

# BY-LAWS FOR AMALGAMATED LOCAL UNION 652

## ARTICLE I

### Name

This organization shall be known as United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (to be known in short as the “United Steelworkers” and by the acronym “USW”), Amalgamated Local Union 652 (hereinafter also referred to as “this Amalgamated Local Union,” or “the Amalgamated Local Union,”<sup>1</sup>

## ARTICLE II

### Objects

**First.** To unite in this Local Union all working men and working women who are members of the United Steelworkers (hereinafter referred to as the “International Union”) and who are within the jurisdiction of this Local Union.

**Second.** To establish through collective bargaining adequate wage standards, shorter hours of work and improvements in the conditions of employment for workers in industry.

**Third.** To engage in educational, legislative, political, civic, social, welfare, community and other activities; to advance and safeguard the economic security and social welfare of workers in industry, the International Union, its Local Unions and the free labor movements of the United States, Canada and the world to seek to eliminate all forms of discrimination; to protect and extend our democratic institutions and civil rights and liberties; and to perpetuate and extend the cherished traditions of democracy and social and economic justice in the United States, Canada and the world community.

**Fourth.** To encourage the organization and affiliation of unorganized workers who, subject to the provisions of Article VII, Section 1 of the International Constitution, may be placed within the jurisdiction of this Local Union.

**Fifth.** To take all steps and actions consistent with the Constitution and policies of the International Union, and these By-Laws, to implement and carry out the objects, rights, activities and responsibilities of this organization and the International Union.

## ARTICLE III

### Eligibility

**Section 1.** All members in good standing of the International Union who are within the jurisdiction of this Local Union shall by virtue of such membership in the International Union, constitute the membership of this Local Union.

**Section 2.** Persons having supervisory power shall be eligible for membership subject to the terms established by the International Executive Board.

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<sup>1</sup> The term “Local Union” shall be interpreted to mean “Amalgamated Local Union” for the purposes of these By-Laws.

**Section 3.** No person shall be eligible for membership, or for nomination or election or appointment to, or to hold any office, or position, or to serve on any Committee in the International Union or in this Local Union or to serve as a delegate who is a consistent supporter of, or who actively participates in, the activities of any hate based-racist, terrorist, or other organization which advocates violence to affect government policy or to oppose the democratic principles to which the United States and Canada and our Union are dedicated.

This eligibility requirement shall be in addition to any other eligibility requirement imposed by any other Article or Section of the International Constitution or of these By-Laws.

#### **ARTICLE IV ELECTION OF OFFICERS AND UNIT POSITIONS**

**Section 1(A).** The Officers of this Amalgamated Local Union shall be: President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Guide, two (2) Guards, and a minimum of three (3) Trustees. The position of Financial Secretary and Treasurer may be combined. The Local may use the senior Unit President as the Local Vice President. In this case, the Executive Board shall determine the senior Unit President after the election/appointment of any Unit President.

**(B)** In addition to the Local Union Officers identified in Section 1(a) of this Article, there shall be the following Unit positions (There shall be a Unit for each Collective Bargaining Agreement.): one (1) Unit President, one (1) Unit Secretary (This position may be filled by the unit on an as needed basis), and no less than one (1) Area Representative and no less than one (1) Unit Representative. A member may hold more than one of the positions referred to in this Section 1 (B).

**(C)** The Local Union shall have an Executive Board consisting of the officers and such additional members as these Local By-Laws may provide.

1. The Executive Board shall be the highest governing authority within the Local between meetings of the Local and shall exercise general supervision over its business and affairs. It shall have power, subject to the approval of the Local and the provisions of the International Constitution, to invest the funds and properties of the Local. To authorize the expenditures of the Local or the use of the property of the Local for the effectuation of any of its objects, to borrow money and to pledge any property or securities of the Local as security thereof without authorization of the union body. The Executive Board shall meet one-half (1/2) hour prior to the Regular Union meeting or as called by the President's Council. Executive Board will promulgate rules covering attendance at their meetings and make provisions for replacement of those members who fail to attend meetings without proper excuse.
2. Executive Board members who fail to attend three (3) meetings in a twelve-month period shall be subject to discipline, including removal from office, under the provisions of Article IX and X of the standard By-Laws for Local Unions, unless they can present a reasonable excuse for their absence.

3. The Executive Board shall have such powers as are necessary and appropriate to effectuate the purposes of the Local. It shall present a report of its activities to each meeting of the local for its approval.
4. All requests from outside the Local for contributions or donations to individuals or organizations shall first be submitted to the Executive Board for its consideration and recommendation, before being received by the Local. Requests from within the Local's body may be brought directly to the body at the monthly meeting. Requests for contributions, donations or financial aid from a Local of the International shall require the endorsement of the International President before consideration shall be given to it.
5. A special meeting of the executive Board may be called at any time by the President or by three (3) members of the Executive Board upon not less than seventy-two (72) hours verbal or written notice to the Executive Board members, of the time and place of the meeting and of the business to be transacted at the meeting.
6. A minimum of ten (10) members of the Executive Board shall constitute a quorum for the transaction of business.
7. The Executive Board shall have the power to determine: that any decision affecting a limited group of members within the local (including but not limited to the election of shop and departmental stewards, and questions regarding the application of a collective bargaining agreement to a particular shop, plant, department or group) shall be made by the members directly affected.

**Section 2.** No member shall at the same time be a candidate for or hold more than one of the offices named in Section 1(a) of this Article with the exception of offices combined as allowed by these by-laws.

**Section 3(A).** Local Union Officers and Unit Officials scheduled for re-election in October 2010 shall be elected for a term to expire on the first meeting in May 2012 at the last meeting in October 2010 or on such day and/or at such other hours in October 2010 as the membership shall determine and which will enable all members who so desire to vote. Nominations for these Local Union Officers and Unit Officials shall occur in September 2010. Local Union Officers and Unit Officials scheduled for re-election in October 2011 shall have their terms extended to April 2012. Local Union Officers and Unit Officials shall be elected for a term of three years at the last meeting in April 2012 or on such day and/or at such other hours in April 2012 as the membership shall determine and which will enable all members who so desire to vote. Election shall be by a majority vote of the members in good standing participating in a secret ballot vote. Those elected in April 2012 shall be installed at the first regular meeting in May 2012 and shall serve until their successors are elected and qualified, at which time all money, official records, and documents, and all property belonging to the Local Union shall be turned over to such successors. In the event no candidate receives a majority of the votes cast during the election (50% plus 1 vote), the two (2) individuals with the most votes will compete in a runoff election.

**Section 3(B).** Persons occupying Unit positions shall be elected by a majority vote of the members in their respective Units, who are in good standing, participating in a secret ballot vote. In the event no candidate receives a majority of the votes cast during the election (50% plus 1 vote), the two (2)

individuals with the most votes will compete in a runoff election.

In any case in which only one eligible member has been nominated for a Local Union office or Unit position and that member has indicated acceptance of the nomination within the time limits and in the manner prescribed by the approved By-Laws or rules of the Local Union, no election need be held for that office or Unit position, and the member who has been so nominated shall be deemed elected. An Officer or Unit Official who retires from an enterprise serviced by the Local Union shall not be permitted to continue in office.

**Section 4.** The date of the Local Union elections for Local Union Officers and Unit positions must be advertised among members at least fifteen (15) days previous to the date of the election by mailing notice of the date, place and hours of the election to each member in good standing at the member's last known home address. For members agreeing to be notified via email, notice sent to the members via email to the last home email address provided by the member shall meet the requirements of proper notification. The notice must also specify the Local Union offices and Unit positions to be filled. Nominations for Local Union offices shall be made at the immediately preceding Local Union meeting. However, where an Amalgamated Local Union holds two meetings in each month, nominations may be made at the last meeting in the month preceding the month in which the election is held. Nominations for the Unit positions named in Section 1 (b) of this Article shall be made at the immediately preceding meeting of each Unit unless some other date, time and place is selected by the Local Union Officers in consultation with the Unit officials. Notice of the nominations meeting for Unit offices shall be given to the membership at least one (1) week in advance of the meeting.

**Section 5.** No member shall be eligible for election as a Local Union Officer in any regular election or election to fill a vacancy unless:

(A) The member shall have been in continuous good standing for a period of twenty-four (24) months immediately preceding the month in which the election is held; and

(B) The member is employed in an enterprise, public or private, or other place within the jurisdiction of the Local Union; and

(C) The member shall have attended at least one-third (1/3) of the regular meetings held by the member's Local Union during the twenty-four (24) month period immediately preceding the month in which the election is to be held.

Meetings which a member was prevented from attending because of such member's Union activities, working hours, service in the armed forces of the United States, sickness which confines, death in the immediate family, distance from residence to the location of the meeting, or jury duty, shall not be counted as meetings held in determining such member's eligibility under this Section; provided, that the member shall have the burden of proving inability to attend for one of the prescribed reasons, in accordance with procedures specified in the Local Union Elections Manual.

Any member who claims inability to attend a Local Union meeting because of a 'sickness which confines' must notify the Recording Secretary of the Local Union within one month of such meeting; otherwise the meeting will be counted as a meeting held in determining such member's eligibility under this section.

**Section 6.** No member shall be eligible for election to a Unit position in any regular election or election to fill a vacancy unless:

(A) The member shall have been in continuous good standing for a period of twenty-four (24)

months immediately preceding the month in which the election is held; and

(B) The member is employed in an enterprise, public or private, or other place within the jurisdiction of the Local Union; and

(C) The member has satisfied the Local Union meeting attendance requirements of Article VII, Section 10 of the International Constitution or, if unable to satisfy such Local Union meeting attendance requirements, must satisfy the Unit meeting attendance requirements by having attended at least one-third (1/3) of the regular meetings held by the member's Unit during the twenty-four (24) month period immediately preceding the month in which the election is held.

Meetings which a member was prevented from attending because of such member's Union activities, working hours, service in the armed forces of the United States, sickness which confines, death in the immediate family, distance from residence to the location of the meeting, or jury duty, shall not be counted as meetings held in determining such member's eligibility under this Section; provided, that the member shall have the burden of proving inability to attend for one of the prescribed reasons, in accordance with procedures specified in the Local Union Elections Manual.

Any member who claims inability to attend a Local Union meeting because of a 'sickness which confines' must notify the Recording Secretary of the Local Union within one month of such meeting; otherwise the meeting will be counted as a meeting held in determining such member's eligibility under this section.

**Section 7.** Local Union and Unit elections shall be conducted in accordance with the provisions of the Local Union Elections Manual adopted by the International Union.

## **ARTICLE V Duties of Officers and Unit Positions**

**Section 1.** Duties of President.

(A) The President shall preside at all meetings of the Local Union and preserve order, and shall decide all questions of order, subject to an appeal to the Local Union. The President shall have the right to vote at all elections of Officers, and when the members are equally divided on other questions, shall have the deciding vote.

(B) The President shall call special meetings by request of ten members in good standing of the Local Union. This request shall be in writing, shall state clearly the purpose of the meeting and shall be signed by those making such request. Notice of all special meetings must be given to the members of the Local Union by bulletin board posting or other reasonable means. The business of the special meeting shall be confined to the subject for which that meeting was called, and the meeting shall be conducted in accordance with the same procedures as govern regular meetings. The above provision concerning the holding of a special meeting does not require the Chair at such meeting to entertain a motion to vote on a matter which was acted upon after notice at a previous meeting. In the absence of a provision of the International Constitution or the Amalgamated Local Union By-Laws specifying the method of voting at such meeting the membership in attendance at such meeting shall determine the method of voting.

(C) The President shall enforce the provisions of the International Constitution and of these By-Laws and the policies and Manuals of the International Union, and shall appoint all committees not otherwise provided for and be ex officio member of all committees. The President shall perform such other duties as the Local Union may assign.

(D) (1) In the event that a vacancy occurs in the office of Vice President, Recording Secretary,

Financial Secretary, Treasurer, Guide, Guard or Trustee at any time during the term of office, the remaining Local Union Officers shall, by majority vote select a successor to serve for the remainder of that term.

(D)(2) The Local Union Officers may, at their discretion, hold an election to seek the guidance of the membership before selecting a successor to fill a vacancy in any of the offices described in d (1). When this option is used, the President shall appoint a member of the Local Union to fill the vacancy until such election can be completed and a successor appointed to fill the vacancy. The President shall call for a special election as promptly as possible but such election shall not be held later than two (2) months following the occurrence of the vacancy. The date of the special election shall be advertised among the members at least one (1) week prior to that date. Nominations shall be made at the immediately preceding meeting, the date of which shall also be advertised in advance among the members at least one (1) week prior to that date.

(D)(3) Wherever a Local Union Officer (except President), because of receipt of an extended vacation benefit or otherwise, will be unable to serve during an extended temporary period, a temporary replacement will be designated as provided in sub-paragraph (d) (5) of this section. The temporary replacement shall carry out all the duties of the office or post during such temporary period.

(D)(4) Where the temporary vacancy is in the office of the Local Union President, the Vice President shall assume the duties of the President including the authority to be one of the signatories to checks, and shall be known as "Temporary Acting President." When the temporary period has ended, the "Temporary Acting President" shall revert to the position of Vice President.

(D)(5) Where the temporary vacancy is in a Local Union Office (other than President), the Local Union Officers shall, by majority vote, select a "Temporary Acting" replacement. Temporary Acting Treasurers and Financial Secretaries shall be authorized, during the temporary period of their service, to be signatories to checks. A replacement shall serve only until the temporary period is ended.

(D)(6) In the event of a vacancy among the 11 Officers, none of the remaining Officers either alone or acting together may perform the functions of the vacant office but rather the vacancy must be filled in accordance with the provisions set forth above.

(D)(7) In the event a vacancy (other than a temporary vacancy) occurs at any time in a Unit position, the remaining Unit officials [not including Units Griever(s)] together with the Local Union Officers, shall, by majority vote, select a successor to serve the remainder of the term; provided, however, that the member so selected shall be from among the members within the Unit in which the vacancy occurs.

(D)(8) Where a temporary vacancy occurs in a Unit position, a "Temporary Acting" replacement shall be selected by majority vote of the Unit President, the Unit Secretary and the Local Union Officers.

**Section 2. Duties of Vice President.** The Vice President shall assist the President in the discharge of the President's duties and during the President's absence shall perform the duties of the President. In the event that a vacancy occurs in the office of President, the Vice President shall act as President for the unexpired term.

**Section 3. Duties of Recording Secretary.**

(A) The Recording Secretary shall record the proceedings of the Local Union in a book kept for that purpose, read all papers and perform such other duties as are required by the International Constitution, these By-Laws, the various Manuals and policies of the International Union, and the Local Union. The Recording Secretary shall also have custody of the Local Union Seal, and shall be responsible for any misuse of same.

(B) The Recording Secretary shall read to the Local Union communications which require attention.

**Section 4. Duties of Financial Secretary.**

(A) The Financial Secretary shall receive all money due the Local Union and pay the same to the Treasurer, from whom the Financial Secretary shall take a receipt. The Financial Secretary shall also keep accurately the accounts of the Local Union with its members, and shall at all times have the books open for examination by the Trustees, and perform such other duties as are required by the International Constitution, these By-Laws, the various Manuals and policies of the International Union, and the Local Union. The Financial Secretary shall make out the various reports required by the International Secretary-Treasurer and forward such reports to the International Secretary-Treasurer in accordance with instructions.

(B) Should it be proved that the Financial Secretary has failed to report monthly the full membership of the Local Union as provided for in the report to the International Secretary-Treasurer and transmit the full amount of initiation fees and dues, the Financial Secretary shall be suspended from all privileges and benefits until the deficiency is made good, and shall be liable to the International Union for the full amount unpaid.

(C) The Financial Secretary shall keep a record of all transfer request forms issued and received.

(D) The Financial Secretary's accounts shall be subject at all times to audit by the International Secretary-Treasurer.

(E) The Financial Secretary shall make a detailed financial report at least once each month at the Local Union meeting covering the receipts and expenditures of all funds of the Local Union. If the expenses of the Local Union exceed its current income or impair its reserves, the Financial Secretary is obliged to call this fact to the attention of the membership.

**Section 5. Duties of Treasurer.**

(A) The Treasurer shall receive from the Financial Secretary all money collected by the Financial Secretary and shall deposit all money belonging to the Local Union in a bank designated by it. All initiation fees and dues shall be deposited in a separate bank account to be designated as a trust fund for the International Union. The Treasurer shall cause to be issued to the Financial Secretary a receipt for all money turned over to the Treasurer or deposited to the Treasurer's credit in the regular bank account. The Treasurer shall issue a separate receipt for the amount of money turned over at any time or for such deposit made, and shall sign all checks and have them countersigned by the President and the Financial Secretary.

(B) The Treasurer shall keep regular and correct accounts of all money received and paid by the Treasurer, and report at each meeting the balance of cash shown by the last report, the amount received since, the total checks issued and authorized, and the balance remaining. The Treasurer's accounts shall be open for examination by the Trustees at any time when called upon. The Treasurer's books shall be subject at all times to audit by the International Secretary-Treasurer of the United Steelworkers. The Treasurer shall perform such other duties as are required by the International Constitution, these By-Laws, the various Manuals and policies of the International Union, and the Local Union.

(C) All money paid out by the Local Union from its treasury must be approved by the members at a Local Union meeting. Under no circumstances shall Officers or members pay bills without authorization by a Local Union meeting, nor shall the members authorize payment of any bill or incur any obligation for which funds are unavailable, nor shall the members authorize the payment of or incur a debt for any

activity not in accordance with the Constitution and policies of the International Union and these By-Laws. Bills charged to the Local Union shall be submitted to the Recording Secretary, who in turn shall submit them to the Local Union meeting for approval.

(D) Recurring standard bills (fixed salaries which have been previously authorized, taxes – local, state, and federal – rent, light, heat, etc.) may be paid by the Treasurer on a single authorization by the Local Union to pay such bills when due.

(E) Under no circumstances shall any of the dues collected by the Local Union be spent before being sent to the International Secretary-Treasurer.

**Section 6.** Duties of Guide. It shall be the duty of the Guide to see that all present are entitled to remain.

**Section 7.** Duties of Guards. It shall be the duty of the Guards to take charge of the door and see that no one enters who is not entitled to do so.

**Section 8.** Duties of Trustees. It shall be the duty of the Trustees to have charge of the hall and all property of the Local Union, subject to the direction of the Local Union. They shall audit the books and financial records of the Local Union every three months and give a report of such audit at the next regular Local Union meeting.<sup>2</sup> They shall perform such other duties as the Local Union may require.

**Section 9.** Duties of Unit Positions

(A) Unit President. It shall be the duty of the Unit President to preside at all meetings of the Unit; to decide all questions of order, subject to appeal to the Local Union; and, consistent with the provisions of these By-Laws and the Manuals, policies and Constitution of the International Union, to perform such other duties as the Unit or the Local Union may assign. The Unit President shall be an ex-officio member of all committees in his/her Unit, and shall appoint all committees within the Unit not otherwise provided for. Upon adoption of these By-Laws, the senior Unit President shall be the current Vice President for the local.

(B) Unit Secretary. It shall be the duty of the Unit Secretary to record the attendance and the proceedings of the Unit in books kept for that purpose, to read all papers and to perform such other duties, consistent with these By-Laws and the Manuals, policies and Constitution of the International Union, as the Unit or the Local Union may assign.

(C) Unit Representative(s). It shall be the duty of the Unit Representative(s) to process complaints and grievances, within their respective Units and in accordance with the appropriate collective bargaining agreement and, consistent with these By-Laws and the Manuals, policies and Constitution of the International Union to perform such other duties as the Unit or the Local Union may assign. It shall be the duties of the Unit Representative(s) to assist the Shop Steward(s), as needed, to do unit business.

(D) The duties of the Area Representative(s) shall be to assist the Unit Representative(s) as needed, handle business pertaining to their area, and to assist the other Unit Representative(s) as needed.

**Section 10.** This Local Union shall enforce the International Constitution, the various International

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<sup>2</sup> The Trustees should give special attention when checking disbursements recorded by the Financial Secretary and Treasurer that proper authorizations for such payments have been entered by the Recording Secretary in the Minutes of the Local Union.



Manuals and policies, and these By-Laws, as affecting its membership.

The funds and property of the Local Union shall be managed, invested, expended or otherwise used to implement and carry out the objects, rights, activities, and responsibilities of the Local Union or the International Union, and to administer the affairs of the Local Union, in accordance with the Constitution, Manuals and policies of the International Union and these By-Laws.

**Section 11.** It shall be the duty of the President, Financial Secretary and Treasurer to insure that the funds and property of the Local Union are preserved, managed, invested and expended in accordance with the International Constitution, Manuals and policies and these By-Laws.

**Section 12.** A member who accepts an office in his or her Local Union agrees to carry out the duties of the office on behalf of the Local Union's entire membership. In so doing, the member agrees to place the interests of the Local Union and its membership above his or her own.

As part of their responsibilities of office and to the membership they serve, Local Union officials must avoid conflicts of interest. As outlined by the International Union's Executive Board, those conflicts of interest include the following:

(A) Local Union officials should not own or have a substantial business interest in any business enterprise with which his or her Local bargains collectively. Nor should Local Union officials have a substantial business interest in any business enterprise which is in competition with any employer with which the official's Local bargains collectively.

(B) Local Union officials should not own or have a substantial business interest in a business enterprise that in a substantial way buys or sells to or otherwise deals with an employer with which his or her Local bargains collectively.

(C) The provisions of paragraphs (A) and (B) above do not apply in the case of an investment in the publicly traded securities of widely held corporations which investment does not constitute a substantial enough holding to affect or influence the course of corporate decisions.

(D) Local Union officials should not accept "kickbacks", under-the-table payments, loans, gifts of other than nominal value from an employer or business enterprise with which his or her Local bargains collectively. Nor may a Local Union official accept any personal payment of any kind from such an employer or business enterprise other than the regular pay and benefits he or she earns for work performed as an employee.

(E). The aforementioned principles set forth in this section apply not only where investments are made by Local Union officials but also where third persons are used as blinds or covers to conceal the financial interests of Local Union officials.

**ARTICLE VI**  
**Compensation for Services**

**Section 1.** Salaries and expenses for Officers and employees of this Amalgamated Local Union shall be as follows. (In the event an individual holds more than one of the following positions, the individual shall be compensated at the highest applicable rate)

- (A) Local Union President: \$0.50/month per member plus 10 hours pay.
- (B) Local Union Vice President: \$150/month
- (C) Financial Secretary: \$0.42/month per member plus 10 hours pay
- (D) Recording Secretary: \$65/month
- (E) Treasurer: \$0.42/month per member plus 10 hours pay
- (F) Guide: \$65/month for each month the Guide attends the Monthly Regular Meeting where their services as a guide are needed.
- (G) Guard: \$65/month for each month the Guard attends the Monthly Regular Meeting where their services as a guard are needed.
- (H) Trustee: \$0.10/month per member
- (I) Unit President: \$150/month.
- (J) Unit Secretary: \$65/month for each month the individual performs the function of Unit Secretary at a meeting of the Unit.
- (K) Area Representatives: \$65/month for each month the representative attends the Monthly Regular Meeting, or has an excused absence from the meeting.
- (L) Unit Representatives: \$65/month for each month the representative attends the Monthly Regular Meeting, or has an excused absence from the meeting.

**Section 2.** All tax requirements in connection with the above payments shall be complied with.

**Section 3.** Pursuant to voluntary authorization of dues deductions, the Financial Secretary shall be responsible for establishing a procedure to deduct from the Union pay of Local Union Officers, Unit Officials, and/or representatives monthly dues which are not deducted by the company in any given month.

## **ARTICLE VII Meetings**

**Section 1.** The Local Union shall hold a general membership meeting at least once every month, except that a Local Union may, with the approval of the membership and the District Director, hold meetings, less often, but in no event less than quarterly.

**Section 2.** The Local shall hold regular meetings: On the 3<sup>rd</sup> Wednesday of each and every month at 8:00 PM at the headquarters of the local or at such other places as the Local or Executive Board shall decide. No notice of regular meetings held at the headquarters of the Local shall be required.

**Section 3.** Each Unit of this Amalgamated Local Union may hold regularly scheduled membership meetings.

**Section 4.** Any Officer of this Local Union and any Officer or authorized representative of the International Union may attend to report to any Unit meeting.

**Section 5.** The headquarters and main office of USW Local 652 shall be: 1) Physical Address: Local Union Hall 1855 West 17<sup>th</sup> S, Idaho Falls, Idaho 83402-0418, 2) Mailing Address: PO Box 50659, Idaho Falls, ID 83405-0659, 3) or such place as may be designated by the membership

**Section 6.** The Local meeting is the highest authority of the Local. All officers, the Executive Board, and all Committees of the Local are accountable to the membership of the Local and are subject to membership approval at Local meetings except as may be otherwise provided.

(A) The Local Union may authorize each bargaining unit or group within a unit to hold meetings, with proper notice, as may be required for them to transact such unit matters as are of special concern to that specific group.

(B) All meetings and actions of bargaining unit groups or groups within a unit shall be subject to these by-laws, including the responsibilities of officers, the conduct of elections, the keeping of permanent minutes and the filing of proper reports to the Local Union membership. These groups will not take any action which conflicts with either the Local Union or International Constitutions. All actions not specifically authorized and all agreements negotiated by any unit group shall be subject to review and concurrence or non-concurrence by the local union. Approval to arbitrate or drop a grievance involving a pending grievance must come from the membership at the next Regular Unit Meeting, and if it is decided to arbitrate a particular grievance, said grievance shall be reviewed by the Local's President's Council and the

International Representative and their recommendation will be brought before the membership at the next Regular Unit Meeting for a vote

**Section 7.** A quorum for the purpose of transacting any business by the Local shall consist of not less than ten (10) members present in person at any regular meeting and not less than five (5) members for a unit meeting or special union meeting. No action of any meeting shall be invalid for lack of a quorum unless the question of lack of a quorum was raised before such action was taken. A regular meeting may transact any and all business coming before it without prior notice of the business to be transacted at such meeting, except as otherwise specifically provided in the By-Laws. Unless otherwise specifically provided by the By-Laws, all decisions of the Local meeting shall be by a majority of the members present and voting.

**Section 8.** The rules of order not specifically covered by the By-Laws or the International Constitution shall be in accordance with Robert's Rules of Order.

**Section 9.** International officers and representatives may attend any meeting of the Local Union, its Executive Board, or any of its committees with a voice but no vote.

## **ARTICLE VIII**

### **Membership**

**Section 1.** No applicant for membership shall be regarded as being a member in good standing until the full amount of initiation fee has been paid.

**Section 2.** A member shall pay dues promptly commencing with the month during which the member shall have been admitted, and shall continue to pay all dues, assessments and fines or other obligations promptly when due in order to be and remain in good standing.<sup>3</sup>

**Section 3.** A member who has not lost good standing under other provisions of the International Constitution shall be in good standing if not more than three (3) months in arrears in any constitutional obligations, except in respect to assessments on which the member shall be not more than one (1) month in arrears.

**Section 4.** Members who lose good standing shall stand automatically expelled and devoid of all membership rights,<sup>4</sup> and shall not be reinstated in good standing except upon such terms as the Local Union and the International Executive Board may decide.

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<sup>3</sup> Please note the provision in the Local Union Elections Manual which specifies that a recently hired employee who has signed and delivered to the company and/or Local Union a dues check-off and membership application card is considered to have satisfied the dues payment requirement for membership even though the member's first dues payment has not yet been deducted by the Company

<sup>4</sup> Automatic expulsion for loss of good standing must be construed as being confined to situations wherein members have not paid their dues fixed in accordance with the International Constitution, and all their assessments or other financial obligations which have been imposed by the International Union. Failure to meet financial obligations which have not been imposed by the International Union may not result in automatic expulsion but must be treated on the same basis as a commission of any other type of an offense by a member of the Union as provided in Articles XII and XIII of the International Constitution and Articles IX and X of these By-Laws.

**Section 5.** Any member who retains employee status in a bargaining unit represented by the International Union but who because of layoff has not, for twenty-four (24) continuous months, performed at least (5) days' work in any month in such bargaining unit shall be deemed not in good standing (but not expelled) and devoid of all membership rights until such time as the member is recalled or obtains employment in a bargaining unit represented by the International Union and resumes payment of current dues, at which time the member shall automatically be restored to good standing. No Local Union Officer shall lose good standing under this Section for the remainder of the term in office.

**Section 6.** A member not in good standing shall not be permitted to vote, nominate for office, hold office, or be a candidate for office.

**Section 7.** A member whose membership is terminated shall have no right or interest in any property of the Local Union or of the International Union, including any dues, assessments or other financial obligations paid by such member in advance of the effective date of such termination.

## **ARTICLE IX Discipline**

**Section 1.** Any member may be penalized for committing any one or more of the following offenses: (a) violation of any of the provisions of the International Constitution or of these By-Laws, any collective bargaining agreement, or rule of the Local Union; (b) obtaining membership through fraudulent means or by misrepresentation; (c) instituting, or urging, or advocating that a member of any Local Union institute action outside the Union against the International Union, Local Union or any of their Officers without first exhausting all remedies through the forms of appeal of the International Union; (d) advocating or attempting to bring about the withdrawal from the International Union of any Local Union or any member or group of members; (e) publishing or circulating among the membership false reports or misrepresentations;<sup>5</sup> (f) working in the interest of or accepting membership in any organization dual to the International Union; (g) slandering or willfully wronging a member of the International Union;<sup>16</sup> (h) using abusive language or disturbing the peace or harmony of any meeting in or around any office or meeting place of the International Union; (i) fraudulently receiving any money due the organization or misappropriating the monies of the organization; (j) using the name of the Local Union or the International Union for soliciting funds, advertising, etc., of any kind without the consent of the appropriate body or Officer of the International Union; (k) furnishing a complete or partial list of the membership of the International Union or of any Local Union to any person or persons other than those whose official position entitles them to have such a list; (l) deliberately interfering with any official of the International Union in the discharge of that official's duties; (m) deliberately engaging in conduct in violation of the responsibility of members toward the organization as an institution; and (n) deliberately interfering with the performance of the

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<sup>5</sup> A resolution of the International Executive Board adopted on February 11, 1976, in accordance with applicable law restricts enforcement of this provision in the United States.

organization's legal or contractual obligations.

**Section 2.** It is an offense under the Constitution to harass a member at a union or workplace - related location or activity on the basis of race, creed, color, sex, sexual orientation, age, disability, nationality, or other legally protected status.

**Section 3.** Any member convicted of any one or more of the above offenses may be denied the right to be a candidate for or hold office or position in the Union, declared a member not in good standing, fined or otherwise appropriately disciplined.

**Section 4.** If any Officer of the Local Union, Unit official, or delegate to an International Convention, is convicted of any one or more of the above-named offenses, such person may be penalized as described above, and removed from office or position.

## **ARTICLE X Trials of Members and Local Union Officers<sup>6</sup>**

**Section 1.** Any charges against a member or Officer of the Local Union must be made in writing, signed by the member making the charges, and must be submitted to the Local Union. Upon submission of the charges, the Recording Secretary shall send a copy by certified or registered mail to the accused member at the member's last known address.

The charges shall be sufficiently specific so as to enable the accused to prepare a defense. This means that the charges should indicate both the provision(s) of the Constitution or the Union's other rules allegedly violated and also a brief statement of the facts (names, dates, places) constituting that violation. If there is more than one charging party, they must designate a person to be responsible for receiving and filing documents related to the charges. Where the charges fail to designate such person, then the first charging member named in the charge shall be considered the representative of the others.

**Section 2.** Charges must be submitted within sixty (60) days of the time the complainant becomes aware of the alleged offense.

**Section 3.** A separate Trial Committee composed of five (5) members shall be appointed for each individual trial, and shall be given the responsibility of conducting such trial provided that in the case of multiple related charges the same Trial Committee may be appointed to try all such charges and may consolidate them into one hearing. Neither the accuser nor the accused shall be eligible for membership on the Trial Committee. If the accused member or the accuser is an Officer of the Local Union, such person shall not participate in the designation of the membership of the Trial Committee. No one shall be eligible to serve as a member of the Trial Committee who is a witness to the facts alleged to constitute a violation or who has personal interest in the outcome of the Trial.

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<sup>6</sup> An August 11, 1999 resolution of the International Executive Board prohibits the processing of charges instituted as a means of retaliating against a member for asserting rights under Civil Rights legislation in the United States and Human Rights legislation in Canada, regardless of whether such rights are asserted using the Union's internal procedures, contractual provisions or external statutory procedures.

The Local Union action approving the appointment of the Trial Committee shall take place at the first meeting after the Local Union receives the charges unless the charges are received by the Local Union within five (5) days before the meeting in which event the Local Union action shall take place at the meeting following the first meeting after the Local Union receives the charges. In the event the appointments to the Trial Committee are not approved, the Local Union members at the meeting shall approve alternate appointments

**Section 4.** Immediately after the Trial Committee has been selected by the Local Union pursuant to Section 3 of this Article, the Recording Secretary of the Local Union shall send by certified mail or registered mail to the accused member at the member's last known address written notice of the time and place the hearing will be held before the Trial Committee, a copy of such written notification of time and place shall also be sent to the member preferring the charges; and the accused member shall appear before the Trial Committee on said charges. A copy of the charge and notice of hearing shall also be sent to the International Secretary-Treasurer of the International Union by the Recording Secretary.

**Section 5.** The hearing shall be held no sooner than two (2) weeks and no later than four (4) weeks from the date of the mailing of the notice and the charges to the accused member.

**Section 6.** Every effort shall be made to schedule the Trial so that it does not conflict with the working schedules of the parties. The hearing shall be conducted by the Trial Committee in an orderly manner and shall assure the full presentation to the Committee of all the facts. The accused shall be entitled to be present at all times during the hearing, investigation or argument of the case and shall be entitled to question all witnesses appearing in the matter so long as the questioning does not become insulting, unduly argumentative or repetitious. In the event that the accused fails to appear at the hearing at the time and place provided in the notice and presents no reasonable excuse for absence, the hearing shall proceed with the same force and effect as if the accused were present.

**Section 7.** At any time during the processing of charges alleging a serious violation by a Local Union Official of Section 2 of Article IX, the International President may, upon written request (sent by certified mail, overnight courier or other means providing proof of receipt), and where supported by preliminary investigation conducted on behalf of the International President, summarily remove such Local Union Official from office during all or a portion of the time necessary to process the charge.

**Section 8.** The Trial Committee shall record minutes of its meetings and proceedings, and these minutes, together with any documents submitted, shall constitute the official record of the Trial Committee.

**Section 9.** A member placed on trial shall be permitted representation by a representative of the member's own choice, who shall be a member of the International Union; such representative, however, shall be required to abide by the trial procedure as established by the Trial Committee and as provided in these By-Laws. The same procedure shall be available to the person filing the charges.

**Section 10.** The Trial Committee, upon completion of the hearing upon the evidence and argument, shall go into closed session to determine the verdict and penalty. The Trial Committee shall prepare a report in writing, stating the facts briefly as it found them, and its conclusions and recommendations. A majority vote of the members of the Trial Committee shall be required to find the accused guilty.

**Section 11.** In case the accused is found guilty, the Trial Committee may recommend that the accused be reprimanded; assessed a fine; assessed a fine with automatic suspension and removal from office or position or expulsion in the event of the failure of the accused to pay the fine within a specified time; suspended or removed from office or position in the Local Union; or suspended or expelled from membership in the International Union; or otherwise appropriately disciplined.

**Section 12.** The Trial Committee shall submit its written report to the Local Union within two (2) weeks following completion of the hearing. At the same time a copy of the report shall be mailed to the International Secretary-Treasurer of the International Union and to the accuser and the accused by the Trial Committee.

**Section 13.** The Local Union Officers may convene a special meeting of the membership to consider the report of the Trial Committee. In such event the notice of the membership meeting shall inform the members that the report of the Trial Committee will be presented at such special meeting. Notice of such special meeting must also be given to the accused member(s) and accuser(s).

**Section 14** In the event the report of the Trial Committee is to be presented to the next regular meeting of the Local Union, the membership must be advised by special notice that the report of the Trial Committee will be considered at such regular meeting.

**Section 15.** The meeting at which the report of the Trial Committee shall be considered shall not be held earlier than one week or later than four weeks following the submission of the report of the Trial Committee to the Local Union.

**Section 16.** At the meeting of the Local Union, the Trial Committee shall present its written report. The report of the Trial Committee shall become effective only upon approval by a majority vote of the members present at the Local Union meeting. The Local Union meeting may approve or reject the report of the Trial Committee, modify the report in any respect, or order a new trial.

**Section 17.** The accused member shall be afforded full opportunity to present to the Local Union meeting the accused member's position on all matters bearing upon the trial and the report of the Trial Committee.

**Section 18.** A report of the Local Union's decision shall be forwarded immediately to the International Secretary-Treasurer of the International Union by the Recording Secretary.

**Section 19.** A copy of the decision of the Local Union shall be forwarded by the Recording



Secretary using certified or registered mail to the accused member and to the person who originally filed the charges. The accused or the accuser may appeal from the decision of the Local Union to the International Executive Board and thereafter to the next regular International Convention, provided that such person files notice of appeal with the International Secretary-Treasurer within thirty days after the mailing of the notice of the decision of the Local Union or the International Executive Board from which the appeal is taken. On appeals, the International Executive Board or such body as it designates - either itself or through a Commission or other mechanism -affords all parties the opportunity to present all arguments and facts whether or not presented in the proceedings at the Local Union level. Decisions on such appeals are based on the evidence presented in the appeal. The International Executive Board shall not, in making its decision, be limited to the arguments or testimony presented at the earlier stages in the proceedings and shall be permitted to cure by its appeal proceedings procedural defects which may have occurred at earlier stages in the proceedings.

**Section 20.** The decisions of the Local Union and of the International Executive Board shall be given full force and effect unless a stay thereof is obtained from the International Executive Board.

**Section 21.** It shall be the duty of a member to exhaust all internal remedies and appeals provided under the Constitution and policies of the International Union and these By-Laws.

## **ARTICLE XI**

### **Notification to Employers Regarding Status of Members**

**Section 1.** Whenever a member has lost good standing by virtue of having become in arrears in the payment of dues or initiation fees, and the Local Union desires to have such person discharged from employment in accordance with the provisions of the outstanding collective bargaining agreement with the employer, the Local Union shall communicate with the International Secretary-Treasurer, setting forth the facts.

**Section 2.** The International Secretary-Treasurer will determine whether the employer should be notified that in accordance with the provisions of the contract the particular person must be discharged. The Local Union shall refrain from communicating with the employer until advised by the International Secretary-Treasurer as to the procedure to be followed on requesting the discharge.

## **ARTICLE XII**

### **Finances**

**Section 1.** The initiation fees shall be ten dollars (\$10.00). This fee will be collected out of the first month dues.

**Section 2.** Effective January 1, 2011, monthly dues for a member shall be set in

accordance with Article XIV of the International Constitution and as per the PACE/USWA Merger Agreement.

- (A) Per Article VI Section J Paragraph 8 of the PACE-USWA Merger agreement, the dues shall be based on the Average Bargaining Unit Dues. This amount may be different for each bargaining Unit.
- (B) The average Bargaining Unit Dues shall be determined in January of each year based on the previous year's wages, hours worked, and average number of employees. This will be used for computation of the dues effective in February of that year.
- (C) Dues shall be paid to the International Union in accordance with the PACE/USWA merger agreement
- (D) In order to transition to the new dues structure, the following dues change schedule shall be observed: (After January 1, 2011, this section shall be deleted from the By-Laws)
  - a. Upon adoption of these By-Laws, but no sooner than March 1, 2010, weekly dues for a member shall be an amount based on 1.15% of said member's Average Bargaining Unit's Dues. For lump sum payments, dues shall continue to not be held. The average Bargaining Unit Salary shall be determined based on the 2009 wages, hours worked, and average number of employees.
  - b. Effective July 1, 2010, weekly dues for a member shall be an amount based on 1.3% of said member's Average Bargaining Unit's Dues. For lump sum payments, dues shall continue to not be held.
  - c. Effective January 1, 2011, dues shall start being withheld for lump sum payments in accordance with Article XIV of the International Constitution.

**Section 3.** The full amount of all dues and initiation fees and assessments collected by the Local Union shall be deposited by the appropriate Officers of the Local Union in a bank account designated as a trust fund held for the International Union. The Officers of the Local Union shall forward to the International Secretary-Treasurer, within fifteen days after the close of any month, the full amount of the dues and initiation fees and assessments collected by the Local Union.

**Section 4.** Compulsory assessments may not be imposed by the Local Union unless approval has first been secured from the International Union and unless agreed to by a two-thirds (2/3) majority vote of the membership of the Local Union, voting by secret ballot after prior notice to the membership. At no time shall the Local Union assessment exceed two dollars (\$2.00) per member in any one year.

In addition, a Local Union which has removed the cap of 2.5 (or other multiple) times the member's average hourly earnings referred to in Article XIV of the International Constitution may, with the approval of the International Secretary-Treasurer, establish a supplemental local strike and defense fund to be financed by an increase in dues adopted by the Local Union by secret ballot vote, which increase shall not exceed \$3.50 per member per month. Distributions

from the local supplemental strike and defense fund shall be in accordance with the rules of the International Strike and Defense Fund and such additional rules as may be established by the International Secretary-Treasurer.

**Section 5.** An individual member shall be entitled to exoneration from the payment of dues for any month for which the member has not become entitled to five (5) days' pay or its equivalent in wages and benefits in lieu of wages. The International Executive Board shall adopt rules and regulations governing the implementation, application and administration of this Section.

**Section 6.** In all cases, other than the one provided in Section 5 of this Article, where the Local Union desires exoneration from the payment of dues or initiation fees for certain of its members, the request for exoneration must be signed by the Local Union President, the Local Union Financial Secretary and the Local Union Recording Secretary, and approved by the District Director and the International Secretary-Treasurer.

**Section 7.** When exoneration is granted, the request on the required report must be renewed each month.

**Section 8.** The Local Union President, Financial Secretary, and Treasurer shall be bonded in amounts to be determined by the International Executive Board. Such bonds shall be obtained by the International Secretary-Treasurer. Clerks employed by the Local Union and handling finances in any way must be bonded by the Local Union through arrangement with the International Secretary-Treasurer.

**Section 9.** Effective January 1, 1999, an Organizing Fund has been created that will be funded and administered as outlined in Article XIV, Section 16 of the International Constitution.

### **ARTICLE XIII Delegates to International Convention**

**Section 1.** No member shall be eligible to be a delegate to an International Convention unless the member:

(A) Is employed in an enterprise, public or private, or any other place within the jurisdiction of the International Union or is one of the staff representatives of the International Union;

(B) shall have been in continuous good standing for a period of twenty-four (24) months immediately preceding the International Convention; and

(C) has attended at least one-third (1/3) of the regular meetings held by the member's Local Union during the twenty-four (24) month period immediately preceding the month in which the delegate election is to be held. Meetings which a member was prevented from attending because of such member's Union activities, working hours, service in the armed forces of the United States or Canada, sickness which confines, death in the immediate family, or jury duty, shall not be counted as meetings held in determining such member's eligibility under this Section; provided, that the member shall have the burden of proving inability to attend for one of the prescribed reasons, in accordance with procedures specified in the Local Union Elections Manual. Any member who claims inability to attend a Local Union meeting because of a

“sickness which confines”, must notify the Recording Secretary of the Local Union within one month of such meeting, otherwise the meeting will be counted as a meeting held in determining such member’s eligibility under this section.

**Section 2.** Delegates to the International Convention must be elected at an official meeting of the Local Union or by referendum ballot election, after the Call for the International Convention is received and has been read to the Local Union. The Recording Secretary shall issue a Notice, signed by both the Recording Secretary and the Local Union President, at least one week prior to such meeting or election, stating that delegates are to be elected on a certain day.

**Section 3.** The Local Union may choose to have the Local Union President, if nominated at the official meeting, elected separately as a delegate by acclamation. In such event, the President shall be a delegate if approved by a majority of the members voting. Otherwise, the delegates to be selected from among the nominees must receive a plurality vote of the members voting.

**ARTICLE XIV**  
**Workers' Compensation Committee,**  
**Safety & Health Committee, Women’s Committee**  
**Civil Rights Committee,**  
**And Organizing Committee**

**Section 1.** A Workers' Compensation Committee and a Safety and Health Committee, under the direction of the International Union or its designated representative, shall be established in the Local Union.

**Section 2.** A Civil Rights Committee, (which may also be known as a Human Rights Committee), under the direction of the International Union or its designated representative, shall be established in the Local Union to implement our Union's commitment to the protection and extension of civil and human rights and liberties.

With respect to an Amalgamated Local Union, the Local Union President shall for each Unit either appoint a Unit Representative to the Committee or cooperate with the Unit Chair to establish a unit-based Committee.

**Section 3.** To further our commitment to encourage activism, leadership development and greater understanding of gender issues in our Local Union with female membership, a Women’s Committee, under the direction of the International Union or its designated representative, shall be established by the Local Union.

**Section 4.** An Organizing Committee under the direction of the International Union or its designated representatives shall be established in the Local Union to assist in organizing unorganized workers in the geographic area in which the Local Union is situated.<sup>7</sup>

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<sup>7</sup> Broad participation by members from all segments of the Local Union should be sought for the committees established pursuant to Article XIV.

In order to encourage the organization and affiliation of unorganized workers who may be placed within the jurisdiction of this Amalgamated Local Union, this Amalgamated Local Union may engage in organizing activity upon the express authorization of the Director of the District in which this Local Union is situated and subject to such terms and conditions as the District Director and the International President may impose.

Subject to the approval of the District Director and the International President, a majority of the Local Union Officers may appoint a person to a position in the Local Union known as Organizing Representative. The Organizing Representative shall be an employee of the Amalgamated Local Union and shall be responsible for organizing new Units into the Amalgamated Local Union in accordance with these By-Laws; and to perform such other duties as the District Director may assign, and, where consistent with these By-Laws, the Constitution, the policies of the International Union or any assignments by the District Director, such other duties as the Local Union may assign. The Organizing Representative shall not by virtue of that position be an Officer and shall not be responsible for setting policy for the Local Union in the capacity of Organizing Representative. However, a duly elected Officer of the Local Union may serve as the Organizing Representative.

**Section 5.** It shall be the duty of a Legislative and Political Education Committee to study and report to the Local on proposed or existing legislation affecting the welfare of the Local or its members. It shall also take an interest in political activities and advise the members as citizens and trade unionists and the Executive Board and the Local Union membership.

**Section 6.** An Apprenticeship Committee shall be made up of three (3) members in good standing appointed by the President and approved by the Executive Board and the Local Union membership. In the event of a vacancy(s) on the Apprenticeship Committee, such vacancy will be posted on union bulletin boards and applications will be reviewed by remaining board member(s). Recommendations for replacement will be forwarded to the Presidents Council and Executive Board.

**Section 7. OTHER COMMITTEES/SPECIAL COMMITTEES:** As determined by the Local membership.

## **ARTICLE XV Transfer Certificates**

**Section 1.** The Local Union may issue to a member in good standing a "transfer request" transferring membership to another Local Union. All transfer request forms must be obtained from the International Secretary-Treasurer by the Local Union Financial Secretary.

**Section 2.** All members must immediately transfer to the Local Union having jurisdiction over the enterprise, public or private, at which they are employed.

**Section 3.** Transfer requests issued in violation of this Article shall be invalid.

**ARTICLE XVI**  
**Strikes**

No strike shall be called without the approval of the International President.

**ARTICLE XVII**  
**Order of Business for Local  
Union Meetings**

1. Call meeting to order.
2. Roll call of Officers - by Recording Secretary.
3. Reading of the minutes of the previous meeting.<sup>8</sup>
4. Reading of Communications.<sup>9</sup>
5. Report of Officers
6. Report of Organizer or International Representative.
7. Initiation of New Members.
8. Report of Special Committees.
9. Reports of Standing (or Permanent) Committees.
10. Unfinished Business.<sup>10</sup>
11. New Business.<sup>11</sup>
12. Good and Welfare.<sup>12</sup>
13. Adjournment.

**ARTICLE XVIII**  
**Effective Date**

**Section 1.** The provisions of these By-Laws which conform, as required, with the provisions of the standard By-Laws approved by the International Union are automatically in full force and effect. Any additions or amendments to additions to such standard By-Laws shall be in full force and effect after their adoption by vote at a regular meeting of the Local Union in accordance with

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<sup>8</sup> After the minutes have been read by the Recording Secretary a motion must be made and seconded that the minutes be "approved" (or adopted) as read. Such a motion means that in the opinion of the members, the Secretary has recorded the minutes of the previous meeting correctly. Should the reading reveal any errors, or omissions, a member may move to correct the minutes. If this motion is carried, another motion should follow that the minutes "as corrected" now be approved.

<sup>9</sup> The Recording Secretary reads the letters which require attention. Those that do not require much discussion may be dealt with immediately; others may be laid over to "New Business" or referred to a standing committee. If no action is required or desired, the communications may be read and, upon a motion, filed.

<sup>10</sup> These matters are those remaining over from previous meetings. They are usually recorded in the minutes of the previous meeting. The Recording Secretary should inform the President of any unfinished business so it may be included in the order of business in this Section.

<sup>11</sup> These are matters which have been laid aside earlier in the meeting or which have come up since the last meeting.

<sup>12</sup> All miscellaneous matters for the good of the Union which should be brought to the attention of the meeting should come to the floor at this time. These matters usually do not require any action by the meeting. They are simply matters of information and education.

the form and procedure provided for in Article XIX, and approval by the International Union.

**Section 2.** Notwithstanding anything to the contrary herein, these By-Laws and any additions or amendments to additions thereto shall be subject to, and shall not in any way be construed to supersede any of the provisions of the International Constitution or the Manuals and policies of the International Union.

## **ARTICLE XIX Additions and Amendments to Additions**

Additions and Amendments to additions may be made in the following manner:

1. Any addition or any amendment to an addition to the standard By-Laws approved by the International Union must be in the form of either a new Subsection under the proper Section, a new Section under the proper Article, or a new Article.

2. All additions and amendments to additions to the standard By-Laws must not conflict with such standard By-Laws and must be submitted to the International Union for approval. Such additions shall become effective only after approval by the International Union.

3. Proposed additions or amendments to additions must be submitted in writing and read at two (2) consecutive Local Union meetings, and passed by a two-thirds (2/3) majority vote of the membership present at the next regular meeting. The subject matter of such additions or amendments to additions must be advertised to the membership through bulletin board or other medium prior to the meeting at which the vote thereon is to be taken. Such additions or amendments to additions shall become effective only after approval by the International Union.

## **ARTICLE XX EXPENDITURES**

**Section 1.** All delegates who receive compensation when attending a function of the International Union or its affiliates will provide receipts for expenditures. Mileage and Per Diem will be exempted from this rule.

**Section 2.** All contributions must be approved by the Local Union. Upon approval of the membership, the Executive Board may authorize a predetermined schedule of expenditures.

**Section 3.** When a member is required to lose time from their regular employment, for the purpose of performing work for the Local Union he or she shall be compensated for each hour of lost time at their regular wages. This compensation will not be provided in connections with other forms of compensation.

**Section 4.** When a local member is required to perform services away from home, he or she shall be allowed in addition to the salary set forth above, an amount covering reasonable transportation by the most direct route, travel to and from his/her home and in addition, he/she will be allowed reasonable lodging and meals based on the standards utilized by the International Union for reimbursement of it's employees. If traveling by car the standards utilized by the International Union for reimbursement of its employees for mileage will apply for reimbursements.

(A) In the event the reimbursement based on the standards utilized by the International Union for reimbursement of its employees is not adequate for travel in a particular area, the reimbursement amount may be raised up to the federal limits with the approval of the Trustees.

**Section 5.** The Local's officers will be paid mileage for Union Business transacted on behalf of the Local to enable them to perform their duties.

**Section 6.** A petty cash fund will not be allowed for local union business.

**Section 7.** The Local President and Financial Secretary will be allowed one (1) day per month to work at the Union Hall.

**Section 8.** Members using private vehicles who attend regular union meetings and who fill out travel vouchers will be paid mileage. Beyond a fifteen (15) mile radius of the Union Hall, members will be compensated at a rate of ten (10) cents a mile.

**Section 9.** A Bible and/or flowers will be delivered to the family of retired or current member's family in the event of death.

**Section 10.** The Good and Welfare chairmen may issue a one-time check in the amount of up to \$300.00 in an emergency. Additional amounts for good and welfare must have the approval of Local Union membership at the next regular meeting.

**Section 11.** The Local President, Vice-President, and Unit Presidents may request "witnesses" to-be allowed time off to attend arbitration. The officer requesting the "witness" will report on the number of witnesses and justify to the membership why the witnesses were called.