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To Local Union Officers & Members, United Steelworkers of America:

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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 Bylaws and amendments to such Bylaws be approved by the International Union. Experience has shown, however, that it is not practical for the International Union to review hundreds of sets of Local Union Bylaws and amended Bylaws each year in their entirety. It has become necessary for the International Union to adopt procedures for granting approval to Local Union Bylaws and amendments to such Bylaws.

Over the years, most of the changes recommended in Local Union Bylaws by the International Union have dealt with matters which can be uniformly worded for use by all Local Unions.

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Article I of the International Constitution provides that it shall also be the Constitution of each Local Union.

This booklet contains the standard Bylaws for Local Unions approved and adopted by the International Executive Board. These Bylaws include the basic requirements of the International Constitution with respect to the operation of Local Unions and provisions to meet the requirements of the 1959 Landrum-Griffin Act. They are not intended to be all-inclusive as to what Local Union Bylaws may contain. They are intended, however, to provide uniform language for those matters with which they deal.

Where a Local Union does not have separate Bylaws, Article VII, Section 5, of the International Constitution provides that the standard Bylaws issued by the International Union shall be the Bylaws of such Local Union. Where a Local Union has separate Bylaws, the standard Bylaws in this booklet must and are deemed to be incorporated in the Local Union's Bylaws. Any provisions in a Local Union's Bylaws inconsistent with these the standard Bylaws 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.

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Where necessary, Local Unions may supplement these standard Bylaws by addition of new Subsections, new Sections, or new Articles not inconsistent with the International Constitution, International Union policies, said standard Bylaws, or applicable law.

LOCAL UNIONS SHOULD SEND TO THE INTERNATIONAL UNION FOR APPROVAL **ONLY** THOSE SUBSECTIONS, SECTIONS OR ARTICLES OF THEIR BYLAWS WHICH ARE **ADDITIONAL** TO THE STANDARD BYLAWS AND HAVE NOT BEEN PREVIOUSLY APPROVED BY THE INTERNATIONAL UNION. FOR EXAMPLE: LOCAL UNIONS MAY WISH TO ASSIGN DUTIES TO OFFICERS BEYOND THOSE SET FORTH UNDER ARTICLE V OF THE STANDARD BYLAWS. **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 BYLAWS 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 Local Union Bylaws which will require approval by the International Union.

Sincerely yours,

International President

International Vice President

International Secretary-Treasurer

Approved and adopted by International Executive Board, United Steelworkers of America, April 30, 1975.

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ARTICLE I

Name

This organization shall be known as United Steelworkers of America, Local Union 6787 (hereinafter also referred to as “this Local Union” or “the Local Union”)

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ARTICLE II

Objects

First. To unite in this Local Union, regardless of race, creed, color or nationality, all working men and working women who are members of the United Steelworkers of America (hereinafter referred to as the “International Union”) and who are within the jurisdiction of this Local Union.

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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 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 take all steps and actions consistent with the Constitution and policies of the International Union and these Bylaws, to implement and carry out the objects, rights, activities and responsibilities of this organization and the International Union.

Fifth. Local Union 6787 shall affiliate with the appropriate central and local bodies chartered by the Federation and with all district and sub district bodies of the United Steelworkers of America.

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Sixth. The impact of our presence in the community will establish a better civic and political relationship within the Burns Harbor Community. It will help to build the image of our Local Union, the United Steelworkers of America and the trade labor Union as a whole in this new community.

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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. No person having the power, in the management of any mill or factory, to hire or fire shall be eligible for membership.

Section 3. Persons having supervisory power, excluding the right to hire and fire, shall be eligible to membership subject to the approval of the Local Union and the International Executive Board.

Section 4. ~~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 a 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 of to oppose the democratic principles to which the United States and Canada and our Union are dedicated.~~ ~~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 therefrom who is a member, consistent supporter, or who actively participates in the activities of the Communist Party, Ku Klux Klan, or of any fascist, totalitarian, or other subversive organization which opposes the democratic principles to which our Nation and our Union are dedicat~~

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 Bylaws.

Commented [ES10]: match Article 3, Section 3 of International ConstitutionNo

ARTICLE IV
Officers and Elections

Section 1. Officers of this Local Union shall be: President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Guide, two (2) Guards, and three (3) Trustees. The Executive Board shall consist of the above Officers, six (6) Grievance Committeemen and the Chairman of the Grievance Committee. Each person shall have one (1) vote on the Executive Board.

Commented [ES11]: change

Section 2. No member shall at the same time be a candidate for or hold more than one (1) of the offices named in Section 1 of this Article.

Section 3. Officers and Grievance Committee Members shall be elected for a term of three (3) years at the last meeting in April 1994-of that election year or on such other day and/or at such other hours in April 1994-of that election year as the membership shall determine and which will enable all members who so desire to vote. Election shall be by a plurality vote of the members in good standing participating in a secret ballot vote. Those elected in April 1994-of that election year shall be installed at the first regular meeting in May of that election year, 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 any case in which only one (1) eligible member has been nominated for an office, and that member has indicated acceptance of the nomination within the time limits and in the manner

prescribed by the approved Bylaws or rules of the Local Union, no election need be held for that office, and the member who has been so nominated shall be deemed elected.

Section 4. The date of Local Union elections for Local Union Officers and Grievance Committee members 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 members last known home address. The notice must also specify the Local Union offices to be filled. Nominations shall be made at the immediately preceding meeting. However, where a Local Union holds two (2) meetings in each month,

nominations may be made at the last meeting in the month proceeding the month in which the election is held. Notice of the nominations meeting 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 an Officer or Grievance Committee Member unless:

- (a) The Member shall have been in continuous good standing for a period of twenty-four (24) months immediately preceding the election, and
- (b) The member is employed in a plant or mill or other place within the jurisdiction of the Local Union; and
- (c) In order to be eligible for election as a Local Union Officer or Grievance Committee Member in any regular election or election to fill a vacancy, a member shall have attended at least one-third (1/3) of the regular meetings held by the members 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 members 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 members eligibility under this Section, provided that the member shall have the burden of proving inability to attend for one (1) of the prescribed reasons, in accordance with procedures specified in the Local Union Elections Manual.

Because of the difficulty of verifying the validity of a claim that an individual missed a meeting because of “sickness which confines” many months after the fact, 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 (1) month of such meeting; otherwise the meeting will be counted as a meeting held in determining such members eligibility under this Section.”

- (d) As proof of actual regular meeting attendance, a member must have signed the official Attendance Registration book provided for that purpose.

Section 6. Local Union elections shall be conducted in accordance with the provisions of the Local Union Elections Manual adopted by the International Union.

Section 7. Acceptance forms.

- (a) Following the nominations meeting, the Recording Secretary shall promptly provide the nominee with an acceptance form.
- (b) Acceptance forms for a local Union election shall be returned within seven (7) days of the nomination meeting, excluding Saturday, Sunday, and Holidays.
- (c) Acceptance forms for delegates to the International Convention shall be returned within seven (7) days of the nomination meeting excluding Saturdays, Sundays, and holidays.

In order to be eligible for election as a Local Union Officer or Grievance Committee Member in any regular election or election to fill a vacancy, a member shall have attended at least one-third (1/3) of the regular meetings held by the members Local Union during the twenty-four (24) month period immediately preceding the month in which the election is to be held.

- (d) Candidates failing to return acceptance forms within the prescribed time limits ~~wi~~will not have their names appear on the Official Ballot.

ARTICLE V
Duties of Officers

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, he/she shall have the deciding vote.
- (b) The President shall call special meetings by request of ten (10) 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 purpose for which the meeting was called.
 - (1) All special meeting notices shall contain the purpose of the meeting and shall be held within fifteen (15) days from the date requested or as near as practicableplausible.
- (c) The President shall enforce the provisions of the International Constitution and of these Bylaws, 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.

Commented [ES12]: omit phrase

- (1) In the event that a vacancy occurs in the office of the Local President, the Vice President shall become the successor to the President's position and shall serve for the remainder of that term.
- (2) In the event that a vacancy occurs in the office of Vice President, Recording Secretary, Financial Secretary, Treasurer, Guide, Guard, or Trustee, or in the position of Grievance Committee Member 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.
- (3) Wherever a Local Union Officer or Grievance Committeeman, 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 in accordance with the following procedure, who shall carry out all the duties of the office or post during such temporary period.

- (4) Where the temporary vacancy is in the office of 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 ~~his~~their position as Vice President.
- (5) Where the temporary vacancy is in another Local Union office or in a Grievance Committee post, 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.
- (6) It shall be the duty of the President to properly instruct each respective committee as to its function and responsibility regarding matters which may arise under its jurisdiction.
- (7) The President shall see that each committee elect a chairperson or, if necessary, the President shall designate a Chairperson of the committee.

(8) **(AMENDMENT)** The President shall see that the Chairperson of the Grievance Committee is elected by the membership at the same time and in the same manner as the Local Union President. No member shall at the same time be a candidate for or hold more than one (1) of the offices of Zone Grievance Committee member and Grievance Committee Chairperson. No member shall at the same time be a candidate for or hold more than one (1) of the offices of Chairperson of the Grievance Committee and Local Union President.

(9) The President shall have the right to vote at elections of all Chairpersons and shall have the deciding vote when such members are equally divided on other questions.

(10) The President shall be in full charge during negotiation of supplemental agreements with management at the plant level and shall have full authority to ~~sub-down~~ determine the number of negotiation-negotiating committee members for the best interest of the Local Union.

Section 2. Duties of Vice President.

- (a) 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.
- (b) The Vice President shall perform such other duties as the Local Union may assign.

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 required under the International Constitution, these Bylaws, and as the Local Union may assign. 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.
- (c) The proceedings of the Local Union general meetings and of the Executive Board meetings shall be entered in ink, in longhand, in the bound, legal size minute book provided for the purpose by the International Union and known as Form No. 116. No pages shall be removed from this book. This book shall be open for examination by the Trustees of the Local Union and the International Auditor.
- (d) The Recording Secretary shall notify any member who has been nominated as a candidate for office of his or her nomination and provide the nominee with an acceptance form.

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 ~~his~~their books open for examination by the Trustees, and perform such other duties required under the International Constitution, these Bylaws, and as the Local Union may assign. The Financial Secretary shall make out the various reports required by the International Treasurer and forward such reports to the International 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 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 account shall be subject at all time to audit by the International 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.
- (f) When the International Auditor's report is received by the Local Union, it must be read to the next general membership meeting of the Local Union, recorded there, and placed on file. Any communication concerning or accompanying the Auditor's report must be read at the next general membership meeting of the Local Union, recorded, complied with, and placed on file.

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 time to audit by the Treasurer of the United Steelworkers. The Treasurer shall perform such other duties required

under the International Constitution, by these Bylaws, and as the Local Union may assign.

- (c) All money paid out by the Local Union from its treasury must be approved by the members at the 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 Bylaws. Bills charged to the Local Union should 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 it is sent to the International Treasurer.

Section 6. Duties of the Guide.

- (a) It shall be the duty of the Guide to see that all present are entitled to remain.

Section 7. Duties of the Guards.

- (a) 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.
- (b) They shall also be in charge of the official Attendance Registration book during the meeting, and at the conclusion, sign his or her name to close the book and shall return the book to the Recording Secretary.

Section 8. Duties of Trustees.

- (a) 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. They shall perform such other duties as the Local Union may require.

Section 9. Duties of the Grievance Committee Members.

- (a) The Grievance Committee Members shall be under the direction of the Local Union President and the Chairman of the Grievance Committee.
- (b) They shall properly process grievances arising in their respective zones, in accordance with all agreements the Local Union holds with the employer.
- (c) They shall make a report to the zone meeting of all grievances handled in their respective zones or by other reasonable means.
- (d) They shall see that their zones are manned with the proper number of Assistant Grievors at all time.
- (e) After being duly elected and upon entering their duties, they shall within sixty (60) days, recommend to the Executive Board the appointments of all Assistant Grievors permissible within their zones, as designated by the agreement between the Local Union and the Plant Management. All Assistant Grievors shall serve for the respective term of the Grievance Committeeman unless removed for just cause.
- (f) They shall perform such other duties as the Local Union may assign them.

Section 10. Duties of Assistant Grievors.

- (a) They shall be under the direction of the Grievance Committeeman.
- (b) They shall assist their respective Grievance Committeeman in their zones in accordance with all agreements our Local Union has with our employer.
- (c) They shall perform such other duties as the Local Union may assign them.
- (d) They shall serve a three (3) month probationary period.

Section 11. Duties of Standing Committees.

(a) Plant Union Job Evaluation Committee

- (1) They shall function within the provision of the Labor Agreement between ~~Bethlehem Steel Corporation~~ [ArcelorMittal](#) and the United Steelworkers.
- (2) They shall be under the direction of the Local Union President.

(b) Plant Union Safety and Health Committee.

- (1) They shall function within the provision of the Labor Agreement between ~~Bethlehem Steel Corporation~~ [ArcelorMittal](#) and the United Steelworkers.
- (2) They shall be under the direction of the Local Union President.

(c.) Civil Rights Committee

- (1) They shall function under the direction of the International Union or its designated representative.
- (2) They shall be under the direction of the Local Union President.

(d) Workmen's Compensation Committee

- (1) They shall function under the direction of the International Union or its designated representative.
- (2) They shall be under the direction of the Local Union President.

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(e) Plant Union Incentive Committee

- (1) They shall function within the provisions of the Labor Agreement between [Bethlehem Steel Corporation](#)[ArcelorMittal](#) and the United Steelworkers.
- (2) They shall be under the direction of the Local Union President.

(f) Bylaws Committee

- (1) They shall function within the provisions of the International Constitution of the International Union and the Standard Bylaws and these Local Union Bylaws.
- (2) Review proposed amendments to the Local Union Bylaws for subsequent approval by the International Union.

(g) Trial Committee

- (1) They shall function within the provisions of the Constitution of the International Union and the Standard Bylaws and of these Bylaws.

(h) Women of Steel Committee

- (1) 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.
- (2) They shall be under the direction of the Local Union President.

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(i) Organizing Committee

- (1) An Organizing Committee under the direction of the International Union or its designated representative shall be established in the local Union to assist in organizing unorganized workers in the geographic area in which the Local Union is situated.
- (2) They shall be under the direction of the Local Union President.

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ARTICLE VI
Administration

Section 1. This Local Union shall enforce the International Constitution, and these bylaws, 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, accordance with the constitution and the policies of the International Union and these Bylaws.

Section 2. It shall be the duty of the President, Financial Secretary and Treasurer to ensure that the funds and property of the Local Union are preserved, managed, invested and expended in accordance with the International Constitution and Policies and these Bylaws.

Section 3. The Executive Board shall be responsible for the administration and enforcement of these Bylaws. They shall not permit gouging or financial abuses, such as the filing of false claims against the Local Union Treasure, nor shall they

allow any irregularities which may bring disrepute upon the financial officers and the Local Union. The financial officers shall take immediate action against any member guilty of wrongdoing under these Bylaws.

Section 4. The financial officer shall not cash any securities of the Local Union without approval of the majority of the membership **at** a Local Union meeting that has been advertised to the membership through **bulletin** board or other media of the action to be taken at the meeting.

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Commented [ES15]: omit

Section 5. The financial officers shall not purchase or sign any contract to purchase any equipment costing over five hundred (\$500.00) dollars without getting prior approval from the membership. The membership action on same must be recorded in the minutes of the Local Union.

Section 6. Emergency Financial Action. The **business** affairs of this Local Union shall be conducted on a sound business-like basis. If any of the following financial problems should arise:

Commented [ES16]: omit phrase

- (a) When the monthly dues paying membership ranges from 1,000 to 2,000 members inclusive, and the cash financial resources of the Local Union should fall below the level of \$4,000 or
- (b) When the monthly dues paying membership ranges from 2,001 to 3,000 members inclusive and the cash financial resources of the Local Union should fall below the level of \$10,000 or
- (c) When the monthly dues paying membership ranges from 3,001 to 4,000 members inclusive and the cash financial resources of the Local Union should fall below the level of \$15,000 or

- (d) When the monthly dues paying membership ranges from 4,001 to 5,000 members inclusive and the cash financial resources of the Local Union should fall below the level of \$25,000 then the following action must be taken:
- (e) The financial officers of the Local Union shall specifically notify the membership to this fact at the next regular Local Union meeting. At the same time, the Recording Secretary shall, in writing, notify the District Director and the Staff Representative servicing the Local Union of this same fact and shall further insert this notification into the minutes of the Local Union meeting.
- (f) If the Local Union officers fail to build the Local Union treasury back up to the applicable figure listed above in (a), (b), (c), or (d), within thirty (30) days, then the financial officers shall cease payment of all normal salaries paid monthly to the members listed in [Section Article 7](#) of these [Bylaws](#) until such time as the deficit is made up as stated in (a), (b), (c), or (d).

Section 7. Donations.

- (a) No motion for any kind of donation shall be in order at any Local Union meeting which has not been acted up first by the Local Union Executive Board at its meeting. A recommendation concerning any donation shall be made by Executive Board to the membership meeting.
- (b) The total donation expenditure in any one (1) calendar month shall not exceed the sum of three hundred (\$300.00) dollars. Exceptions may be made to this three hundred (\$300.00) dollar limitation when endorsement and pledges are made by International Convention action and International Executive Board action, or for any strike donations, unless otherwise approved by the Executive Board and then by Local Union membership.

Section 8. Special Fund.

(a) Two thousand dollars (\$2,000) a month must be banked from every International dues check if the Local share is under \$55,000 and \$2,500 must be banked if the dues check is over \$55,000. The Special Fund's principle cannot be used or withdrawn for any purpose other than what is specified below. The interest from this fund is to be divided up as follows. Two thirds (2/3) goes to the President's operating expenses and one third (1/3) goes to the Chairman of Grievance Committee's expenses.

Commented [ES17]: previous typo, read "procedures"

Funds to be used as follows:

All International and Local elections for officers and convention delegates: A maximum of ten (10) delegates per convention of not more than once every two (2) years. All lost time and expenses. A maximum of five hundred (500) hours of lost time and all expenses for each election is to be divided up between all tellers used in each election. All International and Local contract negotiations with all lost time and expenses.

ARTICLE VII
Compensation for Services

Salaries for Officers and employees of this Local Union shall be as follows:

Section 1. President..... \$~~500.00~~~~300.00~~ per month

Commented [DA18]: increased from \$300.00 to 500.00

The President's working schedule shall be set by the Local Union Executive Board, being mindful of protecting the best interests of the membership of the Local Union and the Treasury.

Section 2. Vice-President..... \$~~300.00~~~~200.00~~ per month

Commented [DA19]: increased from 200.00 to \$300.00

Section 3. Recording Secretary..... \$ ~~150.00~~^{100.00} per month

Commented [DA20]: increased from 100.00 to \$150.00

Section 4. Financial Secretary..... \$ ~~200.00~~^{150.00} per month

Commented [DA21]: increased from 150.00 to \$200.00

Section 5. Treasurer..... \$ ~~150.00~~^{100.00} per month

Commented [DA22]: Increased from 100.00 to \$150.00

Section 6. Guide..... \$ ~~50.00~~^{25.00} per month

Commented [DA23]: Increased from 25.00 to \$50.00

Section 7. Guards..... \$ ~~50.00~~^{25.00} per month

Commented [DA24]: Increased from 25.00 to \$50.00

Section 8. Trustees..... \$ ~~50.00~~^{25.00} per month

Commented [DA25]: Increased from 25.00 to \$50.00

Section 9. Grievance Committee..... \$ ~~400.00~~^{300.00} per month

Commented [DA26]: Increased from 300.00 to \$400.00

(a) If the lost time and/or salaries of the Local Union impair its income or reserves, the Local Union President may, at his/[her](#) option, modify or suspend any or all of the above listed salaries.

Section 10. Assistant Grievors..... \$ 40.00 per month

(a) Lost time taken to process grievances shall be subject to approval by the Zone Grievance Committeeman. Lost time in excess of three (3) hours must be approved by his/[her](#) Grievance Committeeman or the Chairman of the Grievance Committee or the Local Union President.

Section 11. Plant Union Job Evaluation Committee..... \$25.00 per month

Section 12. Plant Union Safety and Health Committee..... \$25.00 per month

Section 13. Civil Rights Committee..... \$25.00 per month

Section 14. **Workmen’s Compensation Committee**..... \$25.00 per month

Section 15. **Plant Union Incentive Committee**..... \$25.00 per month

Section 16. **Contracting Out Committee**..... \$25.00 per month

Section 17. **Bylaws Committee.** They shall receive lost time as approved by the Local Union President.

Section 18. **Trial Committee.** They shall receive lost time as approved by the Local Union President.

Section 19. **Delegates, witnesses, or other committee members** not listed above shall have no monthly salaries, except they shall receive compensation for lost time from the plant job at the prevailing average hourly earnings covering that particular job in the plant.

Section 20. **Members attending conventions or any other official Union business out of town which has been approved by the membership and where it is required to stay in a public lodging place away from home**, shall be limited to the cost of the standard single occupancy room, plus **sixty-two (\$62.00)** dollars per day expenses, plus coach air transportation and actual legitimate lost time from work, compensated at the member’s prevailing hourly earnings for such lost time. When claiming lost time and expenses due to Union business, a claim must be filed covering such lost time, with the Financial Secretary, in keeping with these Bylaws. The member shall be paid on the same day as their respective department in the plant is paid. This shall apply only if such convention or Union business exceeds a forty (40) mile radius of the Local Union’s place of business.

Section 21. **Members attending conventions or any other official Union business out of town which has been approved by the membership and where it is not required to stay in a public lodging place away from home** (overnight), shall be limited to **thirty-six dollars and fifty cents (\$36.50)** per day expenses and actual

legitimate lost time from work, compensated at the member's prevailing hourly earnings of such lost time. When claiming lost time and salaries due to Union business, a claim must be filed covering such lost time, with the Financial Secretary, in keeping with these Bylaws. The member shall be paid on the same day as their respective department in the plant is paid.

Section 22. All tax requirements in connection with the above payments shall be complied with.

Section 23. Monthly dues, initiation fees, and assessments of full time officers and employees of this Local Union shall, upon proper authorization, be deducted by the Financial Secretary of the Local Union from the salaries of such officers and employees.

Section 24. All Officers, Grievors, Assistant Grievors and Committee Members must attend one half (1/2) of the regular monthly meetings to receive their salary, unless their working hours, Union business, or vacation prevents them from attending such meeting and they notify the Union office in writing.

Section 1. Compensation for lost time due to official Union business shall be compensated for no more than actual lost time from the plant job, at the prevailing average hourly earnings covering the particular job in the plant.

Section 2. All claims for wages and/or salaries must be filed promptly within thirty (30) days, otherwise the claim shall be invalid, unless otherwise approved by the Financial Officers.

Section 3. No one shall draw any monies under these rules without presenting a bona fide signed voucher for such claim. All claims must be countersigned by a Financial Officer.

Section 4. It shall be deemed illegal to file a false claim for lost time or salary on the presumption of Union business and it shall be deemed illegal for a Financial Officer to honor such claim. Only claims covering actual time lost from work in the performance of Union business shall be honored.

Section 5. It shall be deemed illegal for the Financial Officers to honor any claim for lost time, salary or expenses, without a duly attested voucher covering actual lost time for work submitted and signed by the claimant. The vouchers now in use by the Local Union shall become part of these bylaws, and shall be complied with in their entirety.

Section 6. It shall be deemed illegal to:

(a) Duplicate or pyramid any lost time dockage (dockage from earnings by the Company due to official Union business) or salary, or expenses. To file a claim or to collect lost time dockage while on vacation, off from work due to illness, layoff or absenteeism.

(b) To file a claim for lost time on the allegation that a double turn could have been worked or overtime could have been received had the absence not been due to Union business.

(c) To file a claim for any day off from the plant work schedule, except as provided under Article XX – Tellers.

Section 7. All normal salaries cited above shall be payable the first of every month. A claim for same must be filed with the Financial Secretary in keeping with these Bylaws.

Section 8. Lost time shall be paid on Wednesday and if possible, Tuesday. All vouchers shall be filled out properly and shall contain sufficient information explaining the business transacted, such as type of meeting attended, names of Union and/or Company representatives, what step of grievance procedure, etc... No vouchers will be honored without containing this important information. All lost time vouchers must be turned in no later than 4:30 pm Monday of the payable week; any vouchers turned in later shall be paid the following week. Salary vouchers shall be paid on the first Wednesday of each month, therefore all salary vouchers shall be turned in no later than 4:30 pm the last Monday of the previous month, and otherwise they will be paid the following month.

Section 9. Compensation for lost time due to official Union business shall be paid on the same day their respective department in the plant is paid.

ARTICLE IX
Meetings

Section 1. The Local Union shall hold a general membership meeting at least once every month.

Section 2. The meeting shall start promptly the first Thursday of each month at 4:00 pm.

Section 3. Quorum.

- (a) Quorum at a Local Union meeting shall consist of twenty-five (25) members, in which Officers may be counted.
- (b) A Local Union Executive Board meeting shall have a quorum when a majority of the duly authorized members of the Board are present. The Executive Board consists of Officers, ~~nine (9)~~six (6) Grievance Committeemen and Chairman of the Grievance Committee.
- (c) A quorum of any committee shall consist of a simple majority of the authorized members of the particular committee.

Section 4. Powers of Administration.

- (a) The highest authority of the Local Union shall be vested in the general membership meeting, to be called at least once each month.
- (b) Between the general membership meetings, the highest authority of the Local Union shall be vested in the Executive Board of the Local Union, which shall meet at least once each month, subject to the approval of the membership.

Section 5. There shall be no alcoholic beverages or stimulant of any kind present during the proceedings of the regular meeting or any other meetings called for by Officers or Grievance Committeemen of this Local Union.

Section 6. Any member attending meetings who is intoxicated by alcohol or by stimulants and who disturbs the proceedings shall not be allowed to remain in those meetings.

Section 7. Any member who uses profane, abusive language during the meetings shall be denied the floor by the Chair.

Section 8. No member shall be allowed the floor for more than five (5) minutes on any motion or discussion, and will not be allowed the floor again until all members have had an opportunity to be recognized.

Section 9. All members must sign the official Attendance Registration book.

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.

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 of his/[her](#) 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 lost good standing shall stand automatically expelled and devoid of all membership rights, 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 five (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 ~~he the~~ [member](#) shall automatically be restored to good standing. No Local Union Officer or Grievance Committee Member 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 or to second a nomination, 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. A member, who has lost good standing due to Section 2 or Section 3 of this Article, will not be back in good standing until the member pays all financial obligations in full, plus a fifty (\$50.00) dollar fine to the Local and approved by the membership and the International Executive Board.

ARTICLE XI

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 Bylaws, 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;
- (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;
- (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 organizations legal or contractual obligations.

Section 2. Any member convicted of any one of more of the above offenses may be fined, suspended or expelled.

Section 3. If any Officer of the Local Union or delegate to an International Convention is convicted of any one of more of the above names offenses, such person may be penalized as described above, and removed from office or position.

ARTICLE XII

Trials of Members and Local Union Officers

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.

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

Section 3. A separate Trial Committee composed of members shall be three (3) or five (5) for each individual trial, and shall be given the responsibility of conducting such trial. Neither the accuser nor the accused shall be eligible for membership on the Trial Committee.

The Local Union action electing or selecting 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. Within seven (7) days 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 a copy of the charges by certified mail or registered mail to the accused member at the member's last known address together with written notice of the time and place when the hearing will be held before the Trial Committee, a copy of which 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 Secretary 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. 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. 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. 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 8. 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 Bylaws.

Section 9. 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 10. 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 expulsion in the event of the failure of the accused to pay the fine within a specified time; suspended or removed from office in the Local Union; or suspended or expelled from membership in the International Union.

Section 11. The Trial Committee shall submit its written report to the Local Union. At the same time, a copy of the report shall be mailed to the Secretary of the International Union by the Trial Committee.

Section 12. 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 present at such special meeting. Notice of such special meeting must also be given to the accused member(s) and accuser(s).

Section 13. 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 14. The meeting at which the report of the Trial Committee shall be considered shall not be held earlier than one (1) week or later than four (4) weeks following the submission of the report of the Trial Committee to the Local Union.

Section 15. 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 the 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 16. 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 17. A report of the Local Unions decision shall be forwarded immediately to the Secretary of the International Union by the Recording Secretary.

Section 18. A copy of the decision of the Local Union shall be forwarded by certified or registered mail to the accused member and to the person who originally filed the charges by the Recording Secretary. 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 filed notice of appeal with the International Secretary within thirty (30) 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.

Section 19. 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 20. 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 Bylaws.

ARTICLE XIII

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 fee, 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 Treasurer, setting forth the facts.

Section 2. The International Officers of the Union will determine whether the employer should be notified by the International Office or by the Local Union 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 Treasurer as to the procedure to be followed on requesting the discharge of the expelled member.

ARTICLE XIV

Finances

Section 1. The initiation fees shall be ten (\$10.00) dollars.

Section 2. Monthly dues for each member shall in accordance with Article XIV of the International Constitution. ***As per 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 Treasurer, within fifteen (15) 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 (\$2.00) dollars per member in any one year.

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 (1) 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 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 amount to be determined by the International Executive Board. Such bonds shall be obtained by the International 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 Treasurer.

ARTICLE XV

Delegates to International Convention

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

- (a) Shall have been in continuous good standing for a period to twenty-four (24) months immediately preceding the International Convention;
- (b) Has attended at least one-third (1/3) of the regular meetings of the Local Union during the twenty-four (24) months preceding the election unless the members union activities or working hours prevented such attendance; and Meetings which a member was prevented from attending because of such members 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 members eligibility under this Section, provided that the member shall have the burden of proving inability to attend for one (1) of the prescribed reasons, in accordance with procedures specified in the Local Union Election Manual; and
- (c) Is employed in a plant or mill or any other place within the jurisdiction of the International Union or is one (1) of the Staff Representatives of the International Union.

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, by both the Recording Secretary and the Local Union President, at least one (1) 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 XVI

Workers Compensation Committee, Safety and Health Committee, and Civil Rights 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, under the direction of the International Union or its designated representative, shall be established in the Local Union to implement our Unions commitment to the protection and extension of civil rights and liberties.

ARTICLE XVII

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 by the Local Union Financial Secretary.

Section 2. All members must immediately transfer to the Local Union having jurisdiction over the mill or factory at which they are employed.

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

ARTICLE XVIII

Strikes

Section 1. No strike shall be called without the approval of the International President.

ARTICLE XIX

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.
4. Reading of Communications.
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.
11. New business.
12. Good and welfare.
13. Adjournment.

ARTICLE XX

Teller – Duties and Compensation

Section 1. General Election of Officers and Grievance Committeemen:

- (a) Appointed or elected within the provisions of the Local Union Elections Manual.
 - (1) The Election Committee shall have at least three (3) members with no more than five (5) members when the monthly dues paying membership is twenty-five hundred (2,500) or less.
 - (2) The Election Committee shall be increased by one (1) additional member for each additional one thousand (1,000) dues paying members over forty-five hundred (4,500), but not to exceed a maximum of ten (10) members.
- (b) The election Committee shall function within the provisions of the Local Union Elections Manual and the constitution of the International Union.
- (c) Compensation for service rendered shall be as follows:
 - (1) For lost time due to official union business shall be paid for no more than actual time lost from the plant job at the prevailing average hourly earnings covering that particular job in the plant.
 - (2) For actual hours worked but not covered by lost time shall be paid at the rate of Job Class 2, non-incentive, straight time hourly earnings. ***note Job Class 2 is now Pay Grade 1**

Section 2. Election of International Officers and District Director:

- (a) Elected within the provisions of the Constitution of the International Union; elect a minimum of three (3) in addition to the President, Recording Secretary and Financial Secretary.
- (b) The election Committee shall function within the provisions of the constitution of the International Union.
- (c) Compensation for services rendered shall be as follows:
 - (1) For lost time due to official union business shall be paid for no more than actual time lost from the plant job at the prevailing average hourly earnings covering that particular job in the plant.

(2) For actual hours worked but not covered by lost time shall be paid at the rate of Job Class 2, non-incentive, straight time hourly earnings. ***note Job Class 2 is now Pay Grade 1**

Section 3. Special Elections – Delegates, Vacancies:

- (a) Appointed or elected within the provisions of the Local Union Elections Manual.
- (b) The Election Committee shall function within the provisions of the Local Union elections Manual and the Constitution of the International Union.
- (c) Compensation for services rendered shall be as follows:
 - (1) For lost time due to official union business; shall be paid for no more than actual time lost from the plant job at the prevailing average hourly earnings covering that particular job in the plant.
 - (2) For actual hours worked but not covered by lost time; shall be paid at the rate of Job Class 2, non-incentive, straight time hourly earnings. ***note Job Class 2 is now Pay Grade 1**

ARTICLE XXI

Additions and Amendments to Additions

Section 1. Additions and Amendments to Additions may be made in the following manner:

- (a) 1 Any addition or any amendment to an addition to the standard Bylaws 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.
- (b) All additions and amendments to additions to the standard Bylaws must not conflict with such standard Bylaws and must be submitted to the International Union for approval. Such additions shall become effective only after approval by the International Union.
- (c) 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 XXII
Effective Date

Section 1. The provisions of these Bylaws which conform, as required, with the provisions of the standard Bylaws approved by the International Union are automatically in full force and effect. Any additions or amendments to additions to such standard Bylaws 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 XXI and approval by the International Union.

Section 2. Notwithstanding anything to the contrary herein, these Bylaws 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 policies of the International Union.

