

**UNITED
STEELWORKERS
OF
AMERICA**

BY- LAWS

LOCAL UNION

#9231

and
SUPPLEMENTARY PROVISIONS
GOVERNING AMALGAMATED
LOCAL UNIONS

Final Reading Revision 1, August 12, 1993

First Reading Revision 2, November 14, 2002

Second Reading Revision 2, December 12, 2002

Voted and passed Revision 2, January 9, 2003

Approved (Revision 2) by the International Union, March 19, 2003

BY-LAW
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BY-LAWS FOR LOCAL UNION

9231

PART I

ARTICLE I

Name

This organization shall be known as "United Steelworkers of America, Local Union #9231" (hereinafter also referred to as "this Local Union" or "The Local Union").

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.

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 By-Laws, to implement and carry out the objectives, rights, activities and responsibilities of this organization and the International Union.

ARTICLE III

Eligibility

Section 1.

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

Section 2.

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

Section 3.

No person shall be eligible for membership, or for nomination or election or appointment to, or to hold any office, or position, or to serve on any Committee in the International Union or its 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 subversive organization which opposes the democratic principles to which our Nation and our Union are dedicated.

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

ARTICLE IV

Officers and Elections

Section 1.

Officers of this Local Union shall be:

- PRESIDENT
- VICE PRESIDENT
- RECORDING SECRETARY
- FINANCIAL SECRETARY
- TREASURER
- GUIDE
- .
- GUARDS (2)
- INNER & OUTER
- TRUSTEES (3)

Of the above officers, the Executive Board for the Local Union will consist of:

- President
- Vice President
- Recording Secretary
- Financial Secretary
- Treasurer

Section 2.

No member shall at the same time be a candidate for or hold more than one of the offices named in Section 1 of this Article. No member shall at the same time be a candidate for or hold more than one of the positions of President, Vice-President, Joint Advisory Committee Member at Large or Dispute Resolution Chairperson¹.

Section 3.

Officers, Joint Advisory Committee Representatives (2)², Dispute Resolution Chairperson (1)³, and Dispute Resolution Committee Representatives 4 (hereinafter referred to as "Team Representative") shall be elected for a term of three years at the last meeting in April 1994, or on such other day and/or at such other hours in April 1994 as the membership shall determine and which will enable all members who so desire to vote. Elections shall be by a plurality vote of the members in good standing participating in a secret ballot vote.

Those elected in April 1994 shall be installed at the first regular meeting in May 1994 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 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 By-Laws 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. An officer who retires from an enterprise serviced by the local union shall not be permitted to continue in office.

Section 4.

The date of Local Union elections for Local Union Officers, Joint Advisory Committee Members, Dispute Resolution Chairperson and Team Representatives must be advertised among members at least fifteen (15) days previous to the date of the election by mailing notice of the date, place and hours of the election to each member in good standing at the member's last known home address. The notice must also specify the Local Union Offices to be filled.

Nominations shall be made at the immediately preceding meeting. 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 a Local Union Officer, Joint Advisory Committee Member, Dispute Resolution Chairperson or Team Representative unless:

- (a). The member shall have been in continuous good standing for a period of 24 months immediately preceding the month in which the election is held; and
- (b). the member is employed in an enterprise, public or private, or other place within the jurisdiction of the Local Union; and

(c). in order to be eligible for election as a Local Union Officer, Joint Advisory Committee Member, Dispute Resolution Chairperson, or Team Representative in any election or election to fill a vacancy, the member shall have attended at least one-third (1/3) of the regular meetings held by the member's Local Union during the twenty-four (24) month period immediately preceding the month in which the election is to be held. Meetings which a member was prevented from attending because of such member's Union activities, working hours, service in the armed

forces of the United States or Canada, sickness which confines, death in the immediate family, or jury duty, shall not be counted as meetings held in determining such member's eligibility under this Section; provided that the member shall have the burden of proving the inability to attend for one of the prescribed reasons, in accordance with procedures specified in the Local Union Elections Manual. Any member who claims inability to attend a local union meeting because of (1) "sickness which confines"⁷ or (2) "working hours"⁸, must notify the Recording Secretary of the Local Union within one month of such meeting. Otherwise, the meeting will be counted as a meeting held in determining such member's eligibility under this section.

Section 6.

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

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, shall have the deciding vote.

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

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

(d) The President shall be a Standing Member of the Joint Advisory Committee.

(e)(1) In the event that a vacancy occurs in the office of Vice President, Recording Secretary, Financial Secretary, Treasurer, Guide, Guard or Trustee, Joint Advisory Committee Members, the position of Dispute Resolution Chairperson or the positions of Team Representative 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.

(e)(2) Wherever a Local Union Officer, Joint Advisory Committee Members, Dispute Resolution Chairperson or Team Representative, because of receipt of an extended vacation benefit or otherwise, will be unable to serve during an extended temporary period, a temporary replacement will be designated as provided in subparagraph (e) (4) of this section. The temporary replacement shall carry out all the duties of the office or position during such temporary period.

(e)(3) Where the temporary vacancy is 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 the position of Vice President.

(e)(4) Where the temporary vacancy is in a Local Union Officer other than President, Joint Advisory Committee, Dispute Resolution Chairperson or Team Representative position, the Executive Board 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. If the

vacancy occurs in the last year of the term an appointment shall be made the president.

(e)(5) In the event of a vacancy, none of the remaining officers either alone or acting together, may perform the functions of the vacant office but rather the vacancy must be filled in accordance with the provisions set forth above.

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 be a standing member of the Joint Advisory Committee.

Section 3.

Duties of Recording Secretary:

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

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

Section 4.

Duties of Financial Secretary:

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

(b) Should it be proven that the Financial Secretary has failed to report monthly to 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 accounts shall be subject at all times to audit by the International Secretary Treasurer.

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

(f) The Financial Secretary shall be responsible to the Local Union in setting up the direct deposit of union dues returned from the International Union.

Section 5.

Duties of Treasurer:

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

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

(c) All monies paid out by the Local Union from its treasury must be approved by the members at a Local Union meeting. Under no circumstances shall officers or members pay bills without authorization by a Local Union Meeting, nor shall the members authorize payment of any bill or incur any obligation for which funds are unavailable, nor shall members authorize the payment of or incur a debt for any activity not in accordance with the Constitution and policies of the International Union and these By-Laws. Bills charged to the Local Union 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; i.e. local, state, and federal; rent, light, heat, etc.) may be paid by the Treasurer on a single authorization by the Local Union to pay such bills when due.

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

(f) The Treasurer shall confirm the deposits made directly from the International Union with the Local Union's bank to be sure the amounts are correct.

Section 6.

Duties of Guide:

It shall be the duty of the Guide to see that all present during the Union

Meeting are entitled to remain.

Section 7.

Duties of Guards:

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

Section 8.

Duties of Trustees:

It shall be the duty of the Trustees to have charge of the Hall and all property of the Local Union, subject to the direction of the Local Union. They shall audit the books and financial records of the Local Union every three months and give a report of such audit at the next regular Local Union Meeting⁹. They shall perform such other duties as the Local Union may require.

Section 9.

This Local Union shall enforce the International Constitution, the various International Manuals and policies, and these By-Laws, as affecting its membership.

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

Section 10.

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

ARTICLE VI

Compensation for Services

Section 1.

(a) Lost Time¹⁰ (Salaries) for Officers, Joint Advisory Committee Members, Dispute Resolution Chairperson, Team Representatives and employees of the Local Union shall be approved at a regular Union Meeting by the membership.

(b) Expenses¹¹ for the Officers, Joint Advisory Committee Members, Dispute Resolution Chairperson, Team Representatives and employees shall be approved at a regular Union Meeting by the membership.

(c) The Election Committee, during the day of the election, shall be paid lost time of 14 hours straight time for election duties performed.

Section 2.

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

Section 3.

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

Section 4.

Salaries paid by the local union will be:

- (a) Paid on a monthly basis;
- (b) shall be based on the fully qualified Operator/Equipment Control straight time hourly rate;
- (c) shall not exceed the Pay Scale Chart (see below).

Table 1:

Pay Scale Numbers: Number of Hours paid: 12

12 Hours

24 Hours

38 Hours

412 Hours

516 Hours

Section 5.

The following salaries will be paid based upon the Pay Scale Number in Section 4.

Table 2:

POSITION	PAY SCALE NUMBER
PRESIDENT	PAY SCALE #3
VICE PRESIDENT	PAY SCALE #2
RECORDING SECRETARY	PAY SCALE #3
TREASURER	PAY SCALE #3
FINANCIAL SECRETARY	PAY SCALE #4
TRUSTEE'S	NON-COMPENSATORY POSITION
INNER/OUTER GUARD	NON-COMPENSATORY POSITION
JOINT ADVISORY MEMBERS AT LARGE	PAY SCALE #1
TEAM REPRESENTATIVES	PAY SCALE #1
STANDING COMMITTEES	NON-COMPENSATORY POSITIONS
AD HOC COMMITTEES	NON-COMPENSATORY POSITIONS
DISPUTE RESOLUTION CHAIRPERSON	PAY SCALE #2
UNIT CHAIRPERSON LU 9231-01	PAY SCALE #2
UNIT TEAM REPRESENTATIVES LU 9231-01	PAY SCALE #1

Section 6.

For work required by the local union on a member's day off or during vacation time, work greater than Six (6) hours will be paid a Per Diem Rate equal to Four (4) hours at the fully qualified straight time Operator/Equipment Control Skill Rate. Work required by the local union for less than Six (6) hours will be considered non-compensatory.

ARTICLE VII

Meetings

Section 1.

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

Section 2.

The Local Union will conduct its general membership meeting on the Second Thursday of every month at 5:00 PM.

Section 3.

The Local Union will conduct its general membership meeting as well as special meetings, in a smoke free environment.

Section 4.

The Local Union will conduct its general membership meeting as well as special meetings, in an alcohol free environment.

ARTICLE VIII

Membership

Section 1.

No applicant for membership shall be regarded as being a member in good standing until the full amount of the initiation fee has been paid¹³.

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 constitutional obligations, except in respect to assessments, on which the member shall be not more than one (1) month in arrears.

Section 4.

Members who lose good standing shall stand automatically expelled and devoid of all membership rights¹⁴, 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 the member shall automatically be restored to good standing. No Local Union Officer, Joint Advisory Committee Member, Dispute Resolution Chairperson or Team Representative shall lose good standing under this section for the remainder of the term in office.

Section 6.

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

Section 7.

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

ARTICLE IX

Discipline

Section 1.

Any member may be penalized for committing any one or more of the following offenses:

- (a) Violation of any of the provisions of the International Constitution or of these By-Laws, any collective bargaining agreement, or rule of the Local Union;
- (b) obtaining membership through fraudulent means or by misrepresentation;
- (c) instituting, 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 circulation among the membership false reports or misrepresentations¹⁵;
- (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 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 International Union official in the discharge of that official's duties;

- (m) deliberately engaging in conduct in violation of the responsibility of members toward the organization as an institution; and

- (n) deliberately interfering with the performance of the organization's legal or contractual obligations.

Section 2.

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

Section 3.

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

ARTICLE X

Trials of Members and Local Union Officers

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

Section 2.

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

Section 3.

A separate Trial Committee composed of three (3) members shall be elected for each individual trial, and shall be given the responsibility of conducting such trial provided that, in the case of multiple related charges, the same Trial Committee may be appointed to try all such charges and may consolidate them into one hearing. Neither the accuser nor the accused shall be eligible for membership on the Trial Committee. No one shall be eligible to serve as a member of the Trial Committee who is a witness to the fact alleged to constitute a violation, or who has a personal interest in the outcome of the Trial.

The Local Union action electing the Trial Committee shall take place at the first meeting after the Local Union receives the charges, unless the charges are received by the Local Union within five (5) days before the meeting, in which event the Local Union action shall take place at the meeting following the first meeting after the Local Union receives the charges.

Section 4.

Immediately after the Trial Committee has been selected by the Local Union pursuant to Section 3. of this Article, the Recording Secretary of the Local Union shall send 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 International Secretary Treasurer of the International Union by the Recording Secretary.

Section 5.

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

Section 6.

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

Section 7.

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 By-Laws.

Section 9.

The Trial Committee, upon completion of the hearing of 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 position or expulsion in the event of failure of the accused to pay the fine within a specified time; suspended or removed from office or position in the Local Union; or suspended or expelled from membership in the International Union; or otherwise appropriately disciplined.

Section 11.

The Trial Committee shall submit its written report to the Local Union within two (2) weeks following completion of the hearing. At the same time a copy of the report shall be mailed to the International Secretary Treasurer of the International Union 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 presented 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 week or later than four 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 a majority vote of the members present at the Local Union meeting. The Local Union meeting may approve or reject the report of the Trial Committee, modify the report in any respect, or order a new trial.

Section 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 Union's decision shall be forwarded immediately to the International Secretary Treasurer 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 accuser may appeal the decision of the Local Union to the International Executive Board and thereafter to the next regular International Convention, provided that such person files notice of appeal with the International Secretary Treasurer within thirty (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. On appeals, the International Executive Board or such body as it designates - either itself or through a Commission or other mechanism - affords all parties the opportunity to present all arguments and facts, whether or not presented in the proceeding at the Local Union level. Decision on such appeals are based on the evidence presented in the appeal. The International Executive Board shall not, in making its decision, be limited to the arguments or testimony presented at the earlier stages in the proceeding and shall be permitted to cure by its appeal proceeding procedural defects which may have occurred at earlier stages in the proceedings.

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 By-Laws.

ARTICLE XI

Notification of Employers regarding
Status of Members

Section 1.

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

Section 2.

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

ARTICLE XII

Finances

Section 1.

The initiation fees shall be Ten Dollars (\$10.00).

Section 2.

Monthly dues for a member shall be an amount equal to 1.3% of said member's total earnings during the month provided that monthly dues shall not be less than five dollars (\$5.00) and provided further that monthly dues shall not be more than 2.5 times the member's average hourly earnings. For lump sum payments, dues shall be calculated separately by applying the 1.3% to such payments.

Section 3.

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

after prior notice to the membership. At no time shall the Local Union assessment exceed two dollars (\$2.00) per member in any one year.

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

Section 7.

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

Section 8.

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

ARTICLE XIII

Delegates to International Convention

Section 1.

No member shall be eligible to be a delegate to an International Convention unless the member;

- (a) is employed in an enterprise, public or private, or any other place within the jurisdiction of the International Union, or is one of the staff representatives of the International Union;
- (b) shall have been in continuous good standing for a period of twenty-four (24) months immediately preceding the International Convention; and
- (c) has attended at least one-third (1/3) of the regular meetings held by the member's Local Union during the twenty-four (24) month period immediately preceding the month in which the delegate election is to be held. Meetings which a member was prevented from attending because of such member's Union activities, working hours, service in the Armed forces of the United States or Canada, sickness which confines¹⁶, hours of work¹⁷, death in the immediate family, or jury duty, shall not be counted as meeting held in determining such members eligibility under this Section; provided that the member shall have the burden of proving the inability to attend for one of the

prescribed reasons, in accordance with the procedures specified in the Local Union Elections Manual.

Section 2.

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

Section 3.

The Local Union President 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 voting¹⁸.

ARTICLE XIV

Workers Compensation Committee,
Safety and Health Committee,
Civil Rights Committee,
Organizing Committee,
Elected Standing Committee's,
and
Standing Committee's

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 Union's commitment to the protection and extension of civil rights and liberties.

Section 3.

An organizing Committee under the direction of the International Union or its designated representatives shall be established in each Local Union to assist in organizing unorganized workers in the geographic area in which the Local Union is situated.

Section 4.

The Local Union shall have the following Standing Elected Committees (as outlined in Article IV, Sections 3, 4, & 5):

(a) The Joint Advisory Committee under the direction of the International Union or its designated representative shall be established in the Local Union composed of six (6) members. Five (5) members from the Local Union and one (1) member from the International Union. These members for the Local

Union shall be:

- (1) The President
- (2) The Vice President
- (3) The Dispute Resolution Chairperson
- (4) Member at Large for I/N Tek
- (5) Member at Large for I/N Kote

(b) Dispute Resolution Committee under the direction of the International Union or its designated representative shall be established in the Local Union composed of One Chairman and Twelve (12) Team Representatives.

(c) The Duties of The Dispute Resolution Chairperson will consist of:

(1) It shall be the duty of the Dispute Resolution Chairperson to enforce and administer the collective Bargaining Agreement for the Local Union and shall enforce the provisions of the International Constitution and of these By-Laws and the policies and Manuals of the International Union.

(2) The Dispute Resolution Chairperson shall preside at all meetings of the Team Representatives, and be responsible for reporting out to the Local Union at the monthly regular Union Meeting.

(3) The Dispute Resolution Chairperson shall have the authority to call regular meetings of the Team Representatives.

(4) The Dispute Resolution Chairperson shall call special meetings of the Team Representatives by request of two (2) Team Representatives. 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 Team Representatives of the Local Union by reasonable means.

(5) The Dispute Resolution Chairperson shall be a standing member of the Civil Rights Committee and shall hold the position of Chairperson of the Civil Rights Committee.

(6) The Dispute Resolution Chairperson shall be a standing member of the Joint Advisory Committee.

Section 5.

The Local Union shall have the following Standing Committees:

(a) A Benefits Committee under the direction of the International Union or its designated representative, shall be established by the Local Union, to serve

the membership of the Local Union in monitoring the benefits packages arrived at through Collective Bargaining.

(b) A Contracting Out Committee, under the direction of the International Union or its designated representative shall be established by the Local Union to serve the membership of the Local Union in monitoring the on-going use of contracting out.

(c) A Political Action Committee, under the direction of the International Union or its designated representative shall be established by the Local Union to serve the membership in local, state, and federal political arenas.

ARTICLE XV

Transfer Certificates

Section 1.

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

Section 2.

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

Section 3.

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

ARTICLE XVI

Strikes

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

ARTICLE XVII

Order of Business for Local Union Meetings

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4. Reading of Communications.20
5. Reading of Vouchers/Bills.21
6. Report of Officers.

7. Report of International Representative.
8. Initiation of New Members.
9. Report of Special Committees.
10. Reports of Standing (or Permanent) Committees.
11. Unfinished Business.²²
12. New Business.²³
13. Good and Welfare.²⁴
14. Adjournment.

ARTICLE XVIII

Effective Date

Section 1.

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

Section 2.

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

ARTICLE XIX

Additions and Amendments to Additions

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

1. Any addition or any amendment to an addition to the standard By-Laws approved by the International Union must be in the form of either a new Subsection under the proper Section, a new Section under the proper Article, or a new Article.
2. All additions and amendments to additions to the standard By-Laws must not conflict with such standard By-Laws and must be submitted to the International Union for approval. Such additions shall become effective only after approval by the International Union.
3. Proposed additions or amendments to additions must be submitted in writing and read at two consecutive Local Union Meetings, and pass 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.

PART II
SUPPLEMENTARY PROVISIONS
GOVERNING AMALGAMATED
LOCAL UNIONS
Introduction

The International Executive Board has determined that smaller Local Unions often do not have the financial capacity and numerical strength to serve the membership to the maximum degree. Accordingly, the International Executive Board may establish rules and procedures under which all or part of the jurisdiction of one local union may be transferred to another local union, with appointment of provisional unit officials and amalgamated local officers where necessary. This Amalgamated Local Union consists of two or more Steelworker bargaining units. Each such bargaining unit is herein referred to as a "Unit."

With approval by the Executive Board of the International Union, a Unit of this Amalgamated Local Union may be transferred to another Amalgamated Local Union or chartered as a separate Local Union.

ARTICLE IV
Officers and Elections

(Note: In lieu of the provisions of Article IV of the By-Laws for Local Unions beginning at page 2 above, the following provisions are applicable to Amalgamated Local Unions.)

Section I.

(a). Officers of this Local Union shall be: President,

- Vice President,
- Recording Secretary,
- Financial Secretary,
- Treasurer,
- Guide,
- two (2) Guards, and three (3) Trustees.

(Note: Prior to the promulgation of these By-Laws, some Amalgamated Local Unions have had representatives, either elected or appointed, in addition to the eleven Officers specified in Article IV, Section 1. Such representatives have been referred to, for example, as Business Agent, Business Representative, Chief Grievance Committee Person, Local Union Representative or other title approved by the Local Union, District Director and International President. This representative shall be referred to in these By-Laws as the Local Union Representative. It is the policy of the International Executive Board that the appointed position of Local Union Representative should be limited to those

circumstances that clearly and demonstrably warrant the continuation or creation of such positions. However, those Amalgamated Local Unions that have had such representatives may continue those positions, subject to the approval of their District Director and of the International President; and Amalgamated Local Unions that have not had such representatives may create such positions, subject to the approval of their District Director and of the International President. All newly created Local Union Representative positions shall be appointed by a majority of the Local Union Officers, subject to the approval of their District Director and of the International President. In those cases where the Local Union Representative is appointed, the following provision shall be added to Section 1 (a) of this Article: "In addition to these eleven Officers, there shall also be (a) position(s) in this Amalgamated Local Union known as the Local Union Representative. The Local Union Representative shall be an employee of the Amalgamated Local Union and all appointments shall be reviewed on an annual basis. The Local Union Representative shall not by virtue of that position be an Officer and shall not be responsible for setting policy for the Local Union in the capacity of Local Union Representative. However, a duly elected Officer of the Local Union may serve as the Local Union Representative. It shall be the duty of the Local Union Representative to assist the Units in the handling of complaints and grievances; where contractually appropriate, to conduct an appeal step in the grievance procedure to assist the Staff Representative and other representatives of the International Union in the handling of grievances and the preparation of arbitration cases; to assist in the negotiation of collective bargaining agreements; to engage in organizing activity in accordance with these By-Laws; and to perform such other duties as the District Director may assign, and, where consistent with these By-Laws, the Constitution, the policies of the International Union or any assignments by the District Director, such other duties as the Local Union may assign." In the alternative, the Local Union may assign these duties to the Local Union President.)

Where circumstances warrant it, the International Executive Board, pursuant to Article VII, Section 5 of the International Constitution may vary the Officer structure for individual Amalgamated Local Unions.)

(b) In addition to the Local Union Officers, there shall be the following Unit positions:

- one (1) Unit Chair Person,
- one (1) Unit Secretary,
- and no less than one Unit Team Representative/Griever.²⁶

A member may hold more than one of the positions referred to in this Section I(b)27.

Section 2.

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

Section 3

(a). Local Union Officers shall be elected for a term of three years at the last meeting in April 1991 or on such day and/or at such other hours in April 1991 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 1991 shall be installed at the first regular meeting in May 1991 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.

(b) Persons occupying Unit positions shall be elected for a term of three years within the same timeframe as the Local Union Officers but by a plurality vote of the members, in their respective Units, who are in good standing, participating in the secret ballot vote. Persons occupying Unit positions shall be installed at the first regular meeting in May 1991 and shall serve until their successors are elected, at which time all official records and documents, and all property belonging to the Unit of the Local Union shall be turned over to their successors. In any case, in which only one eligible member has been nominated for a Local Union office or Unit position and that member has indicated acceptance of the nomination within the time limits and in the manner prescribed by the approved By-Laws or rules of the Local Union, no election need be held for that office or Unit position, and the member who has been so nominated shall be deemed elected.

Section 4.

The date of Local Union elections for Local Union Officers and Unit positions must be advertised among members at least fifteen (15) days previous to the date of the election by mailing notice of the date, place and hours of the election to each member in good standing at the member's last known home address. The notice must also specify the Local Union offices and Unit positions to be filled.²⁸ Nominations for Local Union offices shall be made at the immediately preceding Local Union meeting. However, where a Local Union or a Unit holds two meetings in each month, nominations may be made at the last meeting in the month preceding the month in which the election is held. Nominations for the Unit positions named in Section I(b) of this Article shall be made at the immediately preceding meeting of each Unit unless some other date, time and place is selected by the Local Union Officers in consultation with the Unit officials. Notice of the nominations meetings for Unit offices shall be given to the membership at least one (1) week in advance of the meeting.

Section 5.

No member shall be eligible for election as Local Union Officer unless

(a) The member shall have been in continuous good standing for a period of 24 months immediately preceding the month in which the election is held (If the member's Local Union or Unit has been in existence for a lesser period prior to the election, the member must have been in continuous good standing from the time the member joined such Local Union or Unit.); and

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

(c) In order to be eligible for election as a Local Union Officer 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 member's Local Union during the twenty-four (24) month period immediately preceding the month

in which the election is to be held. Meetings which a member was prevented from attending because of such member's Union activities, working hours, service in the armed forces of the United States or Canada, sickness which confines, death in the immediate family, or jury duty, shall not be counted as meetings held in determining such member's eligibility under this Section; provided that the member shall have the burden of proving inability to attend for one of the prescribed reasons, in accordance with procedures specified in the Local Union Elections Manual.²⁹

Section 6.

No member shall be eligible for election to a Unit position unless;

(a) The member shall have been in continuous good standing for a period of 24 months immediately preceding the month in which the election is held (If the member's Unit has been in existence or affiliated with the Local Union for a lesser period prior to the election, the member must have been in continuous good standing from the time the member became a member within such Unit.); and

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

(c) In order to be eligible for election to a Unit position in any regular election or election to fill a vacancy, a member shall have attended at least one-third (1/3) of the regularly scheduled meetings of the member's Unit, if the member's Unit has regularly scheduled meetings, during the twenty-four (24) month period immediately preceding the month in which the election is to be held.

Meetings which a member was prevented from attending because of such member's Union activities, working hours, service in the armed forces of the United States or Canada, sickness which confines, death in the immediate family, or jury duty, shall not be counted as meetings held in determining such member's eligibility under this Section; provided, that the member shall have the burden of proving inability to attend for one of the prescribed reasons, in accordance with procedures specified in the Local Union Elections Manual.³⁰

Section 7.

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

Vacancies in Unit Positions

(For Amalgamated Local Unions, the following provisions shall supplement the provisions of Article V, Section I (e)(1) to 1 (e)(4) of the By-Laws:)

(e)(5) In the event a vacancy (other than a temporary vacancy) occurs at any time in a Unit position, the remaining Unit officials (not including Unit Griever[s]) together with the Local Union Officers, shall, by majority vote, select a successor to serve the remainder of the term; provided, however, that the member so selected shall be from among the members within the Unit in which the vacancy occurs.

(e)(6) Where a temporary vacancy occurs in a Unit position, a "Temporary Acting" replacement shall be selected by majority vote of the Unit Chair Person, the

Unit Secretary and the Local Union Officers.

ARTICLE V

Duties of Unit Officials

(For Amalgamated Local Unions, the following provisions shall supplement the provisions of Article V:)

Section 1.

Duties of Unit Officials:

(a) Unit Chair Person. It shall be the duty of the Unit Chair Person to preside at all meetings of the Unit; to decide all questions of order, subject to appeal to the Local Union; and, consistent with the provisions of these By-Laws and the Manuals, policies and Constitution of the International Union, to perform such other duties as the Unit or the Local Union may assign.

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

(c) Unit Team Representative/Griever(s). It shall be the duty of the Unit Team representative/Griever(s) to process complaints and grievances, within their respective Units and in accordance with the appropriate collective bargaining agreement and, consistent with these By-Laws and the Manuals, policies and Constitution of the International Union, to perform such other duties as the Unit or the Local Union may assign.

Meetings

Each Unit of this Amalgamated Local Union may hold regularly scheduled membership meetings. Any officer of this Local Union and any officer or authorized representative of the International Union may attend to report to any Unit meeting.

Organizing

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

The District Director and Executive Board of the Local Union may, with the approval of the International President, appoint a person to a position in the Local Union known as Organizing Representative. The Organizing Representative shall be an employee of the Amalgamated Local Union and shall be responsible for organizing new units into the Amalgamated Local Union. It shall also be the duty of the Organizing Representative to assist the unit Team Representative/Griever(s) in the handling of complaints and grievances and, where appropriate to conduct an appeal step in the grievance procedure and to assist the Staff Representative and other representatives of the International Union in the handling of grievances and the preparation of arbitration cases. The Organizing

Representative shall not be an officer of the Local Union and shall not be responsible for setting policy for the Local Union.

ARTICLE XX

APPENDIX RESOLUTION BY INTERNATIONAL EXECUTIVE BOARD

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

Organizing Committee:

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

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Brothers and Sisters,

At the October Union Meeting there was a motion made to change the meeting time from 5:00pm to 4:15pm.

Since then there have been readings at the November and December Union Meetings. The next step in changing the

starting time of the meetings is for the membership to vote either for or against the motion at the upcoming Union

Meeting on January 8, 2004. It will take a two-thirds majority vote for the motion to pass and the time to change from

5:00pm to 4:15pm. The final step will be if the membership passes the motion then it would have to be sent to the

International Union for approval.

Bill Mattozzi
President Local 9231