

The American Federation of State, County and Municipal Employees

Affiliated with the American Federation of Labor and Congress of Industrial Organizations

GRANTS THIS LOCAL CHARTER TO:

**Sanitation Districts of Los Angeles County
Employees Association
Local 18**

AND HEREBY RECOGNIZES such local union to constitute the union herein named for the purpose of a thorough organization of the employees within the jurisdiction herein described. The union hereby established is empowered and authorized to initiate into its membership any person or persons within its jurisdiction in accordance with the Constitution of the American Federation of State, County and Municipal Employees. That jurisdiction shall be as follows:

Employees of the Los Angeles County, California, Sanitation Districts

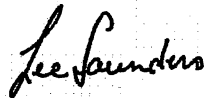
PROVIDED, however, that the International Executive Board or the International President, subject to the Board's approval, shall have the authority to change such name and jurisdiction as provided in the International Constitution.

PROVIDED, further, that such local union shall conform to the Constitution, laws, rules and regulations of the Federation, and in default thereof, this charter may be suspended or revoked in accordance with the International Constitution. This charter and the local union name and number granted herein are the property of the American Federation of State, County and Municipal Employees. Should this local union disaffiliate, be suspended, expelled or forfeit this charter, then the persons to whom this charter is granted and their successors bind themselves to surrender this charter and also promptly to surrender, deliver and assign to the American

Federation of State, County and Municipal Employees all funds, books, records and other properties of whatever nature of this local union. Such persons shall thereafter cease and desist from using such name and number for any purpose whatsoever. The American Federation of State, County and Municipal Employees shall afford this local union all rights and privileges as a chartered local union of the American Federation of State, County and Municipal Employees under the Constitution, laws, rules and regulations of this Federation.

AND PROVIDED, further, that no person otherwise eligible for membership in this local union shall be denied membership, on a basis of unqualified equality, because of race, creed, color, national origin, sex, age, sexual orientation, disability or political belief.

IN WITNESS WHEREOF, we have subscribed our names and affixed the seal of the American Federation of State, County and Municipal Employees, AFL-CIO, this 1st day of December 2019.



International President



International Secretary-Treasurer

