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LOCAL UNION BYLAWS

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General Chauffeurs,
Helpers and Salesdrivers,

TEAMSTERS LOCAL UNION NO. 325

**Rockford and Freeport
and Vicinity, Illinois**



Affiliated with
The International Brotherhood of Teamsters
(AFL-CIO)
Joint Council No. 25

Approved by:
James P. Hoffa, General President
On July 19, 2001

Table of Contents

Section	Page
1 NAME	1
2 JURISDICTION	1
3 PRINCIPAL OFFICE	1
4 OBJECTS	1
5 ELIGIBILITY FOR MEMBERSHIP	3
6 OFFICERS	3
7 PRESIDENT'S DUTIES	4
8 DUTIES OF THE PRINCIPAL EXECUTIVE OFFICER	4
9 DUTIES OF THE VICE PRESIDENT	5
10 DUTIES OF THE SECRETARY-TREASURER	6
11 DUTIES OF RECORDING SECRETARY	8
12 DUTIES OF TRUSTEES	9
13 BUSINESS AGENTS, STEWARDS, WARDEN, AND CONDUCTOR	9
14 POWERS AND DUTIES OF LOCAL UNION EXECUTIVE BOARD	10
15 OFFICERS-GENERALLY	15
16 EXPENSES AND AUTOMOBILES	17
17 NOMINATIONS AND ELECTIONS OF OFFICERS: RULES	19
18 DUES AND INITIATION FEES	30
19 MEETINGS	32
20 MEMBERSHIP	36
21 CHARGES AND TRIALS	42
22 BONDING	47
23 RULES OF ORDER	48
24 STANDING COMMITTEES	52
25 INTERNATIONAL CONSTITUTION	52
26 LOCAL UNION PROPERTY	53
27 NEGOTIATIONS, RATIFICATION OF AGREEMENTS, STRIKES AND LOCKOUTS	54
28 SAVING CLAUSES	56
29 AMENDMENTS	57
30 OBLIGATION	58
31 DEATH BENEFITS	59
32 SICK BENEFITS	61
33 FISCAL YEAR	64

LOCAL UNION BYLAWS

Section 1 NAME

This Local Union shall be known as General Chauffeurs, Helpers and Salesdrivers, Teamsters Local Union No. 325, Rockford and Freeport and Vicinity, Illinois, and is chartered by International Brotherhood of Teamsters.

Section 2 JURISDICTION

The jurisdiction of this Local Union shall be as determined by the International Union from time to time.

Section 3 PRINCIPAL OFFICE

(A) The principal office of this organization shall be located in the City of Rockford, County of Winnebago, State of Illinois, or at such other place as the Local Union Executive Board may designate. The organization may have such other sub-offices either within or without the State of Illinois as the Local Union Executive Board may require from time to time.

(B) All books, records, and financial documents shall be kept at the principal office of the Local Union.

Section 4 OBJECTS

(A) The objects of this Local Union shall be:

(1) To unite into one labor organization all workers eligible for membership, regardless of religion, race,

creed, color, national origin, age, physical disability or sex;

(2) To engage in organizing workers to provide the benefit of unionism to all workers and to protect and preserve the benefits obtained for members of this organization;

(3) To secure improved wages, hours, working conditions and other economic advantages through organization, negotiations and collective bargaining, through legal and economic means, and other lawful methods;

(4) To provide educational advancement and training for employees, members and officers;

(5) To safeguard, advance, and promote the principle of free collective bargaining, the rights of workers, farmers and consumers, and the security and welfare of all the people by political, educational and other community activity;

(6) To engage in cultural, civic, legislative, political, fraternal, educational, charitable, welfare, social and other activities which further the interests of this organization and its membership, directly or indirectly;

(7) To provide financial and moral assistance to other labor organizations or other bodies having purposes and objectives in whole or in part similar or related to those of this organization;

(8) To engage in community activities which will advance the interests of this organization and its members in the community and in the nation, directly or indirectly;

(9) To protect and preserve the Union as an institution and to perform its legal and contractual obligations;

(10) To carry out the objectives of the International Union as an affiliate thereof and its duties as such an affiliate;

(11) To receive, manage, invest, expend or otherwise use the funds and property of this organization to carry out the duties and to achieve the objectives set forth in these Bylaws and the International Constitution and for such additional purposes and objects not inconsistent therewith as will further the interests of this organization and its members, directly or indirectly.

(B) It is recognized that the problems with which this labor organization is accustomed to deal cannot be resolved in isolation but require achievement of a broad spectrum of economic and social objectives as set forth above and as the Union may determine from time to time; we, therefore, determine and assert that the participation of this labor organization, individually and with other organizations, in the pursuit and attainment of the objectives set forth herein are for the benefit of the organization and its members.

Section 5

ELIGIBILITY FOR MEMBERSHIP

Eligibility to membership in this Local Union shall be as set forth in the International Constitution, and applicants for membership shall comply with and be subject to the requirements imposed by these Bylaws and the International Constitution.

Section 6

OFFICERS

The officers of this Local Union shall be the President,

Vice President, Secretary-Treasurer, Recording Secretary and three (3) Trustees. These officers shall constitute the Executive Board of the Union. The term of office of all officers shall commence on the First of January in the year following the election.

Section 7

PRESIDENT'S DUTIES

(A) It shall be the duty of the President to preside at membership meetings of this Local Union and to preserve order therein. He shall appoint all committees and shall also have the right to serve on all committees by virtue of his office, and in general, shall perform all duties incident to the office of President, and such other duties as may be assigned by the Local Union Executive Board, principal executive officer, or membership from time to time.

(B) The President shall decide all questions of order, subject to an appeal to the membership, if a valid objection has been taken by an interested member, which appeal shall be determined by a majority vote of the members present and voting. The President shall cast the deciding vote when a tie occurs on any question, shall announce the result of all votes and enforce all fines and penalties, and shall have the power to call special meetings as provided in Section 19(B).

Section 8

DUTIES OF THE PRINCIPAL EXECUTIVE OFFICER

(A) The Secretary-Treasurer shall be the principal executive officer of this organization. He shall, in general, supervise, conduct and control all of the business and affairs of the Local Union, its officers and employees. He shall have charge and supervision of all the officers and employees of the Local Union including Business Agents. He shall have the power to appoint, suspend, or discharge all appointive organizers, appointive

Business Agents, Assistant Business Agents and employees. The principal executive officer shall also have charge of all labor controversies involving the Local Union.

(B) The principal officer, subject to the provisions of Article XXIII, Section 3 of the International Constitution, together with the President shall sign all official documents, deeds, mortgages, bonds, contracts, or other instruments, all checks on bank accounts, and perform such other duties as the International Constitution, these Bylaws or law may require of him.

(C) The principal officer in conjunction with the President shall have the authority to disburse or order the disbursement of all monies necessary to pay the bills, obligations and indebtedness of the Local Union, which have been properly incurred as provided herein. He shall have the authority to pay current operating expenses of the Local Union, including rents, utilities and maintenance of the Union Hall, and salaries and expenses of officers and employees.

(D) The principal officer shall have authority to interpret these Bylaws and to decide all questions of law thereunder, between meetings of the Local Union Executive Board.

(E) The principal officer shall preside at meetings of the Local Union Executive Board, shall enforce the International Constitution, these Bylaws and the rules of order adopted by this union and shall ensure that all officers perform their respective duties. He shall also have the right to serve on all committees by virtue of his office.

Section 9

DUTIES OF THE VICE PRESIDENT

It shall be the duty of the Vice President to preside at Local

Union membership meetings in the absence of the President. He shall perform such other duties and render such assistance as may be directed by the principal executive officer or by the President.

Section 10

DUTIES OF THE SECRETARY-TREASURER

(A) The Secretary-Treasurer shall perform all the duties imposed upon Local Union Secretary-Treasurers by the International Constitution and these Bylaws, and in general perform all duties incident to the office and such other duties as from time to time may be assigned to him by the Local Union Executive Board or the members by resolution. He shall see that all notices and reports shall be given in accordance with the provisions of the International Constitution and these Bylaws or as required by Law. He shall make at least quarterly a report including the assets and liabilities of the Local Union, and shall keep itemized records, showing the source of all monies received and spent, and shall keep records, vouchers, work sheets, books and accounts and all resolutions to verify such report.

(B) The Secretary-Treasurer upon request of any member shall make available to the member a copy of the last annual report. He shall also make available for inspection by any member or members at the Local Union's principal office during regular business hours any prior annual report and any other document which is subject by statute to such inspection, provided, however, if copying is desired by any member, the matter shall be submitted to the membership at the next scheduled meeting. Membership lists may not be copied.

(C) The Secretary-Treasurer shall have custody of the Local Union seal and the records of the proceedings of all meetings of the Local Union and the Local Union Executive Board, as prepared by the Recording Secretary, or such person as is

authorized to take such proceedings; and shall keep important documents, papers, correspondence, as well as files on contracts and agreements with employers. Upon the request of any person in writing or made in person to the Secretary-Treasurer during regular hours at the principal office, he shall provide one (1) copy of the collective bargaining agreement made by the Local Union with the employer of such person, if the person making such request establishes that he is an employee directly affected by such an agreement. The Secretary-Treasurer may require a receipt from such person. He shall also maintain at the principal office of the Local Union copies of agreements made or received by the organization where another labor organization subordinate to the International Brotherhood of Teamsters has negotiated such a contract, and the employees represented by this Local Union are directly affected by such agreement, which agreements shall be available for inspection by any member or by any employee who establishes that his rights are affected by such agreement, during the regular hours maintained at the principal office of the Local Union.

(D) The Secretary-Treasurer shall keep a correct account of all monies paid to and paid out by the Local Union and shall provide receipts for any dues, initiation fees, or other fees, assessments or fines or other monies received. The Local Union Secretary-Treasurer shall enter all receipts in the name of the Local Union and shall deposit all monies in accordance with Article X, Section 9, of the International Constitution.

(E) The Secretary-Treasurer must report the names and addresses of all new members coming into the Local Union to the General Secretary-Treasurer and shall send to the General Secretary-Treasurer a revised list of the names and addresses of all members in good standing in the Local Union on a current basis. Membership lists shall not be open to inspection by any member except as, and to the extent, required by law.

(F) Whenever a Secretary-Treasurer's term of office expires or is otherwise terminated, he must see that his successor is properly bonded and a copy of the bond sent to the office of the General Secretary-Treasurer before he transfers to his successor in office the funds, papers, documents, records, vouchers, worksheets, books, money and other property of the organization. All such records, vouchers, worksheets, receipts, books, reports and documents shall be preserved and retained at the Local Union's principal office for a period of six years.

(G) The Secretary-Treasurer shall provide each new member with a free copy of the International Constitution, upon request. The Secretary-Treasurer shall provide any member with a copy of the International Constitution and of these Bylaws.

Section 11

DUTIES OF RECORDING SECRETARY

It shall be the function of the Recording Secretary to attend general membership meetings of the Local Union and the Local Union Executive Board and to keep minutes of the proceedings. He shall keep a record of the names of the members comprising each committee and handle all correspondence of the Local Union assigned by the principal executive officer or authorized by membership resolution. In his absence, the President shall appoint a member to act as Recording Secretary pro tempore who shall have the duties set forth above. The President shall appoint a member or members to keep minutes of every meeting of the members involved. Minutes of division or craft meetings shall be read and approved at the next following meeting of the division or craft involved.

Section 12

DUTIES OF TRUSTEES

It shall be the duty of the Trustees to conduct or have conducted a monthly examination of the books of the Local Union and the results thereof shall be reported at the next regular membership meeting. They shall sign the books of the Secretary-Treasurer if they have found them correct and the bank balances verified. In the event that a Trustee declines to sign the books, the Trustee must state in writing to the Local Union Secretary-Treasurer his reasons for declining to do so and shall also advise the General Secretary-Treasurer of those reasons. A Trustee's disagreement with an expenditure properly authorized by the Executive Board or membership shall not be a valid basis for refusing to sign the books. The Trustees' reports shall be sent to the General Secretary-Treasurer as required by the International Constitution. They shall receive and review the original surety bond covering each officer, employee and representative of the Local Union required to be bonded, and retain it at the Local Union's principal office. They shall have the duty to see that such bonds are current and enforceable. In the event of the unavailability of a Trustee, the remaining Trustees or Trustee shall perform the above functions. In performing their functions, the Trustees may avail themselves of the services of the Certified Public Accountants retained by the Local Union Executive Board.

Section 13

(A) Business Agents and Stewards

Elected officers may be appointed as Business Agents or Assistant Business Agents. Business Agents and Assistant Business Agents shall be appointed and may be removed at will only by the appointing authority.

[Article X, Section 5(e) of the International Constitution permits

Local Unions to provide for the payment of dues of shop stewards. Members selected to serve as shop stewards may have their dues paid by this Local Union. However, payment of dues by the Local Union shall not affect the eligibility of such shop stewards to run for office or their entitlement to any rights or benefits provided by these Bylaws or the International Constitution.]

(B) Warden and Conductor

A Warden and a Conductor may be appointed by the Chair and may be removed by him. If appointed, the Warden shall have charge of the inner door and shall admit only those entitled to be in attendance. He shall not allow any member under the influence of alcohol to enter the meeting place. He shall assist the Chair in maintaining order.

It shall be the duty of the Conductor to assist the Warden and to bring the proposed new members to be obligated as members. He shall also escort all guests to the Chair. He shall perform the duties of the Warden in the absence of the Warden.

Section 14 POWERS AND DUTIES OF LOCAL UNION EXECUTIVE BOARD

(A) Except as may be otherwise provided in these Bylaws, the Local Union Executive Board is authorized and empowered to conduct and manage the affairs of this organization, and to manage, invest, expend, contribute, use, borrow, lend and acquire Local Union funds and property in the pursuit of accomplishment of the objectives set forth in the Constitution of the International Union and these Bylaws and resolutions adopted in furtherance thereof. However, the Local Union Executive Board shall not have the authority to bind the Local Union for personal services to be rendered to the Local Union.

or its Executive Board, such as, but not limited to, legal, accounting, consulting, public relations and editorial services, by contract, agreement or otherwise, beyond the expiration of the term of the Executive Board in office at the time such action is taken. This shall not prevent the Local Union Executive Board from entering into a bona fide collective bargaining agreement with another Union covering Local Union employees. The Local Union Executive Board, in addition to such other general powers conferred by these Bylaws, is hereby empowered to:

(1) Make and change rules and regulations not inconsistent with these Bylaws or the International Constitution for the management and conduct of the affairs of this Local Union;

(2) Provide the salaries for the officers and Business Agents and provide the allowances, direct and indirect disbursements, expenses and reimbursement of expenses for officers and Business Agents. The Local Union Executive Board may establish a dues checkoff procedure for Local Union officers and employees belonging to this Local Union;

(3) Loan and borrow monies directly and indirectly for such purposes and with such security, if any, as it deems appropriate, and with such arrangements for repayment as it deems appropriate - all to the extent provided by law;

(4) Provide for the employment of clerical employees, attorneys, accountants, and such other special or expert services as may be required for the organization and secure an audit of the books of this organization by a certified public accountant at least once a year;

(5) On behalf of the Local Union, its officers, employees or members, initiate, defend, compromise, settle, arbitrate or release or pay the expenses and costs of

any legal proceedings or actions of any nature if, in its judgment, it shall be necessary or desirable to protect, preserve, or advance the interests of the organization;

(6) Fill all vacancies in office which occur during the term of such office for the unexpired term, in the manner provided in Article XXII, Section 9 of the International Constitution;

(7) Transact all business and manage and direct the affairs of the Local Union between membership meetings except as may otherwise be herein provided; delegate when necessary any of the above powers to any officer for specific and temporary purposes and on condition that the action of such officer or agent be ratified by the Local Union Executive Board; the Local Union Executive Board shall designate other officers for the President or Secretary-Treasurer for the purpose of signing checks to pay bills or to exercise any other functions of their offices in the event that either shall refuse to act or shall become ill or otherwise incapacitated;

(8) Lease, purchase or otherwise acquire in any lawful manner for and on behalf of the organization, any and all real estate or other property, rights and privileges, whatsoever deemed necessary for the prosecution of its affairs, and which the organization is authorized to acquire, at such price or consideration and generally on such terms and conditions as it thinks fit, and at its discretion pay therefor either wholly or partly in money or otherwise; specific authorization at a membership meeting shall be required for such expenditures, excepting for routine expenditures not of a substantial nature;

(9) Sell or dispose of any real or personal estate, property, rights or privileges belonging to the

organization whenever in its opinion the Local Union's interests would thereby be promoted, subject to approval (except as to form) at a membership meeting;

(10) Create, issue and make deeds, mortgages, trust agreements, contracts, and negotiable instruments secured by mortgage or otherwise as provided by resolution of the membership, and do every other act or thing necessary to effectuate the same;

(11) Create trusts, the primary purpose of which is to provide benefits for the members or their beneficiaries, and terminate and effectuate the same, all subject to approval (except as to form) by the membership;

(12) Appoint trustees of Health and Welfare or Pension Trust Funds negotiated directly by the Local Union, and to which the Local Union is the only union party;

(13) Determine the membership which shall vote on agreements and strikes, and the composition of other membership meetings, and adopt rules and regulations concerning the conduct thereof not inconsistent with the International Constitution or these Bylaws;

(14) Determine the manner in which referendums shall be held, subject to review and modification by the General President, as permitted by Article VI, Section 1(h) of the International Constitution;

(15) Affiliate this Local Union with Joint Council No. 25 and the Central Conference, and, in addition to these, such other subordinate bodies of the International Brotherhood of Teamsters as it shall be required to do and maintain such affiliations in good standing at all times;

(16) Enter into jurisdictional settlements and comply with jurisdictional awards in behalf of the Local Union, in accordance with the policies and directives of the International Union;

(17) Do all acts not expressly authorized herein which are necessary or proper in implementation of the above duties for the protection of the property of the Local and for the benefit of the organization and members.

(B) The Local Union Executive Board shall have the duty to investigate any alleged breach of fiduciary duty when circumstances so warrant and to take appropriate action if the investigation so merits.

(C) The Local Union Executive Board shall hold meetings at such time and place as shall be determined by the President, upon notice to all Board members. The meetings of the Local Union Executive Board shall be no less frequent than meetings of the Local Union.

(D) A majority of the Local Union Executive Board shall constitute a quorum for the transaction of business at any meeting of the Board. The action of a majority of the Local Union Executive Board present at a meeting at which a quorum is present shall be the action of the Board.

(E) By action of the Local Union Executive Board, members of the Board who are not full-time paid officers or employees of the organization may be paid their expenses, including wages lost, if any, for attendance at each meeting of the Board.

(F) As to all matters requiring action by the Local Union Executive Board, and when the Executive Board is not in formal session, the Executive Board may act by telegram, letter or telephone. When action by the Local Union Executive Board

is required, the principal executive officer may obtain same by telegraphing, writing or telephoning to the members of the Executive Board and such members may take action on the matter brought to their attention in the same manner. Such action so taken by the majority of the members of the Local Union Executive Board shall constitute action of the Board as though the Board were in formal session.

Section 15

OFFICERS-GENERALLY

(A) OATH OF OFFICE

All officers of the International Union and affiliated bodies when installed shall be required to take the following oath of office:

I, _____, do sincerely promise, upon my honor as a trade unionist and a Teamster, that I will faithfully use all of my energies and abilities to perform the duties of my office, for the ensuing term, as prescribed by the Constitution and Bylaws of this Union. As an officer of this great Union, I will, at all times, act solely in the interests of our members, devote the resources of our Union to furthering their needs and goals, work to maintain a Union that is free of corruption, to preserve and strengthen democratic principles in our Union and to protect the members' interests in all dealings with employers. I will never forget that it is the members who put me here, and it is the members whom I will serve. I further promise that I will faithfully comply with and enforce the Constitution and laws of the International Union and Bylaws of this Union, that I will, at all times, by example, promote harmony and preserve the dignity of this Union. I also promise that at the close of my official term, I will promptly deliver any money or property of this Union in my possession to my successor in office.

(B) The right to assume office or hold office or position in the Local Union, as distinguished from accrued or vested benefits, shall never be deemed a property right, but shall be a personal privilege and honor only. Any action taken by an officer in good faith and within the scope of his authority and power under these Bylaws shall not be the basis for any personal liability against such officer.

(C) All officers of the Local Union must, as a condition of holding office, execute all necessary forms required by law to be filed with any federal or state agency either for and in behalf of the Local Union or as an officer or employee thereof, but accidental default shall not be considered a violation of the duty imposed by this Section.

(D) All officers in the performance of their duties shall adhere to the terms of these Bylaws and the International Constitution.

(E) The officers, Business Agents, Stewards and other representatives of this Local Union occupy positions of trust in relation to the Local Union and its members as a group and are, therefore, accountable to the membership with respect to the performance of their duties in handling funds and property of the Local Union. The failure or refusal by an officer, Business Agent, Steward or other representative of this Local Union, upon demand of the Local Union Executive Board or of any individual member for good cause, to render a proper and adequate accounting or explanation respecting the performance of his duties in handling funds and property of the Local Union shall constitute a ground for charges under Article XIX of the International Constitution on which trial shall be had under the provisions set forth in Section 20 hereof.

(F) The elected officers and Business Agents of this Local Union shall be delegates to other subordinate bodies and Conventions thereof, by virtue of their office or elected position. The Principal Executive Officer shall have first priority. After

the principal officer, the remaining delegates shall be selected from the salaried elected officers and elected Business Agents (if any) in the following priority; President, Secretary-Treasurer, Vice President, Recording Secretary, Trustee in order of number of votes received in the most recent election; elected Business Agents in order of number of votes received in the most recent election.

Section 16

EXPENSES AND AUTOMOBILES

(A) Allowances

Recognizing that the officers and representatives of this organization do not work regularly scheduled hours and receive no compensation for overtime or premium pay; also recognizing that such individuals are required to pay varying amounts for lodgings and meals depending upon the city to which they travel, which amounts are sometimes less, but more often more than the allowances given them; and recognizing that they must participate in cultural, civic, legislative, political, fraternal, educational, charitable, social and other activities in addition to their specific duties as provided in the Constitution and these Bylaws, that such activities benefit the organization and its members and that the time spent in such activities is unpredictable and unascertainable, such officers and representatives may be granted an allowance (both for in-town and out-of-town work, respectively, which in the case of out-of-town work shall include hotel and meal expenditures) in such amount (daily, weekly, or monthly) as the Local Union Executive Board may determine and there shall be no need to make a daily or other accounting to the Local Union membership for such allowance.

In addition to the allowances set forth above, all officers and employees may be reimbursed for, or credit provided for, all other expenses incurred in connection with their activities.

(B) Expenses

When a representative of the organization is engaged in activities in the interest of or for the benefit of the organization and its members within the scope of his authority, the labor organization shall pay the expenses incurred therein, or reimburse the representative upon receipt of itemized vouchers from him or the supplier of such services.

(C) Automobile Allowance

The Local Union may provide its officers or representatives with automobiles upon authorization of the membership, or in lieu thereof, they may be paid an allowance for use of their automobiles in such amount or at such rate as shall be approved by the Local Union Executive Board. In such instances where the Local Union provides an automobile, title to the automobile shall remain at all times in the name of the Local Union. It is recognized that such officers or employees are required to be on instant call at all times, may be required to garage such automobiles and are responsible for their safeguarding. Accordingly, for the convenience of the Union and as partial compensation for such additional responsibilities, such officers shall be permitted private use of such automobiles on a round-the-clock, continuous basis, including private use when the automobiles are not required on Union business. Upon authorization of the Local Union Executive Board, the principal executive officer is empowered to sell, exchange or lease automobiles or arrange financing therefor in behalf of the Local Union.

(D) Benefits

The Local Union Executive Board may from time to time provide the terms and conditions of employment for officers, employees and representatives of this organization including,

but not limited to, such fringe benefits as vacations with pay, holidays, sick leave, time off for personal leave, and, in connection therewith, any disability or sickness, health and welfare and retirement benefits and activities, and facilities relating thereto, and may from time to time provide changes therein, as well as additional compensations and allowances. The Local Union Executive Board or the principal executive officer is authorized to make to any Local Union officer or employee advances on his salary and/or vacation pay.

Section 17

NOMINATIONS AND ELECTIONS OF OFFICERS: RULES

(A) Time of Nominations and Elections

Meetings as hereinafter established for nominations of officers shall be held in October subject to the provisions of the International Constitution. Election shall be held not less than thirty days after nominations have been closed. The Local Union Executive Board shall set the time and place of nominations and elections and such time and place and other relevant arrangements shall be convenient to the greatest possible attendance by all the members.

This Local Union shall elect its officers by secret ballot not less often than once every three years.

(B) Notice of Rules, Nominations, Meetings and Election

At least twenty (20) days prior to the date of the nomination meeting, specific notice of the date, time and place of the nomination meeting and the offices to be filled shall be mailed or shall be published in any Local Union publication mailed to the membership (except that notice of nominations and election may be combined); each member shall be advised in such notice that the election rules are set forth in the Bylaws

and International Constitution which are available upon request.

(C) Eligibility of Members

(1) Every member whose dues are paid up through the month which is prior to the month in which the nominations or election is held shall have the right to nominate, vote for, or otherwise support the candidate of his choice. No member whose dues have been withheld by his employer for payment to the Local Union pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to nominate, or vote for, a candidate for office in the Local Union by reason of a delay or default in the payment of dues by the employer to the Local Union.

(2) To be eligible for election to any office in this Local Union, a member must be in continuous good standing in this Local Union and actively employed at the craft within the jurisdiction of this Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold the office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5 of the International Constitution concerning the payment of dues for a period of twenty-four (24) consecutive months, together with no interruptions in active membership in this Local Union because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments. Provided, however, that if a member on withdrawal deposits his card in the month immediately following the month for which it was effective and pays his dues for both months in a timely manner as provided in Article X, Section 5(c), such period of withdrawal shall not be considered a break in continuous good standing in the Local Union. Payment

of dues after their due date shall not restore good standing status for such month or months in computing the continuous twenty-four (24) months good standing status required by this Section as a condition of eligibility for office. No member shall lose his good standing status for any month in which his dues have been withheld by his employer for payment to the Local Union pursuant to his voluntary authorization provided for in a collective bargaining agreement by reason of delay or default in the payment of such dues by the employer to the Local Union. However, a member on dues checkoff whose employer fails to make a prior deduction during any month in which the member has earnings from which the dues could have been deducted, shall not lose good standing status for that month. In such an event, the Local Union shall notify the member of his employer's failure and payment shall be made by the member within thirty (30) days of said notice in order to retain good standing status.

Failure of a Local Union to issue a withdrawal card shall not be conclusive proof that a nominee was actively employed at the craft within the jurisdiction of the Local Union during the required twenty-four (24) month period prior to his nomination if a challenge is made based on evidence to the contrary, in which event a determination shall be made on the facts presented. Periods of unemployment during the twenty-four (24) month period preceding the nomination shall not be considered a break in active employment at the craft within the jurisdiction of the Local Union if the nominee was actively seeking and available for employment in the craft, and not working outside the craft during such periods of unemployment.

(D) Nomination Procedures

(1) Nominations shall be held in accordance with

provisions of Section 17(A) above at a general or special membership meeting or meetings or at a meeting or meetings of each separate division, craft or place of employment authorized by the Local Union Executive Board to hold separate meetings. If nominations are held at separate division, craft or place of employment meetings, the members may nominate candidates from their own or any other division, craft or place of employment for election to Union office. Nominations and the conduct of the election and related questions shall be the first order of business at the nomination meeting and complete minutes shall be kept of that business. Nothing in this provision shall prohibit the holding of special meetings, at which meetings nominations and the conduct of the election shall be the sole order of business.

(2) Nominations shall be made at the meeting by a member in good standing other than the nominee by motion seconded by a member in good standing other than the nominee. Candidates are advised to verify the good standing status of their nominator and seconder prior to the nomination meeting.

(3) Every member eligible to nominate candidates shall be entitled to nominate one (1) candidate, but only one (1), for each office open. Prospective candidates may not nominate themselves nor second their own nomination.

(4) Nominations shall not be closed until a call for further nominations has been made three (3) times by the Chair without further nomination being made.

(5) If an election committee is used, after nominations, each candidate for the office of President, Secretary-Treasurer and Recording Secretary may designate one

(1) member for service thereon who shall thereupon be appointed by the President.

(6) In the event only one (1) candidate is nominated for any office, no election shall be conducted for such office unless required by law, and such unopposed candidate shall be declared elected by acclamation at the nomination meeting, effective as of the conclusion of the term of the previous incumbent.

(7) A member otherwise eligible to run for office shall become a bona fide candidate only upon his nomination for office and acceptance of the nomination. To be eligible to nominate and otherwise participate in the nomination meeting, a member must have his dues paid through the month prior to the month in which the nomination meeting is held. Candidates must accept nominations at the time made either in person, or, if absent, in writing, and may accept nomination for only one office. After a candidate has accepted nomination, he may not, under any circumstances, revoke his acceptance after the ballots are printed, except where as a result of the revocation the remaining candidate is unopposed.

(8) If any nominee should die before the election, his name shall nevertheless appear on the ballot. In the event such name shall receive the requisite number of votes to be elected, the position shall then be filled in the same manner as vacancies are filled when they occur during a term of office as provided in Section 14 (A) (6).

(9) If there is only one (1) nominee for an office and he is finally ruled ineligible after the nomination meeting, then the office shall be filled by appointment by the newly elected Local Union Executive Board.

(E) Elections

(1) After the nominations meeting, but not less than twenty (20) days prior to the election, specific notice of the date, time and place of the election and of the offices to be filled shall be mailed to each member at his last known home address, if no notice has previously been sent. The election shall be held at such place or places and at such time, not earlier than thirty (30) days after the nomination meeting, as may be designated by the Local Union Executive Board. The election shall be by secret ballot to be placed in boxes, unless the Local Union Executive Board has authorized the use of some standard type of election mechanical device insuring a secret ballot by machine vote, the election box or boxes or machine or machines, however, to be located at a place or places designated by the Local Union Executive Board. Balloting shall be open for a period not less than six (6) hours during the period between the hours of 8:00 a.m. and 8:00 p.m.; and it shall be the duty of the Local Union Executive Board to provide safeguards for the honest and fair conduct of such election.

(2) Voting shall be conducted by secret ballot among the members in good standing. There shall be no proxy voting. Each such member shall be entitled to one vote. The Local Union Executive Board shall have the authority to establish all rules and regulations for the conduct of the election to supplement the provisions of the International Constitution and the Local Union Bylaws, including the authority to use mail referendum balloting or absentee balloting without membership approval. Absentee voting by mail shall be permitted only upon application of members who are ill, or absent from the city or town where they are normally employed

at the time of voting, because on vacation or on employment tour of duty. The Local Union Executive Board may permit additional reasons for absentee balloting if they so desire. Application for absentee ballots shall be made to the Secretary-Treasurer not less than five (5) days prior to the date set for election and shall contain the grounds therefor. Absentee ballots shall be valid only if they are received by noon of the day on which the polls close. Absentee voting shall be conducted with all proper safeguards for secrecy of the ballot. Voting by writing in the name of a person who was not duly nominated shall not be permitted. Any ballot shall be declared void if it contains any mark other than the voting mark.

(3) Each candidate, at his own expense, shall have the right to have an observer other than himself at each polling place and at the counting of the ballots who must be a member of the Local Union in good standing. Observers may challenge the eligibility of voters, and all challenged ballots shall be sealed in a blank envelope which in turn shall be sealed in an envelope with the name of the voter thereon. If votes are challenged, such challenge shall be made in writing at the time of the election with specific reasons given for such challenge. Challenges shall be investigated to determine their validity, if the challenged ballots are sufficient in number to affect the result of the election. The blank envelope containing the ballot shall not be opened until such time as all challenges have been ruled upon. Upon request of any candidate, deemed reasonable by the Election Committee, voting machines, if used, shall be checked for proper operation. Candidates shall have the right to be present at the counting of the ballots.

(4) To be eligible to vote in the election, a member must have his dues paid up through the month prior to the

month in which the election is held and must still be an active member on the day of the election. The candidate for each office who receives a plurality of the votes cast for the office shall be elected thereto except in the case of trustees in which case the three (3) candidates receiving the highest number of votes shall be elected. In the event of a tie vote, the candidates shall resolve such tie by lot, except in the case of a tie for the office of principal officer of the Local Union, in which case there shall be a reelection between only the candidates who have tied for the highest number of votes and only for that principal office. The officers-elect may be installed at the same meeting at which they are elected or, if not elected at a meeting, at the next meeting following their election. The officers-elect shall take office at the end of the term of the incumbent officers, regardless of the date of installation, which installation may take place at either the same meeting at which they are elected or, if not elected at a meeting, at the next meeting following their election. Except as provided above, no runoff election shall be held.

(5) No officer may run for another office in this Local Union, the term of which covers part of his current term, unless he resigns from his current office, effective upon the certification of the results of the election. He shall announce his intention to resign not later than fifteen (15) days prior to the nomination meeting and will not be eligible for appointment to the vacancy created by his resignation. No officer may hold another office in any other Local Union (other than a trustee Local Union) during his term of office except by authorization of the General President and the Local Union involved.

(6) There shall be no write-in candidates and any ballot containing a write-in candidate shall be void insofar as the vote for that office is concerned and such ballot for

that office shall not be considered as having been cast in determining the vote for that office.

(7) During the period between the date of election and the end of the term of office no extraordinary expenditures of Local Union Funds shall be made without the approval of the officers-elect and the membership.

(F) Duties of Secretary-Treasurer in Connection with Nominations and Election

(1) The Secretary-Treasurer shall at least twenty (20) days prior to the holding of the nominations give notice, as above provided, to the membership of the time, place and date and the offices for which nominations will be in order in connection with the election. Such notice shall be given in the manner determined by the Local Union Executive Board, consistent with these rules.

(2) The Secretary-Treasurer shall review the eligibility to hold office of any member at such member's request and shall make a report on the eligibility of that member within five (5) days thereafter to any interested member.

(3) Unless a joint nomination-election notice was sent, the Secretary-Treasurer shall give written notice to the membership of the Local, at least twenty (20) days prior to any election date, of the time, place, date, hours, and number of offices upon which voting shall be held, by mailing such notice to the members' last known home address.

(4) Upon reasonable request of any declared and eligible candidate for office, the Secretary-Treasurer shall arrange for the distribution of any campaign literature by mail, or otherwise, provided that such candidate pays

the reasonably estimated cost involved in advance. The Secretary-Treasurer shall not delay the distribution of any candidate's mailing. Any reduced rate mailing permit available to any candidate shall be made available to all candidates on an equal basis. The Secretary-Treasurer may require that all campaign literature shall be presented to him at the principal office of the Local Union no later than a reasonable number of days prior to the election and all candidates shall be given reasonable notice of that cutoff date. The Secretary-Treasurer may, where in his judgment it appears necessary, provide for a consolidation of such distribution in which case the cost of such distribution shall be assessed upon the candidates involved on a pro rata basis.

(5) The Secretary-Treasurer to the extent required by law shall upon reasonable notice make available for inspection by any bona fide candidate the membership list of the Local Union covered by union security agreements once within thirty (30) days prior to the election date. No candidate shall be permitted by the Secretary-Treasurer to copy any names or addresses of employees shown on such list and such inspection must be made in the presence of the Secretary-Treasurer or his designee.

(6) The Secretary-Treasurer shall retain copies of all requests for distribution for campaign literature and copies thereof, shall make a record of the date the literature was distributed, the cost thereof and the amount received therefor, and shall also retain a copy of the notices of nominations and of the election, a copy of the ballot, the official tally sheet submitted by the tellers, all ballots, ballot return envelopes and such other records including election rules as shall relate to the conduct of the election. All copies and records shall be

retained for one year.

(G) **Nomination and Election Protests**

(1) Any member who desires to challenge a ruling on eligibility to run for office shall appeal, in writing, within forty-eight (48) hours after receipt of the ruling to the General President or his designee, who shall decide such an appeal within seven (7) days after receipt of the protest. The decision of the General President shall be appealable to the General Executive Board pursuant to the provisions of Article VI, Section 2 of the International Constitution. In the event there shall be any protest or charges made concerning an election by any member prior to the holding of the election, such protest or charge shall be made in writing by such member within forty-eight (48) hours of his knowledge of the event complained of and shall specify the exact nature and specifications of protest. Such protest or charges shall be made to the Local Union Secretary-Treasurer who shall refer the protest or charges to the Local Union Executive Board for disposition. The decision of the Local Union Executive Board shall be appealable to the General President, pursuant to the provisions of Article VI, Section 2 of the International Constitution.

(2) In the event there shall be any protest or charge by any member concerning the conduct of the election after the election has been held, such protest or charge shall be made in writing by such member within seventy-two (72) hours setting forth the exact nature and specifications of the protest and his claim as to how it has affected the outcome of the election. Such protest or charge shall be made to the Secretary-Treasurer of the Joint Council, or State Conference, if there is no Joint Council, with which the Local Union is affiliated

and the protest or charge shall be referred to the Executive Board for disposition. The decision of the Executive Board shall be appealable to the General Executive Board for final decision, which is not appealable to the Convention.

Section 18

DUES AND INITIATION FEES

(A) The minimum monthly dues of this organization shall be calculated on the basis of the formula set forth in Article X, Section 3(d) of the International Constitution. The regular monthly dues of this organization shall be calculated on the basis of the formula set forth in Article X, Section 3(d) of the International Constitution, plus \$3.00 per month, except that members whose earnings rates are less than six dollars (\$6.00) per hour shall pay dues equal to one time their hourly earnings rate, rounded to the nearest dollar, but no less than five dollars (\$5.00) per month. Members whose hourly earnings rates are six dollars (\$6.00) per hour or more shall pay dues equal to two times their hourly earnings rate, rounded to the nearest dollar, plus three dollars (\$3.00), per month. In no event shall monthly dues be less than the minimum established in the International Constitution. One dollar (\$1.00) of each monthly dues payment received shall be deposited in the Local Union No. 325 Strike Fund.

(B) Initiation fees for membership in this organization shall be \$200.00 dollars, provided, however, that such initiation fee may be waived or reduced in connection with the organization of unorganized employees at the discretion of the Local Union Executive Board.

(C) Re-initiation fees shall be \$100.00.

(D) Any member who shall be three months in arrears in the payment of dues, fines, assessments, or other charges, shall

automatically stand suspended at the end of the third month and shall not be entitled to any rights or privileges of membership. Any member who has been automatically suspended for failure to pay dues and other charges shall be under a continuing obligation to pay dues during the period of his suspension. Upon payment of the delinquent dues and Re-initiation fee, the member shall be restored to good standing status. However, payment of dues shall not restore good standing status if fines and other charges due are not paid. The Local Union Executive Board shall have the power to waive, on a nondiscriminatory basis, the payment of delinquent dues and/or Re-initiation fees.

(E) General or Special assessments and levies may be made from time to time in the manner provided hereinafter.

(F) Any increase in the rate of dues or initiation fees or the levying of any general or special assessment by the Local Union shall be made at a general or special membership meeting in accordance with the following procedures:

(1) Reasonable notice shall be given of the meeting at which the membership will consider the question of whether or not such dues, initiation, or reinstatement fees, general or special assessment shall be increased or levied. The notice shall indicate that a proposed increase or assessment is to be voted on.

(2) At the meeting called as provided in this Section, voting shall be by secret ballot of the members in good standing.

(3) A majority vote by secret ballot of members in good standing voting at such meeting shall decide the issue.

(4) This provision supersedes Section 29 (Amendments) with respect to changing the dues and fees set forth in

these Bylaws.

(5) Nothing contained in Section 18(F) of these Bylaws shall be construed to apply to action by the International Union or to limit the right of the International Union to raise the dues of the membership, and the International Union shall not be subject to these provisions. The International Union shall in no way be subject to the provisions of Section 18 (F) of these Bylaws.

Section 19 MEETINGS

Membership meetings shall be general or special.

(A) General Membership Meetings

(1) General membership meetings shall be held monthly at such place and time as shall be designated by the Local Union Executive Board subject to disapproval by the membership. The time and place of meeting in effect when these Bylaws are adopted shall continue until changed by the Local Union Executive Board upon reasonable and adequate notice to the membership. Membership meetings may be suspended during the months of June, July and August by action of the membership at a meeting after reasonable notice of intention to vote upon such question.

(2) Members in attendance at membership meetings shall have the right to express their views, arguments or opinions upon any business properly before the meeting subject to these Bylaws and the rules and regulations adopted by the Local Union Executive Board pertaining to the conduct of meetings, but no member in exercising such rights shall evade or avoid his responsibility to the organization as an institution or

engage in or instigate any conduct which would interfere with the Local Union's performance of its legal or contractual obligations.

(3) The Local Union Executive Board is authorized to permit membership meetings to be held on a division, craft, place of employment or other similar basis as it shall consider appropriate considering the special needs of the organization so as to permit the membership to attend meetings and to express their views and otherwise exercise their rights as members. There shall be no limitation on the right of any member to be heard at any such separate meeting provided herein on all matters which apply to the general membership, but such member shall be permitted to vote only at such separate division, craft or place of employment meeting to which he has been assigned. Membership meetings permitted under this subsection shall be subject to all of the requirements of subsections (A)(1) and (2) above.

(4) When the Local Union Executive Board authorizes such meeting by division, craft or place of employment, each such meeting shall be conducted by the officers of the Local Union or by their designees and under the same procedures and rules as a general membership meeting, excepting only special meetings for limited purposes such as voting on contracts or strikes, handling of grievances, etc.

(5) On all matters which apply to the general membership, the votes of the meeting of each particular division, craft or place of employment shall be totaled to determine the action of the Local Union in such matter.

(6) Members at each separate division, craft or place of employment authorized to hold separate meetings may nominate candidates from their or any other division,

craft or place of employment for election to Union office; may vote separately on initiation fee, dues and assessments which apply to them alone, if higher than the minimum applicable to the general membership; and may, when authorized by the Local Union Executive Board, vote separately on approval or disapproval of, or on matters arising under, contracts applicable only to them, and strikes or other activities in which only they will participate.

(B) Special Meetings

Twenty percent (20%) of the members in good standing of the Local Union may submit a written petition for a special meeting to the President of the Local Union, setting forth the reasons therefor, and the President shall call the special meeting within a reasonable time. If the Local comprises employees of more than one employer, then no more than half of such twenty percent (20%) shall be from the same employer. If the President does not call such meeting, the Local Union Executive Board shall call such meeting within fifteen (15) days of the original petition. The President may, on his own motion, call a special meeting. Reasonable notice of the date, time and place of any special meeting, and of the questions to be presented, shall be given the membership.

(C) Quorum

The quorum of a general or special membership meeting shall be fifteen (15). The Local Union Executive Board shall establish the number constituting the quorum for division, craft or place of employment meetings.

(D) Referendum

When a referendum is authorized by the Local Union Executive Board, reasonable notice shall be given by the

Secretary-Treasurer of the time, date, place and question upon which the referendum is to be held. In a referendum, only members affected shall be permitted to vote concerning matters not affecting the entire membership. The Local Union Executive Board shall, at least ten (10) days in advance of the referendum, adopt rules and regulations for the conduct of the referendum.

(E) Subject to the provisions of Article VI, Section 1 (h) of the International Constitution, every member eligible to vote in an election under Section 17 (C) (1) shall be eligible to vote on any question before the membership meeting or in a referendum.

(F) If it should appear to the presiding Chairman that any member is so conducting himself to constitute a threat to the orderly conduct of the business of the meeting, he may order him ejected, subject to appeal to the membership.

At any time when in the judgment of the presiding Chairman of the meeting it appears that the meeting has become so disorderly as to prevent proper deliberation on the matters which might properly come before the meeting, the presiding Chairman shall have the right to adjourn such meeting forthwith, upon his own motion, and without second, and even though there may be other motions upon the floor. There shall be no appeal from such action since it is taken as a result of conditions which would prevent orderly consideration of the appeal by the meeting.

If such action is taken by the presiding Chairman, the time and place for a subsequent meeting, if there is to be one, shall be determined by the Local Union Executive Board. If no such determination is made, then the next meeting shall be the next regularly scheduled meeting.

The Local Union Executive Board may at any time prior to or at a meeting disqualify from attendance at such meeting those

members as to whom it has reasonable cause to believe that their presence at such meeting will cause disturbance or disorder.

The presiding Chairman can detail members or other persons to remove persons who have been ordered removed, or to prevent attendance of members as above set forth, without calling upon the police.

The rights of members to attend meetings, to remain in such meetings or to participate in matters which come before such meetings are subject to the above powers and duties of the presiding Chairman and of the Local Union Executive Board.

Section 20

MEMBERSHIP

(A) An applicant shall be considered a member when he shall meet all of the following requirements for membership:

(1) He shall have executed a written application for membership on a form provided by the Secretary-Treasurer.

(2) He shall have tendered the initiation fees and one month's dues by cash or on written authorization of checkoff.

(3) The Local Union shall have accepted his application and dues.

(4) He shall have taken the oath of obligation as a member at a regular meeting following the action upon his application, unless dispensed with by the Local Union by policy or practice; provided, however, that no applicant shall become a member in the first ten days following the filing of his written application. In the event

the applicant shall fail to take the obligation within a reasonable time following the acceptance of his application, he shall forfeit the monies tendered except for good cause shown.

(5) The first money received from an applicant for membership must be applied to the payment of dues for the month in which the applicant is first obligated to pay dues. If this Local Union permits an applicant to pay an initiation fee on a deferred basis, the installment payments must be allocated to first satisfy the member's dues obligation. Membership for new members shall date from the first month for which dues are paid once full payment of the initiation fee is completed. All new members presenting themselves for initiation shall receive upon request a free copy of the International Constitution and Local Union Bylaws from the Local Union. However, any alleged failure to receive such copy shall not excuse a member from violation of any duty or obligation imposed upon him by his oath of office, initiation or membership.

(B) Good Standing

(1) A member shall lose his good standing membership in the organization by suspension or, expulsion from membership after appropriate proceedings consistent with the Bylaws or the Constitution, or by nonpayment of dues on or before the last business day of the current month. Members whose dues have been withheld by their employer pursuant to voluntary checkoff agreement shall not be declared in bad standing merely because the employer fails to remit checkoff dues to the Local Union on or before the last day of the month. Payment of dues to an officer or steward authorized by this Local Union to collect such dues shall be deemed payment to the Local Union.

(2) A member in a suspended status because of his failure to pay his dues or other obligations as required by the International Constitution and these Bylaws, and not suspended or expelled from membership pursuant to disciplinary action, may reinstate his good standing for the purpose of attending local union meetings and voting at elections by the payment of all delinquent dues and other financial obligations prior to such meeting and election.

(C) Issuance of Transfer and Withdrawal Cards

(1) The issuance of transfer cards must be handled in strict compliance with Article XVIII, Sections 1 (a)-(e) of the International Constitution. The acceptance of transfer cards must be in accordance with the provisions of Article XVIII, Section 3. The jurisdiction to issue honorable withdrawal cards must be handled in strict compliance with Article XVIII, Sections 5 and 6 of the International Constitution.

(2) When the local Union is required to give to a member an honorable withdrawal card under the terms of the International Constitution and its Bylaws it may provide for the continuance of Local Union benefits to such inactive member under conditions which it may set forth, but such inactive member shall not be permitted to hold office or vote, and shall have only such right to participate in the meetings and the affairs of the Local Union as shall be uniformly permitted by the Local Union Executive Board. Upon receipt of a withdrawal card, no death or sick benefits under Sections 31 or 32 are available.

(3) Any incumbent officer of a Local Union who retires from his office shall cease to hold any other office or

position he occupies by virtue thereof as of the effective date of his retirement. Any incumbent part-time Local Union officer who retires under any pension plan, the benefits of which he is entitled to by reason of his current employment at the craft (other than as a Union officer), shall cease to hold any office as of the effective date of his retirement.

(D) Upon the approval of these Bylaws by the General President, supervisory employees and such other classifications as the Local Union Executive Board may lawfully determine, shall take no part on committees selected to negotiate wages and working conditions with employers, and shall not be permitted to vote on any such agreement or on any vote to strike or take other action with respect to the agreement to which they may be subject or parties. Supervisory employees shall not be permitted to hold office unless permitted by federal, state, local or provincial law.

(E) Responsibility of Members to the Local Union

(1) Every member by virtue of his membership in this Local Union is obligated to abide by these Bylaws and the International Constitution with respect to his rights, duties, privileges and immunities conferred by them. Each member shall faithfully carry out such duties and obligations and shall not interfere with the rights of fellow members.

(2) Every member, by virtue of his membership in the Local Union, authorizes his Local Union to act as his exclusive bargaining representative with full and exclusive power to execute agreements with his employer governing terms and conditions of employment and to act for him and have final authority in presenting, processing and adjusting any grievance, difficulty or dispute arising under any collective bargaining

agreement or out of his employment with such employer in such manner as the Local Union or its officers deem to be in the best interests of the Local Union, all subject to Article XII and other applicable provisions of the International Constitution relating to such matters. The Local Union and its officers, business representatives and agents may decline to process any grievance, complaint, difficulty or dispute if in their reasonable judgment such grievance, complaint or dispute lacks merit. The provisions of Article XII, Section 2, relating to area, multi-area, national company-wide or industry-wide contracts, shall supersede any provision of this Section.

(3) No member shall interfere with the elected officers or business agents of this organization in the performance of their duties, and each member shall, when requested, render such assistance and support in the performance of such duties as may be required by them, provided that this does not interfere with the individual rights of members. Each member and officer shall adhere to the terms and conditions of pertinent collective bargaining agreements and shall refrain from any conduct that would interfere with the performance by this Local Union of its legal or contractual obligations.

(4) No member shall engage in dual unionism or espouse dual unionism or disaffiliation, nor shall any member slander or libel the Local Union, its members or its officers, or be a party to any activity to secure the dis-establishment of the Local Union as the collective bargaining agent for any employee.

(5) No member shall be permitted at any Union meeting or assembly to engage in any of the conduct hereinbefore described.

(6) Every member shall follow the rules of order at all meetings of the Local Union.

(7) Membership in this Local Union shall not vest any member thereof with the right, title or interest in or to the funds, property or other assets belonging to the Local Union now or hereafter and no member shall have a property right to membership in this organization.

(8) No member seeking to resign from membership in any Local Union may do so except by submitting such resignation in writing to the Secretary-Treasurer of the Local Union. Any member who resigns before he has paid all dues, assessments, fines and other financial obligations owing to any subordinate body shall be obligated to pay such obligations to his former Local Union. All members acknowledge that any obligations owing at the time of resignation shall be collectible by the Local Union in any appropriate forum. This shall not relieve any member of any obligation to comply with any other provision of this Constitution regarding acquisition or maintenance of membership in good standing.

(F) Rights of Members

No provision of these Bylaws, rule of parliamentary procedure or action by the Local Union or its officers shall be administered in such a way as to deprive individual members of their rights under applicable law and the following membership rights:

(1) the right to nominate candidates or vote in elections or referendums of the Union;

(2) the right to attend membership meetings, and to participate in the deliberations and voting upon the business of such meetings;

(3) the right to meet and assemble freely with other members and to express any views, arguments, or opinions, and to express at meetings views upon candidates in an election of the union or upon any business properly before the meeting, subject to the organization's established and reasonable rules;

(4) the right to information concerning the conduct of Local Union business;

(5) The right to institute an action in any court or in a proceeding before any administrative agency, irrespective of whether the Local Union or its officers are defendants in the action, or to appear as a witness in a judicial, administrative or legislative proceeding, or to petition any legislator, subject to the exhaustion of intraunion remedies as required by the International Constitution and applicable law.

(6) For the purpose of Section 20 (F) only, the term "meeting" includes any public meeting to which members of the Local Union are invited.

(7) All the rights of members set forth in Section 20 (F) shall be subject to reasonable application and subject to the right of the Local Union Executive Board to impose reasonable limitations upon the exercise of these rights by the members.

Section 21

CHARGES AND TRIALS

(A) Each member of this Union shall have the right to fair treatment in the application of union rules and law in accordance with the International Constitution and these Bylaws. In applying the rules and procedures relating to union discipline,

the essential requirements of due process of law (notice, hearing, and judgment based upon the evidence) shall be observed, without, however, requiring the technical formality followed in courts of law. Recognizing that these requirements of fairness and due process of law will be administered by groups of laboring men and women, this Local Union adopts the following procedures which supplement the requirements of Article XIX of the International Constitution. The following procedural guides are designed to attain justice both to the individual member and the organization, and in instances where deviations from such procedures are not such as to substantially affect the member's substantive right, these procedures are not to constitute technically precise requirements of strict pleadings of courts of law.

(B) Trials and Appeals

(1) Trial. Every member charged with a violation of these Bylaws or the International Constitution shall be accorded a full and fair hearing as required by law. No member of the Local Union Executive Board having a personal interest in the subject matter of the charge, which personal interest is adverse to that of the charging party or the accused, shall sit on the trial board. The decision on disqualification under this provision, if raised by an interested party, shall be made in the first instance by majority vote of the Local Union Executive Board, whose decision shall be appealable as part of the case, in accordance with the appeal procedure of the International Constitution and these Bylaws. The officer alleged to be disqualified shall not vote on whether he is qualified to remain on the hearing panel. If the member charged or preferring the charges is a member of the Local Union Executive Board, or if a member of the Local Union Executive Board is unable to attend the hearing for any reason, then the principal executive officer of the Local Union shall appoint an uninvolved member

as a substitute. If either the President or Secretary-Treasurer of the Local Union is charged or is preferring the charges, or is unable to attend the hearing for any reason, the other officer shall appoint the substitute. If both the President and the Secretary-Treasurer of the Local are charged or are preferring the charges, or for any reason are unable to attend the hearing, the remaining members of the Local Union Executive Board shall appoint the substitutes. Charges by, against or involving a majority of the members of a Local Union Executive Board shall be filed with the Secretary-Treasurer of the Joint Council for trial by the Joint Council Executive Board. In no event shall any involved officer or member serve on a hearing panel, participate in the selection of a substitute member of a hearing panel, or participate in the decision making process of the trial body. Whenever the words "Joint Council" appear in other sections of these Bylaws, they shall mean Joint Council or State or Multi-State Joint Council and include State or Multi-State Conferences in all matters relating to disputes and appeals where there is no chartered Joint Council.

(2) Charges. Charges shall be in writing and signed by those filing same and must be filed in duplicate with the Secretary-Treasurer of the body which is to hear the charges, who shall serve the charges and notice of the hearing upon the accused either in person or by mail at least ten (10) days prior to the hearing. No hearing on any appeal shall be held less than ten (10) days from the date on which notice of the hearing has been served on the parties unless all parties agree to waive this requirement. In scheduling the time and place of the hearing, due consideration shall be given to the convenience of the accused and witnesses necessary in the case. The charges must set forth the provisions of the International Constitution or these Bylaws

allegedly violated and the acts which allegedly constitute such violation in sufficient detail to inform the accused of the offense charged, including, where possible, dates and places. If charges are filed, the charging party must include in the charges all alleged offenses of which he has knowledge, or in the exercise of due diligence should have had knowledge, as of the time of the filing of the charges. He may not subsequently file additional charges based upon facts of which he had knowledge, or in the exercise of due diligence should have had knowledge, as of the time of the filing of the charges. Any charge based upon alleged misconduct which occurred more than five years prior to the filing of such charges is barred and shall be rejected by the Secretary-Treasurer except charges based upon the nonpayment of dues, assessments and other financial obligations. No member or officer shall be required to stand trial on charges involving the same set of facts as to which he is facing criminal or civil trial until his final court appeal has been concluded. Nor shall a member or officer be required to stand trial on charges that are substantially the same as arise under the same circumstances as prior internal Union charges against such member or officer. Charges may be preferred against a suspended member or an inactive member who has been issued a withdrawal card.

(3) In the event of noncompliance with the decision handed down by a trial or appellate body, the member, elected Business Agent, officer or Local Union shall stand suspended from rights and privileges under the International Constitution until the provisions of the decision have been complied with, unless the General President has waived payment of a fine or stayed the effectiveness of the decision pending appeal. If, however, the decision carries with it an order of expulsion, then such order of expulsion shall

immediately take effect, unless the General President has stayed the effectiveness of the decision pending appeal.

(4) Rights of the Accused. Throughout the proceeding, there shall be a presumption of innocence in favor of the accused. In order to be sustained, the charges must be supported by a preponderance of reliable evidence and a majority of the members of the panel must vote to find the charged party guilty. The accused shall have the right to present his own evidence, rebut testimony against him, present witnesses favorable to him and cross-examine adverse witnesses. The charging party, the accused and the Local Union Executive Board may select only a member in good standing of the Local Union to represent them at a hearing conducted before any trial or appellate body. Witnesses need not be members of the Union. The hearings shall be open to other members, subject to the discretion of the Local Union Executive Board in maintaining order and in excluding witnesses except when testifying.

(5) Action by the Local Union Executive Board. The Local Union Executive Board shall have the authority to determine the manner of reporting the hearings and shall have authority to exclude any method not authorized by it. Any request by a party that a verbatim record be made must be honored by the Executive Board. If the Local Union Executive Board decides to have a transcript or recording of the hearing made, the Local Union Executive Board shall furnish a copy of the same to the accused and to other interested parties upon payment of the cost for same, or shall make such copy available to any interested party for copying or consultation without cost. If on appeal any appellate body makes a transcript or recording of the proceedings on

appeal, such appellate body shall furnish a copy of the same to the accused and to other interested parties upon payment of the cost for same, or shall make such copy available to any party for copying or consultation without cost. Within a reasonable time after completion of the hearing, the Local Union Executive Board shall decide the case. The decision of the Local Union Executive Board shall be in writing and contain the charges, its own factual findings and decision, and a notice to the parties informing them of the proper body to which they may appeal, and the time within which the appeal must be filed. A copy of the decision of the Local Union Executive Board must be forwarded to the parties without delay. A copy of all documents in the proceedings shall be kept available at the Local Union's principal office until final disposition is made of the case.

(6) **Appeals.** Appeals shall be taken pursuant to the provisions of Article XIX of the International Constitution.

Section 22

BONDING

(A) Every officer, agent, shop steward, employee or other representative of this Local Union who handles funds or other property of this organization shall be bonded in accordance with the requirements of the International Constitution and applicable statute. The amount of the bond required of each person shall be ascertained by the Local Union Executive Board, and the premium charges shall be paid out of the general funds of the Local Union.

(B) If the Local Union Executive Board, in its sole judgment, believes that it would be to the advantage of this organization to join with the International and/or any or all of its subordinate bodies or affiliate Local Unions in obtaining a bond or bonds covering persons in this Local Union and such other

organizations under a bond or bonds issued to said International Union or other subordinate body, then, in such event the Local Union Executive Board is authorized and empowered to enter into such arrangements and pay from the general funds of this Local Union the cost for bonding these persons in this Local Union, but such surety coverage shall conform to the requirements set forth in Section 22(A).

(C) Should the bond of any person required to be bonded be canceled after surety coverage has been afforded, then such person shall be allowed thirty (30) days within which to arrange either for reinstatement of his coverage or the substitution of another bond meeting the requirements of Section 22(A) to take the place of the canceled bond. However, during the period such person or a new officer is not covered by such surety bond, the Local Union Executive Board shall make whatever arrangements shall be necessary to relieve such person of the handling of any money or property of the Local Union.

(D) If an employee or officer referred to in Section 22(C) cannot within thirty (30) days provide the surety bond required in conformity with the provisions of Section 22(A), the Local Union Executive Board shall be authorized and empowered to permit him to remain in his office or position under such arrangements as it may consider reasonable, but shall not require or permit him to handle any of the money or control any of the property of the Local Union.

Section 23

RULES OF ORDER

Rule 1. The regular order of business may be suspended by a vote of the meeting at any time.

Rule 2. The Chairman of the meeting shall enforce these rules and regulations and may direct that members be

removed from the meeting for violation of these rules. The presiding Chairman can detail members or other persons to remove persons who have been ordered removed, or to prevent attendance of members who are "under the influence" or disorderly without calling upon the police.

Rule 3. Any conversation by whispering or otherwise, or any other activity which is calculated to disturb or may have the effect of disturbing a member while speaking or disturb the conduct of the meeting or hinder the transaction of business, shall be deemed a violation of order.

Rule 4. Attending the meetings under the influence of alcohol is basis for removal.

Rule 5. The meeting may determine what portions of its business shall be secret.

Rule 6. When a member wishes the floor, he shall rise and respectfully address the Chair, and if recognized by the Chair, he shall state his name.

Rule 7. If two or more members rise to speak, the Chair shall decide who is entitled to the floor.

Rule 8. Every member, while speaking, shall adhere to the question under debate and avoid all invective and indecorous language, but all members shall have the right to express their views, arguments and opinions upon candidates and upon any business properly before the meeting.

Rule 9. No member shall interrupt another member while speaking except for a point of order, and he shall definitely state the point, and the Chair shall decide the same without debate.

Rule 10. Any member, while speaking, being called

to order by another, at the request of the Chair, shall cease speaking and be seated until the question of order is determined.

Rule 11. If any member shall feel himself aggrieved by a decision of the Chair, he may appeal from the decision of the Chair to the meeting without debate.

Rule 12. When an appeal is made from the decision of the Chair, said appeal shall be stated by the Chairman to the meeting in these words: "Shall the decision of the Chair be sustained as the decision of this meeting?" The member taking the appeal will have the right to state the grounds of appeal, and the Chair will give his reasons for the decision. Thereupon, the members will proceed to vote on the appeal without further debate, and it shall require a majority vote to overrule the Chair.

Rule 13. No member shall speak more than once on the same question until all members wishing to speak have had an opportunity to do so, nor more than twice without the permission of the Chair, nor more than five (5) minutes at one (1) time.

Rule 14. In presenting a motion, a brief statement of its object may be made, but no discussion of its merits shall be admitted until the question is stated by the Chair.

Rule 15. Any member may call for a division of a question when the subject or sense admits thereof.

Rule 16. All votes other than amendments to these Bylaws or Rules of Order may be reconsidered at the same or next succeeding meeting upon a motion made and seconded by two (2) members who voted in the majority, provided a majority of the membership present and voting agrees thereto; but after a motion to reconsider has once been lost, it shall not be renewed.

Rule 17. The following motions shall have precedence in the following order; first, to adjourn; second, to close debate; third, to take up the previous question; fourth, to lay on the table; fifth, to postpone indefinitely; sixth, to postpone to a definite time; seventh, to refer; eighth, to amend. The first four shall be decided without debate.

Rule 18. When a question is postponed indefinitely, it shall not come up again, except upon a majority vote of the members present and voting.

Rule 19. The motion to close debate may be made by two (2) members, and shall be put in this form; "Shall the debate now close?" If adopted, the President shall proceed to take up the question before the membership, according to priority, without further debate.

Rule 20. The call for the previous question on the original motion may be made by six (6) members and shall be put in this form; "Shall the main question be now put?" If adopted, the effect shall be to take up the question on the original motion to the exclusion of all debate and all amendments which have not been adopted.

Rule 21. If proper motion to amend has been made, the question on the amendment shall be put first; if more than one amendment has been offered, the question shall then be put as follows: (1) amendment to the amendment; (2) amendment; (3) original proposition.

Rule 22. A motion to adjourn shall always be in order except; (1) when a member has the floor; (2) when members are voting; (3) when a motion is pending.

Rule 23. A motion to adjourn having been put and lost shall not be in order again, provided there is further business

before the Local Union, until thirty (30) minutes have elapsed.

Rule 24. The Chair shall state every question coming before the Local Union before permitting the opening of debate thereon. Immediately before putting it to a vote he shall ask, "Is the Local Union ready for the question?" Should no member rise to speak on the question, or if a majority shall vote to close discussion, the Chair shall put the question. After he has risen, no member shall be permitted to speak further upon it.

Rule 25. When the presiding Chairman has commenced taking the vote, no further debate or remarks shall be allowed unless a mistake has been made, in which case the mistake shall be rectified and the presiding Chairman shall recommence taking the vote.

Rule 26. One (1) tap of the gavel shall call to order; two (2) taps to be seated; three (3) taps to rise.

Rule 27. Any question on procedure in debate, not provided for herein, shall be governed by Robert's Rules of Order, Revised.

Rule 28. All rulings of the presiding officer on procedure which are not challenged during the meeting become final and unappealable upon adjournment of the meeting.

Section 24

STANDING COMMITTEES

The Standing Committees of this Local Union may include Committees on Bylaws, Political Action and Legislation, Finance and Organization, Application, Unemployment, Grievance and Benefits, and such committees shall perform such duties and functions as shall be assigned to them from time to time by the Local Union Executive Board.

Section 25

INTERNATIONAL CONSTITUTION

The Local Union acknowledges that the Constitution of the International Brotherhood of Teamsters supersedes any provisions of these Bylaws herewith or hereinafter adopted which may be inconsistent with such Constitution. The Local Union hereby readopts, as its Bylaws, such International Constitution, and incorporates herein by reference, as though fully set forth herein, all such provisions of such Constitution, as it may be interpreted, modified or amended from time to time, which are applicable to Local Union matters and affairs, and shall perform all the duties imposed upon a Local Union by such Constitution.

These bylaws are subject to the Constitution and Bylaws of the International Brotherhood of Teamsters and applicable Conference and Joint Council Bylaws.

Neither this Local Union, nor any of its officers, business representatives or employees, has the power to make any contract or agreement or to incur any liability which shall be binding upon the International Union or any of its affiliates other than this Local Union unless the written consent of the governing body or executive officer thereof has first been obtained authorizing such action. Neither this Local Union nor any of its officers, representatives or employees has been authorized or empowered to act as an agent of the International Union or any of its affiliated bodies and shall not be deemed an agent for any such body unless expressly authorized in writing by the governing body of such body to act in that capacity. No agreement or contract shall be binding upon this Local Union unless executed and delivered by its duly authorized officers, and a contract or agreement for personal services shall not be binding beyond the expiration of the term of the Executive Board at the time such contract or agreement

is made. This shall not prevent a Local Union Executive Board from entering into a bona fide collective bargaining agreement with another union covering Local Union employees.

Section 26

LOCAL UNION PROPERTY

No property of the Local Union, and no property in the possession, custody or control of this Local Union or any of its officers, representatives or employees and no property held in trust by any trustee for and in behalf of this Local Union, express or implied, which was created or established by this Local Union itself, or the members of the Local Union or their beneficiaries, shall be given, contributed, donated or appropriated, either directly or indirectly, to aid or assist or be expended in behalf of any seceding, dual or antagonistic labor organization or group, nor to any Local Union which is acting in violation of the Constitution of the International.

Section 27

NEGOTIATIONS, RATIFICATION OF AGREEMENTS, STRIKES AND LOCKOUTS

(A) Whenever a collective bargaining agreement is about to be negotiated, modified or extended at the request of this Local Union, the principal executive officer shall call a meeting at which the membership shall determine and authorize the bargaining demands to be made. The Local Union Executive Board shall determine whether such meeting shall be limited to the members in a particular division, craft or place of employment. Where this Local Union is a participant in an area-wide agreement, it is understood that the bargaining demands of this Local Union may be accepted, modified or rejected by the overall negotiating committee in accordance with such rules and procedures as may be adopted by the area-wide, conference-wide or national bargaining group.

(B) Proposed collective bargaining agreements or amendments shall be submitted by the Secretary-Treasurer to the Joint Council and Area Conference, as required by the Area Conference Bylaws, for approval before submission to the employer.

(C) Ratification of agreements or amendments shall be subject to vote in the same manner as provided for in connection with bargaining demands as set forth in Section 27(A), or in the case of area-wide, conference-wide or national agreements in accordance with the Constitution and rules adopted by such bargaining group, except that where the General Executive Board has directed the Local Union to refrain from executing such agreement, no proposed agreement shall be considered ratified by any vote until and unless it is specifically approved by the General Executive Board. True copies of final agreements arrived at by the Local Union shall be filed by the Secretary-Treasurer with the Research Departments of the International Union and of the Area Conference within sixty (60) days after execution, together with a list of the names and locations of employers and number of employees covered by such agreements. The Secretary-Treasurer shall, as of January first of each year submit to the Research Department of the International Union and the Area Conference a list of agreements in effect, showing the name of the employer or employers, parties thereto, location or locations, and the expiration date.

(D) If a settlement cannot be reached in connection with the negotiation or modification of a collective bargaining agreement between the members of this Local Union and an employer after the officers have used reasonable means of achieving a settlement through the process of collective bargaining, the matter shall be subject to the strike procedure, conditions and qualifications set forth in the Constitution. The Local Union Executive Board may, in its discretion, provide that the strike vote be limited to the members employed in a

particular division, craft or place of employment. In such cases where area-wide, conference-wide or national agreements are involved, it is understood that the specified majorities of the members covered by such agreements must vote to strike as set forth in Article XII, Sections 1 or 2 of the Constitution, and in such event, such strike vote shall apply to this Local Union, irrespective of the individual vote of this Local Union on that question.

(E) Strike votes shall not be required in any case where a collective bargaining agreement then in existence authorizes such strike for the purpose of enforcing the terms of such agreement. Nor shall a strike vote be required for a strike in support of demands that an employer agree to the terms and conditions of an agreement already negotiated and approved on a state, multi-state, multi-area, multi-employer or national, company-wide or area basis of which unit such employer is a member. In either case the Local Union Executive Board, subject to the approval of the General President, may call the strike in support of its position, and may also, with the approval of the General President, terminate such strike without vote.

(F) At least forty-eight (48) hours prior to a strike, and in the case of picketing, lawsuit or other serious difficulty, the Secretary-Treasurer shall immediately notify the Joint Council of which it is a member of any contemplated action, as required by the Constitution.

(G) Out-of-work benefits shall be payable to members only as provided by and in accordance with the Constitution. The Secretary-Treasurer shall be responsible for securing of such benefits where the Local Union is eligible to receive them, executing all documents required by the International and returning all monies to the International Union remaining unused by the Local Union at the close of the strike or lockout.

(H) Strikes which are not terminated by the conclusion of a

collective bargaining agreement or by arbitration or otherwise may be terminated in such manner as the Local Union Executive Board shall determine appropriate.

Section 28

SAVING CLAUSES

(A) The provisions of this Constitution relating to the payment of dues, assessments, fines or penalties, etc., shall not be construed as incorporating into any union-security contract those requirements for good standing membership which may be in violation of applicable law, nor shall they be construed as requiring any employer to violate any applicable law. However, all such financial obligations imposed by or under the Constitution and Local Union Bylaws (and in conformity therewith) shall be legal obligations of the members upon whom imposed and enforceable in a court of law. The General Executive Board is authorized to adopt any plan or arrangement relating to such requirements and obligations which may be imposed by applicable law.

(B) If any provision of these Bylaws shall be declared invalid or inoperative, by any competent authority of the executive, judicial, or administrative branch of federal or state government, the Local Union Executive Board shall have the authority to suspend the operation of such provision during the period of its invalidity and to substitute in its place and stead a provision which will meet the objections to its validity and which will be in accord with the intent and purpose of the invalid provision. If any section or subsection of these Bylaws should be held invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of these Bylaws or the application of such section or subsection to persons or circumstances other than those to which it has been held invalid, shall not be affected thereby.

(C) Where used in these Bylaws, words in the masculine also shall be read and construed as in the feminine in all cases

where such construction would so apply.

Section 29 AMENDMENTS

(A) Proposed amendments to the Bylaws shall be submitted in writing at a regular meeting of the Local Union only in January of each year upon initiation either by petition of seven (7) members in good standing, or by resolution of the Local Union Executive Board. Under no circumstances may these Bylaws be amended during a term of office to affect or modify the powers and duties of the incumbent officers or elected business agents. Such amendments may be made effective only as of the beginning of the next term of office.

(B) The proposed amendments shall then be read at two (2) consecutive regular meetings of the membership or at two (2) consecutive division, craft, or place of employment or similar meetings (if the Local Union Executive Board has determined that membership meetings be conducted on such basis), and voted upon at the third meeting or meetings. A two-thirds (2/3) vote of the members in good standing voting at such meeting shall be required for passage.

(C) Amendments to these Bylaws are subject to the approval of the General President, as provided in Article VI, Section 4 of the International Constitution and shall not be effective until such approval has been given.

Section 30 OBLIGATION

Fellow worker, you will now take an obligation that will bind you to the International Brotherhood of Teamsters and this Local Union, and that will in no way conflict with your religious belief or your duties as a citizen:

I, _____, pledge my
(give name)

honor to faithfully observe the Constitution and the laws of the International Brotherhood of Teamsters and the Bylaws and laws of this Local Union.

I pledge that I will comply with all the rules and regulations for the government of the International Union and this Local Union.

I will faithfully perform all the duties assigned to me to the best of my ability and skill.

I will conduct myself at all times in a manner as not to bring reproach upon my Union.

I shall take an affirmative part in the business and activities of the Union and accept and discharge my responsibilities during any authorized strike or lockout.

I pledge not to divulge to nonmembers the private business of this Union, unless authorized to reveal the same.

I will never knowingly harm a fellow member.

I will never discriminate against a fellow worker on account of race, color, religion, sex, age, physical disability or national origin.

I will refrain from any conduct that would interfere with the Union's performance of its legal or contractual obligations.

I will at all times bear true and faithful allegiance to the International Brotherhood of Teamsters and this Local Union.

Section 31

DEATH BENEFITS

(A) Death benefits, as hereinafter outlined, will be paid for paid-up members to their dependent beneficiaries under the following provisions and qualifications, which are established not as an insurance company, but as a contribution from a voluntary association not organized for profit.

(B) To dependent beneficiaries of members, who die while members in good standing, the Union will pay as follows:

(1) To paid-up members, who have been continuously in good standing for six months previous to death, a death benefit of \$150.00 will be paid.

(2) To paid-up members, who have been continuously in good standing for one year previous to death, a death benefit of \$300.00 will be paid.

(3) To paid-up members, who have been continuously in good standing for five years previous to death, a death benefit of \$400.00 will be paid.

(C) No death benefit will be paid to the beneficiary of any member, who has not been in continuous good standing for six months previous to death.

(D) If dues of a member are not paid up at the time of his death, his dues cannot then be paid up so as to entitle the beneficiary to death benefit. Any member who takes out a withdrawal card or transfers out from Local 325 forfeits his rights to the death benefit.

(E) By beneficiary is meant dependent next of kin in the following preference:

- (1) Widow.
- (2) Child or children.
- (3) Parent or parents.
- (4) Brothers or sisters.

(F) If a member eligible for death benefits dies without heirs or any will, the Local Union may have him properly buried or cremated, the expense not to exceed the amount due him under the Local Bylaws.

(G) Death benefits will be paid only upon presentation of a death certificate to the Executive Board, who must satisfy

themselves of the right of the claimant to receive payment. Failure to file such claim within 60 days from date of proof of death shall invalidate the claim.

(H) No death benefit shall be paid if a member becomes ill or dies while a delinquent member. The payment and acceptance of delinquent dues for a member shall not operate as a waiver of any of the provisions of these Bylaws, but shall be a warranty by such member that he is in good health at the time of such payment.

(I) In the event of an epidemic or a major disaster or catastrophe common to the area, the duty of this organization to pay the donation as in this Article provided shall terminate. The existence and beginning and termination date of an epidemic or of such a disaster shall be determined exclusively by the Local Union Executive Board in their sole discretion. Upon declaration of an epidemic or a major disaster by the Local Union Executive Board, said Board shall be empowered to make such donations in such reduced amounts to assist in defraying burial expenses of eligible members as, in their judgment, shall be consistent with the capacity of the Local Union's funds and fair treatment of all eligible members.

Section 32

SICK BENEFITS

(A) Sick benefits, as hereinafter outlined, will be paid to paid-up beneficial members under the following provisions and qualifications, which are established not as an insurance company, but as a contribution from a voluntary association not organized for profit.

(B) A sick benefit of \$12.00 per week will be paid to all paid-up beneficial members, if sick or disabled, as hereinafter set forth: To any beneficial member who has been a paid-up member in continuous good standing for six (6) months previous

to such sickness or disability, either after joining as a new member, returning on a withdrawal card or transferring in, and paying in addition to their regular initiation fees and dues the sum of \$25.00.

(C) No sick benefit will be paid for the first seven (7) days.

(D) If sickness or disability continues for a period of over seven (7) days, benefits will be paid for entire period of such sickness or disability, but not in excess of 13 weeks.

(E) Any paid-up beneficial member in good standing quarantined by a physician properly licensed to practice medicine in Illinois, shall be eligible for sick benefits.

(F) No sick benefits will be paid to any member who becomes sick or disabled while he is classed as a non-beneficial member, and the acceptance of delinquent dues from a non-beneficial member shall not be construed as a waiver of this provision, but shall constitute a warranty of good health on the part of such member.

(G) A non-beneficial member not in good standing at the time of sickness or disability cannot pay his delinquent dues so as to be entitled to benefits.

(H) Any member who is drawing sick benefits and allows himself to become in bad standing by not paying dues, as herein prescribed, shall be dropped from the sick list and the Union cannot then accept his back dues so such member can resume sick benefits.

(I) These provisions do not apply to members who sign sick and death benefit waivers due to physician's examination upon admittance.

(J) No sick benefit will be paid for any chronic disease or

illness. No sick benefit will be paid for a recurrence of a disease or illness previously suffered by the member after he has once received benefits for same.

(K) In the event of an epidemic or a major disaster or catastrophe common to the area, the duty of this organization to pay the donation as in this Article provided shall terminate. The existence and beginning and termination date of an epidemic or of such disaster shall be determined exclusively by the Local Union Executive Board in their sole discretion. Upon declaration of an epidemic or a major disaster by the Local Union Executive Board, said Board shall be empowered to make such donations in such reduced amounts as, in their judgment, shall be consistent with the capacity of the Local Union's funds and fair treatment of all eligible members.

(L) Any member who willfully and maliciously secures sick benefits from the Union through fraudulent misstatements or misrepresentations may be expelled from the Union at the discretion of the Local Union Executive Board.

(M) Any member drawing sick benefit, who performs work of any nature for a valuable consideration, shall not be deemed sick or disabled, and shall be dropped from the sick list at the discretion of the Local Union Executive Board.

(N) A member must report his illness to the office of the Union on the first day he is off from work, as sick benefits will be computed only from the day on which member's illness is reported to office.

(O) Any member applying for benefits must do so by mail, phone or messenger. Benefits to be paid only from date of notification. Failure to report and accompanied by a doctor's certificate means loss of one week's benefits. Failure to report before or on the first day of returning to work means the loss of

one week's benefits.

(P) Any member who takes out a withdrawal card or transfer card from Local 325 or is suspended for nonpayment of dues, forfeits his rights to the Sick Benefit Fund if the withdrawal card, transfer or suspension is longer than a six month period. Any such member, upon reentering either by returning on a withdrawal card, transferring in or paying a reinstatement fee, must pay in addition to the fees due an additional \$25.00 in order to again become eligible to participate in these sick benefits.

Section 33 FISCAL YEAR

The fiscal year of this organization shall commence on the first (1st) day of January.

INTERNATIONAL
BROTHERHOOD OF TEAMSTERS

AFL-CIO



OFFICE OF
JAMES P. HOFFA
GENERAL PRESIDENT

July 19, 2001

Mr. Clifford T. Chentnik, Secretary-Treasurer
Teamsters Local Union No. 325
5533 11th Street
Rockford, IL 61109

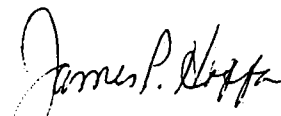
Re: Local Union 325's Bylaw Amendments

Dear Sir and Brother:

I have completed my review of Local 325's proposed Bylaws and the enclosed Certification of Mandatory Bylaws Changes. As you are aware, the delegates to the 26th International Convention amended the Oath of Office for all officers of the International and its affiliate bodies. The newly adopted oath is enclosed and should be incorporated into Section 15 of the Local's Bylaws.

Pursuant to your submissions and the authority vested in the office of the General President by Article VI, Section 4 of the International Constitution, the mandatory language, which has been incorporated into the Local's Bylaws, is hereby approved with the above exception to Section 15.

Fraternally,


James P. Hoffa
General President

JPH:jb

Enclosure

TO KEEP YOUR UNION STRONG

ATTEND YOUR UNION MEETINGS

SPEAK UP IN UNION MEETINGS

TAKE PART IN UNION ACTIVITIES

YOU ARE THE UNION

Provided By:

TEAMSTERS LOCAL UNION NO. 325



5533 - 11TH STREET
ROCKFORD, IL 61109

Phone 815-874-6307

Fax 815-874-4694

www.rankandfilepower.com

**Stewards Meet 8:30 am, General Meeting 10:00 am
Second Sunday of the Month**

Clifford T. Chentnik

*Secretary-Treasurer, P.E.O., Organizer
Business Representative, Friend of Labor*
clif@rankandfilepower.com

David W. Barker

*President, Organizer,
Business Representative*
daveb@rankandfilepower.com