this policy.

3. Independent Director -- A director shall be considered “independent” for the purposes of this policy if they are “independent” as defined in the instructions for the IRS 990 form or, until such definition is available, the director:

   a. is not, and has not been for a period of at least three years, an employee of the organization or any entity in which the organization has a financial interest;
   b. does not directly or indirectly have a significant business relationship with the organization, which might affect independence in decision-making;
c. is not employed as an executive of another corporation where any of the organization’s executive officers or employees serve on that corporation’s compensation committee; and
d. does not have an immediate family member who is an executive officer or employee of the organization or who holds a position that has a significant financial relationship with the organization.

Article III -- Procedures

1. Duty to Disclose -- In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the Board.
2. Recusal of Self – Any director may recuse themselves at any time from involvement in any decision or discussion in which the director believes they have or may have a conflict of interest, without going through the process for determining whether a conflict of interest exists.
3. Determining Whether a Conflict of Interest Exists -- After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the Board meeting while the determination of a conflict of interest is discussed and voted upon. The remaining Board members shall decide if a conflict of interest exists.

4. Procedures for Addressing the Conflict of Interest
   a. An interested person may make a presentation at the Board meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
   b. The President of the Board shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
   c. After exercising due diligence, the Board shall determine whether the organization can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
   d. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the Board shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the organization’s best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination, it shall make its decision as to whether to enter into the transaction or arrangement.

5. Violations of the Conflicts of Interest Policy
   a. If the Board has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.
   b. If, after hearing the member's response and after making further investigation as warranted by the circumstances, the Board determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

Article IV – Records of Proceedings
The minutes of the Board and all committees with board delegated powers shall contain:
a. The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the Board's decision as to whether a conflict of interest in fact existed.
The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

**Article V – Compensation**

a. A voting member of the Board who receives compensation, directly or indirectly, from the organization for services is precluded from voting on matters pertaining to that member's compensation.

b. A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the organization for services is precluded from voting on matters pertaining to that member's compensation.

c. No voting member of the Board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the organization, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

**Article VI – Annual Statements**

1. Each director, principal officer, and member of a committee with Board-delegated powers shall annually sign a statement which affirms such person:
   a. Has received a copy of the conflict of interest policy,
   b. Has read and understands the policy,
   c. Has agreed to comply with the policy, and
   d. Understands the organization is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

2. Each voting member of the Board shall annually sign a statement which declares whether such person is an independent director.

3. If at any time during the year, the information in the annual statement changes materially, the director shall disclose such changes and revise the annual disclosure form.

4. The Board shall regularly and consistently monitor and enforce compliance with this policy by reviewing annual statements and taking such actions as are necessary for effective oversight.

**Article VII – Periodic Reviews**

To ensure the organization operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

a. Whether compensation arrangements and benefits are reasonable, based on competent survey information (if reasonably available), and the result of arm's length bargaining.

b. Whether partnerships, joint ventures, and arrangements with management organizations, if any, conform to the organization’s written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement or impermissible private benefit or in an excess benefit transaction.

**Article VIII – Use of Outside Experts**

When conducting the periodic reviews as provided for in Article VII, the organization may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the Board of its responsibility for ensuring periodic reviews are conducted.
Director and Officer Annual Conflict of Interest Statement

1. Name: ______________________________ Date: ________________

2. Position: __________________________________________________________

Are you a voting Director? Yes No Are you an Officer? Yes No If you are an Officer, which Officer position do you hold: ____________________________.

3. I affirm the following:
I have received a copy of The Architecture Lobby, Inc.’s Conflict of Interest Policy. _________ (initial) I have read and understand the policy. _________ (initial) I agree to comply with the policy. _________ (initial) I understand that The Architecture Lobby, Inc. is a tax-exempt organization under Section 501(c)(6) of the Internal revenue Code of 1986, and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes. _________ (initial)

4. Disclosures:
   a. Do you have a financial interest (current or potential), including a compensation arrangement, as defined in the Conflict of Interest policy with The Architecture Lobby, Inc.? (circle one) Yes No
      i. If yes, please describe it: ____________________________________________
      ii. If yes, has the financial interest been disclosed, as provided in the Conflict of Interest policy? Yes No
   b. In the past, have you had a financial interest, including a compensation arrangement, as defined in the Conflict of Interest policy with The Architecture Lobby, Inc.? Yes No
      i. If yes, please describe it, including when (approximately):
      ____________________________________________
      ii. If yes, has the financial interest been disclosed, as provided in the Conflict of Interest policy? Yes No

5. Are you an independent director, as defined in the Conflict of Interest policy? Yes No
   a. If you are not independent, why? ________________________________

Signature of Director______________________________________ Date: _______________
Printed Name of Director___________________________________
Date of Review by Board: ________________________________
ATTACHMENT B

SCHEDULE FOR OC AND BOARD ELECTIONS

Article 1. Adjustments. The dates set forward in this attachment may be reasonably adjusted, so long as the duration of the interval between dates is maintained or exceeded.

Article 2. Dates for Organizing Committee Elections.
   May 1st: OC nominations open
   May 8th: OC nominations close (7 days later)
   May 15th: nominees announced with platforms (7 days later)
   May 21st Election opens (7 days later)
   May 31st elections close (10 days later)
   July 31st terms officially begin (overlap of roles 1 month. Roles end on June 30th with the fiscal year)

Article 3. Dates for Board Elections
   April 1st OC and Board convene a Nominations Committee
   May 1st Nominations Committee submits recommendations to Board (1 month later)
   May 14th Notice of Board Slate provided to members (14 days later)
   May 21st Elections Open (7 days later)
   May 31st Elections Close (10 days later)
   Newly elected board members and officers shall be seated at the conclusion of the next Board Meeting to occur after election.
Resolution One (R-1): Require Year in Review Public Report & Organizational CV

Adopted with the below amended language

Whereas The Architecture Lobby accomplishes a lot in any given year.

Whereas The Architecture Lobby has affected ephemeral changes in the values and discourse of architectural culture.

Whereas the architectural public is not necessarily aware of these accomplishments.

Whereas our membership is motivated in large part by making change in the status quo.

Be it resolved that The Architecture Lobby:
1. Shall publish a "Year in Review" document at the end of each year.
2. This document should recap the success and shortcomings of the Architecture Lobby in the preceding year.
3. This document shall be for public consumption and historical reference.

Be it further resolved that The Architecture Lobby:
4. Shall maintain an organizational "Curriculum Vitae" listing the activities, projects, writing, and events completed/hosted by members on behalf of the Lobby.

Plan for Implementation:
The Strategy Committee of the OC should lead a small group to draft the document with appropriate input around December approaches, and then ratify it. The Secretary shall coordinate the maintenance and use of an organizational CV.
Resolution Two (R-2): Formally Establish the O-Team

*Adopted with the below amended language*

Whereas workplace organizing is a vital part of the mission of the Architecture Lobby.

Whereas workplace organizing is a requisite part of building the power and energy of architectural workers to make change.

Whereas many architectural workers are not equipped with the skills to organize in the workplace, and many of our members have expertise and practical experience with workplace organizing of several different kinds.

Whereas, we have informally drawn together an “O-Team” of skilled organizers to help workers navigate difficult workplace situations and carry out the mission of the Lobby.

Resolved the Architecture Lobby shall:

1. Shall establish under the purview of "The Unionization Working Group" a group of organizers known as the O-Team.
2. The O-Team shall be available on a short to medium term basis to help members and non-members alike address critical situations in the office through workplace organizing.
3. The O-Team shall have a distinct email address as well as a statement of purpose posted public on the Lobby website
4. The O-Team shall be a nimble team comprised of 3-7 individuals with workplace organizing skills who can be available quickly for remote meetings with architectural workers."

Plan for Implementation:
The matter shall be referred to the the Unionization Working Group. The Organizing Committee shall follow up on progress.
Resolution Three (R-3): Three Year Roadmap and Budget

Adopted with the below amended language

Whereas TAL should establish a financial committee to develop and propose a three year financial plan and budget to replace the current ad-hoc and sporadic funding approval method.

Be it resolved that TAL will establish a strategic working group committee to address long and short term financial and budget planning. The committee will develop a Three Year Roadmap and Budget (3YR&B) and will establish a plan to distribute funds across chapters and campaigns.

The committee will be comprised of members of the Organizing Committee and the Board of Directors: Content Coordinator (OC/Board), National Organizer (OC/Board), Finance Coordinator (OC) and Treasurer (Board), and open to members.

Once a year a joint committee of members of the Organizing Committee and the Board of Directors produce a document outlining goals and ambitions for the following three year time period. Prior to the beginning of each fiscal year (July) the joint committee shall solicit funding and project proposals to include as part of the Budget.

The 3YR&B shall be submitted to the O.C. and Membership for a comment and review period. Following revisions, the 3YR&B shall be finalized and approved by a vote of the Board of Directors.

Be it further resolved, the 3YR&B is to include, but not be limited to the following items:

- Executive Summary
- Three Year Action Plan
- Financial Statements
- Balance Sheet of Current Assets, Liabilities, Revenue and Equity with yearly comparisons.
- Profit and Loss Report with three year projections
- Campaign and project funding plans and priorities
- Funding requests not included in yearly budget
- Fundraising plans and projections for TAL and TAI
- Schedule and capacity of paid admin positions
- Maintain minimum emergency funds in each of the accounts (emergency funds).

In the interim, until the approval of 3YR&B:

TAL resolves to establish a funding request protocol, to be implemented until operational budget proposal approved. Funding requests to be submitted to OC for approval per a schedule set by
financial coordinator. The OC has the ability to reject resolutions or activities that will place a financial strain or limitations on other activities.

- Funding requests will only be approved if a complete financial status is presented at vote.
- Travel reimbursements will be for members in good standing only, and will be available only for travel to participate in a TAL event.
- Invited Speakers at TAL events may be offered symbolic compensation, to be a % of requested budget, but not to exceed $300, excluding extenuating circumstances.
- All newly proposed national projects and campaigns seeking approval of OC will include financial information and will also be evaluated based on anticipated expenses and income.

Plan for Implementation:
TAL to establish a joint committee to draft and propose 3YR&B for review by OC and approval of the BoD.
Resolution Four (R-4): Bookkeeper Position

Adopted with the above altered title.

Whereas TAL is in need of professional financial and accounting support.

Be it resolved that TAL will seek accounting and tax preparation services (for hire or otherwise) in order to review and guide TAL’s finances. This can be on a consulting basis, to be exercised periodically, or as required. Job description to be provided by Financial Coordinator and Treasurer.

Plan for implementation:
Per job the proposed description, TAL Board of Directors will arrange or raise funding for proposed position.

Resolution Five (R-5): Membership Drive

Adopted with the below amended language

Whereas members of TAL are often not aware of their membership status, or if their yearly membership has lapsed.

Be it resolved that TAL will prioritize increasing its membership by establishing a national membership drive campaign focused on membership renewal, as well as increasing the new membership.

Plan for Implementation:
OC will establish a working group co-chaired by the National Organizer and internal Communications Coordinator to put in place a plan for an annual national members drive. Plan to include a strategy for implementing automatic / digital methods for membership renewal, in collaboration with Internal and External Communications Coordinators.
Resolution Six (R-6): TAL Community Agreement

*Adopted without amendment*

Whereas The Architecture Lobby seeks to conduct its operations in a democratic, inclusive, and respectful manner…

Whereas it is always helpful, even for longtime members, to be reminded of ones behavior in groups…

Whereas we all have strong opinions that are important for our democratic process and need to be expressed productively…"

**Be it resolved that the Organizing Committee shall adopt a community agreement for OC meetings as well as National meetings in the next calendar year.**

Plan for Implementation:
The OC, or a committee delegated by the OC and open to all membership, shall write a community agreement and put it to a vote on a national call. An example community agreement from DSA-LA is attached, this as well as other community agreements used in the past by The Lobby in the past shall be consulted when creating the new community agreement.

Supporting Information:
DSA LA Community Agreement
https://drive.google.com/open?id=1ngqT_sr2SU3cXUAcpgkYtdr-6F3EYfRf
Resolution Seven (R-7): OC Structures and Procedures Document

*Note that this resolution was not adopted but it was referred to organizing committee*

Whereas the adoption of many of the new proposed bylaws will eclipse the existing Organizing Committee structure document…

Whereas the existing OC structure document is out of date to our operations and decisions made by The Organizing Committee…

Whereas the Organizing Committee needs to define its operations further than ByLaws are appropriate…

Whereas we seek to make the Organizing Committee more effective, inclusive, transparent, and democratic…

**Be it resolved that the membership adopt the attached "Organizing Committee Structure and Procedures" document at the 2019 Member Congress.**

Plan for Implementation:
The membership shall review, debate, amend, and adopt the attached "Organizing Committee Structure and Procedures" document during the 2019 member congress. If further work on the document is requested by membership at the Congress, that work will be delegated to a committee to continue improving the document based on the discussion at the congress. The finalized document shall be put up for adoption in no more than three national meetings from the 2019 Member Congress.

Supporting Information:
Proposed “Organizing Committee Structures and Procedures” document
https://drive.google.com/open?id=1TT6lTvdrJLoPEoU9ha91sPqI5OKR1Lcs
Other Adopted Language and Documents

List of Active and Approved Chapters as of August 18th, 2019

*Adopted as below*

Proviso to Article IX: Chapters:
“At the 2019 Member’s Congress in Los Angeles a list of presently active chapters shall be presented to the membership for approval. This list shall constitute approval of these chapters.”

Chapter (Steward)

Bay Area (Thomas Murdoch)
Boston (Eric Petro)
Chicago (Tyler Taylor)
Cincinnati (Chas Wiederhold)
Des Moines (Blake Fisher)
Los Angeles (Khoudia Sylla and Daveed Kapoor)
New Haven (Elaina Berkowitz)
New Orleans*
New York (Maya Porath, Priyanka Shah)
Philadelphia*
Portland (Brian Campbell and Copeland Downs)
Seattle (Alexander Froehlich)
University of Michigan (Daniel Jacobs and Bryce Brown)
University of New Mexico (Alodie Girmann)
Victoria Chapter (Australia) (Will Ward and Frank Burridge)
At-Large (Lotus Grenier)

*In the process of (re)formation - to go through OC procedures outlined in bylaws*
List of Active and Approved National Projects as of August 18th, 2019

Adopted as below

Proviso to Article X: National Projects
“At the 2019 Member’s Congress in Los Angeles a list of presently active projects shall be presented to the membership for approval. This list shall constitute approval of these projects.”

Project Name, term (Coordinator)

#NotOurWall/Close The Camps, indefinite (Dex Walcott)
Unionization Working Group, indefinite (Keefer Dunn)
Socializing Small Firms Working Group, indefinite (Manuel Shvartzberg Carrio, Gabe Cira)
Activist Handbook, definite (on completion of the handbook(s)) (Blake Fisher)
#MeToo/Solidarity Bloc, indefinite (Elaina Berkowitz, AL Hu)
Green New Deal, indefinite (Caitlin Watson, Priyanka Shah, Maya Porath)
JustDesign.Us, indefinite (Quilian Riano)
Proposed Manifesto Changes

Note that per the decision of the Congress all proposed Manifesto changes were referred to a new Manifesto Committee. The Organizing Committee will take responsibility for convening this committee. Per the new bylaws, changes to the manifesto require a vote of the membership. The Manifesto Committee will also develop a clear and accessible process for this vote as well as any corresponding meetings.

Further, the proposed manifesto changes below are as originally submitted. Refer to meeting minutes for the suggested changes discussed by the Congress.

Manifesto Amendment A (MA-A)

Point to be Amended: Two

Proposed By: Keefer Dunn

Motivation: Manifesto point #2 is near the front, and it is much more hyper-specific and wordy than the others. I like the point, and feel this replacement has the same spirit and is inclusive of thinking about fees, while also expanding the point to include room to advocate for the humanistic value of architectural work.

The motion is to strike and replace as follows:

Strike: Strike Point 2 in its entirety

Replace with: “Insist on contracts and practices that uphold the worth of architectural work beyond drafting and stamping.”

Manifesto Amendment B (MA-B)

Point to be Amended: Two

Proposed By: Dex Walcott

Motivation: Address the problem with project delivery. Implement alternatives that acknowledge our labor as architects as well as other project benefits (social, ecological)
The motion is to strike and replace as follows:

**Strike:** Reject fees based on percentage of construction or hourly fees and instead calculate value based on the money we save our clients or gain them.

**Add:** Implement new methods of project delivery that calculate value beyond hourly fees or percent of construction.

**Manifesto Amendment C (MA-C)**

**Point to be Amended:** Three

**Proposed By:** James Heard

**Motivation:** As an organization of architects and designers, it is imperative that we seek solidarity with those who practice within the field of landscape. With the creation of the built environment being one of the primary contributors to climate change, we must move beyond the idea that architecture serves only humans. Design and architecture can critically affect not just buildings but the landscapes and environments within which the structures are situated. This point was chosen to be modified because its definition of value is vague and therefore offers an opportunity to consider non-human life and the well-being of the environment in the Architecture Lobby’s definition of value.

The motion is to strike and add as follows:

**Strike:** Stop peddling a product–buildings–and focus on the unique value architects help realize through spatial services.

**Add:** Stop peddling a product–buildings–and focus on the unique value architects and designers realize through spatial services that better human and non-human life, reinforce natural systems, and mitigate the effects of climate change.

**Manifesto Amendment D (MA-D)**

**Point to be Amended:** Three

**Proposed By:** Dex Walcott
Motivation: Moving away from our "uniqueness", expanding the services to be beyond spatial

The motion is to strike and add as follows:

Strike: Stop peddling a product – buildings – and focus on the unique value architects help
realize through spatial services.

Add: Stop peddling a product–buildings -- focus on the value we architects realize through our
labor.

Manifesto Amendment E (MA-E)

Point to be Amended: Four

Proposed By: Dex Walcott

Motivation: Say why wage transparency, think about other ways to remove barriers to access for
marginalized groups through policies like Rooney rules etc.

The motion is to add as follows:

Add: Enforce wage transparency across the discipline and expand the negotiating power of
marginalized workers.

Manifesto Amendment F (MA-F)

Point to be Amended: New Point

Proposed By: Dex Walcott

The motion is to add the following point after the present Point 5 and renumber accordingly:
“Establish architectural cooperatives for democratic control of the workplace.”

Manifesto Amendment G (MA-G)
Point to be Amended: Seven

Proposed By: Dexter Walcott

Motivation: Expand point to capture larger issues of licensure

Add: Remove barriers to licensure: free public colleges, form program offering licensure upon completion of degree, transfer expensive fees for exams and materials from workers onto employers!

Manifesto Amendment H (MA-H)

Point to be Amended: Eight

Proposed By: Chelsea Kilburn

Motivation: As architects we have the ability to advocate for, realize, or implement housing that not just betters our own living conditions but also others' living conditions. It is implicit in the rewording of this manifesto point that architects are, or should be, members of the communities they serve and that the best way to improve our own living conditions is to improve living conditions for all. As TAL grows and seeks solidarity with other organizations it is important that we message that our professional organizing intersects with broader goals of social improvement.

The motion is to strike and add as follows:

Strike: Change professional architecture organizations to advocate for the living conditions of architects.

Add: Reject the development and design of privatized housing; change professional architecture organizations to advocate for public, decommodified, and anti-capitalist housing models to better living conditions for all and strengthen communities.

Manifesto Amendment I (MA-I)

Point to be Amended: Eight
Proposed By: Dexter Walcott

Motivation: Let's become the dominant architectural worker organization. Lead by example.

The motion is to strike and add as follows:

Strike: Change professional architecture organizations to advocate for the living conditions of architects.

Add: Advocate for the living conditions of architects! Abolish student debt! Fight for universal healthcare, paid family leave, and public housing!

Manifesto Amendment J (MA-J)

Point to be Amended: Point 9

Proposed By: Let's do this and let's educate workers too!

The motion is to strike and add as follows:

Strike: Support research about labor rights in architecture.

Replace: Research and expand labor rights in architecture. Educate architectural workers about theirs!

Manifesto Amendment K (MA-K)

Point to be Amended: New Point

Proposed By: Dex Walcott

The motion is to add the following point after the present Point 9 and renumber accordingly: “Reform profession to be part of the just transition into a decarbonized future!”
Meeting Minutes

Saturday August 17th Business Meeting

Chair: Keefer D  
Stack: Becca B  
Minutes: David H

On the table: Adopt Bylaws Revision A (BL-A) as proposed by the Bylaws Committee (Keefer D, Ben M, Dexter W) in the “Compiled Proposals for Manifesto and Bylaw Amendments” document which was circulated in advance of Congress

Motion to Divide the Question: Break the consideration of the revision into consideration of each article. [PASSES]

Motion to Adopt Article I of the bylaws as revised. [PASSES]

Motion to Adopt Article II of the bylaws as revised. [PASSED w/ Below Subsidiary Motions]
  ● Motion to Amend: Strike mentions of “biannual” and replace with “every 2 years” for clarity [PASSES]
  ● Motion to Amend: Clarify Article 2, Section II to make clear that voting occurs  
    ○ Motion to table above motion: postpone question and voting on section 2 until the end of the discussion of Article 2 [PASSES]
  ● Motion: Adopt Article 2 sans Section 2 [PASSES]
Motion to Amend proposed Article II Section 2 with the following amendments: under section 2 strike “board or oc” with “As the Board of Directors, Organizing Committee, or members with appropriate notice.” [PASSES]
Motion to Call the Question on consideration of Article II Section 2 [PASSES]
Motion to approve Article II Section 2 as amended [PASSES]

Motion to Adopt Article III as revised [PASSES]

Motion: Adopt Article IV as revised and amended [PASSED w/ Below Subsidiary Motions]
  ● Motion to amend: Rename Article IV title to Committees and Caucuses, and define caucus in a new section, Section 4, as: “Section 4: A caucus shall be any group of 3 or more members in good standing who share a common interest, focus, or identity within the larger organization and have received recognition from the organizing committee of their formation as such. Such caucuses shall not be entitled to more rights or privileges than those to which their members are entitled.” [PASSES]
  ● Motion to Suspend the Rules to consider below second-order amendment [PASSES]
○ Motion to amend: strike “have received” and replace with “has notified the organizing committee of their formation as such” [PASSES]
● Motion: Amend relevant language of Section 3 as follows “The Board shall exercise oversight of the OC by shall periodically reviewing the activities of the OC. If upon review, the Board is unsatisfied with activities or actions of the OC, a joint meeting of the Board and OC shall be convened to discuss the issue and find remedy.” [PASSES]
  ○ Motion ruled dilatory by chair
  ○ Ruling of the chair appealed [APPEAL PASSES, ruling overturned]

Motion to Adopt Article V as revised and amended [PASSED w/ Below Subsidiary Motions]
● Motion to Amend Section 6: add “Board” before “membership” [PASSED]

Motion to approve Article VI [PASSED w/ Below Subsidiary Motions]
● Motion to Amend Section 1. Add: “Participation in the Nominating Committee shall be open to all members in good standing.” [PASSED]
● Motion to Amend Section 1: “The standing quorum and voting procedures shall be defined by the OC upon its creation.” [PASSED]
● Motion to Amend Section 2: Strike “slate” and replace with “list” [PASSED]
  ○ Motion to call to question [PASSED]
● Motion to Amend: add “and vote on” [PASSED]
  ○ Motion ruled dilatory by chair
  ○ Ruling of the chair appealed [APPEAL FAILED, Ruling Upheld]

Motion to adopt Article VII as revised [PASSED]

Motion to Suspend the Rules to consider amending Article III Section 2 [PASSED]
Motion to Amend third sentence in section to read “Members of the Board of Directors shall be elected by the voting members of the organization via electronic means per the schedule defined in Attachment B, or a special meeting of the members called expressly for that purpose.” And further to strike “by the members shall be for two-year terms, shall also constitute their election as Board Members for equivalent terms” and replace with “shall be by a majority vote of all Board Members and shall be for the duration of their term on the Board.” [PASSED]

Motion to Adopt Article VIII as proposed [PASSED w/ Below Subsidiary Motions]
● Motion to Amend Article VIII, Section 4: Strike “Co-Stewards but must split their OC vote (ie. two co-stewards would receive half a vote each and count as half a member for purposes of establishing a quorum of the OC).” [FAILS]
● Motion to Amend Article VIII, Section 2: Add External Communications Coordinator to strategic committee [PASSED]
● Motion to Amend Article VIII, Section 3: Strike External Communications Coordinator from Administrative Committee [PASSED]
● Motion to Amend Article VIII, Section 3: Change Treasurer on Organizing Committee to Finance Coordinator [PASSED]
● Motion to Amend Article VIII, Section 1: Add “Members cannot occupy two elected roles on the Organizing Committee” [FAILED]
● Motion to Amend Article VIII, Section 1: Add “Chapter Stewards shall not simultaneously serve as Strategic or Administrative Members.” [PASSED]
  ○ Motion to call to question: [PASSED]
● Motion to Amend Article VIII, Section 11: Strike “or without” [FAILED]
● Motion to Amend Article VIII, Section 11: Strike “or” and replace with “and” in the last sentence [PASSED]
● Motion to Amend Article VIII, Section 11: strike “a two-thirds vote of the members” and replace with “a 4/5ths vote of a national meeting of the members”
  ■ Motion to suspend the rules to allow a second order amendment changing “4/5ths to 2/3rds” [PASSED]
  ■ Motion to Amend “4/5ths to 2/3rds”: [PASSED]
    ○ New amendment: Motion to Amend part of Article VIII, Section 11 to read “a two-thirds vote of a national meeting of the members” [PASSED]
● Motion to Amend Article VIII, Section 11: Add “All votes for removal of an OC member shall take place following the public results found by an Investigative Committee, as established by the OC.” [PASSED]

Motion to Adopt Article IX as revised [PASSED w/ Below Subsidiary Motions]
● Amend Section 2: Change “An affirmative majority vote of the OC is required to establish a chapter” to add “a meeting of the OC” [PASSED]
● Amend Section 7: Add “separate from national campaigns” after chapter-organized-project or activity [PASSED]
● Amend Section 5: Strike “recertification” add “reestablishment” [PASSED]
● Amend Section 5: strike “four” and replace with “six” [FAILED]
● Amend Section 1: add “place of work” [MOTION FAILS w/ 11 For and 15 Against]
● Amend Section 1: change “more than 5” to “5 or more” [PASSED]
● Amend Section 1: strike “college or university” [MOTION FAILS w/ 11 For and 15 Against]

Motion to suspend the rules to consider an Amendment to Article IV, Section 4: [PASSED]
Motion to amend Article 4, Section 4: add workplace. A caucus shall be any group of 3 or more members in good standing who share a common workplace, interest, focus, or identity, within the larger organization and have received recognition from the organizing committee of their formation as such. Such caucuses shall not be entitled to more rights or privileges than those to which their members are entitled.” [PASSED]

Motion to Adopt Article X as proposed [PASSED w/ Below Subsidiary Motions]
● Motion to Amend Article X, Section 3, strike “designate a National Project Coordinator”, and change Section 6 to strike “allowed” and add “required... within the first two meetings” and strike “new”. [PASSED w/ Below Subsidiary Motions]
  ● Motion to suspend the rules to consider a second order amendment changing language in Section 6 from “two” to “four” meetings [PASSED]
    ○ Motion for a second order amendment changing language in Section 6 from “two” to “four” meetings [PASSED]
  ● Motion to suspend the rules to consider a second order amendment to not strike “designate a National Project Coordinator”, and to add “interim” before National [PASS 20-9]
    ○ Motion for a second order amendment to not strike “designate a National Project Coordinator”, and to add “interim” before National [FAILS]
● Motion to Amend Article X to strike in title and body “National” [FAILS]

Motion to adopt Article XI as proposed [PASSES w/ Below Subsidiary Motions]
● Motion to amend Article XI, section 2: strike “official” and replace with “living” [PASSED]
● Motion to add “, guiding” [PASSED]
● Motion to add “and maintain” [FAILS]
  ○ Motion to call question [FAILS]

Motion to adopt Article XII as revised [PASSED]

Motion to adopt Article XIII as revised [PASSED w/ Below Subsidiary Motions]
● Note to Bylaws Styles Committee: “biannual” to be replaced with “every two years”
● Motion to suspend the rules to consider “special meetings” clause of Article 2 Section 3 [FAILS]
● Motion to add “And voting” to members present [PASSES]
● Motion to replace “⅔” with “majority” [FAILS]
● Motion to Amend Article XIII to: “These Bylaws may be altered, amended, restated, or repealed, in whole or in part, and new Bylaws may be adopted either by a two-thirds vote of the members in good standing present and voting at the Member’s Congress every two years or special meeting of the members. When the bylaws are being reconsidered or amended they shall require a simple majority to be approved as pending. This shall not preclude the two-thirds threshold for adoption. Notice of the proposed alteration, amendment, restatement, repeal, or new Bylaw provision, including the proposed text thereof, shall be included in the notice of the meeting at which such action is considered.” [Chair initially ruled as out of order, because this procedure is already outlined in RONR. The matter was referred to Styles Committee to review wording in order to clarify the voting threshold for subsidiary motions when bylaws are under consideration and make sure amendment aligns with intent]

Motion to adopt Article XIV [PASSED]
Recorded into Minutes: Styles Committee (composed of the former Bylaws Committee) will fix language of certification statements, correct typos, and adjust language for clarity and grammar where necessary.

Sunday August 18th Business Meeting

Chair: Keefer D
Stack: Becca B
Minutes: Elaina B

Motion to adopt the revised Attachment A to the Bylaws [PASSES]

Motion to Adopt Attachment B to the Bylaws [PASSES w/ Below Subsidiary Motions]
- Motion to amend; strike May 1st to April 15th and adjust time and strike 14 days later and replace with 28 days later [FAILS]
- Motion to add “or exceeded” to the end of Article 1 on attachment B [PASSES]
- Motion to amend Article 2 as below [PASSES]
  - May 1st: OC nominations open
  - May 8th: OC nominations close (7 days later)
  - May 15th: nominees announced with platforms (7 days later)
  - May 21st Election opens (7 days later)
  - May 31st elections close (10 days later)
  - July 31st terms officially begin (overlap of roles 1 month. Roles end on June 30th with the fiscal year)
- Motion to Call the Question [PASSES]

Motion to Adopt proposed Bylaws Amendment B (BL-B) as proposed by Ben M in the “Compiled Proposals for Manifesto and Bylaw Amendments” document which was circulated in advance of Congress: Add a new Section 5 to Article VII with the following language to “Section 5. Annual Report. The Organizing Committee and Board of Directors shall convene a committee tasked with the annual production of a 3 Year Strategic Roadmap and Budget.” Further moved that the term “annual budget” in Article II Section 3 and Article II Section 5, be replaced with “Annual 3-year Strategic Roadmap and Budget” [PASSES]

Bylaws Business concluded; resolutions in the “Compiled Proposals for Resolutions” document which was circulated in advance of Congress are now on the table.

Motion to Adopt Resolution 1 [PASSES w/ Below Subsidiary Motions]
- Motion to make a small group chaired by the external communications coordinator to draft the document [WITHDRAWN]
- Motion to amend the plan for implementation to add ‘designate a small group chaired by the content coordinator to draft the document’ [WITHDRAWN]
- Motion to amend the Plan for Implementation: strike ‘the organizing committee should designate a small group’ and add ‘The strategy committee should lead a small group’ [PASSES]
- Motion to amend point two under ‘be it resolved’: Strike ‘and potentially a few shortcomings’ and add ‘and shortcomings’ [PASSES]
- Motion to call the question on Resolution 1 as amended [PASSES]
- Motion to reconsider Resolution 1 as previously amended [PASSES]
- Motion to amend point 5 to say: add ‘available to the public’ after “shall be an internal document” [PASSES w/ Below Amendment]
  - Motion to amend the amendment: suspend the rules to consider a second order amendment [PASSES]
  - Motion to amend proposed amendment to point 5 to read ‘this shall be an internal document with shall have the primary purpose of informing future strategy making [PASSES]
- Motion to amend: remove point 5 completely [PASSES]
  - Motion to call the question [PASSES]
- Motion to adopt R-1 as amended [PASSES]

**Motion to Adopt Resolution 2 [PASSES]**
- Motion to amend: point 1: shall establish under the purview of ‘The Unionization Working Group’ & ‘The Socializing Small Firms Working Group’ a group of organizers known as the O-Team. [FAILS]
- Motion to Call the Question [PASSES]

**Motion to Adopt Resolution 3 [PASSES w/ Below Subsidiary Motions]**
- Motion to make an amendment: second to last point. Add ‘excluding extenuating circumstances’ after $300. [PASSES]

**Motion to Adopt Resolution 4 [PASSES w/ Below Subsidiary Motions]**
- Motion to amend: strike financial in front of admin position in the title [WITHDRAWN]
- Motion to add ‘and’ so title reads Financial and Admin Position [WITHDRAWN]
- Motion to amend - strike ‘admin position’ in title and replace with ‘consultant’ [PASSED AS AMENDED BELOW]
  - Suspend the rules and make and amendment to the amendment. To strike ‘finance admin position’ and call it ‘bookkeeper’ [PASSED]
  - Motion to amend ‘financial admin position’ and replace with ‘bookkeeper’ [PASSED]

**Motion to Adopt Resolution 5 [PASSES w/ Below Subsidiary Motions]**
● Motion to amend: plan for implementation. Strike ‘in collaboration with internal and external communications coordinators’ and add: ‘OC will establish a working group co-chaired by the external and internal communications coordinator’ to put in place…
  ○ Move to suspend the rules to consider a second order amendment to strike ‘external communications coordinator’ and replace with ‘national organizer’ [PASSES]
  ○ second order amendment to strike and replace amendment to read “OC will establish a working group ‘co-chaired by the national organizer and internal communications coordinator’ to put in place…” [PASSES]

Motion to Adopt R-6 [PASSES]

Motion to Adopt R-7 [REFERRED TO OC]
  ● Motion to refer resolution 7 to Organizing Committee [PASSED]

Adjourned for Lunch

Motion to adopt list of National Projects and Lobby Chapters [PASSED]

Motion to proceed as a deliberative body, and to vote today if we make quorum or at a later date in a special meeting [PASSED]

Motion to Adopt Amendment A [PASSED W/ Below Subsidiary Motions]
  ● Motion to go into committee of the whole for how to address points one and two together [PASSED]
    ○ Discussion/informal debate
      ■ Reject fees based on a percentage of construction or hourly fees and insist on contracts and practices that uphold the human and economic worth of architectural work
      ■ Advocate for
      ■ Reform contracts and practices so that they
      ■ Demand contracts to acknowledge
      ■ Insist
      ■ Demand contracts and practices that uphold the full worth of architectural work, not fees based on percentage of construction or hourly rate
      ■ Demand contracts and practices that uphold the full worth of architectural work; reject fees based on percentage of construction or hourly rate
  ● Motion to amend manifesto Amendment A to read as follows: Demand contracts and practices that uphold the full worth of architectural work, reject fees based on percentage of construction or hourly rate [PASSED]
● Motion to amend comma to semicolon reads Demand contracts and practices that uphold the full worth of architectural work; reject fees based on percentage of construction or hourly rate. [PASSED]
● Motion to add ‘only’ after ‘based’ [FAILS]
  ○ Move to call the question - for including ‘only’ [PASSED]

Motion to Adopt Amendment C [PASSES W/ Below Subsidiary Motions]
● Motion to move into the committee of the whole [PASSED]
  ○ Informal discussion
    ■ Stop pedaling a product - buildings; focus on the unique wholistic value of architects and designers realize through spatial services their labor that better all life, reinforce natural systems, and mitigate the effects of climate change
    ■ Stop pedaling a product - buildings; focus on the wholistic value architects and designers realize through their labor that better all forms of life. (Aligns us with actor network theory)
    ■ Stop pedaling a product - buildings; focus on the wholistic value architects and designers realize through our labor that better human and non-human lives and landscapes
  ○ Motion for the committee to rise, the report of the committee is that the report is inconclusive
● Motion to amend manifesto point to read as follows: Stop pedaling a product - buildings; focus on the wholistic value architects and designers realize through our labor that better human and non-human lives and landscapes [PASSES]
● Motion to amend manifesto amendment c as follows: Stop pedaling a product - buildings; focus on the wholistic value architects and designers realize through our labor that better human and non-human lives and landscapes [FAILS]
● Manifesto amendment c as amended Stop pedaling a product - buildings; focus on the wholistic value architects and designers realize through our labor that better human and non-human lives and landscapes. [PASSES W/ QUORUM]

Motion that all the changes to the manifesto made today will be referred to the manifesto committee by the OC. The OC will create a working group to review and put up for a vote by all members. [PASSES]

Manifesto amendment D- do we want to take up this amendment? [NO SECOND]

Motion to adopt manifesto amendment E [PASSES w/ Below Subsidiary Motions]
● Motion to strike ‘enforce’ and replace with ‘demand’ [PASSED]
● Motion to strike ‘marginalized’, chair called a vote [FAILS]

Motion to name the outgoing By-Laws committee as the Bylaws Styles Committee [PASSES]
Motion to rename the “Bylaws Styles Committee” to the “Bylaws Styles and Congress Report Committee”, and for that committee to create a congress report that will be adopted by the OC and distributed to members [PASSES]

Motion to adopt amendment F [Passes w/ Below Subsidiary Motions]
- Proposed language reads as follows: establish architectural cooperatives for democratic control of the workplace
- Motion to strike point 5 and replace with: Establish democratic control of the workplace through architectural unions and cooperatives
  - Move to suspend the rules to strike ‘architectural’ from this amendment [PASSES]
  - Move to strike ‘architectural’ from the replacement of point 5 [PASSES]
  - Establish democratic control of the workplace through unions and cooperatives
  - Motion to suspend the rules to amend the amendment [PASSES]
    - Amend to say ‘achieve democratic control of the workplace by establishing architectural cooperatives and unions.’ [PASSES]
    - Motion to say ‘industry-wide unions’ and another comment is to replace ‘achieve’ with ‘establish’ [Fails]
- Motion to amend F to read as follows: Establish democratic control of the workplace through unions and cooperatives [PASSES w/ Below Amendments]
  - Motion to amend: Establish democratic control of the workplace through architectural cooperatives and an industry-wide union. [PASSES]
  - Move to call to question [PASSES]
  - Motion carries
- Motion to adopt amendment F as amended to replace point 5. Read as follows: Establish democratic control of the workplace through architectural cooperatives and an industry-wide union. [PASSES]

Motion to Adopt Amendment G to read as follows [Passes w/ Below Subsidiary Motions]
- Motion to amend: add ‘education and’ before licensure, strike ‘free public colleges,’ strike ‘transfer expensive fees for exams and materials from workers onto employers!’ And replace with ‘provide alternate paths to licensure’ to read as follows: Remove barriers to education and licensure; form program offering licensure upon completion of degree, transfer expensive fees for exams and materials from workers onto employers! [PASSES]
  - Motion to divide the question [PASSES]
- Considering first sentence ‘Remove barriers to education and licensure; form program offering licensure upon completion of degree, transfer expensive fees for exams and materials from workers onto employers!’ [PASSED]
- Motion to strike ‘transfer expensive fees for exams and materials from workers onto employers!’ and replace with ‘provide alternate paths to licensure’
○ Motion to suspend the rules to amend the language to read: transfer the cost of spilling and certifying workers onto employers [FAILS]
○ Motion to suspend the rules to amend the statement to say: “remove barriers to education and provide alternate paths to licensure” [PASSED]
● Motion now reads amend manifesto amendment G to read: Remove barriers to education and provide alternate paths to licensure
● Motion to strike ‘provide’ and replace with ‘establish’ Reads: Remove barriers to education and establish alternate paths to licensure [PASSES]
● Motion to amend amendment G to read: ‘Remove barriers to education and establish equitable alternate paths to licensure.’ [PASSES]
 ○ Motion to suspend the rules to strike ‘alternate’ [WITHDRAWN]
● Motion to strike ‘alternate’
 ○ Motion carries, reads ‘Remove barriers to education and establish equitable paths to licensure.’
● Motion to strike ‘licensure’ and replace with ‘practice’ [WITHDRAWN]
● Motion to add ‘and practice’ at the end. Point to read: ‘Remove barriers to education and establish equitable paths to licensure and practice.’ [PASSES]
● Motion to amend the second sentence in point 7 to read: ‘Remove barriers to education and establish equitable paths to licensure.’ [PASSES]

Motion to Adjourn [PASSES]
Congress Notes

N.B. All binding decisions of the Congress were conducted in the business meeting portions, and recorded in minutes. The following notes are intended to capture the spirit and content of debates and discussions of the congress, and may be incomplete.

Board Meeting, August 16

- Campaign Updates
  - Venice – did not get picked, made it from NEA to DoS. Byzantine process, opaque, but regardless, sad news.
  - GND – NY chapter, issued lobby position, pushed in relation to conf. @ PENN “Designing the GND” Lobby was asked to participate. Incentive to think through position. Conf. in September. NL & PD will be on panel together. New members joined in relation to GND project. Captured interest.
  - JustDesign – Going on for more than 2 years…entering 2nd phase. Phase 1 was typified by case studies of model firms, employee noms, employer verification. 2nd phase to increase body of firms. Quilian Riano working on this project. Basic fundamental campaign that shows we care about this issue. PD has a residency in Santa Fe related to JD.
  - Southern Border Detention – AML took lead w/ Maya Porath. Yielded a joint statement w/ ADPSR. Above and beyond AIA statement. Coord statement w/ ADPSR felt very positive. LA chapter & NoW being galvanized by this work. AML – border conditions affect northern border as well.

- Administration Issues and Discussion
  - Discussed the need to be more clear in our mission and identity as an organization. In particular, we need to more clearly articulate the relationship between social justice work and workplace organizing. Discussing workplace democracy and bread and butter issues (paid family leave, 8 hour day, etc) is key.

- Fundraising
  - Discussed legal framework of The Architecture Lobby and The Architecture Initiative.
  - Discussion of potential grants or fundraising opportunities. Our unique mission makes things difficult in this arena, but specific projects or initiatives may be grantable. This requires clear demonstration of a track record, and clear articulation of mission. In general “Please fund us so we can grow” approach is not likely to succeed v. soliciting funds for specific campaigns.
Dues are the low hanging fruit, but we need to drive growth. Admin support here is key. Need further discussion on how to fund this - dues increase? Special assessment? Specific Fundraiser?

Board and Organizing Committee Meeting, August 17

- Discussion of Lobby Three Year Plan Summary
  - Discussion of whether unionization is the primary goal of the Lobby.
    - Question about whether the union is the means or the ends. Replies discussed workplaces as the site where workers can potentially have power by virtue of their labor. Further discussed unions as a concrete goal that opens up other chances for workplace organizing in the interim. Clarification of the ends as owning the means of production.
    - Further clarifications that incremental wins are necessary to win bigger ambitions. Discussion of workplace organizing for non workplace issues (ie. social justice unionism). Concern/question regarding how bringing it a mass of workers could potentially change the politics of the Lobby.
    - Socializing small firms project raised as a key part of the strategy for addressing the concerns of small offices. Notion of “unionizing against the client” as being on the spectrum of positions. Discussion about how the aim of this project needs to be about altering social relations in offices, not just making better entrepreneurs.
  - Discussed necessity of aligning with other organizations, particularly around issues of race, class, and environment.
  - Discussed having a strategy aimed at the top and the bottom so that practices model the world they want to see. Further discussion about how our fight in realizing a better world is not strictly linear.
  - Discussed importance of having concrete goals, including advocating for robust public institutions to support public works - philanthropy as anti-democratic.

August 16th Incident Report

During the evening party held at WuHo gallery there was an incident involving an ally of the organization. A full report of the incident and recommendations for avoiding similar circumstances in the future was distributed to the membership by National Organizer Dexter Walcott to the Architecture Lobby Mobilize platform on August 24th and is available for review there.
Recommendations for 2021 Congress

Planning

The following are recommendations on the planning process from this Congress’ organizers:

- No one should start planning one of these events less than 90 days before it happens, the 2019 Member’s Congress was planned in approximately 60 days which was not enough time
- Recommend one call every week leading up to the event for the last 60 days, keep those calls at 45 minutes
- Emphasize the role of the coordinator, but ensure that they’re just the coordinator and not the do-er
- Understand early on in planning whether the event is catered by TAL or whether food is individually funded
- Understand what snacks are being provided by TAL
- Decide on the budget early in planning
- Events with alcohol (or any event that will be using a substantial portion of the budget) should have a separate RSVP to get a more accurate attendance count
- Suggested Roles: Food Person / Venue Search Person / Programming Person / Budget Person / RSVPs and Surveys Person / Dedicated Housing Coordinator / Regional Ambassador / Publicity and Turnout Person / Graphic Designer
- There needs to be a nomination process to determine where national events will be held so local chapters have the opportunity to accept or decline the nomination
- WiFi and streaming are a necessity for all events! Test these in person before agreeing to the venue.
- Determine the venue early in the planning process based on agreed upon criteria

Location and Venue

Los Angeles was an excellent host city for the Lobby. Similar to the 2017 Members Congress, the chapter had a large enough membership to arrange for housing of incoming Lobsters, venue logistics, and other pertinent details. The presence of long term members and national leaders in the Los Angeles chapter also helped ensure a smooth planning process and a seamless connection between planning at the national level and at the local level.

Wuho gallery was an ideal space. We were able to come and go as we pleased, and the space scaled well to our needs and size without ever feeling too small or too large. It is critical that in future Congress we continue to have a space that allows mostly unconstrained use for a period of days. Such spaces can be pricey, but we have been lucky enough in 2017 and 2019 to use the connections of individual members to secure space. Hopefully we will be able to continue
this in 2021 - in fact, given the cost of venues it may be the deciding factor after chapter capability in determining a host city for the Congress.

Flights and Travelshare

The travelshare model was helpful but can be improved upon for the next event. Travel funding is an ongoing conversation in the organization, and one that the organizers of the next Congress should stay abreast of.

Housing

During this Congress, Members were able to successfully arrange accommodation through a mix of hotel lodging, group AirBnBs, and most importantly local Lobby Member’s hosting guests. Lobbsters in LA coordinated matching those with a need for free housing with willing hosts, and further facilitated booking shared AirBnBs. Those who stayed in hotels, including Board Members, found and paid for their own lodging. This seemed to work well, and people's preference for type of accommodation seemed to align with their willingness to “pay their own way” on lodging.

Unless registration grows significantly, we can likely expect to plan accommodation in 2021 similar to Congresses prior. However, as the Lobby and event grows we will have to make sure that we are offering varying types of lodging at affordable rates for members. On that score, it may make sense to fold housing accommodation into the Travelshare scheme. However we must also bear in mind that while the travelshare effectively helps members share the burden of travel that gets more expensive with distance - housing accommodation costs are a choice correlated to individual financial need. Unless housing costs are equalized through booking a block of rooms in a hotel or similar, folding accommodations into travel share may prove difficult.

Programming

The duration of this Congress was too short. Due to the urgency of adopting new bylaws and adopting resolutions, the congress ended up putting aside important space for less structured conversation and ideating. We also attempted to go through the manifesto amendments, but in the end this was referred out to committee. Many commented on how exhausting the business meetings were - and how much we took an attitude of “powering through it” - precisely the type of attitude we are struggling against in architecture culture.

While adopting new bylaws felt like jumping over a huge hurdle this time, we should do our best in future Congresses to rectify the problem and ensure that we have adequate time for productive facilitated conversation outside of the business meeting portions. Upcoming Congresses will not have to spend the same amount of time as the 2019 edition on adopting an almost entirely new set of bylaws, but as membership grows and people become more familiar
with parliamentary procedure and proposing resolutions the business meeting portion of the Congress may face similar issues. These could be avoided by breaking up the agenda more effectively, building in longer break times, adding another day to the proceedings (perhaps scheduling the Congress to coincide with a three day weekend), or by making sure some of the preliminary debate and decision making can be done in advance of the physical meeting.