CAPITAL CITY GLBTA DEMOCRATIC CAUCUS, INC.
GENERAL MEMBERSHIP MEETING AGENDA
September 27, 2011

I. Welcome and Introductions
II. Agenda Updates
III. Reports
   a. President – Andy Janecek
   b. Vice-President – Michelle Comingore
      i. Bylaws Committee (Michelle, Andy, Tim, Jim, Lisa)
         1. Review and approval of proposed amendments.
   c. Treasurer – Tim Frizzell
      i. Treasurer Transition Update
      ii. Finance Committee (Tim, Jim, Steven)
      iii. Review of Financial Report
   d. Secretary – Jim Grantham (Acting)
      i. Election for Position
   e. Campaign & Communications – Lisa Comingore
   f. Membership – Vacant
IV. New Business
   a. Visibility Opportunities
      i. First Friday – October 7th (6 to 10pm)
      ii. NCOD Gala and Awards – October 14th
      iii. Fall Fever Festival – October 22nd (3 to 8pm)
   b. Membership Drive/Future Events
      i. Casino Night (Lisa)
      ii. LCYD – October 26th – Changes in elections laws or re-districting.
   c. LGBT Law Workshop (Tim)
V. Old Business
   a. Status of List of Other Democratic Organizations (Tim)
   b. Strategic Goals
      i. Increase membership and fundraising efforts.
      ii. Increase advertising/outreach efforts.
      iii. Increase GOTV efforts.
      iv. Increase voter education efforts.
VI. Adjournment
   a. Next General Membership Meeting: TBD, location TBD.
   b. Next Executive Meeting: TBD, location TBD.

Subjec **[cc-glbt-dems-members] Bylaws Changes**
Sende Michelle Comingore <m.comingore@gmail.com>
Recipi CCGLBTA Members <cc-glbt-dems-members@ccglbtdems.org>
Reply- Capital City GLBTA Democratic Caucus Members <cc-glbt-dems-members@ccglbtdems.org>
Date 15.09.2011 16:07

- Bylaws draft amend 9-13-11.doc (125 KB)

Good afternoon Caucus members.

The Bylaws Committee and Board voted to approve bylaws changes. The proposed changes remove mandatory committee assignments for the Vice President and Secretary and clarify that elections are only required every odd year. Changes are highlighted in the attached document to make them easier to identify.

Please be prepared to cast your vote on these changes at the September 27 membership meeting. I look forward to seeing you on the 27th!

Sincerely,

Michelle Comingore
Vice President and Bylaws Committee Chair

_____
cc-glbt-dems-members mailing list
cc-glbt-dems-members@ccglbtdems.org
http://ccglbtdems.org/mailman/listinfo/cc-glbt-dems-members_ccglbtdems.org

BYLAWS
OF THE CAPITAL CITY GLBTA DEMOCRATIC CAUCUS, INC.,
A CHARTERED CHAPTER OF THE FLORIDA GAY, LESBIAN, BISEXUAL, AND TRANSGENDER (GLBT) DEMOCRATIC CAUCUS

PREAMBLE

We, the members of the Capital City GLBTA Democratic Caucus, Inc., united in a common purpose, in order to strengthen and further the ideals and principles of the Democratic Party, which recognizes and promotes diversity, good will, and respect for all members of the community, do hereby adopt and uphold these bylaws.

ARTICLE I. NAME.

The name of this organization shall be Capital City GLBTA Democratic Caucus, Inc., a Chartered Chapter (hereinafter referred to as "organization" or "chapter") of the Florida Gay, Lesbian, Bisexual and Transgender (GLBT) Democratic Caucus, hereinafter referred to as "Caucus".

ARTICLE II. OBJECT.

Section 1. Object. The object of this organization shall be:

- to stimulate active interest in political and governmental affairs;
- to promote diversity in political and government affairs;
- to strengthen and to further the ideals and principles of the Democratic Party;
- to provide reasonable and ongoing financial support to the Caucus;
- to promote participation among Democrats;
- to support and elect the duly selected nominees of the Democratic Party in national, state, and local campaigns;
- to foster good fellowship among Democrats; and
- to encourage voter registration and advocate issues without discrimination on grounds of race, color, creed, sex, age, national original, physical disability, gender identity, or sexual orientation.

Section 2. Mission. Further, it shall be the mission of this organization to foster good will between gay, lesbian, bisexual, transgender and allied (GLBTA) members of the Democratic Party and the community at large. We seek individual freedom in the framework of a just society and political freedom in the framework of meaningful participation by all citizens.

Section 3. Endorsements. To further the goals of the organization, we will not explicitly endorse any candidate prior to the primary when more than one Democratic candidate is running for any one particular elected office. At no time, will this organization support any non-Democrat against a Democrat in any election, other than in judicial elections.

ARTICLE III. MEMBERSHIP AND AFFILIATION.

Section 1. Eligibility for Membership and Associate Membership.

A. Membership.

Any Democrat registered to vote in the State of Florida, supportive of the objectives of this Caucus, who wishes to participate actively in the chapter, and who pays dues as specified by the Board shall be a member. No other residency restriction may be placed upon membership or the privileges of membership.

B. Associate Membership.

Any Democrat, supportive of the objectives of this Caucus, registered in the State of Florida, but who cannot participate actively in the Caucus shall be an associate member, upon payment of dues specified by the Board. Associate members of the organization may participate in the activities of the organization, may be appointed to committees, and may attend and speak at meetings, but shall not make motions, vote, nor hold office.

Members and associate members of the organization shall automatically be associate members of the Caucus, and may wish to become full members (with voting and office-holding rights, upon payment of membership dues to the Caucus).

Membership will become immediately effective upon the payment of dues and verification of affiliation with the Democratic Party (either through presentation of a current voter registration card or confirmation of party registration with the Supervisor of Elections Office). Associate membership will be effective immediately upon the payment of dues and verification of voter registration status, to the maximum extent practicable.

C. Student Membership.

A student membership is available to all full-time students upon presentation of a valid student identification card. The rights of student members shall be equal to those of full or associate members, including voting and office-holding rights. Student memberships will be effective immediately upon the payment of dues, verification of voter registration status, and verification of student status.

Section 2. Friends of the Organization. Mindful of the need to reach out and the benefits of a policy of inclusion, a person who:

(a) is not a Florida resident, or

(b) is not eligible to register to vote in Florida,

but who subscribes to the purpose and mission of the organization, shall be a “friend”, upon payment of dues specified by the Board. “Friends” may speak at meetings and assist on

committees, but may not vote. "Friends" may be student "Friends" upon presentation of a valid student identification card.

Section 3. Dues. The organization, by vote of the Board, shall determine the annual dues of each category of membership or affiliation. Dues are payable upon joining and, thereafter, in advance on or before June 30th of each year. The Membership Committee will notify members two months in arrears; those renewing members whose dues are not paid within 30 days thereafter shall be automatically placed in inactive status and shall not be considered members. The voting privileges of those members in arrears will be suspended until dues are paid. Dues shall entitle one to membership in the organization (as either a member or associate member).

(a) Membership dues are $25.00.
(b) Associate Membership dues are $25.00.
(c) Friends of the Organization dues are $25.00.
(d) Student Membership/Student "Friends" dues are $15.00.
(e) New members are welcome and encouraged to join year-round; however, members joining pursuant to subsections (a), (b), and (c) above from January 1st to June 29th of any particular year, membership dues shall be $15.00 which shall entitle them to full membership through June 30th of the year in which they join. New members joining from June 30th through December 31st of any particular year shall be required to pay the full $25.00 membership dues. Regular yearly dues are due and payable as noted above on June 30th for the following year, regardless of when the member joins.

Section 4. Resignation from Membership. Members desiring to resign from the organization shall notify in writing, electronic or otherwise, the President or other executive officer.

ARTICLE IV. ANNUAL PARTY CONTRIBUTION AND RE-CERTIFICATION.

Section 1. Contribution. The organization shall pay an annual contribution to the Florida GLBT Democratic Caucus, as prescribed by the Caucus and Florida Democratic Party rules.

Section 2. Charter Re-certification. In July of every odd numbered year, or at such time as otherwise required by the Caucus, the organization shall apply to the Membership and Chartering Committee of the Caucus for charter re-certification. Failure to do so shall result in the forfeiture of all rights and privileges of the use of the word Democrat, Democratic, or any derivative thereof.

ARTICLE V. OFFICERS.

Section 1. Officers. The elected officers of the organization shall be a President, a Vice President, a Secretary, and a Treasurer. All officers shall perform the duties prescribed by *Robert's Rules of Order*, the parliamentary authority for the organization, as amplified and modified by these bylaws.

Section 2. Term of Office. The officers shall be elected by open ballot to serve for two years or until their successors are elected, and their term of office shall begin at the close of the annual meeting at which they are elected.

Section 3. Office-Holding Limitations. No member shall hold more than one elected office within this organization at a time. The President and the Vice President shall be of opposite genders. The gender of the persons involved will be by self-determination. The Executive Officers of this organization (the President, Vice President, Secretary, and Treasurer) shall be limited to two (2) consecutive terms only. This does not preclude any current Executive Officers from being eligible for a different Executive Officer position. Upon relinquishing the office for a two-year period, previous office holders shall again be eligible to be re-elected to the same position for another two (2) consecutive terms.

Section 4. Adequate Opportunity to Participate. The organization shall publicize fully the legal, practical, and pertinent procedures for selection of the organization's representatives and officers; such publication shall be timely to assure notice to all interested Democrats, whether members or prospective members, such that they may have adequate opportunity to participate.

Section 5. Nomination Procedure, Time of Elections, and Open Ballot Election. Nominations and elections shall be held every odd numbered year in accordance with the following procedures.

A. Nominations.

1. In March, the President shall appoint a Nominating & Election Committee, comprised of three members. The duty of this committee is (a) to publicize fully the election and requirements on the organization's website and other appropriate community media, at least 30 days in advance of the annual meeting; (b) to recruit members for office; (c) to ensure the eligibility (consistent with these bylaws) of all members seeking office; (d) after ascertaining their willingness to serve, to nominate a candidate for each office to be filled at the annual meeting in June; and (e) to conduct the election process. No committee member may be nominated or elected to any office to be filled at the annual meeting.

2. At the regular meeting held in April, the Committee shall report and accept further nominations from the floor, subject to the Committee's subsequent determination of eligibility. The Committee will afford each candidate a reasonable opportunity to submit campaign material to the general membership, which will be distributed along with the call for the annual meeting.

B. Election.

1. Prior to the annual meeting, the Committee shall prepare one ballot with the names of each duly qualified candidate for each position. Each ballot shall be printed with the name and address of the organization at the top, followed by the position to be voted upon, with the candidates' names printed on the ballot. There will be a blank line or lines provided for each office, equal to the number of persons who can be elected for that position. At the bottom of the ballot, there will be two blank lines to be completed by the voter with the voter's signature and printed name.

2. Voting for officers will be by open ballot, in accordance with Florida Democratic Party rules, at the annual meeting in June. Members must be present to vote; absentee or proxy voting is prohibited. The Nominating & Election Committee will preside over and conduct the election process. At the annual meeting, additional nominations shall be in order and voters may write in that nominee's name and vote for that nominee on the line provided. Following each vote, the Committee shall collect and count ballots, utilizing additional tellers, as necessary, and will announce the results at the end of the count. A majority of those present and voting is required for election. The Committee will afford any candidate the right to a recount, after which the Committee will certify the results.

3. To be eligible to vote, participate in elections, and be a candidate, a member must have been a member by the forty-fifth day prior to the annual meeting and maintain membership through the date of the annual meeting. The Secretary of the organization shall provide to the Nominating & Election Committee a list of members eligible to vote and be candidates forty-four days before the annual meeting and on an up-dated basis thereafter, as required by the Nominating & Election Committee.

4. If a candidate for office runs unopposed or the number of candidates for directorships equals or is less than the number of directors provided for in these bylaws, such candidates may be elected by acclamation.

5. All ballots shall be kept by the local representative of the Caucus for a period of thirty days following the date of the election and shall be available for review by any member. All ballots shall, thereafter, be transmitted to the Caucus, which may hold such ballots for a period of three years, after which time they may be destroyed.

ARTICLE VI. DUTIES OF OFFICERS AND ADVISORS.

Section 1. President. The President shall preside at all meetings of the organization and Board of Directors; shall be a member *ex officio* of all committees (except the Nominating and Elections Committee and the Audit Committee); and shall appoint the Chairs and members of all standing and special committees (except as provided in these bylaws). The President, or the President's designee from among the Board members, (a) shall represent the organization at county, district, state, and national meetings and functions and (b) shall act as spokesperson for the organization. The President shall serve as chief executive and administrative officer and shall provide guidance to the committee Chairs. The President shall preserve order at meetings and remove any person found to be disruptive at meetings and shall ensure that appropriate physical arrangements and furnishing are in place for each meeting with the assistance of the other officers.

Section 2. Vice President. The Vice President shall assist the President in the discharge of the President's duties and shall assume that office in the absence, or inability to serve, of the President. ~~The Vice President shall serve as Chair of the Bylaws Committee.~~ The Vice President shall advise the President, other officers, committees, and members on matters of parliamentary procedure.

Section 3. Secretary/Historian. The Secretary is the recording officer of Board and general

membership meetings and is custodian of all records of the organization, except those assigned to other officers or committee chairs by these bylaws. These records include, but are not limited to, the minutes of all meetings, committee reports, the official membership roll, lists of committees and their members, bylaws, special rules of order, and standing rules. These records (in addition to all photographic materials that may become available) shall be maintained as a narrative account of the organization's activities during the Secretary's term of office which, when approved by the organization, will become a permanent part of the organization's official history. The Secretary shall issue the call of meetings, prepare an order of business for the presiding officer, and – in the absence of the President or Vice President – shall call a meeting to order, until a Chair *pro tempore* is elected. ~~The Secretary shall co-chair the Membership Committee.~~

Section 4. Treasurer. The Treasurer shall be the custodian of all funds of the organization; shall keep an accurate record of receipts and expenditures; shall present a statement of all income, expenditures, accounts payable, and income receivable, in a format acceptable to the Board, at each meeting, occurring since the previous meeting; shall make such interim reports as directed by the Board or organization, and shall prepare and present an annual statement of expenses and receipts. The Treasurer shall provide a monthly report to the Board and an annual report to the Audit Committee in sufficient time for its review and approval. All reports, signed by the Treasurer (and the Audit Committee for annual reports), should be distributed, to the extent practicable, to members at least two days in advance of each Board meeting. The Treasurer shall present a written summary financial report, including cash balance on hand less outstanding obligations, at each regular general membership meeting, and shall have the detail available for member review. The Treasurer shall disburse funds as authorized by the Board. Checks exceeding $250.00 shall require approval of the Treasurer and President. The Treasurer shall maintain a fidelity bond during the term of office, which bond shall be paid by the organization. The Treasurer, with the approval of the Board, may appoint deputies to receive and account for funds. The Treasurer shall chair the Finance Committee.

Section 5. Loyalty Oath. Officers and committee chairs shall execute a loyalty oath, in the form and manner prescribed by the rules of the Florida Democratic Party, immediately upon taking office at the annual meeting, or as soon thereafter as possible (within 30 days), and before discharge of their duties. Notwithstanding any other provision of these bylaws, failure to comply shall result in immediate removal from office.

Section 6. Maintenance of Membership. All officers shall pay dues by June 30th. Notwithstanding any other provision of these bylaws, failure to comply shall result in immediate removal from office.

Section 7. Organization Records. All records created and maintained by officers in the discharge of their duties shall be the exclusive property of the organization. Officers shall be custodians of such records during their term of office and shall physically present them at the annual meeting (or such other time when their term ends) to ensure the smooth transfer of all records to succeeding officers immediately upon the election of their successors.

ARTICLE VII. BOARD OF DIRECTORS.

Section 1. Board Composition. The officers, standing committee chairs, and the Immediate Past

President of the organization shall constitute the Board of Directors. In the event the Immediate Past President is unwilling or unable to serve, the presiding President may appoint a previous Past President to the Board of Directors.

Section 2. Duties and Powers of the Board. The Board of Directors shall have full power and authority over the affairs of the organization, except as reserved specifically to the general membership in these bylaws. The Board shall be subject to the orders of the organization and none of its acts shall conflict with action taken by the organization.

Section 3. Board Meetings. Unless otherwise ordered by the Board, regular meetings of the Board of Directors shall be held once each month, or as otherwise called by the President. Special meetings of the Board may be called by the President and shall be called, within seven days, upon the written request of five members of the Board. Except in cases of emergency, at least seven days notice of all regular and special meetings of the Board shall be given, which notice shall include the time, date, and location of the meeting.

Section 4. Quorum. A majority of the voting members of the Board shall constitute a quorum.

Section 5. Voting. No vote at a Board meeting shall be taken by secret ballot. Proxy voting shall be prohibited. Voting may be taken at a meeting or through electronic means. Any such action taken must subsequently be reported by the Board to the general membership at the next regular meeting.

Section 6. Emergency Authority of the Executive Committee. In case of emergency, if a special Board meeting cannot be called in a timely fashion, the President may convene a meeting of the Executive Committee of the Board, comprised of the President, Vice President, Secretary, and Treasurer as voting members and one standing committee chair as a non-voting member. A quorum shall be three voting members. At any such meeting, the Executive Committee may take action and vote on matters of urgent interest to the organization, provided that such vote is unanimous to be valid. Any such action taken must subsequently be reported by the Board to the general membership at the next regular meeting.

ARTICLE VIII. GENERAL MEMBERSHIP MEETINGS.

Section 1. Regular Meetings. Regular general membership meetings of the organization shall be held at least quarterly as called by the President or by a majority of the Board of Directors, unless otherwise ordered by the organization, except that a regular general membership meeting shall be held in April in compliance with Article V, Section 5.

Section 2. Annual Meeting. A regular general membership meeting shall be held during the month of June and shall be known as the annual meeting and shall be for the purpose of electing officers, receiving reports of officers and committees, and for any other business that may arise.

Section 3. Special Meetings. Special general membership meetings may be called by the President or by a majority of the Board of Directors, in writing, and shall be called upon the written request of twenty percent of the organization's membership. The purpose of the meeting shall be stated in the

call. Except in cases of emergency, at least seven days notice shall be given.

Section 4. Quorum. Twenty percent of the organization's membership shall constitute a quorum at general membership meetings. Thirty-five percent of the organization's membership shall constitute a quorum at the annual meeting held during the month of June.

Section 5. Meetings Open to All Democrats. The time, date, and location for all regular, annual, and special meetings of the organization shall be publicized fully and in such a manner as to assure timely notice to all interested persons. Except in cases of emergency, at least seven days notice shall be given. Meetings shall be open to all members of the Democratic Party regardless of race, color, creed, sex, age, national origin, sexual orientation, gender identity, or physical disability. All meetings shall be in a facility accessible to the physically handicapped.

Section 6. Voting. No vote at a meeting of the organization shall be taken by secret ballot. Proxy voting shall be prohibited.

ARTICLE IX. VACANCIES AND REMOVAL.

Section 1. Vacancy of President. If a vacancy occurs in the office of President, the Vice President shall become President.

Section 2. Other Vacancies. Other vacancies shall be filled, on an acting basis, by appointment of the President, until the next regular meeting of the organization, provided that 10 days notice is given of the vacancy, at which time the position will be filled for the remainder of the term, by nominations from the floor. Election shall be by open ballot; members shall indicate their choice for the vacancy and shall sign and print their own name. Election may be by acclamation, if only one nominee is presented for the vacancy. All ballots shall be kept by the local representative of the Caucus for a period of thirty days following the date of the election and shall be available for review by any member. All ballots shall, thereafter, be transmitted to the Caucus, which may hold such ballots for a period of three years, after which time they may be destroyed.

Section 3. Removal. Any officer may be removed upon a two-thirds vote of the members at any regular or special general membership meeting after at least ten days notice to the membership that a motion for the purpose of removal of such officer will be considered at such regular or special meeting. The removal may be for cause, including, but not limited to, malfeasance, misfeasance, neglect of duty, abandonment of office, incompetence, permanent inability to perform official duties, and conviction of a felony. Any absence from four Board meetings shall constitute neglect of duty. Unexcused absences from two consecutive regular Board meetings shall constitute abandonment of office.

ARTICLE X. COMMITTEES.

Section 1. Standing Committees. The Standing Committees shall be Finance, Bylaws, Campaign and Communications, and Membership. Standing committees shall meet as needed to effectively

conduct the business of the committee.

A. Finance Committee.

1. Promptly after each annual meeting, the President shall appoint a Finance Committee, comprised of the Treasurer and at least two other members. The Finance Committee may from time to time submit amendments to the budget for the current fiscal year, which may be adopted by the Board. It shall submit quarterly reports on budget performance.

2. It shall be the duty of the committee to prepare a budget for the next fiscal year, which shall begin the first day of July of the following year, and to submit same to the Board fourteen (14) days prior to the annual meeting for approval at the annual meeting.

B. Bylaws Committee. The Bylaws Committee~~, chaired by the Vice President,~~ shall review all changes to the bylaws, special rules, and standing rules and shall report on any such changes to the Board and general membership as appear necessary and feasible from time to time. The committee shall review proposed amendments to the bylaws expeditiously and shall report its recommendations at the next Board meeting.

C. Campaign and Communications Committee. The Campaign and Communications Committee shall work toward the election of all Democratic candidate nominees for the area covered by this organization, including county, state, and national candidates; shall organize voter registration efforts; shall serve as the clearinghouse for candidates' requests for volunteers; and shall mobilize the general membership and the GLBTA community to vote. The committee shall report to the organization on the status of candidates and issues (including endorsements), recommending actions, as appropriate. The committee shall ensure that all activities, including meetings, are advertised in an appropriate and timely manner. It shall also develop and maintain a chapter website and logo, subject to Board approval.

D. Membership Committee. The Membership Committee~~, which shall be chaired by the Secretary,~~ shall recruit new members, notify members of renewals and arrearages, and confirm that all persons wishing membership are, in fact, registered Democrats and meet other requirements, appropriate to their category of membership. It shall verify the membership status of persons attending meetings for voting purposes. It shall recommend rules and procedures relating to membership requirements and dues, including the manner and form of initial application and renewals. The committee shall maintain a current and accurate membership list and provide a copy of such list to the Secretary, as the official membership roll, and to the Treasurer.

Section 2. Special Committees. The Special Committees shall be Audit, Mediation, Nominating and Election, and Program.

A. Audit Committee. The Audit Committee, comprised of at least three members, shall be appointed within ten days of the annual meeting. The duty of the committee shall be to audit the Treasurer's books, the annual financial report, or any other financial reports required to be audited by the Board or general membership. The President, Vice President, Secretary, and Treasurer shall be ineligible to serve on such committee, although they may be called upon to provide all

information required by the committee to carry out its duties.

B. Mediation Committee. The President shall appoint a Mediation Committee comprised of at least three members, whose duty shall be to investigate and resolve grievances and disputes arising between or among members, as set forth in these bylaws.

C. Nominating and Election Committee. The President shall appoint a Nominating and Election Committee whose duties are defined in these bylaws.

D. Program Committee. The Program Committee shall plan each speaking program and secure adequate facilities for each regular general membership meeting of the organization, as appropriate. It shall plan social activities, fundraisers, educational programs or other general membership activities held in addition to general membership meetings.

Section 3. Other Committees. The President shall appoint members of other committees, standing or special, as the Board or general membership shall, from time to time, deem necessary to carry on the work of the organization.

Section 4. Committee Records and Reports. All records created and maintained by committees in the discharge of their duties shall be the exclusive property of the organization. Committee chairs shall be custodians of such records, shall make copies of all records quarterly for submission to and retention by the Secretary and shall transfer all records to succeeding chairs immediately upon the appointment of their successors. All committee reports requiring action at a Board meeting shall be in writing and should be received by Board members at least two days in advance of the meeting. All committee chairs shall report on any action taken by the committee since the previous business month, if any.

ARTICLE XI. MEDIATION AND GRIEVANCE PROCEDURES.

Section 1. Grievance Resolution through Mediation. Members may avail themselves of internal mediation procedures for resolving disputes and grievances amicably. Such disputes and grievances shall involve violation of the codes of conduct, as approved by the general membership, or conduct otherwise involving the organization which tends to injure its good name, disturb its well-being, or hamper it in its work. A member shall submit, in writing, to the Mediation Committee any charges and complaints against another member or officer. The committee shall invite the parties to attend, testify, and submit any pertinent documents or evidence at sessions called to resolve the dispute. The committee shall meet and mediate the dispute within fifteen days of the date of receipt of the grievance. Committee members who are parties, witnesses to the dispute, or may otherwise have a real or perceived conflict of interest, shall recuse themselves. It shall recommend an equitable resolution to the parties involved and, if acceptable to them, shall report its findings and the resolution to the Board.

Section 2. Grievance Resolution through Board Decision. If such resolution is not acceptable to the parties, the committee shall forthwith report its findings and recommendations or sanctions, including revocation of membership not to exceed two membership years, to the Board. A two-

thirds vote by the Board and general membership is required to terminate membership. The committee Chair shall promptly forward, by certified mail, to the parties involved a copy of the committee's findings and recommendations, together with the time and place of the next succeeding meeting of the Board at which time the matter will be considered, provided that at least seven days written notice is given of the purpose of such meeting. Decisions of the Board, except the recommendation to revoke membership, are effective immediately. Such decision or recommendation may be appealed at the next regular general membership meeting, except the annual meeting. Decisions may also be appealed to the Caucus, in accordance with its prescribed grievance procedures.

Section 3. External Grievance Procedures. Disputes and grievances may also be resolved by the president and officers of the Caucus, utilizing the Caucus's grievance procedures. Such resolution may be appealed to the Judicial Council no later than forty-five days from the date of said decision.

ARTICLE XII. PARLIAMENTARY AUTHORITY.

The rules contained in the current edition of *Robert's Rules of Order Newly Revised* shall govern the organization in all cases to which they are applicable and in which they are not inconsistent with these bylaws, any special rules of order the organization may adopt, the rules of the Caucus, Florida Democratic Party and National Democratic Party, and any statute applicable to this organization that do not authorize the provisions of these bylaws to take precedence.

ARTICLE XIII. MISCELLANEOUS PROVISIONS.

Section 1. Dissolution. In the event this organization wishes to dissolve, a resolution stating the date of dissolution and reasons for the same shall be adopted by a majority vote at a regular general membership meeting, provided that such resolution is submitted in writing at the previous meeting. When the organization disbands for any reason, the assets and funds of the organization, after all debts are satisfied, shall become the property of the Caucus.

Section 2. Use of Membership and Mailing Lists. Due to the unique nature of the organization and the need to protect the privacy of members, the organization, consistent with Florida Democratic Party rules, shall preserve the confidentiality of information provided by members. The release or use of the membership and mailing lists of the organization and related contact information shall be prohibited, unless authorized by the Board or general membership. Unauthorized release or use of such lists or information shall result in the immediate revocation of membership in the organization for a period not to exceed two years. To ensure due process, the Mediation Committee shall investigate the circumstances and consequences of such unauthorized release or use and shall report its findings and recommendations to the Board, as expeditiously as possible.

ARTICLE XIV. AMENDMENT OF BYLAWS.

Section 1. Amendment Process. These bylaws may be amended at any regular general membership

meeting by a two-thirds vote, provided that the text has been reviewed by the Bylaws Committee and the Board, and provided further that it is forwarded to the membership for its consideration at the next general membership meeting and that such text and the Committee's report, its recommendation, and the Board's recommendation are provided in writing to the membership no less than seven days prior to the meeting. Bylaws, and any changes or amendments thereto, together with copies of the minutes of the meeting at which such amendments were adopted, shall be filed with the Caucus within thirty days following adoption.

Section 2. Effective Date. All amendments shall be effective immediately, but shall be subject to the approval of the Caucus and the Florida Democratic Party Committee on Clubs, Organizations, and Caucuses. Any amendment or change, which is not approved, shall be deleted from the bylaws. Actions taken pursuant to such non-approved amendment or changes shall be null and void.

* * * * * * * * * *

By a vote of 14 YEAS and 0 NAYS, on January 29, 2009, the Bylaws were approved.

The Bylaws were approved by the Caucus on February 21, 2009.

Subsequent amendments include:

By a vote of 8 YEAS and 0 NAYS, on June 1, 2009, the Bylaws were amended, as follows:

Caucus name was changed from "Capital City GLBTA Democratic Caucus" to "Capital City GLBTA Democratic Caucus, Inc." to acknowledge corporate name as recorded with Florida Secretary of State, Division of Corporations.

By a vote of 6 YEAS and 0 NAYS, on May 3, 2010, the Bylaws were amended, as follows:

Changes as described in the minutes of the general membership meeting held on May 3, 2010.

By a vote of 5 YEAS and 0 NAYS, on April 4, 2011, the Bylaws were amended as follows:

Changes as described in the minutes of the general membership meeting held on April 4, 2011:

Update organization objectives;
Add past president to the board;
Change meetings from monthly to "as called" with a minimum number of days notice;
Correct the Finance Committee duties timeline;
Update the standing and special committees to meet needs and abilities; and
Other changes for technical and organizational purposes.

Such amendments were approved by the Caucus on MONTH DAY, 2011.

By a vote of # YEAS and # NAYS, on MONTH DAY, 2011, the Bylaws were amended as follows:

Removed mandatory standing committee chair assignments from Vice President and Secretary.

Clarified that nominations and elections are held in odd numbered years.

Remarks of President Barack Obama in an Address to a Joint Session of Congress

Mr. Speaker, Mr. Vice President, Members of Congress, and fellow Americans:

Tonight we meet at an urgent time for our country. We continue to face an economic crisis that has left millions of our neighbors jobless, and a political crisis that has made things worse.

This past week, reporters have been asking "What will this speech mean for the President? What will it mean for Congress? How will it affect their polls, and the next election?"

But the millions of Americans who are watching right now: they don't care about politics. They have real life concerns. Many have spent months looking for work. Others are doing their best just to scrape by – giving up nights out with the family to save on gas or make the mortgage; postponing retirement to send a kid to college.

These men and women grew up with faith in an America where hard work and responsibility paid off. They believed in a country where everyone gets a fair shake and does their fair share – where if you stepped up, did your job, and were loyal to your company, that loyalty would be rewarded with a decent salary and good benefits; maybe a raise once in awhile. If you did the right thing, you could make it in America.

But for decades now, Americans have watched that compact erode. They have seen the deck too often stacked against them. And they know that Washington hasn't always put their interests first.

The people of this country work hard to meet their responsibilities. The question tonight is whether we'll meet <u>ours</u>. The question is whether, in the face of an ongoing national crisis, we can stop the political circus and actually do something to help the economy; whether we can restore some of the fairness and security that has defined this nation since our beginning.

Those of us here tonight can't solve all of our nation's woes. Ultimately, our recovery will be driven not by Washington, but by our businesses and our workers. But we can help. We can make a difference. There are steps we can take right now to improve people's lives.

I am sending this Congress a plan that you should pass right away. It's called the American Jobs Act. There should be nothing controversial about this piece of legislation. Everything in here is the kind of proposal that's been supported by both

Democrats and Republicans – including many who sit here tonight. And everything in this bill will be paid for. Everything.

The purpose of the American Jobs Act is simple: to put more people back to work and more money in the pockets of those who are working. It will create more jobs for construction workers, more jobs for teachers, more jobs for veterans, and more jobs for the long-term unemployed. It will provide a tax break for companies who hire new workers, and it will cut payroll taxes in half for every working American and every small business. It will provide a jolt to an economy that has stalled, and give companies confidence that if they invest and hire, there will be customers for their products and services. You should pass this jobs plan right away.

Everyone here knows that small businesses are where most new jobs begin. And you know that while corporate profits have come roaring back, smaller companies haven't. So for everyone who speaks so passionately about making life easier for "job creators," this plan is for you.

Pass this jobs bill, and starting tomorrow, small businesses will get a tax cut if they hire new workers or raise workers' wages. Pass this jobs bill, and all small business owners will also see their payroll taxes cut in half next year. If you have 50 employees making an average salary, that's an $80,000 tax cut. And all businesses will be able to continue writing off the investments they make in 2012.

It's not just Democrats who have supported this kind of proposal. Fifty House Republicans have proposed the same payroll tax cut that's in this plan. You should pass it right away.

Pass this jobs bill, and we can put people to work rebuilding America. Everyone here knows that we have badly decaying roads and bridges all over this country. Our highways are clogged with traffic. Our skies are the most congested in the world.

This is inexcusable. Building a world-class transportation system is part of what made us an economic superpower. And now we're going to sit back and watch China build newer airports and faster railroads? At a time when millions of unemployed construction workers could build them right here in America?

There are private construction companies all across America just waiting to get to work. There's a bridge that needs repair between Ohio and Kentucky that's on one of the busiest trucking routes in North America. A public transit project in Houston that will help clear up one of the worst areas of traffic in the country. And there are schools throughout this country that desperately need renovating. How can we expect our kids to do their best in places that are literally falling apart? This is America. Every child deserves a great school – and we can give it to them, if we act now.

The American Jobs Act will repair and modernize at least 35,000 schools. It will put people to work right now fixing roofs and windows; installing science labs and high-speed internet in classrooms all across this country. It will rehabilitate homes and businesses in communities hit hardest by foreclosures. It will jumpstart thousands of transportation projects across the country. And to make sure the money is properly spent and for good purposes, we're building on reforms we've already put in place. No more earmarks. No more boondoggles. No more bridges to nowhere. We're cutting the red tape that prevents some of these projects from getting started as quickly as possible. And we'll set up an independent fund to attract private dollars and issue loans based on two criteria: how badly a construction project is needed and how much good it would do for the economy.

This idea came from a bill written by a Texas Republican and a Massachusetts Democrat. The idea for a big boost in construction is supported by America's largest business organization and America's largest labor organization. It's the kind of proposal that's been supported in the past by Democrats and Republicans alike. You should pass it right away.

Pass this jobs bill, and thousands of teachers in every state will go back to work. These are the men and women charged with preparing our children for a world where the competition has never been tougher. But while they're adding teachers in places like South Korea, we're laying them off in droves. It's unfair to our kids. It undermines their future and ours. And it has to stop. Pass this jobs bill, and put our teachers back in the classroom where they belong.

Pass this jobs bill, and companies will get extra tax credits if they hire America's veterans. We ask these men and women to leave their careers, leave their families, and risk their lives to fight for our country. The <u>last</u> thing they should have to do is fight for a job when they come home.

Pass this bill, and hundreds of thousands of disadvantaged young people will have the hope and dignity of a summer job next year. And their parents, low-income Americans who desperately want to work, will have more ladders out of poverty.

Pass this jobs bill, and companies will get a $4,000 tax credit if they hire anyone who has spent more than six months looking for a job. We have to do more to help the long-term unemployed in their search for work. This jobs plan builds on a program in Georgia that several Republican leaders have highlighted, where people who collect unemployment insurance participate in temporary work as a way to build their skills while they look for a permanent job. The plan also extends unemployment insurance for another year. If the millions of unemployed Americans stopped getting this insurance, and stopped using that money for basic necessities, it would be a devastating

blow to this economy. Democrats and Republicans in this Chamber have supported unemployment insurance plenty of times in the past. At this time of prolonged hardship, you should pass it again – right away.

Pass this jobs bill, and the typical working family will get a fifteen hundred dollar tax cut next year. Fifteen hundred dollars that would have been taken out of your paycheck will go right into your pocket. This expands on the tax cut that Democrats and Republicans already passed for this year. If we allow that tax cut to expire – if we refuse to act – middle-class families will get hit with a tax increase at the worst possible time. We cannot let that happen. I know some of you have sworn oaths to never raise any taxes on anyone for as long as you live. Now is not the time to carve out an exception and raise middle-class taxes, which is why you should pass this bill right away.

This is the American Jobs Act. It will lead to new jobs for construction workers, teachers, veterans, first responders, young people and the long-term unemployed. It will provide tax credits to companies that hire new workers, tax relief for small business owners, and tax cuts for the middle-class. And here's the other thing I want the American people to know: the American Jobs Act will not add to the deficit. It will be paid for. And here's how:

The agreement we passed in July will cut government spending by about $1 trillion over the next ten years. It also charges this Congress to come up with an additional $1.5 trillion in savings by Christmas. Tonight, I'm asking you to increase that amount so that it covers the full cost of the American Jobs Act. And a week from Monday, I'll be releasing a more ambitious deficit plan – a plan that will not only cover the cost of this jobs bill, but stabilize our debt in the long run.

This approach is basically the one I've been advocating for months. In addition to the trillion dollars of spending cuts I've already signed into law, it's a balanced plan that would reduce the deficit by making additional spending cuts; by making modest adjustments to health care programs like Medicare and Medicaid; and by reforming our tax code in a way that asks the wealthiest Americans and biggest corporations to pay their fair share. What's more, the spending cuts wouldn't happen so abruptly that they'd be a drag on our economy, or prevent us from helping small business and middle-class families get back on their feet right away.

Now, I realize there are some in my party who don't think we should make any changes at all to Medicare and Medicaid, and I understand their concerns. But here's the truth. Millions of Americans rely on Medicare in their retirement. And millions more will do so in the future. They pay for this benefit during their working years. They earn it. But with an aging population and rising health care costs, we are spending too fast to sustain the program. And if we don't gradually reform the system

while protecting current beneficiaries, it won't be there when future retirees need it. We have to reform Medicare to strengthen it.

I'm also well aware that there are many Republicans who don't believe we should raise taxes on those who are most fortunate and can best afford it. But here is what every American knows. While most people in this country struggle to make ends meet, a few of the most affluent citizens and corporations enjoy tax breaks and loopholes that nobody else gets. Right now, Warren Buffet pays a lower tax rate than his secretary – an outrage he has asked us to fix. We need a tax code where everyone gets a fair shake, and everybody pays their fair share. And I believe the vast majority of wealthy Americans and CEOs are willing to do just that, if it helps the economy grow and gets our fiscal house in order.

I'll also offer ideas to reform a corporate tax code that stands as a monument to special interest influence in Washington. By eliminating pages of loopholes and deductions, we can lower one of the highest corporate tax rates in the world. Our tax code shouldn't give an advantage to companies that can afford the best-connected lobbyists. It should give an advantage to companies that invest and create jobs here in America.

So we can reduce this deficit, pay down our debt, and pay for this jobs plan in the process. But in order to do this, we have to decide what our priorities are. We have to ask ourselves, "What's the best way to grow the economy and create jobs?"

Should we keep tax loopholes for oil companies? Or should we use that money to give small business owners a tax credit when they hire new workers? Because we can't afford to do both. Should we keep tax breaks for millionaires and billionaires? Or should we put teachers back to work so our kids can graduate ready for college and good jobs? Right now, we can't afford to do both.

This isn't political grandstanding. This isn't class warfare. This is simple math. These are real choices that we have to make. And I'm pretty sure I know what most Americans would choose. It's not even close. And it's time for us to do what's right for our future.

The American Jobs Act answers the urgent need to create jobs right away. But we can't stop there. As I've argued since I ran for this office, we have to look beyond the immediate crisis and start building an economy that lasts into the future – an economy that creates good, middle-class jobs that pay well and offer security. We now live in a world where technology has made it possible for companies to take their business anywhere. If we want them to start here and stay here and hire here, we have to be able to out-build, out-educate, and out-innovate every other country on Earth.

This task, of making America more competitive for the long haul, is a job for all of us. For government and for private companies. For states and for local communities – and for every American citizen. All of us will have to up our game. All of us will have to change the way we do business.

My administration can and will take some steps to improve our competitiveness on our own. For example, if you're a small business owner who has a contract with the federal government, we're going to make sure you get paid a lot faster than you do now. We're also planning to cut away the red tape that prevents too many rapidly-growing start-up companies from raising capital and going public. And to help responsible homeowners, we're going to work with Federal housing agencies to help more people refinance their mortgages at interest rates that are now near 4% -- a step that can put more than $2,000 a year in a family's pocket, and give a lift to an economy still burdened by the drop in housing prices.

Other steps will require Congressional action. Today you passed reform that will speed up the outdated patent process, so that entrepreneurs can turn a new idea into a new business as quickly as possible. That's the kind of action we need. Now it's time to clear the way for a series of trade agreements that would make it easier for American companies to sell their products in Panama, Colombia, and South Korea – while also helping the workers whose jobs have been affected by global competition. If Americans can buy Kias and Hyundais, I want to see folks in South Korea driving Fords and Chevys and Chryslers. I want to see more products sold around the world stamped with three proud words: "Made in America."

And on all of our efforts to strengthen competitiveness, we need to look for ways to work side-by-side with America's businesses. That's why I've brought together a Jobs Council of leaders from different industries who are developing a wide range of new ideas to help companies grow and create jobs.

Already, we've mobilized business leaders to train 10,000 American engineers a year, by providing company internships and training. Other businesses are covering tuition for workers who learn new skills at community colleges. And we're going to make sure the next generation of manufacturing takes root not in China or Europe, but right here, in the United States of America. If we provide the right incentives and support – and if we make sure our trading partners play by the rules – we can be the ones to build everything from fuel-efficient cars to advanced biofuels to semiconductors that are sold all over the world. That's how America can be number one again. That's how America <u>will</u> be number one again.

Now, I realize that some of you have a different theory on how to grow the economy. Some of you sincerely believe that the only solution to our economic challenges is to simply cut most government spending and eliminate most government regulations.

Well, I agree that we can't afford wasteful spending, and I will continue to work with Congress to get rid of it. And I agree that there are some rules and regulations that put an unnecessary burden on businesses at a time when they can least afford it. That's why I ordered a review of all government regulations. So far, we've identified over 500 reforms, which will save billions of dollars over the next few years. We should have no more regulation than the health, safety, and security of the American people require. Every rule should meet that common sense test.

But what we can't do – what I won't do – is let this economic crisis be used as an excuse to wipe out the basic protections that Americans have counted on for decades. I reject the idea that we need to ask people to choose between their jobs and their safety. I reject the argument that says for the economy to grow, we have to roll back protections that ban hidden fees by credit card companies, or rules that keep our kids from being exposed to mercury, or laws that prevent the health insurance industry from shortchanging patients. I reject the idea that we have to strip away collective bargaining rights to compete in a global economy. We shouldn't be in a race to the bottom, where we try to offer the cheapest labor and the worst pollution standards. America should be in a race to the top. And I believe that's a race we can win.

In fact, this larger notion that the only thing we can do to restore prosperity is just dismantle government, refund everyone's money, let everyone write their own rules, and tell everyone they're on their own – that's not who we are. That's not the story of America.

Yes, we are rugged individualists. Yes, we are strong and self-reliant. And it has been the drive and initiative of our workers and entrepreneurs that has made this economy the engine and envy of the world.

But there has always been another thread running throughout our history – a belief that we are all connected; and that there are some things we can only do together, as a nation.

We all remember Abraham Lincoln as the leader who saved our Union. But in the middle of a Civil War, he was also a leader who looked to the future – a Republican president who mobilized government to build the transcontinental railroad; launch the National Academy of Sciences; and set up the first land grant colleges. And leaders of both parties have followed the example he set.

Ask yourselves – where would we be right now if the people who sat here before us decided not to build our highways and our bridges; our dams and our airports? What would this country be like if we had chosen not to spend money on public high schools, or research universities, or community colleges? Millions of returning heroes, including

my grandfather, had the opportunity to go to school because of the GI Bill. Where would we be if they hadn't had that chance?

How many jobs would it have cost us if past Congresses decided not to support the basic research that led to the Internet and the computer chip? What kind of country would this be if this Chamber had voted down Social Security or Medicare just because it violated some rigid idea about what government could or could not do? How many Americans would have suffered as a result?

No single individual built America on their own. We built it together. We have been, and always will be, one nation, under God, indivisible, with liberty and justice for all; a nation with responsibilities to ourselves and with responsibilities to one another. Members of Congress, it is time for us to meet our responsibilities.

Every proposal I've laid out tonight is the kind that's been supported by Democrats and Republicans in the past. Every proposal I've laid out tonight will be paid for. And every proposal is designed to meet the urgent needs of our people and our communities.

I know there's been a lot of skepticism about whether the politics of the moment will allow us to pass this jobs plan – or any jobs plan. Already, we're seeing the same old press releases and tweets flying back and forth. Already, the media has proclaimed that it's impossible to bridge our differences. And maybe some of you have decided that those differences are so great that we can only resolve them at the ballot box.

But know this: the next election is fourteen months away. And the people who sent us here – the people who hired us to work for them – they don't have the luxury of waiting fourteen months. Some of them are living week to week; paycheck to paycheck; even day to day. They need help, and they need it now.

I don't pretend that this plan will solve all our problems. It shouldn't be, nor will it be, the last plan of action we propose. What's guided us from the start of this crisis hasn't been the search for a silver bullet. It's been a commitment to stay at it – to be persistent – to keep trying every new idea that works, and listen to every good proposal, no matter which party comes up with it.

Regardless of the arguments we've had in the past, regardless of the arguments we'll have in the future, this plan is the right thing to do right now. You should pass it. And I intend to take that message to every corner of this country. I also ask every American who agrees to lift your voice and tell the people who are gathered here tonight that you want action now. Tell Washington that doing nothing is not an option. Remind us that if we act as one nation, and one people, we have it within our power to meet this challenge.

President Kennedy once said, "Our problems are man-made – therefore they can be solved by man. And man can be as big as he wants."

These are difficult years for our country. But we are Americans. We are tougher than the times that we live in, and we are bigger than our politics have been. So let's meet the moment. Let's get to work, and show the world once again why the United States of America remains the greatest nation on Earth. Thank you, God bless you, and may God bless the United States of America.

EMBARGOED UNTIL DELIVERY OF PRESIDENT'S SPEECH

THE AMERICAN JOBS ACT

1. Tax Cuts to Help America's Small Businesses Hire and Grow

- Cutting the payroll tax cut in half for 98 percent of businesses: The President's plan will cut in half the taxes paid by businesses on their first $5 million in payroll, targeting the benefit to the 98 percent of firms that have payroll below this threshold.
- A complete payroll tax holiday for added workers or increased wages: The President's plan will completely eliminate payroll taxes for firms that increase their payroll by adding new workers or increasing the wages of their current worker (the benefit is capped at the first $50 million in payroll increases).
- Extending 100% expensing into 2012: This continues an effective incentive for new investment.
- Reforms and regulatory reductions to help entrepreneurs and small businesses access capital.

2. Putting Workers Back on the Job While Rebuilding and Modernizing America

- A "Returning Heroes" hiring tax credit for veterans: This provides tax credits from $5,600 to $9,600 to encourage the hiring of unemployed veterans.
- Preventing up to 280,000 teacher layoffs, while keeping cops and firefighters on the job.
- Modernizing at least 35,000 public schools across the country, supporting new science labs, Internet-ready classrooms and renovations at schools across the country, in rural and urban areas.
- Immediate investments in infrastructure and a bipartisan National Infrastructure Bank, modernizing our roads, rail, airports and waterways while putting hundreds of thousands of workers back on the job.
- A New "Project Rebuild", which will put people to work rehabilitating homes, businesses and communities, leveraging private capital and scaling land banks and other public-private collaborations.
- Expanding access to high-speed wireless as part of a plan for freeing up the nation's spectrum.

3. Pathways Back to Work for Americans Looking for Jobs.

- The most innovative reform to the unemployment insurance program in 40 years: As part of an extension of unemployment insurance to prevent 5 million Americans looking for work from losing their benefits, the President's plan includes innovative work-based reforms to prevent layoffs and give states greater flexibility to use UI funds to best support job-seekers, including:
  - *Work-Sharing*: UI for workers whose employers choose work-sharing over layoffs.
  - *A new "Bridge to Work" program*: The plan builds on and improves innovative state programs where those displaced take temporary, voluntary work or pursue on-the-job training.
  - *Innovative entrepreneurship and wage insurance programs:* States will also be empowered to implement wage insurance to help reemploy older workers and programs that make it easier for unemployed workers to start their own businesses.
- A $4,000 tax credit to employers for hiring long-term unemployed workers.
- Prohibiting employers from discriminating against unemployed workers when hiring.
- Expanding job opportunities for low-income youth and adults through a fund for successful approaches for subsidized employment, innovative training programs and summer/year-round jobs for youth.

4. Tax Relief for Every American Worker and Family

- Cutting payroll taxes in half for 160 million workers next year: The President's plan will expand the payroll tax cut passed last year to cut workers payroll taxes in half in 2012 – providing a $1,500 tax cut to the typical American family, without negatively impacting the Social Security Trust Fund.
- Allowing more Americans to refinance their mortgages at today's near 4 percent interest rates, which can put more than $2,000 a year in a family's pocket.

5. Fully Paid for as Part of the President's Long-Term Deficit Reduction Plan. *To ensure that the American Jobs Act is fully paid for, the President will call on the Joint Committee to come up with additional deficit reduction necessary to pay for the Act and still meet its deficit target. The President will, in the coming days, release a detailed plan that will show how we can do that while achieving the additional deficit reduction necessary to meet the President's broader goal of stabilizing our debt as a share of the economy.*

AMERICAN JOBS ACT OVERVIEW

The American people understand that the economic crisis and the deep recession weren't created overnight and won't be solved overnight. The economic security of the middle class has been under attack for decades. That's why President Obama believes we need to do more than just recover from this economic crisis – we need to rebuild the economy the American way, based on balance, fairness, and the same set of rules for everyone from Wall Street to Main Street. We can work together to create the jobs of the future by helping small business entrepreneurs, by investing in education, and by making things the world buys. The President understands that to restore an American economy that's built to last we cannot afford to outsource American jobs and encourage reckless financial deals that put middle class security at risk.

To create jobs, the President unveiled the American Jobs Act – nearly all of which is made up of ideas that have been supported by both Democrats and Republicans, and that Congress should pass right away to get the economy moving now. The purpose of the American Jobs Act is simple: put more people back to work and put more money in the pockets of working Americans. And it would do so without adding a dime to the deficit.

1. *Tax Cuts to Help America's Small Businesses Hire and Grow*

- *New Tax Cuts to Businesses to Support Hiring and Investment:* The President is proposing three tax cuts to provide immediate incentives to hire and invest:
    - Cutting the Payroll Tax Cut in Half for the First $5 Million in Wages: This provision would cut the payroll tax in half to 3.1% for employers on the first $5 million in wages, providing broad tax relief to all businesses but targeting it to the 98 percent of firms with wages below this level.
    - Temporarily Eliminating Employer Payroll Taxes on Wages for New Workers or Raises for Existing Workers: The President is proposing a full holiday on the 6.2% payroll tax firms pay for any growth in their payroll up to $50 million above the prior year, whether driven by new hires, increased wages or both. This is the kind of job creation measure that CBO has called the most effective of all tax cuts in supporting employment.
    - Extending 100% Expensing into 2012: The President is proposing to extend 100 percent expensing, the largest temporary investment incentive in history, allowing all firms – large and small – to take an immediate deduction on investments in new plants and equipment.
- *Helping Entrepreneurs and Small Businesses Access Capital and Grow*: The President's plan includes administrative, regulatory and legislative measures – including those developed and recommended by the President's Jobs Council – to help small firms start and expand. This includes changing the way the government does business with small firms. The Administration will soon announce a plan to accelerate government payments to small contractors to help put money in their hands faster. The President is also charging his CIO and CTO to, within 90 days, stand up a one-stop, online portal for small businesses to easily access government services. As part of the President's Startup America initiative, the Administration will work with the SEC to conduct a comprehensive review of securities regulations from the perspective of these small companies to reduce the regulatory burdens on

small business capital formation in ways that are consistent with investor protection, including expanding "crowdfunding" opportunities and increasing mini-offerings. Finally, the President's plan calls for Congress to pass comprehensive patent reform, increase guarantees for bonds to help small businesses compete for infrastructure projects and remove burdensome withholding requirements that keep capital out of the hands of job creators.

2. ***Putting Workers Back on the Job While Rebuilding and Modernizing America***

- *Tax Credits and Career Readiness Efforts to Support Veterans' Hiring:* The President is proposing a Returning Heroes Tax Credit of up to $5,600 for hiring unemployed veterans who have been looking for a job for more than six months, and a Wounded Warriors Tax Credit of up to $9,600 for hiring unemployed workers with service-connected disabilities who have been looking for a job for more than six months, while creating a new task force to maximize career readiness of servicemembers.
- *Preventing Layoffs of Teachers, Cops and Firefighters:* The President is proposing to invest $35 billion to prevent layoffs of up to 280,000 teachers, while supporting the hiring of tens of thousands more and keeping cops and firefighters on the job. These funds would help states and localities avoid and reverse layoffs now, requiring that funds be drawn down quickly. Under the President's proposal, $30 billion be directed towards educators and $5 billion would support the hiring and retention of public safety and first responder personnel.
- *Modernizing Over 35,000 Schools – From Science Labs and Internet-Ready Classrooms to Renovated Facilities:* The President is proposing a $25 billion investment in school infrastructure that will modernize at least 35,000 public schools – investments that will create jobs, while improving classrooms and upgrading our schools to meet 21st century needs. This includes a priority for rural schools and dedicated funding for Bureau of Indian Education funded schools. Funds could be used for a range of emergency repair and renovation projects, greening and energy efficiency upgrades, asbestos abatement and removal, and modernization efforts to build new science and computer labs and to upgrade technology in our schools. The President is also proposing a $5 billion investment in modernizing community colleges (including tribal colleges), bolstering their infrastructure in this time of need while ensuring their ability to serve future generations of students and communities.
- *Making an Immediate Investment in Our Roads, Rails and Airports:* The President's plan includes $50 billion in immediate investments for highways, transit, rail and aviation, helping to modernize an infrastructure that now receives a grade of "D" from the American Society of Civil Engineers and putting hundreds of thousands of construction workers back on the job. The President's plan includes investments to improve our airports, support NextGen Air Traffic Modernization efforts, and resources for the TIGER and TIFIA programs, which target competitive dollars to innovative multi-modal infrastructure programs. It will also take special steps to enhance infrastructure-related job training opportunities for individuals from underrepresented groups and ensure that small businesses can compete for infrastructure contracts. The President will work administratively to speed infrastructure investment through a recently issued Presidential Memorandum developed with his Jobs Council directing departments and agencies to identify high impact, job-creating infrastructure projects that can be expedited in a transparent manner through outstanding review and permitting processes. The call for greater infrastructure investment has been joined by

leaders from AFL-CIO President Richard Trumka to U.S. Chamber of Commerce President Thomas Donohue.

- *Establishing a National Infrastructure Bank:* The President is calling for Congress to pass a National Infrastructure Bank capitalized with $10 billion, in order to leverage private and public capital and to invest in a broad range of infrastructure projects of national and regional significance, without earmarks or traditional political influence. The Bank would be based on the model Senators Kerry and Hutchison have championed while building on legislation by Senators Rockefeller and Lautenberg and the work of long-time infrastructure bank champions like Rosa DeLauro and the input of the President's Jobs Council.
- *Project Rebuild: Putting People Back to Work Rehabilitating Homes, Businesses and Communities*. The President is proposing to invest $15 billion in a national effort to put construction workers on the job rehabilitating and refurbishing hundreds of thousands of vacant and foreclosed homes and businesses. Building on proven approaches to stabilizing neighborhoods with high concentrations of foreclosures, Project Rebuild will bring in expertise and capital from the private sector, focus on commercial and residential property improvements, and expand innovative property solutions like land banks. This approach will not only create construction jobs but will help reduce blight and crime and stabilize housing prices in areas hardest hit by the housing crisis.
- *Expanding Access to High-Speed Wireless in a Fiscally Responsible Way:* The President is calling for a deficit reducing plan to deploy high-speed wireless services to at least 98 percent of Americans, including those in more remote rural communities, while freeing up spectrum through incentive auctions, spurring innovation, and creating a nationwide, interoperable wireless network for public safety.

3. ***Pathways Back to Work for Americans Looking for Jobs.***

- *Reform Our Unemployment Insurance System to Provide Greater Flexibility, While Ensuring 6 Million People Do Not Lose Benefits:* Drawing on the best ideas of both parties and the most innovative states, the President is proposing the most sweeping reforms to the unemployment insurance (UI) system in 40 years help those without jobs transition to the workplace. Alongside these reforms, the President is reiterating his call to extend unemployment insurance, preventing 6 million people looking for work from losing their benefits and extending what the independent Congressional Budget Office has determined is the highest "bang for the buck" option to increase economic activity.
    - Reemployment Assistance: States will be required to design more rigorous reemployment services for the long-term unemployed and to conduct assessments to review the longest-term claimants of UI to assess their eligibility and help them develop a work-search plan. These reforms are proven to speed up UI beneficiaries' return to work.
    - Work-sharing: The President will expand "work-sharing" to encourage arrangements using UI that keep employees on the job at reduced hours, rather than laying them off.
    - State Flexibility for Bold Reforms to Put the Long-Term Unemployed Back To Work: The President is proposing to provide additional funds to allow states to introduce new programs aimed at long-term unemployed workers, including:
        - "Bridge to Work" Programs: States will be able to put in place reforms that build off what works in programs like Georgia Works or Opportunity North

Carolina, while instituting important fixes and reforms that ensure minimum wage and fair labor protections are being enforced. These approaches permits long-term unemployed workers to continue receiving UI while they take temporary, voluntary work or pursue work-based training. The President's plan requires compliance with applicable minimum wage and other worker rights laws.

- Wage Insurance: States will be able to use UI to encourage older, long-term unemployed Americans to return to work in new industries or occupations.
- Startup Assistance: States will have flexibility to help long-term unemployed workers create their own jobs by starting their own small businesses.
- Other Reemployment Reforms: States will be able to seek waivers from the Secretary of Labor to implement other innovative reforms to connect the long-term unemployed to work opportunities.

- *Tax Credits for Hiring the Long-Term Unemployed:* The President is proposing a tax credit of up to $4,000 for hiring workers who have been looking for a job for over six months.
- *Investing in Low-Income Youth and Adults:* The President is proposing a new *Pathways Back to Work Fund* to provide hundreds of thousands of low-income youth and adults with opportunities to work and to achieve needed training in growth industries. The Initiative will do three things: i) support summer and year-round jobs for youth, building off of successful programs that supported over 370,000 such jobs in 2009 and 2010; ii) support subsidized employment opportunities for low-income individuals who are unemployed, building off the successful TANF Emergency Contingency Fund wage subsidy program that supported 260,000 jobs in 2009 and 2010; and iii) support promising and innovative local work-based job and training initiatives to place low-income adults and youths in jobs quickly.
- *Prohibiting Employers from Discriminating Against Unemployed Workers*: The President's plan calls for legislation that would make it unlawful to refuse to hire applicants solely because they are unemployed or to include in a job posting a provision that unemployed persons will not be considered.

4. ***More Money in the Pockets of Every American Worker and Family***

- *Cutting Payroll Taxes in Half for 160 Million Workers Next Year.* The President's plan will expand the payroll tax cut passed last December by cutting workers payroll taxes in half next year. This provision will provide a tax cut of $1,500 to the typical family earning $50,000 a year. As with the payroll tax cut passed in December 2010, the American Jobs Act will specify that Social Security will still receive every dollar it would have gotten otherwise, through a transfer from the General Fund into the Social Security Trust Fund.
- *Helping More Americans Refinance Mortgages at Today's Historically Low Interest Rates:*: The President has instructed his economic team to work with Fannie Mae and Freddie Mac, their regulator the FHFA, major lenders and industry leaders to remove the barriers that exist in the current refinancing program (HARP) to help more borrowers benefit from today's historically low interest rates. This has the potential to not only help these borrowers, but their communities and the American taxpayer, by keeping borrowers in their homes and reducing risk to Fannie Mae and Freddie Mac.

5. ***Fully Paid for as Part of the President's Long-Term Deficit Reduction Plan.***

- *To ensure that the American Jobs Act is fully paid for, the President will call on the Joint Committee to come up with additional deficit reduction necessary to pay for the Act and still meet its deficit target. The President will, in the coming days, release a detailed plan that will show how we can do that while achieving the additional deficit reduction necessary to meet the President's broader goal of stabilizing our debt as a share of the economy.*

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Tax Cuts to Help America's Small Businesses Hire and Grow	**70**
Cut employer payroll taxes in half & bonus payroll cut for new jobs/wages	65
Extend 100% expensing in 2012	5
Putting Workers Back on the Job While Rebuilding and Modernizing America	**140**
Teacher rehiring and first responders	35
Modernizing schools	30
Immediate surface transportation	50
Infrastructure bank	10
Rehabilitation/repurposing of vacant property (neighborhood stabilization)	15
National wireless initiative	0*
Veterans hiring initiative	n.a.
Pathways Back to Work for Americans Looking for Jobs	**62**
UI Reform and Extension	49
Jobs tax credit for long term unemployed	8
Pathways back to work fund	5
More Money in the Pockets of Every American Worker and Family	**175**
Cutting employee payroll taxes in half in 2012	175
TOTAL	**447**

* Proposal has a gross cost of $10bn, but a net deficit reducing impact of $18bn because of spectrum auction proceeds.