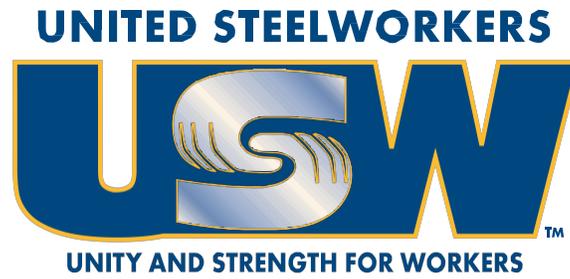

By-Laws
for
Amalgamated Local Unions



UNITED STEELWORKERS Five Gateway Center Pittsburgh, PA 15222

April 2016

By-Laws

for

Amalgamated Local Unions

UNITED STEELWORKERS



UNITY AND STRENGTH FOR WORKERS

UNITED STEELWORKERS Five Gateway Center Pittsburgh, PA 15222

By-Laws for Amalgamated Local Unions

Amended for Local 12-591 – April 2016

Table of Contents

Officer’s Letter..... 1

PREAMBLE 3

ARTICLE I..... 3

 Name 3

ARTICLE II 3

 Objects..... 3

ARTICLE III..... 4

 Eligibility..... 4

ARTICLE IV..... 4

 Election of Officers and Unit Positions 4

ARTICLE V 8

 Duties of Officers and Unit Positions 8

ARTICLE VI 15

 Compensation for Services..... 15

ARTICLE VII..... 16

 Meetings 16

ARTICLE VIII..... 17

 Membership..... 17

ARTICLE IX 18

 Discipline 18

ARTICLE X 20

 Trials of Members and Local Union Officers..... 20

ARTICLE XI..... 24

 Notification to Employers Regarding Status of Members 24

ARTICLE XII	24
Finances.....	24
ARTICLE XIII.....	26
Delegates to International Convention and Regional Council	26
ARTICLE XIV	28
Workers’ Compensation Committee, Safety & Health Committee, Civil Rights Committee, Women’s Committee, Organizing Committee and other Committees	28
ARTICLE XV	29
Transfer Certificates.....	29
ARTICLE XVI	29
Strikes	29
ARTICLE XVII.....	29
Order of Business for Local Union Meetings.....	29
ARTICLE XVIII	30
Effective Date	30
ARTICLE XIX.....	30
Additions and Amendments to Additions	30
ARTICLE XX.....	31
Real and Personal Property	31
APPENDIX A.....	32
Resolution By International Executive Board.....	32
APPENDIX B.....	32
Oath of Office.....	32
NOTES.....	33

Officer's Letter

To Amalgamated Local Union Officers and Members, United Steelworkers:

The International Executive Board has recognized the challenges that seriously threaten our future. Our Union is committed to creating more powerful and effective Local Unions with sufficient resources to successfully represent our members in existing bargaining units.

In order to assure conformity with the International Constitution, the policies of the International Union, and the Labor-Management Reporting and Disclosure Act of 1959 (Landrum-Griffin Act), it is imperative that Local Union By-Laws and amendments to such By-Laws be approved by the International Union.

In order to make it easier for Local Unions to comply with these various requirements and expedite the process of approval, the International Union has developed standard By-Laws for Local Unions that have been approved and adopted by the International Executive Board.

However, it has been recognized by the International Executive Board that the standard By-Laws for Local Unions are not appropriate in their entirety for Amalgamated Local Unions. At the 1970 Constitutional Convention, Article VII, Section 5 of the International Constitution was amended empowering the International Executive Board to issue rules and special by-laws governing Amalgamated Local Unions.

Therefore, pursuant to Section 5 of Article VII of the International Constitution these separate By-Laws have been developed especially for Amalgamated Local Unions. For the purposes of the adoption by Amalgamated Local Unions of these By-Laws, an "Amalgamated Local Union" is defined as a Local Union whose members are employed by the same or different employers in more than one bargaining unit within a single District of the International Union or, with the approval of the International Executive Board, in more than one District. Each such bargaining unit is hereinafter referred to as a "Unit".

The starting point in administering the By-Laws of any Amalgamated Local Union is the International Constitution which provides in Article I that it shall also be the Constitution of each Local Union.

These standard By-Laws include the basic requirements of the International Constitution with respect to the operation of Amalgamated Local Unions. They also include provisions which meet the requirements of the 1959 Landrum-Griffin Act.

The provisions set forth in these standard By-Laws are those which have uniform application to and can be uniformly worded for all Amalgamated Local Unions.

Where an Amalgamated Local Union does not have separate By-Laws, Article VII, Section 5, of the International Constitution provides that these standard By-Laws shall be the By-Laws of such Amalgamated Local Union. For those Amalgamated Local Unions which have separate By-Laws, the standard By-Laws in this booklet must be and are deemed to be incorporated in the By-Laws of such Amalgamated Local Unions. Due to agreements that were made during various mergers with other Unions some of the provisions contained in these By-Laws may not apply to Local Unions who came to the USW by way of a merger.

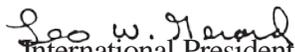
Where necessary, Amalgamated Local Unions may supplement these standard By-Laws by addition of new Subsections, new Sections or new Articles consistent with the International Constitution, International Union Manuals and policies, these standard By-Laws, or applicable law. However, any provisions in an Amalgamated Local Union's By-Laws inconsistent with these standard By-Laws or the Local Union Elections Manual adopted by the International Union, even though previously approved by the International Union, are hereby suspended and may not be enforced.

AMALGAMATED LOCAL UNIONS SHOULD SEND TO THE INTERNATIONAL UNION FOR APPROVAL **ONLY** THOSE SUBSECTIONS, SECTIONS OR ARTICLES OF THEIR BY-LAWS WHICH ARE **ADDITIONAL** TO THE STANDARD BY-LAWS AND HAVE NOT BEEN PREVIOUSLY APPROVED BY THE INTERNATIONAL UNION. FOR EXAMPLE: AMALGAMATED LOCAL UNIONS MAY WISH TO ASSIGN DUTIES TO OFFICERS BEYOND THOSE SET FORTH UNDER ARTICLE V OF THE STANDARD BY-LAWS. **IN SUCH A CASE, ONLY THE SUBSECTIONS SETTING FORTH THE ADDITIONAL DUTIES SHOULD BE SENT TO THE INTERNATIONAL UNION FOR APPROVAL;** THE REMAINDER OF ARTICLE V SHOULD BE AS SET FORTH IN THE STANDARD BY-LAWS AND, THEREFORE, WOULD NOT REQUIRE FURTHER REVIEW OR APPROVAL.

Through this procedure, and with your cooperation in carrying it out, we anticipate that it will be possible to give early review to additional portions of Amalgamated Local Union By-Laws that will require approval by the International Union.

In the event any clause or provision of these By-Laws is declared unlawful or unenforceable by a United States or Canadian Court, such clause or provision shall, in the jurisdiction in which it is unlawful or unenforceable, be considered severable from all other clauses and provisions of these By-Laws, subject to International Executive Board action.

In Solidarity,


International President


International Secretary-Treasurer


International Vice President
(Administration)


International Vice President
(Human Affairs)


National Director of Canada

Approved and Adopted by International Executive Board, United Steelworkers, August 2013
BY-LAWS FOR AMALGAMATED LOCAL UNIONS

PREAMBLE

Believing that all persons have a natural right to the full enjoyment of the wealth created by their labor, and believing that such cannot be fully realized except through the united, free and democratic organization of working men and women, we do hereby unite ourselves into a Local Union to be known as United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union Local 12-591 (USW) which shall operate as a labor, benevolent and fraternal organization.

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 12-591 (hereinafter also referred to as “this Amalgamated Local Union,” or “the Amalgamated Local Union,”²

² The term “Local Union” shall be interpreted to mean “Amalgamated Local Union” for the purposes of these By-Laws.

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.

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 & Guard, and five (5) Trustees.^{3 4}

Note: Prior to the promulgation of these By-Laws, some Amalgamated Local Unions have had representatives, either elected or appointed, in addition to the eleven Officers specified in Article IV, Section 1. Such representatives have been referred to, for example, as Business Agent, Business Representative, Chief Grievance Committee Person, Local Union Representative or other title approved by the Local Union, District Director and International President. This representative shall be referred to in these By-Laws as the Local Union Representative.⁵ It is the policy of the International Executive Board that the appointed position of Local Union Representative should be limited to those circumstances that clearly and demonstrably warrant the continuation or creation of such positions. However, those Amalgamated Local Unions that have had such representatives may continue those positions, subject to the approval of their District Director and of the International President; and Amalgamated Local Unions that have not had such representatives may

create such positions, subject to the approval of their District Director and of the International President. All newly created Local Union Representative positions shall be appointed by a majority of the Local Union Officers, subject to the approval of their District Director and of the International President. In those cases where the Local Union Representative is appointed, the following provision shall be added to Section 1(a) of this Article: "In addition to these eleven Officers, there shall also be (a) position(s) in this Amalgamated Local Union known as the Local Union Representative. The Local Union Representative shall be an employee of the Amalgamated Local Union and all appointments shall be reviewed on an annual basis. The Local Union 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 Local Union Representative. However, a duly elected Officer of the Local Union may serve as the Local Union Representative. It shall be the duty of the Local Union Representative to assist the Units in the handling of complaints and grievances; where contractually appropriate, to conduct an appeal step in the grievance procedure to assist the Staff Representative and other representatives of the International Union in the handling of grievances and the preparation of arbitration cases; to assist in the negotiation of collective bargaining agreements; to engage in organizing activity 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." In the alternative, the Local Union may assign these duties to the Local Union President.

(b) In addition to the Local Union Officers identified in Section 1(a) of this Article, there shall be the following Unit positions: one (1) Unit President, one (1) Unit Recording Secretary, and no less than one (1) Unit Griever.^{6,12} Each Unit may, by vote of that Unit's membership, include a Unit Vice President position. Each affiliated plant or bargaining group may choose its Worker's Committee in accordance with this Article. Election of Stewards shall be held at the same time and for the same length of time as the Local Officers. A member may hold more than one of the positions referred to in this Section 1(b).⁷

(c) In addition the Officers listed above, there shall be a Local Executive Board consisting of the Local President, Local Vice President, Local Recording Secretary, Financial Secretary/Treasurer as well as four (4) Executive Board members "At-Large" one of which will be the elected representative of the Women's Committee and Unit Executive Board Members in the same number as there are bargaining groups within the Local Union functioning as local units. Such Unit Executive Board Members must be members of their respective units.

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.³

Section 3(a). Local Union Officers, Officials, and Unit Positions shall be elected for a term of three (3) years at the last meeting in April or on such day and/or at such other hours in April as the membership shall determine and which will enable all members who so desire to vote. If a Worker's Committee is part of the unit, the election of Worker's Committee persons may be staggered, when feasible, so that one member from operations and one member from maintenance, if appropriate, will be elected in alternate elections and the remaining members will be elected at regular general elections. Election shall be by a plurality vote of the members in good standing participating in a secret ballot vote. Those elected in April shall be installed at the first regular meeting in May 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.

Section 3(b). Persons occupying Unit positions shall be elected by a plurality vote of the members in their respective Units, who are in good standing, participating in a secret ballot vote.

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. The notice must also specify the Local Union offices and Unit positions to be filled.⁸ 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 is employed in an enterprise, public or private, or other place within the jurisdiction of the Local Union and is a member of the Unit in which the position resides and in good standing.
- (b) The member shall have been in continuous good standing for a period of 24 months immediately preceding the month in which the election is held.

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 is employed in an enterprise, public or private, or other place within the jurisdiction of the Local Union and is a member of the Unit in which the position resides and in good standing

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.

Section 8. A Nominating Committee of not less than three or more than five shall be elected at the January Local meeting before the election of local officers, to present a nominee for each elective local office on the ballot. In the event of no January Local meeting, the Executive Board will elect a Nominating Committee at their February meeting. The Nominating Committee shall contact and receive approval of each nominee before placing his or her name on the ballot and submit their report by the end of the February Local Meeting.

Nominations of candidates will be made in accordance with the USW International By-laws and USW Local Union Elections Manual.

Section 9. The Recording Secretary and Financial Secretary/Treasurer of the Local Union shall preserve for one year the ballots and all other pertinent records of the election.

³ As an alternative to the 11 Officers set forth in Article IV, Section 1, Amalgamated Local Unions with a membership of one hundred (100) or less may adopt a By-Law provision providing only for the offices of President, Vice President, Recording Secretary, Financial Secretary/Treasurer, and the By-Laws shall provide how the duties of the offices of Guide, Guard and Trustee are to be allocated among these five (5) offices. In the alternative, an Amalgamated Local Union which has a membership of one hundred (100) or less may adopt a By-Law provision which, in addition to providing for the five (5) offices mentioned above, combines the office of Guide and/or Guard with the office of Trustee.

⁴ While the International Constitution makes no provision for a Local Union Executive Board, an Amalgamated Local Union may establish an Executive Board so long as such Executive Board is provided for in its By-Laws. The members of such an Executive Board must be persons elected to office or position in the Local Union or Unit in accordance with the provisions of the Local Union Elections Manual.

⁵ A November 17, 2002 resolution adopted by the International Executive Board sets out those circumstances under which Local Union Representatives may continue to be elected.

⁶ As explained on page 54 of the Local Union Elections Manual, Amalgamated Local Unions do not have a position of Local Union Grievance Committee Member. Instead there are Unit Grievers. Notwithstanding the provisions of Article IV, Section 1(b), Amalgamated Local Unions which have different practices with respect to Unit positions may continue such practices unless

disapproved by the International Secretary-Treasurer. Amalgamated Local Unions, which in the future wish to deviate from the Unit positions set forth in Article IV, Section 1(b) may do so if approval is obtained from the International Secretary-Treasurer.

⁷ Amalgamated Local Unions may adopt a By-Law provision which makes the person elected President of the Local Union automatically by virtue of that office the Unit President of his/her Unit with the person elected Unit President of that Unit automatically considered the Unit Vice President with duties similar for the Unit to the duties of the Vice President in the Local. Amalgamated Local Unions may adopt a By-Law provision that allows individual Units to combine the position of Unit President with the position of Unit Griever.

⁸ The requirement of a 15-day mail notice of the election need not be applied in Canada provided other suitable notice of the election is given to the membership at least one week previous to the date of the election.

⁹ If the member's Local Union or Unit has been in existence for a lesser period prior to the election, the member must have been in continuous good standing from the time the member joined such Local Union or Unit.

¹⁰ Because of the difficulty many months after the fact of verifying the validity of a claim that an individual missed a meeting because of "sickness which confines" the Local Union may wish to adopt the following additional provision:

"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."

¹² The Griever / Grievance Committee are synonymous with Worker's committee member and Worker's committee.

ARTICLE V

Duties of Officers, Officials, 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 Local President may call a special meeting. The President shall call special meetings by request of ten members in good standing of the Local Union or at the direction of a majority of the Executive Board. This request shall be in writing, shall state clearly the purpose of the meeting and in the case of the request coming from the Local membership, 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 Unit President (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 10 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 Unit 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.

(e) The Local President may assign additional duties/tasks to members as deemed necessary.

Section 2. Duties of Local Vice President.

The Local Vice President shall assist the President in the discharge of the President's duties as directed 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 Local 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/Treasurer.

(a) The Financial Secretary/Treasurer shall receive all money due the Local Union (deleted text). The Financial Secretary/Treasurer 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/Treasurer 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/Treasurer 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/Treasurer 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/Treasurer shall keep a record of all transfer request forms issued and received.

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

(e) The Financial Secretary/Treasurer 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/Treasurer is obliged to call this fact to the attention of the membership.

(f) The Financial Secretary/Treasurer (deleted text) 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.
(deleted text)

(g) The Financial Secretary/Treasurer shall keep regular and correct accounts of all money received and paid by the Financial Secretary/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 Financial Secretary/Treasurer's accounts shall be open for examination by the Trustees at any time when called upon. The Financial Secretary/Treasurer's books shall be subject at all times to audit by the International Secretary-Treasurer of the United Steelworkers. The Financial Secretary/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.

(h) All money paid out by the Local Union from its treasury must be approved by the members at a Local Union meeting except as allowed under Article XII, Section 13. 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.

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

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

(k) The Financial Secretary/Treasurer shall cause a list of names of the Worker's Committee to be submitted to Company management and posted on proper bulletin boards and other means for the information of the employees.

Section 5. Duties of Guide & Guard.

It shall be the duty of the Guide & Guard to see that all present are entitled to remain.

It shall be the duty of the Guide & Guard to take charge of the door and see that no one enters who is not entitled to do so.

Section 6. 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.¹¹ They shall perform such other duties as the Local Union may require.

Section 7. Duties of the Local Chaplin.

(a) The Local Chaplin shall provide a list to the membership at the Local meeting for a Good and well fare report.

(b) Will support members who are out of work due to disability, family crisis, and/or death.

Section 8. Duties of the Women's Committee Representative.

Organize women within the local to form a Women's Committee. Encourage women members' participation in the business of the Local Union. Help develop and promote leadership skills of the women within the Local Union Help develop and promote understanding of gender issues and inclusiveness within the Local Union

Section 9. Duties of Local Executive Board

(a) The Executive Board shall consider all items of interest to the Local Union not specifically provided for elsewhere. They shall function as an Executive Committee and make recommendations for the good of the Local, their actions being subject to approval by the membership.

(b) The Executive Board shall meet once a month.

(c) The majority decision of the Executive Board shall be regarded as unanimous in reporting to the Local Union membership and differences occurring in the Board shall not be discussed outside of their meetings. Any Executive Board member wishing to file a minority report must notify, in writing, the President of the Executive Board three (3) days prior to the Local meeting at which said meeting minority report will be presented.

(d) The Executive Board shall have authority to act for the Local Union membership between meetings.

(e) The President shall serve as Chairman of the Executive Board.

(f) The Executive Board may promulgate rules covering attendance at their meetings and make provision for replacement of those members who fail to attend meetings without proper excuse.

(g) A quorum of the Executive Board is constituted by a majority of the Executive Board members.

(h) The Executive Board shall require each of its affiliated Units to establish and maintain a democratic structure. Provisions will be made for the Unit(s) to hold meetings to fulfill its role in collective bargaining and related labor Union activities.

Section 10. Duties of Unit Positions

(a) Unit President (Chair). It shall be the duty of the Unit President (Chair) 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.

(b) Unit Vice President. It shall be the duty of the Unit Vice President to assist the Unit President in the discharge of the Unit President's duties as directed. In the event that a vacancy occurs in the office of Unit President, the Unit Vice President shall act as Unit President for the unexpired term.

(c) Unit Recording Secretary. It shall be the duty of the Unit Recording 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 and make sure records of proceedings, necessary reports and recommendations will be made readily available to the responsible Local Union officers. The Recording Secretary of each plant or bargaining group affiliated with the Local Union shall record the proceedings of their group meetings. Copies of the minutes of all such group meetings shall be turned over to the Recording Secretary of the Local Union, and shall be submitted, if requested, for approval of the Executive Board. They shall become a part of the permanent record for the Local Union.

(d) Unit Griever(s) ¹². It shall be the duty of the Unit Griever(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 Local Union may assign. Unit Grievors are members of the Unit Worker's Committee. Unit Grievors will report all grievances, updates and resolutions to their respective Worker's Committee, and at monthly Unit meetings.

Section 11. Local Union Responsibilities

This Local Union shall enforce the International Constitution, the various International 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 12. Responsibility for Assets and Funds

It shall be the duty of the President, Financial Secretary/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 13. / Workers' Committees and Duties ¹²

(a) The Workers' Committee shall negotiate all contracts and agreements between the Union and the Company. All contracts and agreements shall be submitted to the membership of that Unit for approval before being placed in effect. It is further

understood such agreements, to be valid, shall be in compliance with International policy and approved and signed by the proper International officials.

(b) The Workers' Committee shall be responsible for the enforcement of the Union agreement on behalf of employees covered hereunder as provided under the terms of said agreement. When a complaint arises, the departmental Steward may accompany the aggrieved member or members to the immediate supervisor or department head in an effort to obtain a settlement. If the complaint is not settled through this procedure, the Steward shall submit the same in writing with all evidence he or she may have to the Workers' Committee who shall in turn decide the merit of the complaint, and take whatever steps are necessary to prosecute or dispose of same. Should the Workers' Committee deny the complaint, the Steward may appeal the decision to the membership at the monthly local meeting, which in turn may concur with the decision of the Workers' Committee, or, at its option, refer the complaint back to the Workers' Committee for further study or prosecution.

(c) The Workers' Committee may hold meetings in advance of meetings with the Company management, such meetings to be devoted to planning sessions.

(d) The Worker's Committee shall maintain an accurate record of all complaints processed and all other business transacted, and report same regularly to the membership.

(e) The Unit President or his/her appointed Workers' Committee member shall give direction to the Unit Stewards, and if a Steward fails in his or her duties, resigns, or leaves the department to which he or she is assigned for more than thirty (30) days, a majority vote of the Workers' Committee of that Unit shall replace that Steward for the interim period between elections

Section 14. Conflicts of interest

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 4 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.

¹¹ The Trustees should give special attention when checking disbursements recorded by the Financial Secretary/Treasurer that proper authorizations for such payments have been entered by the Recording Secretary in the Minutes of the Local Union.

¹² The Griever / Grievance Committee are synonymous with Worker’s committee member and Worker’s committee.

ARTICLE VI

Compensation for Services

Section 1. Salaries and expenses for Officers and employees of this Amalgamated Local Union shall be as follows.

- (a) Stipend Pay for the Local President shall be one hundred seventy-five dollars (\$175.00) per month.
- (b) Stipend Pay for the Financial Secretary/Treasurer shall be one hundred seventy-five dollars (\$175.00) per month.
- (c) Stipend Pay for the Unit Chairs shall be as followed:
 - Shell Unit Chair – one hundred dollars (\$100.00) per month.
 - Tesoro Unit Chair– one hundred dollars (\$100.00) per month.
 - ChemTrade Unit Chair– one hundred dollars (\$100.00) per month.
 - HIE (Hawaii) Unit Chair– two hundred fifty dollars (\$250.00) per month.
 - Any Unit Chair not mentioned here will receive – one hundred dollars (\$100.00) per month.
- (d) Local employees will be compensated by union contract signed by the Local President and Financial Secretary/Treasurer.

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/Treasurer 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 Union shall meet on the third (3rd) Thursday of each month at 6:00 p.m.

Section 3. Each Unit of this Amalgamated Local Union may hold regularly scheduled or special 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 Local President may call a special meeting as allowed under Article V, Section 1(b). Minutes of all special meetings will be recorded.

Section 6. Notice of the special meeting shall be posted at least forty-eight (48) hours in advance of the meeting, excluding Saturdays, Sundays, and holidays.

Section 7. All meetings and actions of Unit groups will 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. Unit groups will not take any action which conflicts with either 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.

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. Local Union members in good standing may attend other group meetings but may speak only upon consent of the majority. Only those members of a Unit group shall have the right to 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.¹⁴

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.¹⁴

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,¹⁵ and shall not be reinstated in good standing except upon such terms as the Local Union and the International Executive Board may decide.

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.

Section 8. All persons not in good standing in the Local Union are prohibited from participating in meetings and may attend meetings only when invited to do so by vote of the Local Union. The Local shall not issue a transfer card or a withdrawal card to a member against whom charges have been preferred.

¹⁴ 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.

¹⁵ 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.

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;¹⁶

(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;¹⁶

(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 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 aforementioned offenses, such person may be penalized as herein before described, and removed from office or position.

¹⁶ 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

ARTICLE X

Trials of Members and Local Union Officers¹⁷

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 subject to the approval of the Local Union membership 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. 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. 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.

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 when 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.

¹⁷ 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.

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. Except for newly organized units, where initiation fees are waived pursuant to Article XIV Section 2, of the International Constitution, the initiation fees shall be ten dollars (\$10.00).

Section 2. Monthly dues for a member shall be set 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. 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. -At no time shall the Local Union assessment exceed two dollars (\$2.00) per member per month in any one year. In addition, a Local Union which has removed the cap (deleted text) 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/Treasurer 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 and Financial Secretary/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.

Section 10. No officer of this Local Union shall have the power to incur any indebtedness on its behalf or appropriate any money without authority from this Constitution and By-Laws or from the Local Union.

Section 11. All expenditures must be approved by the Local Union except as allowed under Section 13 of this article. Upon approval of the membership, the Executive Board may authorize a predetermined schedule of expenditures.

Section 12. All moneys to be expended by action from the floor on behalf of the Local Union in excess of two hundred dollars (\$200.00) shall be referred to the Executive Board for approval prior to action. If the Executive Board does not give its approval, the matter will be re-submitted to the floor under "Old Business" for further deliberation where a final decision will be made.

Section 13. All moneys to be expended by action from the Executive Board in excess of two hundred dollars (\$200.00) shall be referred to the Local Union for approval prior to action.

Section 14. The Executive Board, upon approval of the membership, will establish a uniform method for reimbursing members who lost time from their regular employment for the purpose of performing authorized Local Union business.

Section 15. When a Local Union member is required to perform services away from home, he or she shall be allowed, in addition to any salary reimbursement, an amount covering transportation and lodging as directed by the Local Union and an M&IE (Meals & Incidental Expenses) per day expense when member must stay overnight or spend all day more than fifty (50) miles from the Local Union Hall according to U.S. General Services Administration (G.S.A.) schedules and one half of that M&IE per day when he or she does not spend all day or stay overnight. When a member is required to use his or her personal car for Union business, he or she shall be reimbursed at the U.S.G.S.A. mileage rate.

Section 16. The Executive Board, with membership approval, may establish salaries for Local Union officers and employees employed by the Local Union.

Section 17. Any money drawn from the Local Union Defense Fund will be handled in accordance with Section 11 of this Article. Any other use of the Local Defense Fund, other than for the defense of the Local 12-591, shall have two readings before the local membership, before such money is withdrawn. Defense is defined as: funds spent in support of strike, grievance, arbitration, and legal fees.

Section 18. All checks will require two signatures to be valid. Both signatures cannot be from the same person. The Local President, the Financial Secretary/Treasurer and the Vice President will have signing authority on all expenditures. For expenditures the Executive Board deem important enough, they may require the Local President and the Financial Secretary/Treasurer be the signatories of the check.

ARTICLE XIII

Delegates to International Convention and Regional Council

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;²⁴ 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.²⁵

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.

Section 4. Prior to election, the Local Union may designate certain officers by virtue of their office to be standing delegates to Convention,(no more than two standing delegates to Convention), Regional Council or other bodies with which the Local may be affiliated, provided such election of officers is conducted by secret ballot.

Section 5. In addition to the elected delegates, the Executive Board may authorize additional members to attend as fraternal, non-voting delegates, contingent on membership approval.

- (a) The Financial Secretary/Treasurer and President will be delegates to the International Convention.
- (b) The Financial Secretary/Treasurer and President will be delegates to the Regional Council, plus a third delegate may be selected, on a rotating basis, from among the remaining Executive Board members.
- (c) The Unit Chairpersons will be delegates to their respective Company Councils.
- (d) The membership may elect additional fraternal, non-voting delegates by motion at the monthly Local meetings.

²⁴ If the Local Union or Unit has been in existence for less than 24 months prior to the International Convention, the member must have been in continuous good standing from the time that the member joined the Local Union.

²⁵ Because of the difficulty many months after the fact of verifying the validity of a claim that an individual missed a meeting because of "sickness which confines", the Local Union may wish to adopt the following additional provision:
"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."

ARTICLE XIV

Workers' Compensation Committee, Safety & Health Committee, Civil Rights Committee, Women's Committee, Organizing Committee and other Committees

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 Unions with female membership, a Women's Committee, under the direction of the International Union or its designated representative, shall be established by such Local Unions.

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.²⁶

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.

Section 5. The President with the approval of the Executive Board may appoint the following Committees: Publicity and Public Relations, USW-PAC, Education, Welfare, By-Laws, Entertainment, Building and any Other Committees as deemed necessary. The President shall prescribe the duties and the tenure of assignment for each of these Committees. He or she shall have the power to replace any committee member who fails in his or her responsibilities.

*(Note: The Local Union may amend its By-Laws by adding the following language:
"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.”)

²⁶ Broad participation by members from all segments of the Local Union should be sought for the committees established pursuant to Article XIV. The Resolution on Organizing Committees in Canada on Page 55 of these By-Laws shall continue in effect where applicable.

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/Treasurer.

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.²⁷
4. Reading of Communications.²⁸
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.²⁹
11. New Business.³⁰
12. Good and Welfare.³¹
13. Adjournment.

²⁷ 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. It is very important that brief, comprehensive minutes of each meeting be kept by the Recording Secretary. These minutes are the official record of the business transacted by the Local Union meeting. A regular book is provided by the International Union for this purpose and should always be kept up to date.

²⁸ 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.

²⁹ 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.

³⁰ These are matters which have been laid aside earlier in the meeting or which have come up since the last meeting.

³¹ 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.

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 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

Real and Personal Property

Section 1. All officers, at the expiration of their term of office, when removed from office, or when their office is declared vacant, shall deliver to their successors all books, paper, moneys, electronic documents and other property in their possession belonging to the Union, and they shall not be released from their bonds or obligations until this Section is complied with.

All members or employees who hold or have in their possession any moneys, books, records, electronic documents or other property of the Local Union during any period when such member or employee is designated to perform duties on behalf of the Local Union shall deliver all such moneys, books, records, and other properties to the Secretary-Treasurer of the Local Union upon completion of such assignment

Section 2. The President, Secretary-Treasurer, Trustees and their successors, shall constitute a Board of Trustees for the purpose of holding title to both personal property and real estate taken in the name of United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 12-591.

Upon prior approval of the Local Union, the Board of Trustees shall be authorized to buy, sell, transfer, lease and contract for personal property and real estate of the Local Union.

Section 3. 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 dues, assessments or other financial obligations paid by him in advance of the effective date of such termination, except that this provision shall not apply in the case of Local Union benefit plans which may specifically provide otherwise.

APPENDIX A

Resolution By International Executive Board

In order to further organizing activities in Canada, the following language is added to the “By-Laws for Local Unions” and shall be considered a part of the By-Laws of all Local Unions in Canada where provincial or federal law requires the Local Union to be the applicant for certification:

Organizing Committee - In order to facilitate the recruiting and unionizing of workers in the Canadian provinces and in the federal jurisdiction, each Local Union, where provincial or federal law or the practice of any provincial labor board or court or of the federal labor board requires the Local Union to be the applicant for certification, shall have an organizing committee consisting of the President, the Vice President and a Staff Representative assigned to organizing. This committee may authorize the filing of an application for certification with the applicable labor board or court on behalf of the Local Union, may appoint the persons who are authorized to file and sign the application on behalf of the Local Union and may take any steps deemed appropriate to insure that the certification proceedings are successfully completed. If necessary, the organizing committee may hold a meeting by conference call.

APPENDIX B

Oath of Office

“I, _____, do hereby sincerely pledge my honor to perform the duties of my office as prescribed by the Laws of the organization, and to bear allegiance to the United Steelworkers. I will deliver to my successor in office all books and other property of this Union that may be in my possession at the close of my official term. All of this I solemnly promise, with full knowledge that to violate this pledge is to stamp me as a person devoid of principle and destitute of honor.”

NOTES