

IUE-CWA, AFL-CIO

LOCAL 88612

BYLAWS

**INDUSTRIAL DIVISION OF THE COMMUNICATION
WORKERS OF AMERICA'S**

**ORIGINAL APRIL 1990
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ARTICLE I
NAME

Section 1

This organization shall be known as the IUE-CWA, LOCAL 88612 AFL-CIO. It may also be referred to herein as Local.

ARTICLE II
AFFILIATIONS

Section 1

This Local shall be affiliated with the IUE-CWA and the appropriate State and Local AFL-CIO bodies and the CWA Region 13.

ARTICLE III
OBJECTS AND PURPOSES

Section 1

The objects and purposes of this Local are to represent, protect, maintain, and advance the interests of the workers within its jurisdiction, to improve their wages, hours and conditions of employment, to engage in legislative, political, educational, civic, welfare and other activities which further, directly or indirectly, the interest of the Membership of this organization, of IUE-CWA, and of workers everywhere, in the improvement of general economic and social conditions in the United States of America, Canada, and generally in the nations of the world.

Section 2

To achieve the objectives and purposes of this organization, the funds of this organization are authorized to be managed, invested, expended or used not only for the purpose and objectives expressly set forth in Section 1 of the Article, and otherwise in this and the IUE-CWA BYLAWS, but also for any additional purposes and objectives not consistent therewith as may be contained at any time in the resolutions and program adopted

and/or ratified by conventions of IUE-CWA, by the IUE-CWA Executive Board or by Membership of this Local.

It also shall be the object of this Local to amalgamate into membership the workers of other shops in this locality provided that such action would be to the betterment of the Local.

ARTICLE IV
JURISDICTION

Section 1

The jurisdiction of this Local shall consist of all employees of any manufacturer of carbon products, electrical machinery, appliances, and products, tools and dies, machine tools, and allied products and of employees engaged in the service and repair and installation of electrical machinery and equipment.

ARTICLE V
OFFICERS

Section 1

(A) Elected Officers of this Local shall be a President, Vice President, Recording Secretary, Financial Secretary-Treasurer and Chief Steward. In addition, three (3) Trustees and Sergeant-at-Arms.

(B) No person shall be eligible to hold elective office or appointed position in the Local who is disqualified for such position by applicable Federal Law. No person shall be eligible to hold an elective office or appointed position in this Local who has been convicted of any crime involving moral turpitude offensive to trade union morality, or who is commonly known to be a crook or racketeer preying on the labor movement. Determination of ineligibility under this Section may be made only on the basis of charges filed and heard in accordance with the regular trial procedures of the Local. The trial body is empowered to consider any extenuating circumstances in determining eligibility of the person or individual charged. We shall therefore steadfastly oppose the Communist Party and all policies and activities which aid the program or purposes of the Communist Party or of any other Totalitarian or Fascist organization.

- (B) Officers and Stewards shall attend all monthly meetings. Failure to do so without a valid excuse may result in discipline per the procedure in Article XXIV in the International Constitution. Valid excuse shall be determined by the Executive Board.

Section 2 - DUTIES OF PRESIDENT

- (A) Preside at all regular and special meetings of the Local and Local Executive Board; and act as Chairman of the Negotiating Committee.
- (B) Preserve order and enforce the By-Laws of this Local.
- (C) Be an ex-officio member of all committees; but shall have no vote at the meetings at which he presides, except in case of a tie.
- (D) Appoints, subject to the approval of the Membership, all special committees when an election of same is not called for.
- (E) Sign checks in conjunction with Treasurer.
- (F) Be responsible to the Executive Board for his actions.
- (G) Be a delegate to all bodies to which the Local Union sends a delegate.
- (H) Send official notice in conjunction with the Secretary to the Secretary-Treasurer of the International Union informing him that the Local's books and records have been audited and stating condition of the books and records.

Section 3 - DUTIES OF VICE PRESIDENT

- (A) The Vice President shall assist the President in the performance of all duties when requested, and set in his absence.

Section 4 - DUTIES OF RECORDING SECRETARY

- (A) Keep all records of the meetings of the Local and Executive Board and Negotiating Committee.
- (B) Conduct all correspondence.
- (C) Provide the International Union regularly with an up-to-date mailing list of the Local's members.
- (D) Perform such other duties with the approval of the Local Executive Board as may be necessary for the proper and effective administration of the affairs of the Local.
- (E) Send official notice in conjunction with the President to the Secretary-Treasurer of the International Union that the Local's books and records have been audited and stating the condition of the books and records.

Section 5 - DUTIES OF THE FINANCIAL SECRETARY-TREASURER

- (A) Receive, receipt, and account for all money paid to the Local.
- (B) Deposit all money, as directed by the Local Executive Board, within five (5) business days after he/she receives such monies and account for same.
- (C) Furnish all supplies pertaining to the Local.
- (D) Sign checks in conjunction with the President.
- (E) Furnish a semi-annual report to the International Union.
- (F) Pay all bills authorized by the Local.
- (G) Make payment of per capita to the National Office of the Union, not later than the 27th day of the month, following the month in which the dues are collected.
- (H) Furnish a monthly financial report of the Local.

- (I) Account for all money deposited and for all Local expenditures.

Section 6 - DUTIES OF THE CHIEF STEWARD

- (A) Preside over all meetings of the Steward's Council and act as Chairman of the Grievance Committee.
- (B) See that all provisions of the contract are enforced.
- (C) Assist the Department Steward in any emergency situation that may arise during working hours.
- (D) Respond to emergency calls from Union members where Department Stewards are unable to act.
- (E) Check the activities of the Department Stewards in order to improve the functioning of the Stewards' system and to make reports and recommendations to the meetings of the Stewards' Council for this purpose.
- (F) Give a report on grievances to the Executive Board and Membership meetings.

Section 6 - DUTIES OF TRUSTEES

- (A) To audit all books and records of the Local at least three (3) times a year, and witness the official report by the President and Secretary of the Local to the International Union Secretary-Treasurer informing him that the Local's books and records have been audited. This notice shall be mailed to the International Union Secretary-Treasurer no later than 45 days after the close of the period for which the audit is made, and shall state what the condition of the books and records are.
- (B) Take inventory at least once a year and safeguard all properties of the Local Union.

- (C) Make written report of findings and recommendations at the next regular meeting following such audit and make a report also of the yearly inventory.

Section 7 - DUTIES OF SERGEANT-AT-ARMS

Whenever a meeting is declared a closed meeting, the Sergeant-at-Arms shall examine all persons present at the meeting to ascertain if they are members in good standing of the IUE-CWA. He shall not permit any person who is not in good standing or under the influence of intoxicating liquor to remain. He shall assist the Chairman in preserving order. He shall eject any person from the meeting so ordered by the body.

Section 8

The Sergeant-at-Arms will be appointed by the President if one is needed for the meeting.

Section 9

The President, Financial Secretary-Treasurer shall give bond covering at least one-half of the liquid assets of the Local as shown by its previous annual audit, but in no event less than \$500.00. Such bond must also satisfy the requirements of applicable Federal Law. The International Union will arrange for placement of bond on request by the Local, but the bond premium shall be paid by the Local. In addition, all other officers, stewards, representatives and employees of the Local shall give such bond as may be required by applicable Federal Law.

ARTICLE VI DUTIES OF THE LOCAL EXECUTIVE BOARD

Section 1

- (A) The Executive Board shall perform all the duties necessary to the proper administration of the affairs of the Local between membership meeting, consistent with the By-Laws and shall furnish a complete itemized account of all expenses entailed in the administration of the Local.

- (B) All decisions of the Executive Board shall be a majority vote of the members present.
- (C) A majority of those members present, of the Executive Board constitute a quorum.
- (D) The Executive Board at any time may require from an officer a full and detailed statement of account of any action or business done in the name of the Local.
- (E) The Executive Board may fix the compensation to be paid to any officer, member, or other person employed by the Local, provided that such compensation shall not exceed the maximum paid in the industry.
- (F) The Executive Board shall determine the financial arrangement necessary to insure that the business of the Local functions in an orderly way.
- (G) No grievance shall be arbitrated without the approval of the Executive Board.

Section 2

No individual or group of individuals representing the Union or any Steward or group of Stewards shall negotiate alone or as a group at any time except as contained in the Grievance Procedure of the Collective Bargaining Agreements. Before any agreement is considered legal or binding, it must be ratified by the Members.

ARTICLE VII BONDING REQUIREMENTS

The President and Treasurer shall give bond covering at least one-half of the liquid assets of the Local as shown by its previous annual audit, but in no event less than \$500.00. Such bond must also satisfy the requirement of applicable Federal Law. The International Union will arrange for placement of bond on request by the Local, but the bond premium shall be paid by the Local. In addition, all other officers, stewards, representatives and

employees of the Local shall give such bond as may be required by applicable Federal Law.

ARTICLE VIII
STRUCTURE OF STEWARD SYSTEM
DUTIES OF STEWARDS

Section 1

- (A) Enforce the contract and protect and advance the rights of the workers.
- (B) The Steward receives reports on all departments, on the status of membership of each department with reference to new members, etc.
- (C) The Steward receives reports on all grievances successfully adjusted by them and keeps a record of the same.

Section 2

The duties of Department Stewards are as follows:

- (A) To endeavor to adjust grievances in their respective departments of department groups.
- (B) To have a copy of the Local's contract and see that its provisions are complied with.
- (C) The Stewards shall keep informed, to the extent they can, on all matters of general concern to the Local.
- (D) All Stewards shall inform their group of important Union affairs.
- (E) All Stewards shall report important matters affecting their group to the Chief Steward or Shop Committee.

Section 3

It shall be the duty of the Chief Steward to meet with the Shop Stewards to supervise their work, to assist them in handling grievances and other problems.

Section 4

All Stewards shall attend membership meetings, and all Steward Classes and/or Educational Programs held.

Section 5

Any Steward required to attend Steward Classes as required by action taken by the membership shall be paid for his or her lost time at their regular rate of pay by the Local Union for the duration of the meeting or class.

ARTICLE IX STANDING COMMITTEES

Section 1

The Standing Committees of the Local shall be as follows:

Safety & Health, Organizational, Political Action(COPE), Education, Strike Committee.

Each committee shall consist of no less than five (5) members, including Chairman.

Section 2

The Committee shall be appointed by the President, subject to the approval of the Executive Board. The President shall name the Chairman of each committee.

Section 3

(A) Duties of Safety & Health Committee Chairperson shall be:

- (1) Preside over all meetings of the Safety & Health Committee in the plant.
- (2) Be available to advise Stewards, upon request on all complaints made to the Local with respect to safety conditions and advise Executive Board.
- (3) Keep informed on safety and health issues and on workers' compensation matters and advise Executive Board.
- (4) Report at each Executive Board meeting and as each regular membership meeting with respect to the activities of the Committee.

(B) Duties of the Social Action Committee Chairperson:

- (1) Preside over all meetings of the Social Action Committee.
- (2) Carry out the policy of the Union by actively pursuing a policy of equal employment opportunities for minorities and women, and recommending appropriate action for correcting discrimination.
- (3) Be available to advise Stewards, upon request, on all complaints made to the Local with respect to employment discrimination on account of race, sex, age, national origin or religion.
- (4) Keep informed, and inform Executive Board and Membership on local, state, and federal legislation of concern to working people and encourage members to support candidates for public office whose political stands are in harmony with the policies of the International Union and with those of working people generally.
- (5) Report at each Executive Board meeting and at each regular membership meeting with respect to the activities of the Committee.

(C) Duties of COPE Legislative Chairperson:

- (1) Works with the Region 13 Council, Pennsylvania State AFL-CIO and the International Union concerning policy for the Unemployment Compensation Benefits, Workmen's Compensation, and promote and encourage the membership in political action activities that are beneficial to the labor

movement.

(D) Duties of Organizational Committee Chairperson

- (1) Committee comprised of five (5) members of IUE-CWA Local 88612 who are selected by the Chairperson with the approval of Membership. The Committee's function is to assist to organize the unorganized in their community and area.

(E) Strike Committee

- (1) Duties of the Strike Committee. Prior to a strike, obtain materials necessary to strike. Make up a strike roster and report to the Executive Board with the respect to the activities of the committee.

ARTICLE X
MEETINGS

Section 1

Regular membership meetings shall be held on the 2nd Sunday of each month. When special circumstances require, the Executive Board may change the date of a monthly meeting, provided at least three (3) days notice is given by posting a notice on bulletin boards in the plant, or by any other manner which shall reasonably assure that the notice reaches all members. However, the monthly meeting at which nominations or election of officers are to be held shall not be changed on less than 15 days notice.

Section 2

Special meetings may be called by the President, the Executive Board, or, on the petition of 25% or more of the members for the transaction of any special business. Notice of special meetings shall be given by the President at least forty-eight (48) hours prior to the meeting; such notice may be given by posting a notice on bulletin boards, in the plant or in any other manner which shall reasonably assure that all members will receive the notice. The notice shall set forth specifically the purpose of the meeting and no other business shall be transacted.

Section 3

Robert's Rules of Order shall govern all parliamentary procedures of the Local, except as otherwise provided in these By-Laws.

ARTICLE XI ELECTION OF OFFICERS

Section 1

- (A) At the regular quarterly meeting held in August prior to the meeting for the purpose of nominations for officers, the Recording Secretary shall announce to the membership that nominations for officers shall be held at the next regular meeting.
- (B) Nominations for office shall be made from the floor at the regular meeting in September.
- (C) The order of nomination shall be: President, Vice President, Financial Secretary-Treasurer, Recording Secretary, Chief Steward, and Sergeant-at-Arms. Nomination and election of three (3) members for the Negotiating Grievance Committee will be: nomination in September and election in October.
- (D) Only members in good standing shall be eligible for nomination for office. The nomination procedure set forth in the Article shall be exclusive. No member whose dues have been withheld by his employer for payment to the Local pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be ineligible to be a candidate for office by reason of delay or default in the payment of his dues so withheld.
- (E) Nominees may accept nomination to only one office, provided, however, that one person may accept nomination as a delegate to one or all of the above-named bodies as well as nomination to another office.

- (F) Nominees not present at the meeting at which nominations are made shall be informed by the Recording Secretary through registered mail within three (3) days following the date of nomination of the office for which they have been nominated and asked to reply within three (3) days if they accept or decline the nomination. Any such nominee failing to reply within the specific time shall be deemed to have declined his nomination.
- (G) At the meeting at which nominations are made, an election committee comprised of three (3) shall be elected from the floor. A Chairman and Secretary of this committee shall be elected by a majority vote of Election Committee members present.
- (H) The election of officers shall take place in the month of October. The date, hours and a place of the election shall be determined by the Executive Board in sufficient time for notice of this information to appear in the IUE-CWA News under Section 1 (I) below if such notice is to be used. If other forms of mailed notices are to be employed, the Executive Board shall determine the date, hours and place of such election in time for the mailing of such notice.
- (I) The Recording Secretary shall notify the membership of the names of all candidates and the offices to which they have been nominated and the date, hours and place of election. Such notice shall be mailed to each member in good standing at his last known home address not less than fifteen (15) days prior to the election setting forth the date, hours and place of the election and the offices at stake. It shall be the duty of the Recording Secretary to forward to the Secretary-Treasurer of the IUE-CWA the most recent home address of each member which the Local has. It is the obligation of each member to inform the Recording Secretary promptly of his/her home address and any changes therein.
- (J) The Election Committee shall conduct and supervise the election, which shall be by secret ballot, keep the polls open at the hours designated, determine in accordance with the By-Laws the eligibility of members voting, distribute ballots, count ballots

immediately after the closing of the polls, and tabulate the number of persons who voted and make any other election arrangements required. All members in good standing shall be eligible to vote in any election. No member whose dues have been withheld by his employer for payment to the Local pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to vote by reason of delay or default in the payment of his/her dues so withheld. The names of the nominees shall appear on the ballot in alphabetical order of their last names. Any nominee may have an observer at the polls and at the counting of the ballots. Any ballots on which names are written in or otherwise inserted by the voters shall be void. The Chairman of the Election Committee shall post the result of the election within seventy-two (72) hours after completion of the tabulations. The Recording Secretary shall preserve for one year after the election the ballots and all other records pertaining to the election.

- (K) Election of officers must be conducted without manipulation or taint and in compliance with the requirements of applicable Federal Law.
- (L) The Executive Officers shall hold office for a term of three (3) years, ending at the November Membership Meeting.

Section 2

Objections to an election shall be filed with the Recording Secretary within five (5) days after the official announcement of the election results. The objections shall be heard by the Executive Board whose decision shall be subject to appeal to the next regular membership meeting. Appeals from the decision of the Executive Board to the next regular membership meeting shall be filed with the Recording Secretary within five (5) days after its decision. Thereafter appeals may be made in accordance with the provisions of Article XXII of the International Union's Constitution.

Section 3

The challenged election shall be presumed valid and the installation of officers shall take place in accordance with the provisions of these By-Laws, pending a decision by the Executive Board, or the membership in

the event a notice of appeal is duly filed.

Section 4

All books, records, money and all other properties of the Local 88612 shall be delivered to the newly elected officers upon their induction into office, which shall take place at the regular monthly meeting following their election.

Section 5

Vacancies in all offices excluding the President shall be filled by nominations and election no later than the second regular meeting after the vacancy occurs. Nominations and elections to fill vacancies shall be conducted in accordance with the procedures of this Article insofar as applicable. Officers elected in accordance with this section shall fill the unexpired term of office.

Section 6

Installation of Local Officers shall be conducted as follows:

Installing Officers: "Brother/Sister—do you accept the office to which you have been elected?"

Officer Elected: "I do."

Installing Officers: "Raise your right hand and repeat after me: I do solemnly swear (or affirm) in the presence of assembled members that I will faithfully execute the office to which I have been elected; and will to the best of my ability preserve, protect and defend the By-Laws of the Local Union. I further swear (or affirm) that I will protect and conserve the property of this Local Union, and that I will make an accounting for and turn over all such property to my successor in office. I further swear (or affirm) that I will adhere to support all trade union policies determined upon or subscribed to by the IUE-CWA, AFL-CIO.

ARTICLE XII
DELEGATES

Section 1

Delegates to the International Convention, District Council, State and Local AFL-CIO Councils and all other organizations shall be the President and all other Local Union Officers who shall rotate with the President, starting with the Vice President, Recording Secretary, Financial Secretary, Trustee (by plant seniority), Sergeant-at-Arms, and Chief Steward.

- (A) Delegates elected under this Article shall receive \$50.00 a day for expenses, plus the cost of overnight lodging, and .45 cents per mile traveling by car. A Delegate without overnight lodging shall be reimbursed for all meals during their tour of duty, in lieu of the \$50.00 expenses.

ARTICLE XIII
DUES

Section 1

- (A) Effective January 1, 2009, each member of the Local 88612 shall pay minimum membership dues of two and on-quarter hours' pay per month, in accordance with convention action. Prior to January 1, 2009, the minimum dues of IUE-CWA Division members shall be two and one-quarters hours straight time pay up to the limits set per year (2005:\$34.00,2006:\$36.00,2007:\$38.00,2008:\$40.00) and effective January 1.
- (B) Members receiving wages, including payments received for time not worked, but excluding payments for sick benefits and Workmen's Compensation for ten (10) days or more in any given month shall pay full monthly dues. Payment for a partial

day shall be considered a full day earnings under this section.

- (C) A member shall continue to be in good standing only for the dues period for which dues are paid.
- (D) Retirees are eligible to maintain active membership by paying 1.3 percent of their pension as membership dues. As active members they are eligible to run for union office, with the exception of those offices that require a presence in the plant, such as President and stewards.

Section 2

Initial fees for all new members hired after January 1, 1992, shall be \$5.00.

Section 3

- (A) A withdrawal card shall be issued to a member in good standing who leaves the employment under the jurisdiction of the International Union, a person holding such a card, shall again be admitted to membership in this Local upon deposit of his withdrawal card and payment of the current month's dues.
- (B) A transfer card must be issued to a member in good standing (with or without request) who has left the jurisdiction of the Local and obtains employment within the jurisdiction of a sister local.

Section 4

The rates of dues and initiation fees may be increased only by majority vote by secret ballot of the members in good standing who vote at a general or special membership meeting after seven (7) days notice of the intention to vote on such question.

ARTICLE XIV
DUTIES AND PRIVILEGES OF MEMBERSHIP

Section 1

Membership in this Local shall not be denied to any eligible worker because of race, religion, color, sex, citizenship or national origin.

Section 2

The obligation of a new member shall be conducted by any member of the IUE-CWA, AFL-CIO as follows:

Member: "I do solemnly swear (or affirm) that I will abide by the Constitution of the International Union of Industrial Division of the Communication Workers of America's, AFL-CIO and the rules and By-Laws of the Local 88612, IUE-CWA-AFL-CIO to the full extent of my ability. I hereby affirm the terms of my application for membership to this International Union. I further swear (or affirm) that I will bear faithful allegiance to the Local and International Union policies and to my fellow members and the officers they elect."

Section 3

Every member may freely exercise his/her right; provided, however, that he/she shall not engage in, encourage, advocate, or promote, conduct interfering with, or in derogation of:

- (A) The Local's objectives, purposes and status; or
- (B) The Local's legal, contractual, and organizational obligations; and provided, further, that he shall not violate;
 - 1) Any other obligation imposed upon him/her by the provisions of the Local or International Union By-Laws; or
 - 2) The rules order and procedures set forth herein or otherwise adopted by the membership of the Local.

ARTICLE XV
CHARGES, TRIALS AND DISCIPLINE

Section 1

Any member or officer of this Local shall be subject to discipline after charges and a hearing thereon in accordance with the following provisions for any of the following offenses:

- (A) Engaging in any conduct or committing any act forbidden by or in conflict with any of the IUE-CWA or AFL-CIO Codes of Ethical Practices.
- (B) Violating any provision, of the Constitution of the International Union, or the By-Laws of the Local 88612 or the oath of office or membership.
- (C) Refusing to carry out the decision of the Local's Executive Board or membership or the decision of the Executive Board of the International Union or the Convention.
- (D) Engaging in any activity or course of conduct contrary or detrimental to the welfare or best interest of the Local 88612 or International Union.

Section 2

The term "Discipline" when used in this Article shall include but not be limited to a fine, removal from office, disqualifications to run for office, or suspension or expulsion from membership. No discipline shall be imposed except as provided in these By-Laws.

Section 3

Charges against a member or officer of the Local 88612 shall be in writing and signed by the accuser and shall contain sufficient information to inform the accused of the acts and offenses with which he/she is charged. The charges shall be filed with the Recording Secretary who shall promptly send to the International Secretary-Treasurer a copy of the charges.

Section 4

The Recording Secretary shall promptly transmit a copy of the charges to the accused, together with written notice by registered or certified mail of the time and place for the hearing thereon. Such notice shall give the accused no less than five (5) days notice in which to prepare his/her defense and appearance for trial.

Section 5

The charges shall be heard by the Local's Executive Board, or a Trial Board of no less than three (3) persons elected by membership at a regular or special membership meeting. In the event the Executive Board designates a Trial Board, it shall be the function of the Trial Board to report its findings and recommendations to the Executive Board. The Executive Board shall in all cases make the decision subject to the rights of appeal as set forth herein by a two-thirds (2/3) majority vote.

Section 6

The accused and the accuser shall have the right to appear at the trial, present evidence and argument, produce and cross-examine witnesses, and be represented by a member of the Local 88612 in good standing. Neither the accused nor the accuser shall sit on any Trial Board.

Section 7

The accused or the accuser shall have the right to appeal to the next membership meeting from a decision of the Executive Board. After the decision of the membership, only the accused shall have the right of appeal to the District Council, the IUE-CWA'S Executive Board and the Convention. If the Local's Executive Board does not finally act within ninety (90) days after the charges have been filed, the charging party shall have the right to appeal to the District Council.

ARTICLE XVI FUNDS AND PROPERTY

Section 1

The books and records of this Local shall be audited at least annually by a qualified accountant, and a copy of such audit shall be sent to the Union as soon as available.

Section 2

Officers and members of this Local shall not be loaned funds of the Local, nor shall they use funds of the Local for purposes not related to the Local's official activities.

Section 3

The funds of this Local are to be held in trust for the benefit of the membership, and shall not be loaned, invested, or otherwise dealt with in a manner which inures to the personal profit or benefit of any officer or employee of the Union or its Locals. This Local shall not invest in, or make loans to any business enterprise; provided, however, that publicly traded securities of widely held corporations may be purchased, so long as no individual holding is substantial enough to affect or influence the course of any employer's decision.

Section 4

On order of the President or Secretary-Treasurer of the International Union, the Local Officers shall submit all books and records to a designated Union representative for audit.

Section 5

All Local Union records shall be retained for seven (7) years. If the Local Union has an office, all records shall be maintained there.

ARTICLE XVIII STRIKES

Section 1

- (A) No strike shall be called by the Local for any shop unit without the President of the International Union or his/her representative having made an effort to adjust the dispute. It shall be the duty of the Local President or any other officer acting in that capacity to notify the President of the International Union immediately if a strike is proposed or pending.
- (B) No strike may be called without the approval by a majority of the members of the specific shop unit involved in the situation present at any membership meeting.
- (C) Immediately after the calling of a strike, it shall be the duty of the Local President to see that all information pertaining to the strike is submitted to the International Secretary-Treasurer so that the Local may receive the appropriate dues exonerations and strike benefits.

ARTICLE XIX NEGOTIATIONS & GRIEVANCE COMMITTEE

Section 1

- (A) The Negotiating & Grievance Committee shall consist of five (5) members: the President, Chief Steward, and three (3) members elected every three (3) years, starting in April of 1993.
- (B) The President of the Local Union shall be the Chairperson of the committee. It shall be the duty of the Chairperson and/or Secretary to make a report at each membership meeting.
- (C) It shall be the duty of this Committee to obtain as near as possible the objectives of the Local Union.
- (D) This Committee shall meet prior to meetings with Management and whenever meetings are warranted. All members of the Committee are to be notified of all meetings unless legitimate reasons are presented.

ARTICLE XX
AMENDMENTS

Section 1

With the exception of Article XII, Section 4 and 5, any part of these By-Laws may be amended by two-thirds (2/3) majority vote of the membership present at any regular membership meeting, provided that the proposed amendment has been posted on the bulletin board at least five (5) days prior to such regular meeting and provided that such amendment does not conflict with the Constitution of the International Union.

BY-LAWS
LOCAL 88612 AGENDA

1. Call to Order
2. Pledge of Allegiance
3. Roll Call
4. Minutes
5. Communications
6. Financial Report
7. Committee Reports
8. Old Business
9. New Business
10. Good & Welfare of the Local
11. Adjournment

RULES

Rule 1 When a member wishes the floor, he/she shall rise and address the Chair, and if recognized by the Chair, he shall be entitled to the floor.

Rule 2 If two or more members shall rise to speak at the same time, the Chair shall decide which is entitled to the floor.

Rule 3 Each member, when speaking shall confine himself/herself to the question under debate, and avoid all personal indecorous or sarcastic language.

Rule 4 No member shall interrupt another while speaking, except to a point of order, and he/she shall definitely state the point, and the Chair shall decide same without debate.

Rule 5 No member shall speak more than once on the same subject until all members desiring the floor shall have spoken, nor more than twice, without unanimous consent, no more than five (5) minutes at any time.

Rule 6 All questions of a parliamentary procedure not provided for in these rules shall be decided by Roberts' Manual.

BY-LAWS

The Local may adopt such By-Laws as it may deem necessary to supplement and amplify the Local By-Laws particularly with respect to the holding of membership meeting, order of business at membership meetings, and other procedural requirements of the administration of the Local, provided they are not inconsistent with the Constitution of the International Union.