

**CONSTITUTION
AND
BY-LAWS**

**GREATER KANSAS CITY METRO AREA
LOCAL #67**

**AMERICAN POSTAL WORKERS UNION
AFL-CIO
AS APPROVED September 2017**

PREAMBLE

WE, THE POSTAL WORKERS OF AMERICA, IN ORDER TO FORM A MORE PERFECT UNION, ESTABLISH THIS CONSTITUTION.

WE, WHO COME FROM THE DIVERSE CRAFTS, BELIEVE THAT IN UNITY THERE IS STRENGTH.

WE BELIEVE THAT ALL POSTAL WORKERS AND ALL MEMBERS OF LABOR HAVE THE RIGHT TO ECONOMIC, POLITICAL AND SOCIAL JUSTICE.

THAT ALL MEN HAVE THE INHERENT RIGHT TO EXPECT TO HAVE DECENT SHELTER, FOOD AND CLOTHING. THAT THEY HAVE THE RIGHT TO SEE THAT THEIR CHILDREN HAVE THE BEST OF EDUCATION. THE INVESTMENT OF THE WORKER'S LIFEBLOOD IN GIVING SERVICE GIVES HIM THAT RIGHT.

WE FURTHER BELIEVE THAT ALL MEN & WOMEN ARE CREATED EQUAL WITH THE RIGHT TO DETERMINE THEIR OWN DESTINY AND TO PARTICIPATE IN THE FORCES AND EVENTS THAT AFFECT THEM.

WE BELIEVE THAT ALL POSTAL WORKERS HAVE THE RIGHT, REGARDLESS OF RACE, COLOR, CREED, SEX, SEXUAL ORIENTATION, HANDICAP, POLITICAL AFFILIATION, AGE, RELIGION OR NATIONAL ORIGIN, TO HOLD THEIR HEADS HIGH AND TO HAVE RESPECT FOR THEMSELVES AS INDIVIDUALS.

WE BELIEVE, THEREFORE, THAT IN THE SPIRIT OF THE DECLARATION OF INDEPENDENCE AND THE U.S. CONSTITUTION, ALL MEN & WOMEN ARE FREE AND HAVE THE RIGHT TO COME TOGETHER TO PROMOTE THE COMMON CAUSE OF ALL.

WE ALSO BELIEVE THAT ALL MEMBERS HAVE CERTAIN BASIC RIGHTS WITHIN OUR UNION AND SHALL BE SECURE IN THOSE RIGHTS. IN ORDER TO GIVE LIFE TO THE PREAMBLE TO THIS CONSTITUTION, AND TO THE CONSTITUTION ITSELF, THE MEMBERS "BILL OF RIGHTS" HAS BEEN ESTABLISHED.

MEMBER'S BILL OF RIGHTS

- 1). EVERY MEMBER HAS THE RIGHT TO BE RESPECTED AS A HUMAN BEING.
- 2). EVERY MEMBER HAS THE RIGHT TO BE RESPECTED AS A BROTHER OR SISTER OF THIS UNION.
- 3). EVERY MEMBER HAS THE RIGHT TO FREEDOM OF SPEECH AND THE RIGHT TO BE HEARD.
- 4). EVERY MEMBER HAS THE RIGHT TO THE FREEDOM TO LISTEN.
- 5). EVERY MEMBER HAS THE RIGHT TO THE FREEDOM OF THE PRESS.
- 6). EVERY MEMBER HAS THE RIGHT TO PARTICIPATE IN THE ACTIVITIES OF THIS UNION.
- 7). NO MEMBER SHALL BE DENIED THE RIGHT TO SEEK ANY OFFICE OR THE RIGHT TO VOTE IN THIS UNION BECAUSE OF RACE, COLOR, CREED, SEX, SEXUAL ORIENTATION, NATIONALITY, HANDICAP, POLITICAL AFFILIATION, AGE OR RELIGION.
- 8). EVERY MEMBER HAS THE RIGHT TO SUPPORT THE CANDIDATE OF HIS CHOICE AND TO PARTICIPATE IN THAT RIGHT WITH OTHERS.
- 9). EVERY MEMBER HAS THE RIGHT TO A FAIR TRIAL, TO BE REPRESENTED BY AN INDIVIDUAL OF HIS CHOICE AND TO PROPER APPEAL PROCEDURES.
- 10). EVERY MEMBER HAS THE RIGHT TO BE SECURE IN HIS OR HER BASIC RIGHTS WITHOUT FEAR OF POLITICAL, ECONOMIC, PHYSICAL OR PSYCHOLOGICAL INTIMIDATION.

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ARTICLE I

THIS ORGANIZATION SHALL BE KNOWN AS THE GREATER KANSAS CITY METRO AREA LOCAL, AMERICAN POSTAL WORKERS UNION, AFL-CIO. .

ARTICLE II

SECTION 1.) IT SHALL BE THE OBJECTIVES OF THE APWU, TO SECURE THROUGH COLLECTIVE BARGAINING AND LEGISLATIVE EFFORT, A BETTER STANDARD OF LIVING FOR THE MEMBERS OF THE APWU AND THEIR FAMILIES.

SECTION 2.) THE APWU AFFIRMS ITS BELIEF IN -A SINGLE UNION OF ALL POSTAL WORKERS IN NON-SUPERVISORY LEVELS. THE APWU WILL MAKE EVERY EFFORT TO BRING INTO BEING, A SINGLE UNION OF ALL POSTAL WORKERS, BY MERGERS WITH OTHER POSTAL UNIONS AND INITIATING INTENSIVE ALL-OUT ORGANIZING CAMPAIGNS, REFLECTING THE APWU PHILOSOPHY.

SECTION 3.) THE APWU WILL VIGOROUSLY OPPOSE ANY LABOR UNIONS OUTSIDE THE POSTAL SERVICE, MOVING INTO THE POSTAL SERVICE UNION FIELD.

SECTION 4.) THE APWU WILL CONTINUE TO "ORGANIZE" THE UNORGANIZED.

SECTION 5.) TO UNITE WITHIN ONE ORGANIZATION, REGARDLESS OF SEX, RACE, AGE, CREED, RELIGION, COLOR, PHYSICAL HANDICAP, POLITICAL AFFILIATION OR NATIONALITY, ALL EMPLOYEES UNDER THE JURISDICTION OF THE APWU.

SECTION 6.) TO EDUCATE OUR MEMBERSHIP IN THE HISTORY OF THE LABOR MOVEMENT AND TO DEVELOP AND MAINTAIN AN INTELLIGENT AND DIGNIFIED MEMBERSHIP; TO VOTE AND WORK FOR THE ELECTION OF CANDIDATES WHO FAVOR THE PASSAGE OF IMPROVED LEGISLATION IN THE INTEREST OF ALL LABOR. TO WORK FOR THE APPEAL OF LAWS WHICH ARE UNJUST TO LABOR AND THE POSTAL WORKERS, SUCH AS THE DENIAL OF THE RIGHT TO STRIKE AND THE DENIAL OF THE RIGHT TO SUPPORT POLITICAL CANDIDATES OF THEIR CHOICE; AND TO EDUCATE ALL MEMBERS IN THE AREA OF ECONOMIC, POLITICAL AND SOCIAL JUSTICE.

SECTION 7.) TO ENGAGE IN LEGISLATIVE, POLITICAL EDUCATION, CIVIC, WELFARE AND OTHER ACTIVITIES, WHICH FURTHER, DIRECTLY OR INDIRECTLY, AFFECT THE JOINT INTERESTS OF THE MEMBERSHIPS OF THIS UNION IN THE IMPROVEMENT OF GENERAL ECONOMIC AND SOCIAL CONDITIONS IN THE UNITED STATES OF AMERICA.

SECTION 8.) (A) THE GREATER KANSAS CITY METRO AREA LOCAL OF THE APWU IS ESTABLISHED AS AN INDUSTRIAL UNION, INCLUDED IN ITS MEMBERSHIP ARE POSTAL WORKERS OF ALL CRAFTS WHO ARE NOT CLASSIFIED AS SUPERVISORS.

(B) ALL POSTAL CRAFTS WILL BE ESTABLISHED ON A DEPARTMENTAL BASIS WITHIN THE STRUCTURE OF THE APWU. EACH CRAFT DIVISION HAS ITS OWN STRUCTURE IN THE APWU. EACH CRAFT DIVISION SHALL HAVE ITS OWN DIRECTOR AND OTHER NECESSARY OFFICERS, WHO SHALL BE MEMBERS OF THE PARTICULAR CRAFT AND SHALL BE ELECTED ONLY BY MEMBERS OF THAT CRAFT.

SECTION 9.) THIS METRO AREA LOCAL SHALL HAVE POWER TO RAISE MONEY FOR ITS LEGITIMATE OBJECTIVES; BY DUES OR OTHER MEANS DEvised BY PROPER AUTHORITY AND APPROVED BY THIS METRO AREA LOCAL.

ARTICLE III

MEMBERSHIP

SECTION 1.) ACTIVE MEMBERS

(A) ANY NON-SUPERVISORY EMPLOYEE OF, OR RETIREE FROM, THE UNITED STATES POSTAL SERVICE REGARDLESS OF LEVEL OR GRADE WHO IS WITHIN THE JURISDICTIONAL CLAIM OF THE GKCMAL IS ELIGIBLE FOR ACTIVE MEMBERSHIP. ACTIVE MEMBERS WILL HAVE FULL VOICE AND VOTE IN THIS LOCAL. ACTIVE MEMBERS WILL PAY FULL DUES BI-WEEKLY AS ESTABLISHED BY THE LOCAL.

(B) NO PERSON ELIGIBLE BY THE ABOVE PROVISION SHALL BE DENIED MEMBERSHIP BECAUSE OF SEX, RACE, AGE, CREED, RELIGION, COLOR, PHYSICAL HANDICAP, POLITICAL AFFILIATIONS OR NATIONALITY.

(C) APPLICANTS FOR MEMBERSHIP MUST APPLY USING FORM 1187 AND WILL BE GIVEN A COPY OF THE NATIONAL AGREEMENT, THE LOCAL MEMORANDUM OF UNDERSTANDING AND LOCAL CONSTITUTION UPON REQUEST.

(D) A COPY OF THE CURRENT NATIONAL AGREEMENT WILL BE MADE AVAILABLE TO ALL MEMBERS IN GOOD STANDING. THE LOCAL MEMORANDUM OF UNDERSTANDING WILL BE MAILED TO THEIR MAILING ADDRESS.

SECTION 2.) RETIRED MEMBERS

(A) MEMBERS OF THE GKCMAL WHO RETIRE FROM THE USPS MAY MAINTAIN FULL ACTIVE MEMBERSHIP BY CONTINUING TO PAY THE FULL PER CAPITA DUES TO THE APWU PLUS THE LOCAL DUES REQUIRED BY THE GKCMAL. THOSE RETIRED MEMBERS WHO MAINTAIN FULL ACTIVE STATUS WILL HAVE FULL VOICE WITHIN THE LOCAL AND ARE ELIGIBLE TO HOLD ELECTED OFFICE AND BE DELEGATES OF THE GKCMAL.

(B) POSTAL SERVICE RETIREES WHO WERE MEMBERS IN GOOD STANDING AT THE TIME OF THEIR RETIREMENT AND DO NOT DESIRE TO MAINTAIN FULL ACTIVE MEMBERSHIP MAY ELECT TO MAINTAIN MEMBERSHIP IN APWU BY PAYING THE PER CAPITA TAX REQUIRED IN ARTICLE III,

SECTION 4. (D) OF THE NATIONAL CONSTITUTION. SUCH RETIRED MEMBERS WILL HAVE NEITHER VOICE NOR VOTE WITHIN THIS LOCAL.

(C) ALL MEMBERS IN GOOD STANDING WITH AT LEAST TWO YEARS SERVICE PRIOR TO RETIREMENT SHALL CONTINUE TO RECEIVE THE MIDWEST TORCH.

SECTION 3.) HONORARY LIFE MEMBERS

(A) AN HONORARY LIFETIME MEMBERSHIP MAY BE BESTOWED UPON THOSE INDIVIDUALS WHO THROUGHOUT THEIR POSTAL CAREERS HAVE BEEN INVOLVED IN UNION ACTIVITIES AND DISPLAYED EXEMPLARY PERFORMANCE BEYOND THE SCOPE OF NORMAL DUTIES WITHIN THIS LOCAL.

(B) SUCH HONORARY LIFETIME MEMBERSHIP CAN ONLY BE AWARDED TO A MEMBER WHO HAS RETIRED FROM THE USPS. THESE HONORS WILL BE MADE THROUGH ACTION OF THE GKCMAL EXECUTIVE BOARD WITH THE APPROVAL OF THE MEMBERSHIP.

(C) HONORARY LIFETIME MEMBERS SHALL HAVE FULL VOICE AND VOTE WITHIN THE GKCMAL. HOWEVER, NO HONORARY LIFETIME MEMBER WILL BE ELIGIBLE TO RUN FOR OR HOLD ANY ELECTED OFFICE OR BE ELECTED AS DELEGATE IN THE GKCMAL NOR BE APPOINTED TO SUCH OFFICE, UNLESS QUALIFIED UNDER ARTICLE III, SEC. 2. (A).

SECTION 4.) ASSOCIATE MEMBERS

(A) FEDERAL CLASSIFIED EMPLOYEES NOT WITHIN THE JURISDICTIONAL CLAIM OF THE APWU MAY BE ACCEPTED AS ASSOCIATE MEMBERS FOR HEALTH PLAN PARTICIPATION ONLY. THEY SHALL PAY SUCH DUES AS REQUIRED IN ARTICLE 3, SEC. 3. OF THE NATIONAL CONSTITUTION OF THE APWU.

(B) THESE ASSOCIATE MEMBERS SHALL HAVE NEITHER VOICE NOR VOTE WITHIN THE GKCMAL. THESE ASSOCIATE MEMBERS MAY NOT ATTEND MEETINGS NOR BE ELECTED OR APPOINTED TO OFFICE IN THE GKCMAL.

SECTION 5.) ANY MEMBERSHIP DUES PAID LOCALLY ARE PAYABLE THE FIRST OF EACH MONTH AND DELINQUENT AFTER THE 25TH OF EACH MONTH. FAILURE TO PAY DUES UP TO DATE BY THE END OF EACH CALENDAR QUARTER MAY RESULT IN THE TERMINATION OF MEMBERSHIP. EXCEPTIONS TO THE RULE ARE CASES OF SICKNESS, SUSPENSION OR REMOVAL, PROVIDING THE NAME REMAINS ON THE ROLLS.

ARTICLE IV

JURISDICTION

SECTION 1.) THE JURISDICTIONAL CLAIM OF THE GKCMAL SHALL BE AS DESCRIBED IN ARTICLE 4 OF THE NATIONAL CONSTITUTION AND SUCH RULES THAT APPLY TO AREA LOCALS.

SECTION 2.) THE GKCMAL AGREES TO ACCEPT ANY LOCAL VOTING TO MERGE WITH THE GKCMAL. SUCH MERGER IS SUBJECT TO NATIONAL APPROVAL AND A REVIEW AND APPROVAL OF THE PREVIOUS YEARS LM2 AND 990 IRS REPORTS OF THE MERGING LOCALS BY THE TREASURER AND TRUSTEES.

SECTION 3.) MEMBERS AT LARGE (MAL) MAY JOIN THIS LOCAL PROVIDING THEY ARE NOT ELIGIBLE TO BE A MEMBER OF ANY LOCAL OF THE APWU, SUCH (MAL) APPLICANTS MUST SUBMIT A FORM 1187 OR SIGN A WRITTEN STATEMENT, INCLUDING THEIR SOCIAL SECURITY NUMBER, INDICATING THEIR DESIRE TO JOIN THE GKCMAL.

ARTICLE V

MEETINGS

SECTION 1.) THE DATE, TIME AND PLACE OF THE REGULAR MEETINGS OF THE GKCMAL WILL BE ESTABLISHED BY THE EXECUTIVE BOARD EACH DECEMBER AT THE BOARD MEETING. THE DATE AND TIME OF THE FOLLOWING MEETING MAY BE CHANGED BY A VOTE OF THE MEMBERSHIP PRESENT OR THE EXECUTIVE BOARD. A NOTICE OF ALL MEETINGS SHALL BE POSTED ON BULLETIN BOARDS AT THE GPO, ALL AFFILIATE OFFICES, STATIONS, AND BRANCHES AT LEAST TEN (10) DAYS PRIOR TO EACH MEETING. ALL NOTICES OF UNION MEETINGS WILL BE ON COLORED PAPER.

SECTION 2.) A BOOK SHALL BE PROVIDED BY THE SECRETARY/TREASURER TO BE USED AS AN ATTENDANCE REGISTER. THIS BOOK SHALL BE PLACED IN CHARGE OF THE SERGEANT-ATARMS, AT THE DOOR AT EACH MEETING AND IN ORDER TO BE CONSIDERED PRESENT AT ANY MEETING, MEMBERS SHALL SIGN THEIR NAME ON THIS BOOK, UNDER PROPER DATE AT SAID MEETING, PENALTY FOR SIGNING ANOTHER MEMBERS NAME SHALL BE EXPULSION FROM THE LOCAL.

SECTION 3.) NO POLITICAL CANDIDATES OR OTHER GUEST WILL BE INVITED TO ADDRESS THE MEMBERSHIP AT A REGULAR MEETING WITHOUT PRIOR APPROVAL OF THE EXECUTIVE BOARD.

SECTION 4.) QUORUM: FIFTEEN MEMBERS SHALL CONSTITUTE A QUORUM FOR THE TRANSACTION OF ANY BUSINESS AT ANY REGULAR MEETING OR SPECIAL MEETING. WITHIN 15 MINUTES OF START TIME, A NUMBER LESS THAN THAT NUMBER SHALL CAUSE A MEETING TO BE ADJOURNED UNTIL THE NEXT REGULAR SCHEDULED MEETING.

SECTION 5.) UPON THE WRITTEN REQUEST OF AT LEAST TWENTYFIVE (25) MEMBERS IN GOOD STANDING, OR BY VOTE OF THE EXECUTIVE BOARD OR METRO AREA LOCAL, THE PRESIDENT SHALL CALL A SPECIAL MEETING. A NOTICE OF SUCH MEETING, STATING THE TIME AND PLACE SELECTED AND THE OBJECT FOR WHICH CALLED, SHALL BE POSTED IN ACCORDANCE WITH SECTION I OF THIS ARTICLE. NO BUSINESS SHALL BE TRANSACTED AT A SPECIAL MEETING, OTHER THAN THAT FOR WHICH IT WAS CALLED.

SECTION 6.) NO REGULAR MEETING OF THIS METRO AREA LOCAL SHALL BE ADJOURNED WITHOUT A MAJORITY VOTE OF THE MEMBERSHIP PRESENT.

SECTION 7.) THE LAW MAKING POWER SHALL BE VESTED IN THE MEMBERS DULY ASSEMBLED.

ARTICLE VI

ELIGIBILITY FOR OFFICE

SECTION 1.) TO QUALIFY AS A CANDIDATE FOR ANY OFFICE, THE NOMINEE MUST BE A FULL DUES PAYING MEMBER IN GOOD STANDING FOR AT LEAST TWELVE MONTHS (SEPT. TO SEPT.) IMMEDIATELY PRIOR TO THE GENERAL MEMBERSHIP MEETING, AT WHICH NOMINATED. IF THERE IS NO AVAILABLE AND WILLING MEMBER WHO MEETS THE TWELVE-MONTH REQUIREMENT VACANT OFFICES MAY BE FILLED BY APPOINTMENT OF A FULL DUES PAYING MEMBER NOT MEETING THIS REQUIREMENT.

THE TWELVE-MONTH PERIOD FOR ELECTION TO OFFICE WILL BE WAIVED FOR MERGED LOCALS FOR ONE YEAR FROM DATE OF MERGER.

SECTION 2.) TO BE ELIGIBLE AS A CANDIDATE FOR AN ELECTED OFFICE THAT IS DESIGNATED AS BEING FOR A SPECIFIED AREA, CRAFT, OCCUPATION OR TOUR. IF THERE ARE NO ELIGIBLE CANDIDATES FROM SPECIFIED AREA, OCCUPATION OR TOUR THE CANDIDATE MUST BE FROM THE CRAFT. THE SAME CRITERIA IS REQUIRED FOR APPOINTEES TO SUCH POSITIONS.

ARTICLE VII

OFFICERS AND TRUSTEES

SECTION 1.) ELECTED OFFICERS OF THE GKCMAL

(A) THE ELECTED OFFICERS OF THE GKCMAL SHALL CONSIST OF:

GENERAL OFFICERS:

PRESIDENT AND DELEGATE TO STATE AND NATIONAL CONVENTIONS.

EXECUTIVE VICE PRESIDENT AND DELEGATE TO STATE AND NATIONAL CONVENTIONS.

SECRETARY/TREASURER AND DELEGATE TO THE STATE AND NATIONAL CONVENTIONS.

INDUSTRIAL RELATIONS DIRECTOR AND DELEGATE TO THE STATE AND NATIONAL CONVENTIONS.

SERGEANT-AT-ARMS

EDITOR

CRAFT OFFICERS:

CLERK CRAFT:

DIRECTOR AND DELEGATE TO STATE AND NATIONAL CONVENTIONS.

CHIEF STEWARDS OF TOUR I, TOUR II, TOUR III, STATIONS AND BRANCHES.

MOTOR VEHICLE:

DIRECTOR AND DELEGATE TO STATE AND NATIONAL CONVENTIONS

- 1) CHIEF STEWARD MOTOR VEHICLE DRIVERS
- 2) CHIEF STEWARD MOTOR VEHICLE MAINTENANCE

MAINTENANCE:

DIRECTOR AND DELEGATE TO THE STATE AND NATIONAL CONVENTIONS

- 1) CHIEF STEWARD OF BUILDING EQUIPMENT MAINTENANCE AND MAIL PROCESSING EQUIPMENT
- 2) CHIEF STEWARD OF BUILDING SERVICES

AFFILIATE OFFICES:

COORDINATORS OF OFFICES WITH TWENTYFIVE (25) OR MORE MEMBERS AND DELEGATE TO THE STATE AND NATIONAL CONVENTION.

(B) THERE SHALL BE THREE TRUSTEES ELECTED, ONE FROM EACH OF THE THREE CRAFTS. THEY WILL COMPRISE THE BOARD OF TRUSTEES. THE BOARD SHALL ELECT THEIR OWN CHAIRPERSON. THE CHIEF TRUSTEE OR HIS/HER DESIGNATED TRUSTEE SHALL ATTEND EXECUTIVE BOARD MEETINGS TO PRESENT EXPENSE SHEETS WITH RECOMMENDATION. HE/SHE SHALL HAVE NO VOICE OR VOTE. THE EXECUTIVE VICE SHALL BE A MEMBER OF THE BOARD OF TRUSTEES EXOFFICIO.

SECTION 2.) THE EXECUTIVE BOARD OF THE GKCMAL SHALL BE COMPRISED OF THE FOLLOWING ELECTED OFFICERS:

PRESIDENT, EXECUTIVE VICE PRESIDENT, SECRETARY/TREASURER, **INDUSTRIAL RELATIONS DIRECTOR**, CLERK CRAFT DIRECTOR, CLERK CHIEF STEWARD OF STATIONS AND BRANCHES, CLERK CHIEF STEWARD AMC, CLERK CHIEF STEWARD OF TOUR I, II, III, DIRECTOR OF MOTOR VEHICLE, MOTOR VEHICLE CHIEF STEWARDS. DIRECTOR OF MAINTENANCE, MAINTENANCE CHIEF STEWARDS, COORDINATORS OF AFFILIATE OFFICES WITH TWENTYFIVE (25) OR MORE MEMBERS.

SECTION 3.) FUNCTIONAL RELATIONSHIP OF THE OFFICES

A) GENERAL OFFICERS

1). PRESIDENT

2). EXECUTIVE VICE PRESIDENT

- A. COORDINATORS OF AFFILIATE OFFICERS
- B. OTHER AFFILIATE OFFICE REPRESENTATIVES
- C. TRUSTEES

3). SECRETARY/TREASURER

4). INDUSTRIAL RELATIONS DIRECTOR

5). SERGEANT-AT-ARMS

6).EDITOR

B. CRAFT OFFICERS:

1). CLERK CRAFT DIRECTOR;

A. CHIEF STEWARDS; TOUR I, II, III, STATION AND BRANCHES.

2). MOTOR VEHICLE CRAFT DIRECTOR;

- A. CHIEF STEWARD MOTOR VEHICLE SERVICE (A)
- B. CHIEF STEWARD MOTOR VEHICLE SERVICE (B)

3). MAINTENANCE CRAFT DIRECTOR;

- A. CHIEF STEWARD MAINTENANCE (A)
- B. CHIEF STEWARD MAINTENANCE (B)

ARTICLE VIII

DUTIES OF ELECTED OFFICERS AND TRUSTEES

SECTION 1.) PRESIDENT

THE PRESIDENT WILL BE RESPONSIBLE FOR ALL WORK OF THE LOCAL AND ALL OFFICERS WILL WORK UNDER HIS/HER SUPERVISION. THE PRESIDENT SHALL PRESIDE AT ALL MEETINGS OF THE LOCAL, PRESERVE ORDER AND ENFORCE THE CONSTITUTION AND BY-LAWS OF THE GKCMAL. HE/SHE SHALL FILL ALL VACANCIES OCCURRING, SUBJECT TO THE APPROVAL OF THE EXECUTIVE BOARD, UNTIL THE NEXT REGULAR ELECTION IS HELD. HE/SHE SHALL APPOINT ALL COMMITTEE CHAIRPERSONS AT THE FIRST MEETING IN JANUARY. HE/SHE WILL BE RESPONSIBLE FOR CERTIFYING OR DECERTIFYING STEWARDS, AFTER CONSIDERING THE RECOMMENDATION OF THE EXECUTIVE VICE PRESIDENT, THE CRAFT DIRECTORS OR AFFILIATE OFFICE COORDINATORS. HE/SHE WILL CAST THE DECIDING VOTE WHEN A TIE OCCURS AT THE UNION MEETING OR EXECUTIVE BOARD MEETING.

HE/SHE SHALL BE RESPONSIBLE FOR STAFFING THE UNION OFFICE WITH THE APPROVAL OF THE EXECUTIVE BOARD.

THE PRESIDENT SHALL SIGN ALL CHECKS DRAWN ON THE GKCMAL TREASURY, SIGN ALL CONTRACTS OR OTHER DOCUMENTS AUTHORIZED BY THE GKCMAL NOT OTHERWISE PROVIDED FOR, AND PERFORM OTHER DUTIES PERTAINING TO THE POSITION. THE PRESIDENT WILL BE EMPOWERED TO EXPEND \$200 DOLLARS OR LESS TO CONDUCT THE BUSINESS OF THE LOCAL BETWEEN MEETINGS. EXPENDITURES MUST BE REPORTED, RECEIPTED, AND APPROVED AT THE SUBSEQUENT BOARD MEETING. IF THE EXPENSE IS NOT APPROVED THE PRESIDENT INCURRS THE EXPENSE. HE/SHE WILL SERVE AS COEDITOR OF *THE MIDWEST TORCH*. AS CO-EDITOR HE/SHE WILL WORK WITH THE EDITOR, AND REVIEW THE CONTENT OF *THE MIDWEST TORCH*.

THE PRESIDENT SHALL BE A FULL TIME UNION OFFICER PAID BY THE GKCMAL. HE/SHE SHALL BE EITHER ON LEAVE OF ABSENCE OR RETIRED FROM THE POSTAL SERVICE. HIS/HER SALARY SHALL BE EQUAL TO THE HIGHEST PAID GKCMAL BARGAINING UNIT EMPLOYEE'S SALARY INCLUDING C.O.L.A., FOR THE DURATION OF THE PRESIDENT ELECTED TERM. THE PRESIDENT WILL BE PAID BI-WEEKLY, NOT IN ADVANCE. ANY PERSON PERFORMING THE DUTIES OF THE PRESIDENT **SHALL BE COMPENSATED** AT THE PRESIDENT'S SALARY RATE. THE GKCMAL WILL PAY THE POSTAL SERVICE'S SHARE OF THE PRESIDENT'S FRINGE BENEFITS SUCH AS RETIREMENT, BASIC LIFE INSURANCE. THE PRESIDENT MUST PAY ANY OPTIONAL LIFE INSURANCE IF APPLICABLE. THE GKCMAL WILL PAY THE PRESIDENT'S APWU HEALTH INSURANCE. THE PRESIDENT'S UNION DUES SHALL BE REBATED.

THE PRESIDENT WILL BE GRANTED TWENTY-SIX DAYS OF ANNUAL LEAVE PER YEAR AND **THIRTEEN (13) DAYS SICK LEAVE PER YEAR**. THE PRESIDENT WILL NOT BE ALLOWED TO CARRY OVER ANNUAL LEAVE INTO THE FOLLOWING CALENDAR YEAR BEYOND WHAT BARGAINING UNIT EMPLOYEES ARE ALLOWED TO CARRY OVER. UPON LEAVING OFFICE, THE PRESIDENT WILL NOT BE COMPENSATED FOR ANY UNUSED ANNUAL LEAVE BEYOND THE CARRY OVER AMOUNT THAT WAS ACCUMULATED **AT THE END OF EACH TERM. NO COMPENSATION FOR ACCURED SICK LEAVE.**

THE PRESIDENT OF THE GKCMAL IS AN ELECTED DELEGATE TO THE NATIONAL CONVENTION OF APWU, MISSOURI POSTAL WORKERS UNION CONVENTION AND THE PRESIDENTS CONFERENCES. HE/SHE MAY ATTEND OTHER CONVENTIONS, SEMINARS AND UNION FUNCTIONS, WHICH CONCERN THIS LOCAL WITH APPROVAL OF THE EXECUTIVE BOARD.

HE/SHE WILL NOT BE REQUIRED TO USE ANNUAL LEAVE OR LWOP FOR ANY CONVENTION, SEMINARS AND UNION FUNCTIONS, WHICH CONCERN THIS LOCAL WITH APPROVAL OF THE EXECUTIVE BOARD.

SECTION 2.) EXECUTIVE VICE PRESIDENT

THE EXECUTIVE VICE PRESIDENT SHALL PERFORM THE DUTIES OF THE PRESIDENT OF THE GKCMAL IN THE EVENT THAT THE PRESIDENT IS UNABLE TO PERFORM THE DUTIES OF THE OFFICE. HE/SHE MAY COUNTERSIGN CHECKS IN LIEU OF THE PRESIDENT OR TREASURER.

HE/SHE WILL ACT AS A LIAISON TO THE AFFILIATE OFFICES AND WILL COORDINATE THEIR ACTIVITIES WITHIN THE GKCMAL. THE EXECUTIVE VICE PRESIDENT WILL ASSIST, UPON REQUEST, IN STEP THREE GRIEVANCE APPEALS IN AFFILIATE OFFICES AND MAKE RECOMMENDATIONS TO THE PRESIDENT OF THE GKCMAL FOR THE APPOINTMENT OF ALL STEWARD IN THE ASSOCIATE OFFICES.

HE/SHE SHALL MAINTAIN THE MEMBERSHIP LIST. HE/SHE SHALL BE RESPONSIBLE FOR ALL MEMBERSHIP CHANGES AND INSURE COPIES OF CHANGES ARE FORWARDED TO THE NATIONAL, LOCAL HEALTH PLAN REPRESENTATIVE AND ABA SECRETARY (WITH THE HELP OF THE OFFICE SECRETARY). HE/SHE SHALL BE RESPONSIBLE FOR PROCESSING ALL 1187'S AND ISSUING MEMBERSHIP CARDS WHEN NEEDED.

THE EXECUTIVE VICE PRESIDENT WILL BE THE CHAIRPERSON OF THE LOCAL ARBITRATION COMMITTEE. HE/SHE WILL BE A MEMBER OF THE LOCAL NEGOTIATIONS TEAM. HE/SHE SHALL BE CHAIRPERSON OF THE MEMBERSHIP COMMITTEE. HE/SHE SHALL BE A MEMBER OF THE BOARD OF TRUSTEES EXOFFICIO. THE EXECUTIVE VICE PRESIDENT WILL PERFORM OTHER SUCH DUTIES AS ASSIGNED BY THE PRESIDENT OF THE GKCMAL.

THE EXECUTIVE VICE PRESIDENT WILL RECEIVE A SALARY OF **FOUR HUNDRED (\$400) DOLLARS A MONTH. IF LONGER A POSTAL EMPLOYEE OR ON THE POSTAL ROLLS ALL HOURS UP TO 8 PER DAY WILL BE COMPENSATED AT \$20.00 PER HOUR WHEN FILING GRIEVANCES WITH SUPPORTING DOCUMENTATION.**

THE EXECUTIVE VICE PRESIDENT OF THE GKCMAL IS AN ELECTED DELEGATE TO THE NATIONAL CONVENTION OF APWU AND THE MISSOURI POSTAL WORKERS CONVENTION. HE/SHE WILL ALSO

BE ALLOWED TO ATTEND OTHER CONVENTIONS, SEMINARS, AND UNION FUNCTIONS, WHICH CONCERN THIS LOCAL WITH THE APPROVAL OF THE EXECUTIVE BOARD. HE/SHE SHALL BE ALLOWED TO ATTEND ONE CRAFT CONFERENCE/CONVENTION PER YEAR AT THE EXPENSE OF THE LOCAL.

SECTION 3.) SECRETARY/TREASURER

THE SECRETARY/TREASURER SHALL BE THE CUSTODIAN OF ALL MONIES RECEIVED BY THIS LOCAL. THESE FUNDS WILL BE MAINTAINED IN FINANCIAL INSTITUTIONS AS APPROVED BY THE EXECUTIVE BOARD. HE/SHE SHALL DISBURSE SUCH FUNDS THAT ARE NECESSARY TO PAY ALL BILLS AND EXPENSE OF THIS LOCAL BY CHECKS COUNTERSIGNED BY THE PRESIDENT OR EXECUTIVE VICE PRESIDENT. HE/SHE SHALL MAINTAIN AN ACCURATE ACCOUNTING OF ALL RECEIPTS, CREDIT CARDS, AND EXPENDITURES OF THIS LOCAL. HE/SHE WILL RECEIVE ALL DUES AND OBLIGATIONS AND SHALL REPORT THE NAMES OF MEMBERS IN ARREARS FOR DUES TO THE EXECUTIVE BOARD AT THE MONTHLY MEETING.

HE/SHE SHALL HAVE CHARGE OF ALL OFFICIAL DOCUMENTS AND RECORDS OF THE GKCMAL NOT OTHERWISE PROVIDED FOR. HE/SHE WILL NOTIFY CANDIDATES AS TO ELIGIBILITY FOR ELECTIONS TO OFFICE IN THE GKCMAL. THESE RECORDS WILL BE OPEN TO INSPECTION BY MEMBERS IN GOOD STANDING OF THE GKCMAL.

THE SECRETARY/TREASURER SHALL KEEP AN IMPARTIAL RECORD OF THE PROCESSING OF THIS LOCAL. AUDIO TAPES SHALL BE MADE OF THE REGULAR AND EXECUTIVE BOARD MEETINGS OF THIS LOCAL. THESE TAPES SHALL BE STORED UNDER LOCK AND KEY IN THE LOCAL OFFICE. THE SECRETARY/TREASURER WILL KEEP A RECORD OF THE ATTENDANCE AT THE REGULAR MEETINGS. HE/SHE SHALL BE KEEP CORRECTED COPIES OF THE LOCAL CONSTITUTION, BY-LAWS, AND OTHER SUCH RECORDS THAT PERTAIN TO THE OFFICE. HE/SHE SHALL NOTIFY THE MEMBERSHIP OF ALL REGULAR AND SPECIAL MEETINGS OF THE GREATER KANSAS CITY METRO AREA LOCAL. HE/SHE SHALL BE RESPONSIBLE FOR NOTIFYING AND OFFICERS OF SUCH MEETINGS OF THE LOCAL. THE SECRETARY/TREASURER WILL PREPARE A WRITTEN COPY OF THE MINUTES OF THE EXECUTIVE BOARD MEETINGS TO BE DISTRIBUTED TO THOSE MEMBERS ATTENDING THE NEXT REGULAR MEETING OF THE GREATER KANSAS CITY METRO AREA LOCAL. THE MINUTES WILL LIST THE ATTENDANCE STATUS OF ALL EXECUTIVE BOARD MEMBERS. HE/SHE SHALL READ THE MINUTES AT THE REGULAR MEETING. EXECUTIVE BOARD AND REGULAR MEETING HIGHLIGHTS WILL BE PUBLISHED IN THE MIDWEST TORCH BI-MONTHLY. THE SECRETARY/TREASURER SHALL TURN OVER ALL MATERIALS ENTRUSTED TO HIM/HER, INCLUDED THE SEAL OF THE GREATER KANSAS CITY METRO AREA LOCAL (REMAINS IN THE OFFICE), TO THE SUCCESSOR IN THE OFFICE AT THE END OF THE TERM.

THE FINANCIAL RECORDS OF THIS LOCAL THAT SHALL BE MAINTAINED BY THE SECRETARY/TREASURER INCLUDE: A GENERAL JOURNAL BOOK, A PAYROLL BOOK AND A RECORD OF ALL COMPENSATION PAID TO OFFICERS, STEWARDS, COMMITTEE MEMBERS AND OTHER MEMBERS PERFORMING UNION DUTIES. THESE RECORDS SHALL REFLECT ALL EXPENSES INCLUDING: SALARIES, LWOP, LOST TIME AND ITEMIZED EXPENSE AND EXPENSE ALLOWANCES. ALL RECORDS SHALL BE CURRENT.

THE SECRETARY/TREASURER'S DUTIES SHALL ALSO INCLUDE: MAKING AVAILABLE ALL RECORDS AND ACCOUNTING BOOKS WHEN REQUESTED BY A GKCMAL MEMBER OR THE EXECUTIVE BOARD, SUBMITTING A WRITTEN RECORD SHOWING ITEMIZED RECEIPTS AND DISBURSEMENTS OF THE PREVIOUS MONTH FOR THE GKCMAL AT THE REGULAR MONTHLY MEETING OF THE GKCMAL, PREPARE AN ANNUAL STATEMENT AND PUBLISH THE SAME IN THE MIDWEST TORCH. A SIMILAR REPORT SHALL BE PREPARED AT THE END OF HIS/HER TERM IMMEDIATELY BEFORE THE INCOMING ADMINISTRATION ASSUMES OFFICE. HE/SHE SHALL COMPLETE SUCH FORMS AS ARE REQUIRED BY THE IRS FOR LABOR ORGANIZATIONS AND THE FEDERAL LABOR MANAGEMENT AND DISCLOSURE ACT OF 1959. HE/SHE SHALL ALSO ENSURE THAT SUCH OTHER IRS FORMS SHALL BE COMPLETED AS REQUIRED OF AN EMPLOYER INCLUDING BUT NOT LIMITED TO W2'S AND 1099'S. THE TREASURER SHALL FILE AN ADEQUATE BOND FOR THE OFFICERS AS REQUIRED. THIS EXPENSE SHALL BE BORNE BY THE LOCAL. THE TREASURER WILL ENSURE THAT A REVIEW OF THE COMPLETE FINANCIAL TRANSACTIONS OF THIS LOCAL WILL MAKE WITHIN 120 DAYS OF THE END OF THE BUSINESS YEAR BY THE INDEPENDENT ACCOUNTING FIRM. THE REVIEW SHALL BE VERIFIED BY THE BUDGET AND FINANCE COMMITTEE. AN INDEPENDENT ACCOUNTING FIRM SHALL PREFORM AN AUDIT WHEN DEEMED NECESSARY BY THE EXECUTIVE BOARD. THE ACCOUNTING FIRM SHALL BE SELECTED BY DETERMINING THE LOWEST BIDDER THAT IS ACCEPTABLE TO THE EXECUTIVE BOARD. A COPY OF THIS REPORT WILL BE PUBLISHED IN THE MIDWEST TORCH WITHIN 90 DAYS OF THE RECEIPT OF THIS AUDIT.

THE SECRETARY/TREASURER SHALL SELECT PRIVATE FIRM (S) TO BE RESPONSIBLE FOR PAYROLL AND FORMS REQUIRED BY THE IRS FOR LABOR ORGANIZATIONS AND THE FEDERAL LABOR MANAGEMENT ACT OF 1959. HE/SHE SHALL ALSO ENSURE THAT A PRIVATE FIRM (S) SHALL COMPLETE SUCH OTHER IRS FORMS AS REQUIRED OF AN EMPLOYER INCLUDING BUT NOT LIMITED TO W2'S AND 1099'S. SUCH FIRM (S) WILL BE APPROVED BY THE EXECUTIVE BOARD. THE ACCOUNTING FIRM SHALL BE SELECTED BY DETERMINING THE LOWEST BIDDER THAT IS ACCEPTABLE TO THE EXECUTIVE BOARD.

THE SALARY OF THE SECRETARY/TREASURER SHALL BE **SIX HUNDRED (\$600) DOLLARS** PER MONTH. THE TREASURER OF THE GKCMAL SHALL BE AN ELECTED DELEGATE TO THE NATIONAL CONVENTION OF THE APWU AND THE MISSOURI POSTAL WORKERS STATE CONVENTION. HE/SHE SHALL ATTEND AT THE LOCAL'S EXPENSE, INCLUDING LWOP, SUCH TRAINING SESSIONS AND SEMINARS CONCERNING FINANCIAL MATTERS AS THE EXECUTIVE BOARD APPROVES.

SECTION 4.) INDUSTRIAL RELATIONS DIRECTOR

THE INDUSTRIAL RELATIONS DIRECTOR WILL BE RESPONSIBLE FOR SAFETY AND HEALTH WITHIN THE JURISDICTION OF THE GREATER KANSAS CITY METRO AREA LOCAL, WILL PERFORM DUTIES OF INFORMATION AND NOTES DURING LOCAL NEGOTIATIONS, FILE GRIEVANCES WHICH IMPACT THE LOCAL ACT AS THE LIAISON BETWEEN ALL DIRECTORS AND COORDINATORS AND PERFORM DUTIES ASSIGNED BY THE PRESIDENT. THE SALARY OF THE INDUSTRIAL RELATION DIRECTOR SHALL BE FOUR HUNDRED DOLLARS PER MONTH (\$400) AND SHALL BE AN ELECTED DELEGATE TO THE NATIONAL CONVENTION OF THE APWU AND THE MISSOURI POSTAL WORKERS STATE CONVENTION.

HE/SHE SHALL BE ALLOWED TO ATTEND A CRAFT CONFERENCE EACH YEAR AT THE EXPENSE OF THE LOCAL INCLUDING LWOP AND LOST TIME FOR SCHEDULED WORK DAYS.

SECTION 5.) SERGEANT-AT-ARMS

HE/SHE WILL HAVE CHARGE OF THE DOOR AND ALLOW NO ONE TO ENTER, NOT ENTITLED THERETO. HE/SHE SHALL PRESERVE DECORUM AT ALL UNION MEETINGS. PRIOR TO THE MEETINGS, HE/SHE SHALL BE RESPONSIBLE FOR MICROPHONES, SEATING ARRANGEMENTS, JACKPOT/DOOR PRIZE EQUIPMENT. PRIOR TO ADJOURNMENT, HE/SHE SHALL REPORT TO THE PRESIDENT, THE NUMBER IN ATTENDANCE AS SHOWN BY THE OFFICIAL REGISTER ONE HOUR AFTER THE START OF THE MEETING; THE SAME REPORT WILL BE RECORDED IN THE MINUTES OF THE MEETING. HE/SHE SHALL BE IN CHARGE OF THE DRAWING AT ALL REGULAR MEETINGS. THE SALARY OF THE SERGEANT-AT-ARMS SHALL BE **SEVENTY-FIVE (\$75) DOLLARS** PER MONTH.

SECTION 6.) EDITOR/WEBMASTER

THE EDITOR OF THE GKCMAL SHALL BE RESPONSIBLE FOR ALL DUTIES PERTAINING TO THE PUBLICATION OF THE BI-MONTHLY OFFICIAL ORGAN NAMED THE MIDWEST TORCH AND THE LOCAL WEB PAGE. THE WEB PAGE FOR THE LOCAL WILL COORDINATED WITH THE PRESIDENT. THE EDITOR WILL SHARE EQUAL RESPONSIBILITY WITH THE EXECUTIVE BOARD FOR THE PROPER CONDUCT OF THE MIDWEST TORCH. THE EDITOR MAY ATTEND EXECUTIVE BOARD MEETINGS BUT WILL HAVE VOICE ONLY WITH THE APPROVAL OF THE EXECUTIVE BOARD MEMBERS PRESENT. HE/SHE WILL HAVE NO VOTE.

THE SALARY OF THE EDITOR/WEBMASTER SHALL BE ONE HUNDRED SEVENTY FIVE (\$175) PER MONTH.

SECTION 7.) TRUSTEES

THE TRUSTEES SHALL HAVE CHARGE OF THE FURNITURE, FIXTURES AND OFFICE EQUIPMENT, AND ALL UNION PROPERTY NOT OTHERWISE PROVIDED FOR. THEY SHALL AUDIT AND APPROVE ALL SUBMITTED EXPENSE SHEETS OF OFFICERS, STEWARDS AND MEMBERS, ALL UNION PROPERTY OWNED OR LEASED AND BE RESPONSIBLE TO SEE THAT THE BOOKS ARE AUDITED AT THE CLOSE OF EACH FISCAL YEAR, AND PERFORM SUCH OTHER DUTIES AS MAY DELEGATED TO THEM BY THE METRO AREA LOCAL.

THE TRUSTEES SALARY SHALL BE **ONE HUNDRED (\$100) DOLLARS** PER MONTH.

ANY SPENDING OF UNION FUNDS USING A CREDIT CARD WILL BE RECEIPTED AND DOCUMENTED WITH AN EXPENSE SHEET TO THE LOCAL TRUSTEES FOR PROPER HANDLING.

SECTION 8.) CRAFT OFFICERS

A.THE CRAFT DIRECTORS

THE CRAFT DIRECTORS SHALL BE RESPONSIBLE FOR MAKING THE RECOMMENDATIONS TO THE PRESIDENT OF THE GKCMAL FOR THE APPOINTMENT OF ALL STEWARDS IN THEIR RESPECTIVE CRAFTS. THE DIRECTORS WILL ALSO BE CHARGED WITH THE RESPONSIBILITY OF STEWARD ASSIGNMENTS AFTER CONSULTING WITH THE APPLICABLE CHIEF STEWARDS. THIS SECTION WILL NOT MEAN THAT THE PRESIDENT OR EXECUTIVE BOARD RELINQUISHES ANY RIGHTS LISTED IN OTHER SECTIONS OF THIS CONSTITUTION.

HE/SHE SHALL BE RESPONSIBLE FOR THE CRAFT AND DIRECT THE PROCESSING OF ALL GRIEVANCES WITHIN THE CRAFT. HE/SHE SHALL BE AN ELECTED DELEGATE TO THE NATIONAL CONVENTION OF THE APWU AND THE STATE CONVENTION OF THE MISSOURI POSTAL WORKERS. HE/SHE WILL ALSO BE ALLOWED TO ATTEND A CRAFT CONFERENCE EACH YEAR AT THE EXPENSE OF THE LOCAL INCLUDING LWOP OR LOST TIME FOR SCHEDULED WORK DAYS.

SALARIES:

INDUSTRIAL RELATIONS DIRECTOR – FOUR HUNDRED (\$400) DOLLARS PER MONTH

CLERK CRAFT DIRECTOR - FOUR HUNDRED FIFTY (\$450) DOLLARS PER MONTH

MVS CRAFT DIRECTOR - THREE HUNDRED (\$300) DOLLARS PER MONTH

MAINTENANCE DIRECTOR - THREE HUNDRED (\$300) DOLLARS PER MONTH

B. CHIEF STEWARDS

THE CHIEF STEWARDS WILL BE ELECTED BY AND FROM THE CRAFT TO WHICH THEY BELONG. HE/SHE WILL COORDINATE ALL ACTIVITIES OF ALL SHOP STEWARDS UNDER THEIR JURISDICTION AND WILL KEEP THE SHOP STEWARD INFORMED OF ALL CONTRACT INTERPRETATIONS AND OF ALL MANAGEMENT POLICY CHANGES. HE/SHE WILL BE RESPONSIBLE FOR GRIEVANCE AND WORK PROBLEMS IN THE AREA THAT HE/SHE REPRESENTS. HE/SHE WILL MAKE EVERY EFFORT TO SETTLE AS MANY GRIEVANCES AND PROBLEMS AS POSSIBLE ON AN INFORMAL LEVEL AS PROVIDED IN OUR NATIONAL AND LOCAL CONTRACTS. HE/SHE WILL KEEP HIS/HER CRAFT DIRECTOR INFORMED OF **ALL ISSUES** WITHIN HIS REPRESENTATIONAL AREA.

THE CHIEF STEWARD SHALL SUBMIT A QUARTERLY GRIEVANCE ACTIVITY REPORT TO THE CRAFT DIRECTOR, AND THE PRESIDENT. THE REPORT SHALL GIVE NUMBER AND STATUS OF GRIEVANCES FILED.

ALL CHIEF STEWARDS FROM EACH CRAFT WILL BE ALLOWED TO ATTEND THEIR CRAFT'S CONFERENCE EACH YEAR AT THE EXPENSE OF THE LOCAL INCLUDING LWOP OR LOST TIME FOR SCHEDULED WORK DAYS. IN THE CLERK CRAFT THE ROTATION SHALL BE AS LISTED IN ARTICLE SEVEN. IN MAINTENANCE THE ROTATION SHALL BE CHIEF STEWARD MAINTENANCE A AND CHIEF STEWARD MAINTENANCE B. IN MVS THE ROTATION SHALL BE CHIEF STEWARD MOTOR VEHICLE SERVICE A AND CHIEF STEWARD MOTOR VEHICLE SERVICE B.

THE CHIEF STEWARDS SHALL RECEIVE A SALARY OF **ONE HUNDRED FIFTY (\$150) DOLLARS** PER MONTH.

SECTION 8.) COORDINATORS OF AFFILIATE OFFICES

THE COORDINATORS OF AFFILIATE OFFICES WITH 25 (TWENTY-FIVE) OR MORE BARGAINING UNIT EMPLOYEES WILL WORK UNDER THE JURISDICTION OF THE EXECUTIVE VICE PRESIDENT OF THE GKCMAL. THEY WILL BE ELECTED BY ALL CRAFTS REPRESENTED BY THE APWU WITHIN THE INSTALLATION. HE/SHE WILL COORDINATE THE ACTIVITIES OF ALL STEWARDS IN THE FACILITY AND KEEP THESE STEWARDS INFORMED OF ALL CONTRACT INTERPRETATIONS AND MANAGEMENT POLICIES AFFECTING ALL CRAFTS. HE/SHE WILL SUBMIT A WRITTEN REPORT ON A MONTHLY BASIS TO THE EXECUTIVE VICE PRESIDENT AND CRAFT DIRECTORS OF ALL GRIEVANCE ACTIVITY IN THEIR INSTALLATION.

THE COORDINATOR WILL BE A MEMBER OF THE LOCAL NEGOTIATING TEAM FOR THE UNION AT THE INSTALLATION THAT HE/SHE WORKS IN. HE/SHE SHALL BE A MEMBER OF THE LABOR MANAGEMENT COMMITTEE WITHIN THE INSTALLATION HE/SHE WORKS IN.

THE COORDINATORS OF AFFILIATE OFFICES WITH 25 (TWENTY-FIVE) OR MORE BARGAINING UNIT EMPLOYEES WILL BE AN ELECTED DELEGATE TO THE STATE AND NATIONAL CONVENTION OF THE APWU.

THE SALARY FOR COORDINATORS OF AFFILIATE OFFICES WITH 25 (TWENTY-FIVE) OR MORE BARGAINING UNIT EMPLOYEES WILL BE **ONE HUNDRED FIFTY (\$150) DOLLARS PER MONTH.**

ARTICLE IX

EXECUTIVE BOARD

SECTION 1.) THE PRESIDENT OF THE GKCMAL SHALL PRESIDE AT THE MEETING OF THE EXECUTIVE BOARD AND ACT AS EXOFFICIO CHAIRPERSON ON ALL COMMITTEES. THE SECRETARY/TREASURER SHALL ACT AS SECRETARY OF THE BOARD. THE BOARD SHALL ACT IN BEHALF OF THE GKCMAL IN ALL MATTERS BETWEEN REGULAR MEETINGS, CONSISTENT WITH THE CONSTITUTION. ANY ACTION WHICH INITIATES OR CONTRAVENES ORGANIZATIONAL POLICY SHALL BE DECIDED BY THE MEMBERSHIP OF THE GKCMAL IN REGULAR MEETINGS.

THE BOARD SHALL RECEIVE ALL COMMITTEE REPORTS AND CONSIDER ALL PROBLEMS CONFRONTING THE GKCMAL, MAKING PROPER DISPOSITION THEREOF, WITHIN LIMITS OF THEIR CONSTITUTIONAL POWER. THE BOARD MAY MAKE RECOMMENDATIONS ON ANY MATTER UPON WHICH THEY ARE NOT EMPOWERED TO ACT AND REFER ANY ACTION TO THE REGULAR MEETING.

THE BOARD IS EMPOWERED TO EXPEND ONE THOUSAND (\$1000) DOLLARS OR LESS EXCEPT WHERE IMMEDIATE ACTION IS NECESSARY.

THE SECRETARY/TREASURER WILL KEEP A COMPLETE RECORD OF ALL ACTIONS, PROCEEDINGS, RECOMMENDATIONS, AND COMMITTEE REPORTS AT THE BOARD MEETINGS AND THESE SHALL BE EMBODIED IN THE MINUTES. THE MINUTES OF THE EXECUTIVE BOARD SHALL CONTAIN THE NAMES OF OFFICERS LISTED AS THOSE PRESENT, ABSENT AND EXCUSED.

SUCH MINUTES WILL BE READ AT THE REGULAR MEETING OF THE GKCMAL AND ALL ACTIONS OF THE BOARD WILL BE SUBJECT TO THE APPROVAL OR DISAPPROVAL OF THE GENERAL MEMBERSHIP MEETING. AMPLIFICATION OF ANY COMMITTEE REPORT OR ANY BOARD ACTION MAY BE REQUESTED BY THE MEMBERSHIP AT THE REGULAR MEETING.

SECTION 2.) QUORUM: EIGHT (8) MEMBERS SHALL CONSTITUTE A QUORUM OF THE EXECUTIVE BOARD. WITHIN 15 MINUTES OF START TIME A NUMBER LESS THAN 8 SHALL CAUSE THE MEETING TO BE ADJOURNED UNTIL THE NEXT REGULAR SCHEDULED BOARD MEETING.

SECTION 3.) MEETINGS: THE EXECUTIVE BOARD SHALL ESTABLISH THE DATES OF EACH MONTHLY EXECUTIVE BOARD MEETING AT THE DECEMBER BOARD MEETING EACH YEAR. ADDITIONAL MEETINGS MAY BE CALLED WHENEVER THE BUSINESS OF THE METRO AREA LOCAL REQUIRES IT, AT SUCH TIME AND PLACE AS THE PRESIDENT OR MAJORITY OF THE BOARD MAY DESIGNATE. THE ATTENDANCE BOOK FOR BOARD MEETINGS WILL BE CLOSED ONE HOUR AFTER THE BOARD MEETING BEGINS. EXCEPTIONS WILL BE MADE FOR THOSE WITH VALID REASON. WHERE IMMEDIATE ACTION IS NECESSARY, THE PRESIDENT HAS THE AUTHORITY TO POLL THE BOARD FOR A DECISION.

SECTION 4.) ANY OFFICER OF THIS METRO AREA LOCAL WHO FAILS TO REPORT AT THREE (3) CONSECUTIVE BOARD MEETINGS WITHOUT VALID REASON, SHALL HAVE HIS/HER OFFICE DECLARED VACANT, AFTER DUE PROCESS BEFORE THE EXECUTIVE BOARD.

SECTION 5.) IF A MEMBER WISHES TO ADDRESS THE EXECUTIVE BOARD, HE/SHE MUST OBTAIN ADVANCE APPROVAL OF THE PRESIDENT. NO POLITICAL CANDIDATE OR GUEST WILL BE INVITED TO ADDRESS THE EXECUTIVE BOARD WITHOUT PRIOR APPROVAL OF THE EXECUTIVE BOARD.

ARTICLE X

STANDING COMMITTEES AND DUTIES

SECTION 1.) CHAIRPERSONS OF THESE VARIOUS COMMITTEES WILL BE APPOINTED IN ACCORDANCE WITH ARTICLE VIII, SECTION 1.

SECTION 2.) BUDGET AND FINANCE COMMITTEE:

THE TREASURER AND THE TRUSTEES SHALL ACT AS A BUDGET COMMITTEE TO BUDGET GENERAL FUNDS OF THE METRO AREA LOCAL ON A PERCENTAGE BASIS FROM THE EXPENDITURES OF THE PREVIOUS 2 YEARS. THE FISCAL YEAR OF THE GKCMAL SHALL BEGIN JANUARY 1 AND END DECEMBER 31. THE TREASURER SHALL PREPARE THE BUDGET WITH THE AIDE OF THE TRUSTEES, EACH OF WHOM SHALL AFFIX HIS/HER SIGNATURE, PRESENT IT TO THE EXECUTIVE BOARD AT THEIR JANUARY MEETING EACH YEAR FOR APPROVAL AND SUCH ACTION WILL BE PRESENTED TO

THE NEXT REGULAR MEETING FOR APPROVAL BY THE MEMBERS PRESENT. AS ADOPTED, THE BUDGET WILL BE PRINTED IN THE FOLLOWING ISSUE OF THE MIDWEST TORCH. THE TREASURER WILL REPORT IN THE REGULAR TREASURER'S REPORT ON THE STANDING AND CONDITION OF THE BUDGET. ANY REVISION OR ADJUSTMENTS WILL BE CONSIDERED BY THE BUDGET COMMITTEE AND RECOMMENDED TO THE EXECUTIVE BOARD FOR APPROPRIATE ACTION. THE FINANCE COMMITTEE WILL BE COMPOSED OF FOUR (4) MEMBERS INCLUDING THE TREASURER, WITH THE TREASURER OF THIS ORGANIZATION AS ITS CHAIRPERSON. THREE (3) MEMBERS SHALL CONSTITUTE A QUORUM OF THE FINANCE COMMITTEE.

SECTION 3.) HUMAN RELATIONS COMMITTEE

THE HUMAN RELATIONS COMMITTEE WILL BE COMPOSED OF THE MEMBERS NECESSARY TO CONDUCT ITS DUTIES AND WILL BE APPOINTED BY THE CHAIRPERSON. THEIR DUTIES WILL BE AS FOLLOWS: TO PROVIDE SUITABLE FLORAL OR RELIGIOUS OFFERINGS AS PRESCRIBED BY THE MEMBERS RELIGION ON THE DEATH OF A MEMBER OR RETIRED MEMBER OR HIS/HER FAMILY MEMBER. FAMILY SHALL INCLUDE FATHER, MOTHER, GUARDIAN, SPOUSE, CHILDREN, SISTERS, BROTHERS, AND GRANDPARENTS WHETHER BIOLOGICAL, STEP OR IN-LAWS. CONTRIBUTIONS TO CHARITY CAN BE NAMED IN THE MEMORY OF THE DECEASED IN LIEU OF FLOWERS, IF THE FAMILY SO REQUESTS. DURING THE EXTENDED ILLNESS OF A MEMBER, THE HUMAN RELATIONS COMMITTEE SHALL CONTACT THE MEMBER AND PROVIDE WHATEVER SERVICES ARE NECESSARY TO AID THE MEMBER. THE COMMITTEE WILL REPORT HARDSHIP CASES TO THE MEMBERSHIP. THEY WILL BE RESPONSIBLE FOR THE COLLECTION OF ANY FUNDS FOR HARDSHIP CASES, WHICH WILL BE GIVEN TO THE TREASURER FOR PAYMENT TO THE RECIPIENT. ALL SPECIAL COLLECTIONS WILL BE AUDITED BY THE BOARD OF TRUSTEES. THE HUMAN RELATIONS COMMITTEE SHOULD OPERATE AND PROMOTE PROGRAMS IN CIVIL RIGHTS, COMMUNITY SERVICES, RETIREMENT, CIVIC PROGRAMS, AND OTHER RELATED PROGRAMS. IT IS THE POLICY OF THIS LOCAL TO SEND THE CHAIRPERSON AND ANY CO-CHAIRPERSON OF THIS COMMITTEE TO ONE HUMAN RELATIONS CONFERENCE BIENNIALLY (EVERY TWO YEARS) AT THE EXPENSE OF THIS LOCAL, INCLUDING LOST TIME AND/OR LWOP FOR SCHEDULED WORK DAYS. THE HUMAN RELATIONS COMMITTEE SHOULD BE ENCOURAGED TO HELP UNION MEMBERS WITH OWCP AND EEO PROBLEMS.

SECTION 4.) LEGISLATIVE COMMITTEE

THE LEGISLATIVE CHAIRPERSON WILL SELECT THE NECESSARY MEMBERS OF THE LEGISLATIVE COMMITTEE TO KEEP THE MEMBERS INFORMED AS TO THE LEGISLATIVE PROCESS AND ORGANIZE LEGISLATIVE CAMPAIGNS OF LETTER WRITING. THE LEGISLATIVE COMMITTEE SHALL PREPARE RESOLUTIONS FOR PRESENTATION TO THE STATE AND NATIONAL CONVENTIONS, PERTAINING TO THE LEGISLATIVE AIMS OF THIS LOCAL, WITH THE APPROVAL OF THE GENERAL MEMBERSHIP. THE CHAIRPERSON OF THE LEGISLATIVE COMMITTEE WILL REPORT ON ALL LEGISLATIVE ACTIVITY TO THE MEMBERSHIP AT THE REGULAR MEETING OR THROUGH THE MEDIA OF THE OFFICIAL UNION BULLETIN BOARD AT ALL OFFICES, STATIONS, AND BRANCHES. WHILE THE OFFICIAL BULLETIN BOARD IS PRIMARILY FOR LEGISLATIVE NEWS, THE LEGISLATIVE CHAIRPERSON, WITH THE COOPERATION OF THE EDITOR AND UNDER DIRECTION OF THE PRESIDENT, MAY USE THE BULLETIN BOARDS AS A MEDIA FOR RELAYING OTHER PERTINENT INFORMATION TO THE MEMBERSHIP. COPA EDUCATION AND COPA POLITICAL COMMITTEES WILL FALL UNDER THE AUTHORITY OF THE LEGISLATIVE COMMITTEE.

SECTION 5.) LABOR EDUCATION COMMITTEE

THE LABOR EDUCATION COMMITTEE WILL CONSIST OF THE MEMBERS NECESSARY TO CONDUCT THE FOLLOWING DUTIES. TO PROVIDE AN INTENSIVE TRAINING PROGRAM FOR MEMBERS, TO PROVIDE EDUCATIONAL MATERIAL, SUCH AS PAMPHLETS, FILMS, ETC. FOR STEWARD TRAINING CLASSES AND TO KEEP THE MEMBERSHIP INFORMED OF THE ADVANCEMENT OF THE LABOR MOVEMENT. ON A QUARTERLY BASIS, THE LOCAL WILL PROVIDE SPECIALIZED TRAINING FOR OUR MEMBERS, STEWARD AND OFFICERS. STEWARDS WHO ATTEND THE QUARTERLY TRAINING WILL BE COMPENSATED AT THE RATE DETERMINED BY THE EXECUTIVE BOARD. THE CHAIRPERSON AND CO-CHAIRPERSON OF THIS COMMITTEE WILL BE PAID LOST TIME OR LWOP FOR ALL TRAINING CLASSES.

SECTION 6.) STEWARD COMMITTEE

THE THREE STEWARDS COMMITTEES WILL BE ESTABLISHED BY CRAFTS AND WILL CONSIST OF ALL ELECTED, APPOINTED, AND ALTERNATE STEWARDS AND WILL BE CHAIRED BY THE DIRECTOR OF THE RESPECTIVE CRAFT. ALL STEWARDS OF THIS COMMITTEE SHALL BE ELIGIBLE FOR DUES REFUND AT THE END OF THE CALENDAR YEAR PER ARTICLE XIII, SECTION 13. EACH STEWARD WILL SUBMIT A MONTHLY REPORT TO THEIR CHIEF STEWARD WHICH SHALL CONTAIN HOW MANY GRIEVANCES WERE FILED AND THE STATUS OF EACH. THE STEWARD COMMITTEES SHALL MEET AS OFTEN AS NECESSARY TO DISCUSS GRIEVANCE ACTIVITIES AND PROBLEMS IN THE CRAFT.

SECTION 7.) CONSTITUTION COMMITTEE

THE CONSTITUTION COMMITTEE SHALL BE COMPRISED OF THE NECESSARY MEMBERS APPOINTED BY THE CHAIRPERSON TO REVIEW THE EXISTING LOCAL CONSTITUTION. THEY SHALL SERVE AT THE DIRECTION OF THE PRESIDENT AND EXECUTIVE BOARD. THIS COMMITTEE SHALL SUBMIT TO THE ENTIRE MEMBERSHIP ANY PROPOSAL TO REPEAL, ANNUL, AMEND OR ALTER ANY PART OF THE CONSTITUTION. MEMBERS OF THIS COMMITTEE SHALL BE ENTITLED TO TWO (2) HOURS LWOP FOR CONFLICTS IN SCHEDULING.

SECTION 8.) MEMBERSHIP COMMITTEE

THE MEMBERSHIP COMMITTEE WILL CONSIST OF THE NECESSARY MEMBERS TO PLAN PROGRAM AND CIRCULATE INFORMATION TO THE NEW EMPLOYEE, FOR THE ULTIMATE GOAL OF MAKING EVERY ELIGIBLE EMPLOYEE IN THE GREATER KANSAS CITY METRO AREA POST OFFICES A MEMBER OF THE APWU, AFL-CIO. IT SHALL- ALSO BE THE DUTY OF THE MEMBERSHIP COMMITTEE TO ORGANIZE AN INTENSIVE MEMBERSHIP CAMPAIGN EACH YEAR IN CONJUNCTION WITH THE NATIONAL CAMPAIGN.

SECTION 9.) ENTERTAINMENT COMMITTEE

THE ENTERTAINMENT COMMITTEE WILL CONSIST OF THE NECESSARY MEMBERS TO PLAN ALL ENTERTAINMENT AND SOCIAL ACTIVITIES OF THIS METRO AREA LOCAL. FOUR PERCENT (4%) OF THE BUDGET WILL BE ALLOWED FOR ENTERTAINMENT EXPENSE.

SECTION 10.)

NO COMMITTEE MEMBER OR OFFICER OF THIS METRO AREA LOCAL SHALL PAY OUT MONEY FOR BILLS INCURRED IN THE PROCESS OF THEIR DUTIES, UNLESS AUTHORIZED BY THE PRESIDENT AND/OR EXECUTIVE BOARD, TO FULFILL THE RESPONSIBILITIES OF THEIR DUTIES; SUCH AUTHORIZED PERSONS SHALL BE REIMBURSED BY THE UNION THROUGH THE NORMAL PROCEDURE.

SECTION 11.) POWER COMMITTEE:

MEMBERSHIP IN POWER COMMITTEE SHALL BE OPEN TO ALL A.P.W.U. MEMBERS. THE COMMITTEE SHALL SPONSOR A MINIMUM OF TWO EDUCATIONAL PROGRAMS EACH YEAR.

SECTION 12.) THE PRESIDENT AND/OR EXECUTIVE BOARD SHALL HAVE THE POWER TO REMOVE ANY APPOINTED CHAIRPERSON OR SHOP STEWARD FROM HIS/HER DUTIES AT ANY TIME DURING THE YEAR WITHOUT RECOURSE TO THE MEMBERSHIP.

ARTICLE XI

DELEGATES

SECTION 1.)

A. ALL CANDIDATES FOR ELECTION AS DELEGATES SHALL QUALIFY IN ACCORDANCE WITH ARTICLE VI, SECTION 1 OF THIS CONSTITUTION.

B. EXPENSES OF ELECTED DELEGATES, WHILE ATTENDING ANY CONVENTION OR MEETING WITHIN THE STATE OF MISSOURI OR KANSAS, WILL BE DETERMINED BY THE EXECUTIVE BOARD, WITH THE APPROVAL OF THE MEMBERSHIP ATTENDING THE MEETING WHERE PROPOSAL IS READ, PLUS MILEAGE AT THE I.R.S. PREVAILING RATE AND PAY PER DIEM AS ESTABLISHED BY THE I.R.S. ALLOWANCES.

C. EXPENSES OF ELECTED DELEGATES, WHILE ATTENDING ANY CONVENTION OR MEETING OUTSIDE THE STATE OF MISSOURI OR KANSAS, SHALL BE DETERMINED BY THE EXECUTIVE BOARD, WITH THE APPROVAL OF THE MEMBERSHIP ATTENDING THE MEETING WHERE PROPOSAL IS READ, PLUS AIR LINE COACH FARE OR MILEAGE AT THE I.R.S. PREVAILING RATE, WHICHEVER IS LESS. AND PAY PER DIEM AS ESTABLISHED BY THE I.R.S. ALLOWANCES.

D. EXPENSES AND COMPENSATION FOR LOST TIME OF OFFICERS AND MEMBERS ATTENDING ALL OTHER MEETINGS RELATIVE TO UNION BUSINESS MUST BE AUTHORIZED AND APPROVED BY THE EXECUTIVE BOARD IN ADVANCE.

E. THE PRESIDENT, EXECUTIVE VICE PRESIDENT, **ALL DIRECTORS**, SECRETARY/TREASURER, AND COORDINATORS OF AFFILIATE OFFICES WITH 25 BARGAINING UNIT EMPLOYEES OR MORE ARE

ELECTED DELEGATES TO THE APWU NATIONAL CONVENTION AND MISSOURI STATE POSTAL WORKERS UNION BY VIRTUE OF THEIR OFFICE.

F. IN ADDITION TO DELEGATES STATED IN ARTICLE XI, SECTION 1, E., SIX DELEGATES FROM THE CLERK CRAFT, THREE FROM THE MAINTENANCE CRAFT, THREE FROM MOTOR VEHICLE, SHALL BE ELECTED TO ATTEND THE NATIONAL CONVENTION OF APWU. FIVE DELEGATES FROM THE CLERK CRAFT, TWO FROM THE MAINTENANCE CRAFT, AND TWO FROM THE MOTOR VEHICLE CRAFT, SHALL BE ELECTED TO ATTEND THE STATE CONVENTION OF THE MISSOURI STATE POSTAL WORKERS UNION. ONE DELEGATE FOR EACH TWENTY-FIVE MEMBERS IS ALLOWED.

G. ALTERNATE DELEGATES WILL BE TAKEN FROM THE ELECTION BALLOT BY DESCENDING ORDER IN THE EVENT ANY DELEGATE CANNOT ATTEND A CONVENTION FOR WHICH HE/SHE WAS ELECTED. MEMBERS OF EACH CRAFT SHALL ELECT CRAFT DELEGATES ONLY FROM MEMBERS OF THAT CRAFT.

H. IN THE EVENT A MEMBER IN GOOD STANDING DESIRES TO ATTEND THE NATIONAL CONVENTION AT NO EXPENSE TO THE LOCAL, HE/SHE MAY BE SEATED AS A DELEGATE. THE MEMBER MUST INFORM THE LOCAL BY THE DEADLINE FOR CREDENTIALS. THE NUMBER OF ADDITIONAL DELEGATES ATTENDING THE NATIONAL CONVENTION CANNOT EXCEED THE NUMBER OF DELEGATES AS OUTLINED IN THE NATIONAL CONSTITUTION, ARTICLE 6, SECTION 1.

ARTICLE XII

NOMINATIONS AND ELECTIONS

SECTION 1.) THE PRESIDENT OF THE METRO AREA LOCAL SHALL APPOINT AN ELECTION COMMITTEE CONSISTING OF NINE (9) MEMBERS IN GOOD STANDING EVERY THREE (3) YEARS FOR THE REGULAR ELECTION OF OFFICERS AND DELEGATES OF THE METRO AREA LOCAL. THREE (3) MEMBERS TO ACT AS JUDGES OF THE ELECTION AND SIX (6) TO ACT AS CLERKS. APPOINTMENT SHALL BE MADE BY JULY 1, OF THE ELECTION YEAR. NO MEMBER SHALL BE APPOINTED TO THE ELECTION COMMITTEE WHO INTENDS TO PLACE HIS/HER NAME IN NOMINATION AS A CANDIDATE FOR OFFICE OR DELEGATE.

SECTION 2.) THE JUDGES OF THE ELECTION COMMITTEE, ONCE APPOINTED, ARE CLOTHED WITH FULL POWER TO CONDUCT THE ELECTION FOR WHICH THEY WERE APPOINTED WITHIN THE SCOPE AND CONDITIONS SET FORTH IN THE LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT (LMRDA), THE NATIONAL CONSTITUTION AND BYLAWS OF THE AMERICAN POSTAL WORKERS UNION AND THE CONSTITUTION AND BY-LAWS OF THE METRO AREA LOCAL. THE THREE (3) JUDGES ARE RESPONSIBLE TO INSURE THE PRINTING OF THE NOMINATION NOTICE, DISTRIBUTION OF THE NOMINATION NOTICE, PRINTING OF THE BALLOTS AND INSTRUCTIONS UPON WHICH THE NAMES OF ALL NOMINEES SHALL APPEAR. THE JUDGES ARE DIRECTED TO MAKE ARRANGEMENTS FOR TWO TEMPORARY BOXES AT A POST OFFICE OUTSIDE THE JURISDICTION OF THE LOCAL. ONE BOX WILL BE FOR RETURNED BALLOTS; THE SECOND FOR BALLOTS WHICH WERE UNDELIVERABLE. BALLOTS FROM EITHER BOX CAN BE DELIVERED ONLY TO THE ELECTION JUDGES. THE SECRETARY/TREASURER SHALL GIVE TO THE JUDGES THE MOST CURRENT DUES CHECK-OFF LIST AND LATEST LIST OF LOCAL DUES PAYING MEMBERS IN GOOD STANDING ON THE FIRST OF

SEPTEMBER. A LIST OF LIFE TIME MEMBERS WILL ALSO BE PROVIDED TO THE COMMITTEE. ONLY MEMBERS NAMES WHICH ARE CONTAINED IN THESE THREE LISTS SHALL BE ELIGIBLE TO VOTE IN THE ELECTION. THE JUDGES WILL HAVE THE AUTHORITY TO COLLECT BACK DUES AND ISSUE RECEIPTS FOR SAME, THEREBY ALLOWING THOSE MEMBERS TO VOTE.

SECTION 3.) NOMINATIONS FOR OFFICERS OF THE KANSAS CITY METRO AREA LOCAL, AND DELEGATES TO THE STATE AND NATIONAL CONVENTIONS OF THE APWU SHALL BE MADE AT THE OCTOBER REGULAR MEETING EVERY THREE (3) YEARS. CRAFT OFFICERS SHALL BE NOMINATED ONLY BY MEMBERS FROM THE SPECIFIC CRAFT FOR WHICH CANDIDATES SEEK OFFICE. ELECTION BY REFERENDUM BALLOT TO BE HELD AS ANNOUNCED BY THE LOCAL ELECTION COMMITTEE. A MEMBER NOT IN GOOD STANDING SHALL NOT BE ALLOWED TO PARTICIPATE IN A LOCAL ELECTION.

SECTION 4.) NOTICE OF AND GUIDELINES FOR UPCOMING ELECTION NOMINATION WILL BE PUBLISHED ON THE FRONT PAGE OF THE MIDWEST TORCH IN THE JULY/AUGUST ISSUE THAT PRECEDES THE ISSUE CONTAINING THE CANDIDATES STATEMENTS AND/OR POST ON BULLETIN BOARDS AT ALL STATIONS, BRANCHES AFFILIATE OFFICES AND GENERAL MAIL FACILITIES THE NOTICE OF NOMINATION MUST INCLUDE; OFFICES TO BE FILLED BY ELECTION, PLACE OF NOMINATION, TIME AND DATE OF NOMINATION, FORM OF NOMINATION (LETTER OF INTENT OR ORALLY FROM THE FLOOR) AND PRE-REQUISITES OF ELIGIBILITY FOR OFFICE. MEMBERS WHO WISH TO HAVE THEIR NAMES PLACED ON THE BALLOT FOR A PARTICULAR OFFICE MAY SUBMIT A LETTER OF INTENT TO THE SECRETARY/TREASURER INDICATING THE OFFICE FOR WHICH THEY WISH TO RUN. THESE LETTERS MUST BE IN THE POSSESSION OF THE SECRETARY/TREASURER PRIOR TO THE OPENING OF NOMINATIONS AT THE OCTOBER MEETING OF THE ELECTION YEAR. NO BALLOT CAST FOR OTHER THAN THOSE NOMINEES WHOSE NAMES APPEAR ON THE BALLOT WILL BE VALID. ALL BALLOTS WILL BE COUNTED OR ANY PART THEREOF WHEREIN THE WISHES OF THE VOTING MEMBER CAN BE DETERMINED. IN CASE OF A TIE VOTE, THE WINNER SHALL BE DETERMINED BY A SPECIAL ELECTION IN DECEMBER. THE JUDGES OF THE ELECTION COMMITTEE SHALL MAINTAIN CONTROL OF THE SPECIAL ELECTION.

SECTION 5. (A) ALL REGULAR ELECTIONS OF OFFICERS TRUSTEES AND DELEGATES WILL BE CONDUCTED AS HEREIN PROVIDED, NO SOLICITATION OF VOTES WILL BE PERMITTED WITHIN THE MEETING PLACE AND NO ELECTION MATERIALS WILL BE PASSED OUT IN THE CORRIDORS OR LOBBIES OF THE MEETING PLACE.

(B) ANY MEMBER HOLDING AN OFFICE IN THE METRO AREA LOCAL (BE HE/SHE ELECTED OR APPOINTED) SHALL RESIGN THE OFFICE HE/SHE CURRENTLY HOLDS, IF HE/SHE IS APPOINTED OR ELECTED TO A NEW OFFICE DURING THE REGULAR ELECTION OF OFFICERS. NO MEMBER SHALL BE ELIGIBLE TO HAVE HIS/HER NAME SUBMITTED FOR MORE THAN ONE OFFICE IN ANY ELECTION.

(C) WHEN AN ELECTED OFFICER IS FOR A PARTICULAR TOUR, THE CANDIDATE MUST BE ON THAT TOUR AND IF THE PERSON HOLDING THE OFFICE BIDS OFF THAT TOUR, HIS/HER OFFICE WILL BE DECLARED VACANT.

(D) COORDINATORS OF AFFILIATE OFFICES WILL HAVE HIS/HER OFFICE DECLARED VACANT IF THEY BID TO ANOTHER FACILITY.

SECTION 6. (A) THE MIDWEST TORCH CONTAINING THE CANDIDATES STATEMENTS OF NOT

MORE THAN THREE HUNDRED FIFTY (350) WORDS, MUST BE MAILED TO EVERY MEMBER IN GOOD STANDING, TO THE ADDRESS OF RECORD IN THE FILES OF THE METRO AREA LOCAL, AT LEAST TWENTY-FIVE (25) DAYS BEFORE THE ELECTION DEADLINE.

(B) THE ELECTION JUDGES SHALL INFORM ALL CANDIDATES IN ADVANCE, IN WRITING, OF THE CONDITIONS UNDER WHICH IT WILL DISTRIBUTE LITERATURE. ANY CANDIDATE WHO WISHES TO MAIL CAMPAIGN LITERATURE TO MEMBERS IN GOOD STANDING MUST DO SO AT HIS/HER EXPENSE.

SECTION 7. ALL ELECTION BALLOTS MUST BE MAILED AT LEAST TWENTY-FIVE DAYS BEFORE THE ELECTIONS DEADLINE. NOTICE OF REGULAR ELECTION SHALL INCLUDE THE TIME, DATE AND PLACE OF ELECTIONS. NOTICE OF SPECIAL ELECTIONS REQUIRES THOSE OFFICES TO BE VOTED ON, BE LISTED.

SECTION 8. IN THE EVENT THE BALLOTS AND/OR THE MIDWEST TORCH ARE LATE (NOT MAILED AT LEAST TWENTY-FIVE (25) DAYS AHEAD OF ELECTION DEADLINE) THEN THE ELECTION DEADLINE WOULD AUTOMATICALLY BE MOVED BACK TO MAKE THE MAILING TIMELY.

SECTION 9. EACH MEMBER IN GOOD STANDING AS DEFINED IN ARTICLE XII, SECTION 2, SHALL BE MAILED A BALLOT TO THE ADDRESS OF RECORD IN THE FILES OF THE METRO AREA LOCAL, SAID BALLOTS TO BE MAILED BY A PRIVATE MAIL SERVICE FIRM TO BE SELECTED BY THE JUDGES OF THE ELECTION COMMITTEE. TWO ENVELOPES OF DIFFERENT SIZES WILL BE MAILED WITH EACH BALLOT AND THE LARGER ENVELOPE WILL BE STAMPED. THE LARGER ENVELOPE WHICH WILL CONTAIN THE RETURNED BALLOT ENVELOPE SHALL HAVE A NAME AND ADDRESS LABEL AFFIXED TO IT FOR PROPER IDENTIFICATION. REMOVAL OF THIS LABEL SHALL INVALIDATE THE BALLOT. THE SMALLER ENVELOPE WILL BE PERFECTLY BLANK. THE MEMBER VOTING BY MAIL WILL PLACE HIS/HER BALLOT IN THE SMALLER BLANK ENVELOPE, WHICH WILL BE PUT IN THE LARGER ADDRESSED ENVELOPE FOR MAILING. TO ASSIST THE ELECTION COMMITTEE TO VERIFY VOTER COUNT THE LARGER ADDRESSED ENVELOPE SHALL BEAR THE SIGNATURE OF THE VOTER. ALL SUCH BALLOTS MUST BE MAILED AND WILL NOT BE HANDED TO ANY MEMBER OF THE ELECTION COMMITTEE OR TO ANY OF THE OFFICERS OF THE METRO AREA LOCAL. JUDGES WILL PICK UP THE BALLOTS AT 9:00 AM ON THE DAY OF THE ELECTION AND NO BALLOTS RECEIVED AFTER THAT TIME WILL BE COUNTED. THE JUDGES AND CLERKS OF THE ELECTION COMMITTEE SHALL CONDUCT THE VOTE COUNT IN THE PRESCRIBED MEETING PLACE ON THE DAY BEFORE THE REGULAR MEETING IN DECEMBER. ALL RECEIVED BALLOTS WILL BE COUNTED THAT DAY.

SECTION 10. EACH CANDIDATE SHALL BE ENTITLED TO ONE WATCHER WHO WILL BE ALLOWED WITHIN THE COUNTING PLACE, BUT ONLY THE JUDGES AND CLERKS SHALL COUNT THE BALLOTS. THE CHAIRPERSON OF THE ELECTION COMMITTEE SHALL DECLARE THE RESULTS AT THE BEGINNING OF THE REGULAR MEETING IN DECEMBER.

SECTION 11. PLURALITY VOTE WILL ELECT IN ALL CASES EXCEPT AS PROVIDED FOR IN SECTION 4 OF THIS ARTICLE (TIE VOTE, SPECIAL ELECTIONS).

SECTION 12. IN CASE TWO OR MORE CANDIDATES ARE TO BE ELECTED TO SIMILAR OFFICES, OR IN THE CASE OF DELEGATES, THE REQUIRED NUMBER OF CANDIDATES RECEIVING THE HIGHEST NUMBER OF VOTES SHALL BE DECLARED ELECTED, PROVIDED, THAT ALTERNATES TO THE REQUIRED NUMBER SHALL BE THOSE WHO POLL THE NEXT HIGHEST VOTE, SAME TO BE SELECTED IN REGULAR ORDER.

SECTION 13. AT THE CONCLUSION OF THE BALLOT COUNT, THE JUDGES SHALL CERTIFY THE RESULTS TO THE PRESIDENT, BUT IN CASE OF DISPUTE OR PROTEST, THE PRESIDENT WILL REFER SUCH CASE, OR CASES, AT ONCE TO THE JUDGES OF THE ELECTION COMMITTEE WHOSE DECISION SHALL BE FINAL AFTER A THOROUGH RECOUNT OF THE BALLOTS IN THE PRESENCE OF THE DISPUTING CANDIDATE (S). THE ELECTION COMMITTEE DECISION WILL BE FINAL UNLESS OVERTURNED BY THE NATIONAL ELECTIONS APPEALS COMMITTEE. IN THE EVENT THE JUDGES CANNOT DETERMINE AN APPROPRIATE REMEDY OR SETTLEMENT FOR ELECTION DISPUTES/SETTLEMENTS THEY WILL CONTACT THE DEPARTMENT OF LABOR TO REQUEST ASSISTANCE AND/OR SUPERVISION. THE ELECTION COMMITTEE SHALL INFORM ANY MEMBER WHO FEELS AGGRIEVED IN CONNECTION WITH THE CONDUCT OF THE LOCAL ELECTION RESULTS SHALL FILE HIS/HER GRIEVANCE WITH THE NATIONAL ELECTION APPEALS COMMITTEE WITHIN SEVENTY-TWO (72) HOURS AFTER HIS/HER GRIEVANCE ARISES.

SECTION 14. ALL OFFICERS, DELEGATES AND TRUSTEES ELECTED, SHALL BE INSTALLED IN OFFICE AS THE LAST ORDER OF BUSINESS IMMEDIATELY PRIOR TO ADJOURNMENT OF THE DECEMBER MEETING. HOWEVER, THESE NEWLY ELECTED OFFICERS SHALL NOT ASSUME THEIR DUTIES UNTIL THE FIRST DAY OF JANUARY.

SECTION 15. PERMANENT VACANCY OF ANY LOCAL OFFICE SHALL BE FILLED BY THE PRESIDENT, WITH THE APPROVAL OF THE EXECUTIVE BOARD, UNTIL THE NEXT REGULAR ELECTION IS HELD.

SECTION 16. THE EXPENSES NECESSARY TO CONDUCT AN ELECTION WILL BE BORNE BY THE METRO AREA LOCAL AND ALL ARTICLES AND SECTIONS INCONSISTENT WITH THIS ARTICLE ARE HEREBY NULLIFIED. THE JUDGES AND CLERKS SHALL BE REIMBURSED FOR ALL ITEMIZED EXPENSES AND COMPENSATED FOR ALL LWOP HOURS IN ACCORDANCE WITH THEIR RESPECTIVE HOURLY RATE OF PAY AT THE POSTAL SERVICE. ALL LOST TIME NECESSARY TO BE USED FOR THE ELECTION SHALL BE

COMPENSATED AT THE RATE OF **FIFTEEN (\$15) DOLLARS** PER HOUR. THE CHAIRPERSON OF THE ELECTION COMMITTEE SHALL KEEP A RECORD OF EXPENSES. EXPENSES FOR THE COMMITTEE SHALL BE LIMITED TO LOST TIME OR LWOP AND MILEAGE. **NO OVERTIME PAY WILL BE APPROVED.** MEALS WILL ONLY BE COMPENSATED FOR, ON THE DAY OF BALLOT COUNT

SECTION 17. IN THE EVENT A SPECIAL ELECTION IS NECESSARY, OTHER THAN THAT IN ARTICLE XII, SECTION 4, THE PRESIDENT WILL APPOINT THREE (3) ELECTION COMMITTEE MEMBERS ON DATES AS NECESSARY. ONCE APPOINTED THE COMMITTEE WILL BE CLOTHED WITH THE FULL POWER TO CONDUCT THE ELECTION. A NOTICE WILL BE POSTED 20 DAYS PRIOR TO VOTING. THE NOTICE WILL BE POSTED IN A SIGNIFICANT NUMBER OF LOCATIONS RELEVANT TO THE ELECTIONS PURPOSE. NOTICE SHALL INCLUDE OFFICE (S) TO BE FILLED, NAME OF CANDIDATE (S) OR OTHER PURPOSE, DATE, TIME AND PLACE FOR THE POLL. THE COMMITTEE WILL BE RESPONSIBLE FOR PRINTING BALLOTS AND INSTRUCTIONS, SECURING BALLOTS, DISTRIBUTING BALLOTS AND COUNTING BALLOTS. THE COMMITTEE WILL PROVIDE A SUITABLE SEALED RECEPTACLE FOR THE RECEIPT OF BALLOTS BEFORE THE POLLS ARE OPEN.

THE COMMITTEE SHALL HAVE POWER TO OPEN RECEPTACLES AND HAVE THE COMMITTEE COUNT THE BALLOTS AS OFTEN AS NECESSARY, IN ORDER TO EXPEDITE THE FINAL COUNT AFTER THE POLLS ARE CLOSED. THE COMMITTEE WILL SUPERVISE THE PLACING OF THE BALLOTS IN THE BALLOT BOX PROVIDED.

ARTICLE XIII EXPENDITURES

SECTION 1.) AFFILIATIONS WITH ANY ORGANIZATION SHALL BE DETERMINED BY THE EXECUTIVE BOARD WITH THE APPROVAL OF THE MEMBERSHIP AND APPROPRIATE DUES AS APPLICABLE WILL BE PAID TO INSURE A VOICE AND VOTE WITHIN THE ORGANIZATION.

SECTION 2.) THIS METRO AREA LOCAL SHALL PAY NATIONAL AUXILIARY PER CAPITA FOR ONE FAMILY MEMBER (WIFE, HUSBAND, SON, DAUGHTER, ETC.) OF EACH ACTIVE MEMBER.

SECTION 3.) ANY COMPENSATION RECEIVED FROM THE NATIONAL OFFICE FOR THE APWU HEALTH PLAN SHALL BE PAID TO THE HEALTH PLAN REPRESENTATIVE.

SECTION 4.) THIS METRO AREA LOCAL SHALL DEPOSIT A MINIMUM OF \$500 EACH MONTH INTO A CONTINGENCY FUND. ALLOWANCES WILL BE MADE FOR FLUCTUATIONS OR DEDUCTIONS AS NEEDED.

SECTION 5.) THIS METRO AREA LOCAL SHALL DONATE \$2000 TO THE MARVIN L. SMITH MEMORIAL SCHOLARSHIP EACH YEAR.

SECTION 6.) ELECTED OFFICERS OF THIS METRO AREA LOCAL SHALL BE ELIGIBLE FOR UP TO FOUR HOURS LWOP TO ATTEND EXECUTIVE BOARD MEETINGS AND REGULAR MEETINGS HELD DURING HIS/HER REGULAR TOUR OF DUTY.

SECTION 7.) GKCMAL STEWARDS SHALL BE ELIGIBLE FOR UP TO FOUR HOURS LWOP TO ATTEND REGULAR MEETINGS HELD DURING HIS/HER REGULAR TOUR OF DUTY.

SECTION 8.) THE LOCAL NEGOTIATIONS COMMITTEE WILL BE PAID LWOP OR LOST TIME (WHICHEVER IS APPLICABLE) DURING LOCAL NEGOTIATIONS WITH MANAGEMENT.

SECTION 9.) OTHER REQUESTS FOR CONTRIBUTIONS AND/OR FINANCIAL EXPENDITURES WITH THE EXCEPTION OF REGULAR PER CAPITA LEVIES AND FIXED OPERATING EXPENDITURES WILL BE REFERRED TO THE EXECUTIVE BOARD FOR DISPOSITION, WITH THE APPROVAL OF THE MEMBERSHIP.

SECTION 10.) ALL LEAVE WITHOUT PAY (LWOP) NOT OTHERWISE PROVIDED FOR IN THIS CONSTITUTION, TO CONDUCT THE BUSINESS OF THE LOCAL, MUST BE APPROVED IN ADVANCE BY THE PRESIDENT AND/OR EXECUTIVE BOARD. ALL LOST TIME, **OR OTHER COMPENSATION** AT THE RATE OF **FIFTEEN DOLLARS (\$15)** PER HOUR, NOT OTHERWISE PROVIDED FOR IN THIS CONSTITUTION, MUST BE APPROVED IN ADVANCE BY THE EXECUTIVE BOARD. ALL LWOP, LOST TIME **AND OTHER COMPENSATION** WILL BE ITEMIZED AND ACCOUNTED FOR ON AN EXPENSE SHEET ON A MONTHLY BASIS. OFFICERS AND STEWARDS, WHO LOSE SICK LEAVE OR ANNUAL LEAVE DUE TO EXCESS AUTHORIZED LWOP FOR UNION BUSINESS, WILL BE REIMBURSED FOR EACH HOUR LOST AT THEIR RESPECTIVE HOURLY RATE OF PAY.

SECTION 11.) THE EXECUTIVE BOARD OF THE GKCMAL SHALL BE GRANTED THE POWER TO MAKE EMERGENCY EXPENDITURES.

SECTION 12.) STEWARD'S DUES REBATES WILL BE PAID TO THOSE WHO HAVE SERVED AT LEAST 5 MONTHS DURING THE CALENDAR YEAR AND ATTENDED 5 REGULAR MEETINGS AS A STEWARD. YEARLY DUES TO BE DIVIDED BY 12 AND MULTIPLIED BY THE NUMBER OF MONTHS A STEWARD SERVED. ANY STEWARD WHO IS UNABLE TO ATTEND A REGULAR UNION MEETING DUE TO A CONFLICT WITH HIS/HER SCHEDULE WILL BE CONSIDERED PRESENT FOR ELIGIBILITY FOR REFUND OF

DUES ONLY IF HE/SHE HAS SUBMITTED A PS FORM 3971 FOR LEAVE WHICH HAS BEEN DISAPPROVED. 3971 IS TO BE SUBMITTED TO THE SECRETARY/TREASURER.

SECTION 13.) IF AN OFFICER FAILS TO MEET THE DUTIES OF HIS/HER POSITION A MEETING OF THE OFFICER INVOLVED AND THE PRESIDENT TO DISCUSS PLACING THE OFFICER ON NOTICE OF FAILURE TO PERFORM DUTIES SHALL OCCUR. IF THE OFFICER FAILS TO IMPROVE WITHIN **THIRTY (30) DAYS** A MAJORITY BOARD VOTE WILL HAVE THE AUTHORITY TO SUSPEND THE PAY OF THAT OFFICER UNTIL SUCH TIME THE OFFICER IS IN COMPLIANCE WITH SAID DUTIES. UPON COMPLIANCE THE BOARD WILL VOTE TO REINSTATE THE OFFICER'S PAY. DOCUMENTED EXTREME EMERGENCIES AND DOCUMENTED HEALTH ISSUES ARE EXEMPT.

ARTICLE XIV

INITIATIVE

SECTION 1.) ANY MEMBER OR MEMBERS OF THIS METRO AREA LOCAL, AFTER HAVING SUBMITTED A QUESTION, RESOLUTION OR AMENDMENT AT ANY REGULAR OR SPECIAL MEETING OF THIS METRO AREA LOCAL, AND THE SAME OR PARTS OF THE SAME HAVING FAILED OF PASSAGE, MAY PREPARE AND CIRCULATE A PETITION FOR THE PURPOSE OF CAUSING SAID QUESTION, RESOLUTION OR AMENDMENT TO BE BROUGHT TO A VOTE OF THE ENTIRE MEMBERSHIP.

SECTION 2.) BEFORE CIRCULATING SUCH PETITIONS, THE SECRETARY/TREASURER MUST BE NOTIFIED IN WRITING OF SUCH ACTION AND FURNISHED A COPY OF THE PROPOSED QUESTION, RESOLUTION OR AMENDMENT.

SECTION 3.) UPON SECURING A NUMBER OF SIGNATURES EQUAL IN NUMBER TO TEN (10) PERCENT OF THE MEMBERS IN GOOD STANDING AS CERTIFIED BY THE SECRETARY/TREASURER, A REFERENDUM VOTE MUST BE TAKEN.

SECTION 4.) SAID PETITION MUST BE FILED WITH THE RECORDING SECRETARY AT LEAST ONE WEEK BEFORE THE NEXT MEETING OF THE METRO AREA LOCAL FOLLOWING THE CIRCULATION OF THE PETITION IN ORDER THAT THE SECRETARY/TREASURER MAY CERTIFY REQUISITE PERCENT OF THE MEMBERS IN GOOD STANDING HAVE SIGNED THE PETITION AND THAT THE PETITION IS VALID.

SECTION 5.) NO QUESTION, RESOLUTION OR AMENDMENT ADOPTED BY A REFERENDUM VOTE OF THE MEMBERS IN GOOD STANDING IN THIS METRO AREA LOCAL CAN BE REPLACED OR AMENDED WITHIN SIX (6) MONTHS AFTER ELECTION, EXCEPT BY A REFERENDUM VOTE.

ARTICLE XV

REFERENDUM

SECTION 1.) ANY QUESTION, RESOLUTION OR AMENDMENT, WHICH SHALL HAVE BEEN PASSED BY ANY MEMBER OF THIS METRO AREA LOCAL AND ANY MEMBERS) OF THIS METRO AREA LOCAL DESIRING AN EXPRESSION OF THE ENTIRE MEMBERSHIP ON THE SAME, MAY INVOKE THE REFERENDUM BY CIRCULATION OF A REFERENDUM PETITION.

SECTION 2.) THE PETITION SHALL BE CIRCULATED, THE BALLOTS PREPARED AND THE ELECTION HELD IN THE SAME MANNER AS PROVIDED FOR IN ARTICLE XIV AS APPLIED TO THE INITIATIVE, EXCEPT AS HEREINAFTER PROVIDED.

SECTION 3.) SHOULD SUCH QUESTION, RESOLUTION OR AMENDMENT BE RECONSIDERED AND WITHDRAWN AT ANY SUBSEQUENT REGULAR OR SPECIAL MEETING, SAID PETITION SHALL BE CONSIDERED NOT IN FORCE.

SECTION 4.) ANY MEMBER OF THIS METRO AREA LOCAL MAY, BY MOTION, SUBMIT ANY QUESTION, RESOLUTION OR AMENDMENT TO VOTE OF THE ENTIRE MEMBERSHIP. SAID ELECTION SHALL BE HELD IN THE MANNER HEREINBEFORE PROVIDED FOR IN ARTICLE XIV.

ARTICLE XVI

Local and Membership Protection

The following shall constitute offenses, the commission of which shall subject any officer or member of the American Postal Workers Union, or of any subordinate body of APWU, or a subordinate body itself, to disciplinary action as set forth herein:

SEC. 1. (a) Violating any provision of the Constitution or Bylaws of the APWU or of a subordinate body, or failure to perform duties or functions specified or required therein;

(b) Engaging in a movement which has for its purpose the fostering of a rival organization;

(c) Violating the right of members to be free from discrimination on the basis of race, color, creed, sex, sexual orientation, nationality, handicap, political affiliation, age, or religion;

(d) Engaging in conduct that would expose the APWU to civil liability;

(e) Joining or lending active support to any organization or movement, whose purposes and objectives are contrary to the fundamental principles of the government of the United States of America, such as a communist or fascist movement.

(f) An officer or member or subordinate body found guilty of any of the foregoing after the filing of charges and the holding of hearings and other procedures as prescribed in this Article, may be disciplined by probation, suspension, expulsion, or other appropriate disciplinary action.

SEC. 2. (a) Except in case of suspension or expulsion for non-payment of dues or per capita, the President may initiate suspension proceedings against a subordinate body upon a finding of:

(1) A willful and substantial commission of an offense prohibited by Section 1 of this Article, and may suspend a subordinate body upon a finding; (2) That such suspension is necessary to prevent the theft, misappropriation, or embezzlement of the funds, assets or properties of the subordinate body. Any such finding and suspension shall be made in writing, setting forth the basis therefore and shall be effective upon delivery to the subordinate body.

(b) Where a subordinate body is suspended under Section 2(a) (2) above, the President may appoint a trustee immediately to assume management of the affairs and business of the subordinate body.

Where suspension proceedings have been initiated against a subordinate body under Section 2(a)(1), the trustee shall not be appointed until charges are sustained by the trial board and affirmed by the National Executive Board.

(c) The Secretary-Treasurer shall serve specific charges in writing upon such subordinate body as promptly as possible [but not later than five (5) days after its suspension or the appointment of a trustee under Section 2(a)(2)], and a trial of such charges shall take place

within thirty (30) days thereafter before a trial board appointed by the National Executive Board. The trial board shall consist of three (3) members who shall not be interested in the matter out of which the charges arose. The accused shall have the right to counsel, to produce evidence, to cross-examine and to a stenographic transcript of all the testimony. The decision of the trial board shall be rendered within ten (10) days following the trial, and shall direct either that suspension under Section 2(a)(1) be or not be imposed, or as to proceedings under Section 2(a)(2) that the suspension continue in effect for a specified period of time, or that the suspension be terminated.

(d) An adverse decision of the trial board may be appealed by the subordinate body, its Secretary-Treasurer, or an officer thereof, to the National Executive Board by transmitting a notice of an appeal to the National Executive Board within ten (10) days following the decision of the trial board. The National Executive Board shall render its decision on the appeal in writing within fifteen (15) days of the receipt of the notice of appeal. A subordinate body whose suspension is upheld by the National Executive Board may appeal to the next National Convention.

(e) A trustee appointed under this article shall have the right upon demand, to all the funds, properties, books and assets of the suspended organization for the period that he or she is in charge, such properties to be held in trust for the benefit of the subordinate body and to be expended only to the extent necessary for the proper conduct of the affairs of the subordinate body. The trustee shall be adequately bonded. The trustee shall be authorized and empowered to suspend any or all the officers from office, but not from membership; appoint temporary officers for the duration of his or her trusteeship; take other actions as in his or her judgment are necessary for the preservation of the subordinate body, all subject to the direction, instructions and approval of the National Executive Board. Any officer who may be suspended by the trustee under the provisions of this section shall surrender to the trustee, upon proper receipt; all monies, books and properties of the

subordinate body. Temporarily appointed officers shall be appointed from members in good standing of such subordinate body. The trustee shall be empowered to pay all claims which are properly approved if funds are available and in all necessary particulars to conduct the affairs and management of the subordinate body with the assistance of the temporary officers herein provided for until the trusteeship is terminated. Expenses, including salaries, but not exceeding the current costs of administration of the affairs of the subordinate body, which are assumed by such trustee, shall be paid out of the funds of the subordinate body if available; otherwise they shall be borne by the national Union.

(f) A trusteeship shall be continued no longer than is necessary to coordinate and reorganize the affairs of the subordinate body and shall in all events be concluded as soon as practicable within the judgment of the President, provided the suspended subordinate body shall have the right to appeal to the National Executive Board for removal of the trusteeship if it is deemed such trusteeship has been continued longer than is necessary, provided further that no such appeal shall be made at an interval of less than ninety (90) days. In connection with any such appeal, the subordinate body shall have the right to full hearing on the question of whether the trusteeship shall be continued. In no event shall a trusteeship be continued for a period longer than outlined by the U.S. Department of Labor which is presently established as eighteen (18) months.

SEC. 3. (a) The National Executive Board of this Union shall have jurisdiction to hear and determine any and all charges under this Article or the Constitution.

(b) The Executive Board or trial board of local unions or other subordinate bodies have jurisdiction only to hear charges against members or officers of such subordinate body. In cases where charges involving members or officers of a subordinate body are presented to the National Executive Board, it shall refer such charges to the subordinate body involved for a hearing.

(c) MEMBER CHARGES. A charge by a member in good standing that a member has

violated the national Constitution or Bylaws or the Constitution or Bylaws of a local, state or regional organization must be specifically set forth in writing and signed by the member making the charge. For each alleged offense, the charge shall state (1) who is being charged; (2) the exact nature of the alleged offense; (3) the period of time during which the alleged offense took place and (4) the constitutional provision allegedly violated.

Attached to the charge(s) will be evidence and if there are witnesses, a signed statement from at least one (1) witness.

(d) Except in cases of suspension or expulsion for non-payment of dues or per capita, no disciplinary action shall be taken for violation of any of the provisions of this Article or of the Constitution until an accused individual or a subordinate body has been accorded the following procedures.

(e) Proceedings under this Article may be initiated by any member of APWU by filing charges with the Secretary of the body of which the accused is an officer or member.

(f) PROCEDURES. Charges must be submitted to the Secretary-Treasurer or Treasurer, or, if the Secretary- Treasurer and Treasurer are charged, then to the highest- ranking officer not charged, of the local, state or regional organization of which the charged member or officer is a member, with the exception of national officers. Charges against a national officer are to be submitted to the national Secretary-Treasurer or the highest-ranking officer not charged. All charges are to be submitted within one hundred twenty (120) days of the time the charging party first became aware, or reasonably should have been aware of the alleged offense. Upon receipt of the charges, the Secretary-Treasurer or Treasurer of the local, state or regional organization or highest-ranking officer not charged with whom such charges are filed shall promptly transmit by express mail or certified mail, including a return receipt, a copy of the charges to the charged and charging parties at the last known address of each. Accompanying the charges shall be written notice of the time and place of the hearing, which shall be held not less than one

(1) week after the date of mailing of the notice. In the event of a trial board being appointed pursuant to Section (i), such notice of hearing shall be given to the accused by the committee.

(g) The accused shall be accorded a full and impartial trial, with the right to appear personally and be represented by any member of this Union, but whether the accused shall be represented by an attorney in such trial shall be left to his or her own discretion.

(h) The hearing may be held on a charge notwithstanding the failure of the accused, after being given notice thereof pursuant to provisions of this Article to appear thereat.

(i) The National Executive Board shall constitute a trial board before which hearings on the charges before the National Executive Board may be held provided that the National Executive Board may appoint a hearing officer or officers to act on its behalf for the purpose of holding a hearing. The National Executive Board may appoint as a hearing officer one (1) or more national Union officer(s) who shall be impartial. In cases in which a hearing officer is appointed by the National Executive Board, the hearing officer shall hold a trial under such trial procedure as shall be determined by the National Executive Board; shall make findings of fact and conclusions of law in respect to such charges; and shall recommend to the National Executive Board what disciplinary action, if any, is to be taken by the National Executive Board. In all cases, including those in which a hearing officer is appointed by the National Executive Board, the National Executive Board shall determine what disposition should be made of the charges before it.

(j) The local or state executive board or separate elected trial board for a subordinate body shall constitute the trial board before which hearings on charges may be held, provided that any such trial board may appoint one (1) or more of its members who shall be impartial to act for it as hearing officer for the purpose of holding hearings. In cases in which a hearing officer is appointed, the hearing officer shall hold a trial under such trial procedure as shall be determined by the trial board; shall make findings of fact and

conclusions of law in respect to such charges; and shall recommend to the trial board what disciplinary action, if any, is to be taken by the trial board. In all cases, including those in which a hearing officer is appointed, the trial board shall determine what disposition should be made of the charges before it.

(k) Any decision or disposition of charges by the Executive Board or separate elected trial board of a local union shall be reduced to writing and submitted as a report to the Secretary of the local union, including a synopsis of the testimony introduced at the trial, together with the verdict "guilty" or "not guilty," and the recommended disciplinary action, if any. Upon receiving the report, the Secretary of the local union shall read it at the next regular union meeting. In the event of a guilty verdict, the Secretary will first submit the question of sustaining the report as to guilt or innocence and if guilt is determined, then the question of accepting or rejecting the recommended disciplinary action.

However, if the recommended disciplinary action is expulsion, suspension without pay in excess of sixty (60) days or termination of an incumbent elected officer, an affirmative vote to expel from office or terminate the membership of the officer cannot take effect unless confirmed by two-thirds (2/3) of those voting in a referendum on the recommended disciplinary action. The affected officer shall have ten (10) days to submit a reply to the report. The report and the reply from the affected officer, if submitted, shall contain no more than one thousand (1,000) words each and be sent with each ballot.

SEC. 4. (a) Any person or body against whom disciplinary action has been taken or whose charges have been dismissed in whole or in part, shall have the right to appeal as follows:

(b) From the disciplinary action of or dismissal of charges by a local union, (1) to the President, (2) to the National Executive Board, and (3) to the National Convention.

(c) From the disciplinary action of or dismissal of the charges by the National Executive

Board to the National Convention.

(d) From the disciplinary action of the President (1) to the National Executive Board, and (2) to the National Convention.

(e) In acting as an appeal board, the National Executive Board may appoint one (1) or more national Union officer(s), who shall be impartial, to act on its behalf for the purpose of reviewing any appeal. The member so named shall make recommendation to the National Executive Board concerning disposition of the appeal. The National Executive Board shall determine the final disposition of the appeal.

(f) Appeals shall be taken within a reasonable time not to exceed thirty (30) days from the date that notice of disposition of the charges or disposition of any intermediate appeal is received, provided the appellate body may extend such time for appeal if circumstances so warrant. Appeals shall be in writing and shall state the basis of the appeal. The appellant shall be permitted to present such appeal in person before any appellate tribunal. In the case of an appeal to a National Convention, such personal appeal shall be limited to an appearance before the Convention Committee established to deal with appeals unless such appeals committee or the convention itself decides to permit a personal appearance before the National Convention.

(g) Individuals, or subordinate bodies against whom disciplinary action has been taken shall be obliged to exhaust all remedies provided for in this Article and in the Constitution before resorting to a court of law or other tribunal.

ARTICLE XVII

AMENDMENTS:

SECTION 1.) ANY PROPOSAL TO REPEAL OR ANNUL, AMEND OR ALTER, ANY PART OF THIS CONSTITUTION OR BY-LAWS MUST BE SUBMITTED IN WRITING TO THE SECRETARY/TREASURER TEN (10) DAYS PRIOR TO REGULAR MEETING FOR VERIFICATION OF SIGNATURES OF AT LEAST FIFTY (50) MEMBERS IN GOOD STANDING. AMENDMENTS MUST BE READ AT TWO (2) CONSECUTIVE MEETINGS, VOTED ON AT THE SECOND MEETING AND TO PROCURE AN ADOPTION, MUST RECEIVE

A TWO-THIRDS (2/3) VOTE OF THE MEMBERS PRESENT AND VOTING AT THE VOTING MEETING.

SECTION 2.) ANY PROPOSAL TO REPEAL, ANNUL, AMEND OR ALTER ANY PART OF THIS CONSTITUTION OR BY-LAWS PRESENTED BY THE CONSTITUTION COMMITTEE SHALL NOT BE SUBJECT TO THE SIGNATURE REQUIREMENT AS STATED IN SECTION 1.

SECTION 3.) ALL SIGNATURES ON PETITIONS MUST BE LEGIBLE OR ACCOMPANIED BY THE PRINTING OF THE NAME IN ORDER TO VERIFY THE SIGNATURE. ALL AMENDMENTS WILL BE POSTED ON ALL LOCAL BULLETIN BOARDS AT LEAST TWENTY (20) DAYS PRIOR TO VOTING.

BY-LAWS

ARTICLE I

MISCELLANEOUS

SECTION 1.) MEMBERS SHOULD NOTIFY THE **OFFICE SECRETARY** OF ANY CHANGES OF RESIDENCE.

SECTION 2.) DURING THE TEMPORARY ABSENCE OF ANY OFFICER THE PRESIDENT SHALL APPOINT A MEMBER TO FILL THE VACANCY PROTEM.

SECTION 3.) NO BUSINESS SHALL BE TRANSACTED WHILE NON-MEMBERS ARE PRESENT, UNLESS THEY ARE MEMBERS OF THE AFL-CIO OR HAVE BEEN INVITED THERE BY THE PRESIDENT OR CRAFT DIRECTOR.

SECTION 4.) A MEMBER MAY BE EXPELLED FOR CAUSE IN WHICH CASE, CHARGES SHALL BE PREFERRED, AND THE PARTY CONCERNED NOTIFIED IN WRITING BY THE SECRETARY/TREASURER, STATING CHARGES AND NOTIFYING HIM TO APPEAR FOR TRIAL AT THE NEXT REGULAR MEETING. A TWO-THIRDS (2/3) MAJORITY VOTE OF THE MEMBERS PRESENT SHALL BE REQUIRED FOR EXPULSION DUE PROCESS.

SECTION 5.) THE MAJORITY OF THE MEMBERS PRESENT SHALL DECIDE IN CASE THE CHAIR'S DECISION IS APPEALED.

SECTION 6.) ANY OFFICER OF THIS METRO AREA LOCAL WHO FAILS TO REPORT AT THREE (3) CONSECUTIVE MEETINGS WITHOUT VALID REASON SHALL HAVE HIS/HER OFFICE DECLARED VACATED.

SECTION 7.) IN THE ABSENCE OF OTHER AUTHORITY ROBERTS' RULES OF ORDER SHALL GOVERN THE DELIBERATIONS OF THIS METRO AREA LOCAL.

SECTION 8.) QUORUM: FIFTEEN (15) MEMBERS SHALL CONSTITUTE A QUORUM FOR THE TRANSACTION OF BUSINESS AT ANY REGULAR OR SPECIAL MEETING, BUT LESS THAN THAT NUMBER WILL ADJOURN TO MEET AT A FUTURE SPECIFIED TIME.

ARTICLE II

RULES OR ORDER

1.) NO MOTION SHALL BE RECEIVED OR LAID BEFORE THIS METRO AREA LOCAL UNLESS MOVED BY ONE MEMBER AND SECONDED BY ANOTHER; NOR OPEN FOR DISCUSSION UNTIL STATED BY THE PRESIDENT OR PRESIDING OFFICERS; AND WHEN A QUESTION IS BEFORE THIS METRO AREA LOCAL, NO OTHER MOTION SHALL BE IN ORDER, EXCEPT; 1ST TO ADJOURN; 2ND TO LAY ON THE TABLE; 3RD TO POSTPONE INDEFINITELY; 4TH THE PREVIOUS QUESTION; 5TH TO POSTPONE TO A DEFINITE PERIOD; 6TH TO REFER; 7TH TO COMMIT; 8TH TO AMEND; WHICH SHALL TAKE PRECEDENCE IN ORDER HEREIN ARRANGED.

2.) THE FOLLOWING QUESTIONS ARE NOT DEBATABLE:

(1) ADJOURN (2) TO LAY ON THE TABLE. (3) TO POSTPONE INDEFINITELY. (4) THE PREVIOUS QUESTION.

3.) A MOTION TO RECONSIDER ANY FORMER RESOLUTION OR VOTE SHALL ONLY BE MADE AND SECONDED BY MEMBERS WHO VOTED WITH THE MAJORITY, AND NOT LATER THAN THE SECOND MEETING AFTER SUCH ACTION.

4.) WHEN A MEMBER SPEAKS, HE/SHE SHALL RISE AND ADDRESS THE PRESIDING OFFICER AND CONFINE HIMSELF/HERSELF STRICTLY TO THE QUESTION UNDER CONSIDERATION AND AVOID ALL PERSONALITIES. HE/SHE SHALL NOT BE INTERRUPTED WHILE SPEAKING, UNLESS BY THE PRESIDING OFFICER, WHO MAY CALL HIM/HER TO ORDER, OR ADMONISH HIM/HER TO A CLOSER ADHERENCE TO THE SUBJECT; OR BY A MEMBER ARISING TO A POINT OF ORDER OR FOR A POINT OF INFORMATION, OR A PARLIAMENTARY INQUIRY. NO MEMBER SHALL BE ALLOWED TO SPEAK MORE THAN ONCE UNTIL ALL HAVE BEEN HEARD WHO WISH TO SPEAK, AND NOT MORE THAN TWICE ON THE SAME SUBJECT, EXCEPT BY SPECIAL PERMISSION.

5.) THE PREVIOUS QUESTION, AFTER A REASONABLE DISCUSSION OF ANY QUESTION, A MOTION MADE AND SECONDED BY TWO MEMBERS FOR THE PREVIOUS QUESTION, THE CHAIRPERSON SHALL PUT IT IN THIS FORM; "SHALL THE PREVIOUS QUESTION

BE IN ORDER?" AND UNTIL THAT IS DECIDED, IT SHALL PRECLUDE ALL AMENDMENTS TO THE MAIN QUESTION AND ALL FURTHER DEBATE.

6.) NO MOTION TO AMEND THE MINUTES BY STRIKING OUT WORD OR SENTENCES SHALL BE ADMISSIBLE, UNLESS THEY CONTAIN SOME ERROR IN FACT OR GRAMMAR.

7.) A MOTION TO ADJOURN SHALL ALWAYS BE IN ORDER, EXCEPT:

- (1) WHEN A MOTION IS BEFORE THE HOUSE;
- (2) WHEN A MEMBER HAS THE FLOOR;
- (3) WHEN MEMBERS ARE VOTING;
- (4) WHEN IT HAS BEEN DECIDED TO TAKE UP THE PREVIOUS QUESTION

ARTICLE III

ORDER OF BUSINESS

1. MEETING CALLED TO ORDER
2. INVOCATION AND PLEDGE OF ALLEGIANCE TO THE FLAG.
3. READING AND ADOPTION OF THE MINUTES OF THE LAST EXECUTIVE BOARD MEETING.
4. APPLICATIONS FOR MEMBERSHIP.
5. REPORTS OF OFFICERS:
 - a) SECRETARY/TREASURER
 - b) LEGISLATIVE REPRESENTATIVE
 - c) CRAFT DIRECTORS
6. OTHER OFFICERS AND COMMITTEE REPORTS AS REQUESTED.
7. REPORTS OF DELEGATES
 - a) CENTRAL LABOR COUNCIL
 - b) CONVENTIONS
 - c) REGULAR OR SPECIAL MEETINGS
8. RESUME OF COMMUNICATIONS
9. UNFINISHED BUSINESS
10. NEW BUSINESS
11. ELECTION OF OFFICERS AND DELEGATES
12. GOOD OF THE UNION
13. INSTALLATION OF OFFICERS
14. ADJOURNMENT

CONSTITUTION UPDATED ON SEPTEMBER 14, 2017.