
Constitution of International Union UNITED STEELWORKERS

MANUAL



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ARTICLE I

Name

1 This Organization shall be known as the United
2 Steel, Paper and Forestry, Rubber, Manufacturing,
3 Energy, Allied Industrial and Service Workers
4 International Union (to be known in short as the
5 "United Steelworkers" and by the acronym "USW").
6 This document shall be known as the Constitution and
7 By Laws of the International Union and it shall also be
8 the Constitution of each Local Union chartered by the
9 International Union.

ARTICLE II

Objects

10 First. To unite in this union all working men and
11 working women eligible for membership.

12 Second. To establish through collective bargaining
13 adequate wage standards, shorter hours of work and
14 improvements in the conditions of employment for
15 workers in industry.

16 Third. To engage in educational, legislative, polit-
17 ical, civic, social, welfare, community and other activ-
18 ities; to advance and safeguard the economic security
19 and social welfare of workers in industry, the
20 International Union, its Local Unions and the free labor
21 movements of the United States, Canada and the world;
22 to seek to eliminate all forms of discrimination; to pro-
23 tect and extend our democratic institutions and civil

1 rights and liberties; and to perpetuate and extend the
2 cherished traditions of democracy and social and eco-
3 nomic justice in the United States, Canada and the
4 world community.

5 Fourth. To function as an autonomous
6 International Union affiliated with other international
7 unions in national and international federations in the
8 United States, Canada and the free world; to unify and
9 solidify the International Union, its Local Unions and
10 the entire labor movement; and to provide financial and
11 other aid and assistance to labor and other organiza-
12 tions in the United States, Canada and other parts of the
13 world.

14 Fifth. To take all steps and actions consistent with
15 the Constitution and policies of the International Union
16 to implement and carry out the objects, rights, activities
17 and responsibilities of this organization.

ARTICLE III

Eligibility

18 Section 1. All working men and working women in
19 the United States, Canada, insular areas adjacent there-
20 to and the Western Hemisphere, for whom the union
21 assumes or seeks to assume the collective bargaining
22 and other responsibilities set forth in Article II, and all
23 officers, staff representatives and employees of the
24 International Union, are eligible for membership.

25 Section 2. Persons having supervisory power shall
26 be eligible for membership subject to the terms estab-

1 lished by the International Executive Board.

2 Section 3. No person shall be eligible for member-
3 ship, or for nomination or election or appointment to,
4 or to hold any office, or position, or to serve on any
5 Committee in the International Union or a Local Union
6 or to serve as a delegate who is a consistent supporter
7 of, or who actively participates in, the activities of any
8 hate based-racist, terrorist, or other organization which
9 advocates violence to affect government policy or to
10 oppose the democratic principles to which the United
11 States and Canada and our Union are dedicated.
12 This eligibility requirement shall be in addition to any
13 other eligibility requirement imposed by any other
14 Article or Section of this Constitution.

ARTICLE IV

International Officers, International Executive Board, International Tellers, Delegates to the Conventions of the Federation and Rubber/Plastics Industry Conference

15 Section 1. The International Officers of the
16 International Union shall be the International President,
17 the International Secretary-Treasurer, the International
18 Vice President (Administration), the International Vice
19 President (Human Affairs) and the Canadian National
20 Director.

21 There shall be one District Director for each District.
22 The persons duly elected to such positions shall per-
23 form the functions set forth in this Constitution.

24 Section 2. The term of office of the International

1 Officers and District Directors shall be four (4) years,
2 except as otherwise contemplated in Article V, Section
3 2, of this Constitution.

4 Section 3. No member shall be eligible for nomi-
5 nation or election as an International Officer or District
6 Director unless the member (a) shall be in continuous
7 good standing for a period of five (5) years immediate-
8 ly preceding the election, (b) is a citizen of the United
9 States or Canada or other country in which the United
10 Steelworkers represents members or has legally
11 declared the intention of becoming a citizen, and (c)
12 has worked for three (3) years in an enterprise, public
13 or private, or any other place within the jurisdiction of
14 the International Union, or is an International Officer,
15 District Director or a Staff Representative of the
16 International Union.

17 Section 4. No member shall accept nominations
18 for or hold two or more positions set forth in Section 1
19 above and Section 28 below at the same time.

International President

20 Section 5. The International President shall attend
21 and preside at all International Conventions and at all
22 sessions of the International Executive Board. The
23 President shall convene regular and special meetings of
24 the International Executive Board whenever necessary,
25 or when requested by a majority of the members of the
26 International Executive Board.

27 Section 6. The President shall interpret the mean-
28 ing of the Constitution and the President's interpreta-

1 tion shall be subject to review by the International
2 Executive Board. Between sessions of the International
3 Executive Board the President shall have full power to
4 direct the affairs of the International Union subject to
5 the approval of the Executive Board. The President
6 may in person, or designate an International Officer or
7 a Staff Representative, to visit or inspect the office of
8 any Local Union or District.

9 Section 7. The International President shall have
10 the authority to appoint, direct, suspend, or remove
11 such organizers, representatives, agents and employees
12 as the President may deem necessary. The President
13 shall fix their compensation and, where appropriate,
14 shall establish job rates, subject to the approval of the
15 International Executive Board.

16 Section 8. The International President shall
17 appoint, prior to the opening date of the International
18 Convention, and subject to the approval of the
19 International Convention, such committees as are nec-
20 essary to conduct the affairs of the International
21 Convention. Such committees shall meet before the
22 opening date of the International Convention and shall
23 proceed to consider all resolutions, appeals, reports and
24 constitutional amendments submitted to the
25 International Convention.

26 Section 9. The International Officers shall make a
27 full joint report of the administration of their offices
28 and of the affairs of the International Union to the
29 International Convention.

30 Section 10. The International President shall per-

1 form all such other duties as pertain to the President's
2 office.

International Vice Presidents

3 Section 11. The International Vice Presidents shall
4 assist the International President in the performance of
5 the President's duties and shall work under the direction
6 of the International President.

International Secretary-Treasurer

7 Section 12. The International Secretary-Treasurer
8 shall be the chief custodian of all files, records, books,
9 documents and effects of the International Office,
10 except such records as properly belong to the offices of
11 the International President and the International Vice
12 Presidents.

13 The Seal of the International Union shall be held in
14 trust by the International Secretary-Treasurer. The Seal
15 shall be in a form and design approved by the
16 International Executive Board.

17 The International Secretary-Treasurer shall cause
18 to be recorded the proceedings of all International
19 Conventions and shall cause a record to be kept of all
20 actions taken by the International Executive Board.

21 The International Secretary-Treasurer shall per-
22 form the functions set forth in Articles V, VI and VII of
23 this Constitution and shall assist the President in the
24 performance of the President's functions under Articles
25 IX, XII and XIII.

26 Section 13. The International Secretary-Treasurer
27 shall be the chief financial officer of the International

1 Union, shall receive and collect all monies due to the
2 International Union, and shall be in charge of and pre-
3 serve all monies and properties of the International
4 Union. The International Secretary-Treasurer shall pay
5 all bills and current expenses unless otherwise ordered
6 by the International President. The International
7 Secretary-Treasurer shall furnish to the International
8 Officers and Executive Board quarterly reports of the
9 financial operations of the International Union.

10 Section 14. The International Secretary-Treasurer
11 shall make the necessary arrangements for the mainte-
12 nance of financial books and records, the receipt of all
13 funds due the International Union and shall deposit all
14 such funds in the name of the International Union in
15 depositories approved by the International Executive
16 Board. The International Secretary-Treasurer shall
17 invest all such funds as may be deemed by the
18 International Executive Board to be in excess of current
19 need in such securities as the International Executive
20 Board may decide.

21 Section 15. The International Secretary-Treasurer
22 shall give a bond in an amount to be fixed by the
23 International Executive Board to insure the faithful dis-
24 charge of the International Secretary-Treasurer's duties.
25 Said bond shall be approved by the International
26 Executive Board. In addition, bonds for the other
27 International Officers, Executive Board members and
28 employees of the International Union, to the extent and
29 in such amounts deemed necessary by the International
30 Executive Board, shall be provided and approved by the
31 International Executive Board. The cost of said bonds
32 shall be paid out of the funds of the International Union.

1 Section 16. The International Secretary-Treasurer
2 shall keep copies of all important correspondence sent
3 out and received by the International Secretary-
4 Treasurer's office.

5 The International Secretary-Treasurer shall per-
6 form such other duties as pertain to the International
7 Secretary-Treasurer's office or may be assigned by the
8 President or the International Executive Board.

9 Section 17. The International Secretary-Treasurer
10 shall have the authority, subject to the approval of the
11 International President, to employ with compensation
12 such assistants as may be necessary to conduct the
13 affairs of the International Secretary-Treasurer's office.
14 The compensation and, where appropriate, job rates
15 fixed for such assistants shall be subject to the approval
16 of the International Executive Board.

Canadian National Director

17 Section 18. The National Director of Canada shall
18 be the spokesperson for the Union in Canada on nation-
19 al issues and on Union issues applicable to more than
20 one Canadian District. The National Director of
21 Canada shall chair the National Policy Conference
22 which is the Union's forum in Canada to set priorities
23 and policies for legislative and collective bargaining
24 matters in Canada consistent with this Constitution and
25 the Union's overall policy.

International Executive Board

26 Section 19. The International Executive Board shall
27 consist of the International Officers and the District Directors.

1 Section 20. International Executive Board mem-
2 bers shall attend all regular and special meetings of the
3 International Executive Board and shall administer the
4 affairs of the International Union in their Districts and
5 perform such duties as may be assigned to them subject
6 to the direction of the International President. The
7 International Executive Board shall meet twice a year
8 and at such other times as provided for herein. It shall
9 enforce the Constitution and carry out the instructions
10 of the International Conventions and, between the
11 International Conventions, shall have power to direct
12 the affairs of the International Union. It shall cause the
13 books of the International Secretary-Treasurer to be
14 audited by certified public accountants annually and
15 shall transmit a copy of the audit to all Local Unions
16 upon the completion thereof.

17 The funds and property of the International Union
18 shall be managed, invested, expended or otherwise
19 used to implement and carry out the objects, rights,
20 activities and responsibilities of the International
21 Union, and to administer the affairs of the International
22 Union, in accordance with the Constitution and policies
23 of the International Union.

24 Section 21. The annual salary shall be \$105,000
25 for the International President, \$90,000 for the
26 International Secretary-Treasurer, \$85,000 for the
27 International Vice President (Administration) and
28 International Vice President (Human Affairs), \$80,000
29 for the National Director of Canada and \$70,000 for
30 District Director.

31 Each January 1, the annual salary shall be changed
32 by the same percentage that average annual earnings
33 for USW members for the most recent calendar year

1 changed from the average annual earnings for the year
2 which preceded it.

3 International Executive Board Members,
4 International Officers, representatives and employees
5 of the International Union shall receive, in addition to
6 their salaries, reimbursement for their legitimate
7 expenses, and such fringe benefits as have been or may
8 from time to time be approved by the International
9 Executive Board.

10 Section 22. Real estate necessary to the affairs of
11 the International Union may be acquired, held, leased,
12 mortgaged and disposed of by the International
13 Executive Board in the names of the International
14 President and the International Secretary-Treasurer and
15 their successors in office as trustees for the
16 International Union.

17 Section 23. The International Executive Board
18 shall have the power to remove any of the officers or
19 officials enumerated in Section 1 and Section 28 here-
20 of who, (a) after due trial upon written charges of
21 which a copy shall be given to the accused at least fif-
22 teen (15) days before trial, is found guilty of dishon-
23 esty, malfeasance or maladministration, or (b) has been
24 expelled as a member of the International Union in
25 accordance with the provisions of this Constitution.

26 Section 24. Vacancies among the International
27 Officers and vacancies among District Directors shall
28 be filled by the International Executive Board for the
29 balance of the term. The International Executive Board
30 shall have the power to fill vacancies among
31 International Tellers for the unexpired term. Any mem-

1 ber designated by the International Executive Board to
2 fill a vacancy pursuant to this Section must meet the
3 eligibility requirements for the office involved.

4 Section 25. The International Executive Board shall
5 have the power to decide all appeals made to it and its deci-
6 sions shall be effective when rendered, except that it may
7 stay execution of the decision pending an appeal to the
8 International Convention, notice of which shall be filed
9 with the International Secretary-Treasurer within thirty
10 (30) days after the International Executive Board's decision
11 is made known to the parties interested. The International
12 Executive Board may delegate or assign all or part of its
13 authority under this Section to a committee of its members.

14 Section 26. A quorum of the International Executive
15 Board shall be a majority of the members. Questions com-
16 ing before the International Executive Board shall be
17 decided by a majority vote of its members present at a quo-
18 rum, except as otherwise provided in this Constitution.
19 Any member may demand a roll call vote on any question
20 and in such event each member of the International
21 Executive Board shall have one (1) vote and one (1) addi-
22 tional vote for each 1,000 members or majority fraction
23 thereof in good standing in the District which such
24 International Executive Board member represents. In the
25 absence of a roll call vote, the International Officers shall
26 be entitled to one (1) vote each. In the event a roll call vote
27 is taken, the International President shall be entitled to a
28 vote equal to the number of votes cast by the Board
29 member who has the highest number of votes. Each
30 International Officer, other than the International President,
31 shall have a vote equal to one half (1/2) of the vote of the
32 International President.

1 Section 27. The International Executive Board shall
2 have the power to effectuate the merger or affiliation of any
3 other labor organization with the United Steelworkers.
4 Where such action is necessary to effectuate the merger or
5 affiliation, the International Executive Board may for a
6 period of up to four (4) years waive the application of any
7 provision of this Constitution to the members of the newly
8 merged or affiliated labor organization or continue in exis-
9 tence for those members any provision of such other labor
10 organization's constitution with such modifications as are
11 appropriate.

International Tellers

12 Section 28. There shall be five (5) International
13 Tellers elected at each regular Convention which
14 precedes an International election without another
15 Convention intervening. The International Tellers shall
16 be elected according to geographical areas designated
17 by the International Executive Board for a term which
18 shall expire at the next Convention where International
19 Tellers are elected. The method of election shall be
20 established by the International Executive Board. The
21 International Tellers shall perform their duties in con-
22 nection with elections to International offices as pro-
23 vided in this Constitution. No paid staff representative
24 of the International Union shall be eligible for the posi-
25 tion of International Teller.

26 The International Tellers may separate into hearing
27 panels in order to expedite the hearing of election con-
28 tests. To be eligible to serve as an International Teller,
29 a member must meet the requirements of Section 3 of
30 this Article IV.

31 Section 29. Each International Teller shall receive

1 \$175.00 per day and legitimate expenses for each day
2 employed.

Delegates to the Conventions of the Federation

3 Section 30. The members of the International
4 Executive Board shall be the delegates of the
5 International Union to the conventions of the National
6 Federation with which the International Union is affili-
7 ated (hereinafter referred to as the "Federation").
8 Delegates to the conventions of the Federation shall
9 represent the International Union. They shall render a
10 report to the regular International Convention immedi-
11 ately following the convention of the Federation which
12 they last attended. The delegates to the conventions of
13 the Federation shall cast their vote as a unit, on all
14 questions coming before the convention in accordance
15 with the instructions of the International Convention or
16 the International Executive Board. In the absence of
17 such instructions, the decision of a majority of the del-
18 egates shall determine.

Rubber/Plastics Industry Conference

19 Section 31. Notwithstanding the other provisions
20 of Articles IV and V, the Executive Vice President of
21 the Rubber/Plastics Industry Conference (R/PIC) is a
22 member of the International Executive Board with the
23 voting strength and salary of an International Vice
24 President.

25 The Executive Vice President (R/PIC) shall be
26 elected in September 1996 at the Rubber/Plastics
27 Industry Conference. That term of office shall expire
28 February 28, 1998 with the successor elected at the

1 Rubber/Plastics Industry Conference held in
2 September 1997 and taking office March 1, 1998. That
3 term and any terms that follow shall expire at the same
4 time as the term for International Officers under Article
5 V, Section 2.

6 Section 32. Effective with the adoption of this
7 Section of the Constitution, a new International Vice
8 President at Large position is created. This Vice President
9 at Large will be a member of the International Executive
10 Board, have the voting strength and salary of an
11 International Vice President, and be assigned duties by the
12 International President. The term of office shall expire on
13 February 28, 2010, and thereafter the International Vice
14 President at Large shall be elected for the same term, in
15 the same manner and at the same time as the other
16 International Executive Board members.

ARTICLE V

Nominations and Elections of International Officers and International Executive Board Members

17 Section 1. The International President, the International
18 Secretary-Treasurer, the International Vice President
19 (Administration) and the International Vice President
20 (Human Affairs) shall be elected by referendum vote of the
21 members of the International Union. The National Director
22 of Canada shall be elected for the same term in the same
23 manner and at the same time as the other International elec-
24 tions by the members within Canada.

25 The members of the International Union within each
26 District shall elect their District Director by referendum vote.

1 Such elections shall be conducted in accordance with
2 the provisions of this Constitution and an International Union
3 Elections Manual to be adopted by the International
4 Executive Board prescribing procedures and rules governing
5 nominations and elections under this Article.

6 The candidates for the respective positions receiving
7 a plurality of the votes cast and meeting the eligibility
8 requirements set forth in Section 3 of Article III and
9 Sections 3 and 4 of Article IV, shall be declared elected.

10 Section 2. The next election of the International
11 Officers and District Directors shall be held on Tuesday,
12 November 21, 2017, and in every fourth year thereafter on
13 the Tuesday immediately preceding the U.S.
14 Thanksgiving, and the persons elected shall assume their
15 duties beginning March 1, 2018 and shall serve until their
16 successors are elected and qualified at which time all
17 money, official records and documents and all property
18 belonging to the International Union shall be turned over
19 to such successors.

20 Section 3. All members in good standing shall be
21 entitled to vote.

22 Section 4. Each Local Union shall have the right to
23 nominate a member for each office to be filled. During
24 the month of June, 2017 each Local Union shall desig-
25 nate a date, time and place for the holding of a nomina-
26 tion meeting to be held in the month of September,
27 2017. Each Local Union Recording Secretary shall
28 have the duty to transmit immediately to the
29 International the information respecting the date, time
30 and place selected for the nomination meeting. The
31 International Secretary-Treasurer shall provide a notice
32 reasonably calculated under the circumstances to

1 inform the members of each Local Union of the nomi-
2 nation meeting in their Local Union.

3 The International Secretary-Treasurer shall pre-
4 pare nomination certificates and envelopes and send
5 them to the Local Unions not later than August 18,
6 2017. The Local Union Recording Secretary shall com-
7 plete the nomination certificate, filling in the names of
8 the members nominated by the Local Union for the var-
9 ious offices, together with the vote recorded, and shall
10 forward the same to reach the International Secretary-
11 Treasurer's office not later than eight (8) days after the
12 Local Union's nomination meeting.

13 Section 5. The International Tellers shall meet at the
14 Headquarters of the International Union to open and tab-
15 ulate the nomination returns and shall file a report with
16 the International Secretary-Treasurer setting forth the
17 names of all the members nominated and the total num-
18 ber of nominations received. Only those nomination
19 returns which conform to the requirements of this Article
20 and the International Union Elections Manual shall be
21 tabulated by the Tellers, except that timely returns which
22 are deficient only in ministerial respects shall be tabulat-
23 ed if the International Tellers are able to ascertain by
24 independent investigation that they are authentic and
25 accurate. The International Secretary-Treasurer shall, not
26 later than October 13, 2017, notify all candidates of the
27 tabulation of nomination returns and ask them to have
28 the officers of their Local Union certify to their member-
29 ship in good standing.

30 For the International President, the International
31 Secretary-Treasurer, the International Vice President
32 (Administration) and the International Vice President
33 (Human Affairs), the required number of Local Union

1 nominations shall be five (5) plus one for each 10,000
2 members (or majority fraction thereof) in good stand-
3 ing as of March 31, 2017. The required number of
4 Local Union nominations for the National Director of
5 Canada shall be five (5) plus one for every 10,000
6 members (or majority fraction thereof) in good stand-
7 ing in Canada as of March 31, 2017.

8 The required number of Local Union nominations
9 for District Director shall be five (5) plus one for every
10 10,000 members (or majority fraction thereof) in good
11 standing in the District as of March 31, 2017.

12 Section 6. Any nominees notified in accordance
13 with Section 5 of this Article who desire to continue as
14 candidates must have their certificate of membership in
15 good standing attested by the officers of their Local
16 Union and return said certificate to the International
17 Secretary-Treasurer by October 23, 2017.

18 All protests in connection with nominations must
19 be filed with the International Executive Board and
20 must be received by the International Secretary-
21 Treasurer not later than October 6, 2017, except for
22 protests filed pursuant to the fourth paragraph of this
23 Section which must be received by the International
24 Secretary-Treasurer by October 20, 2017.

25 The Board shall have the power to decide all ques-
26 tions involved in such protests, including the question
27 of whether any violation is sufficient to require invali-
28 dation of a particular Local Union nomination.

29 If a protest alleges that a candidate was properly
30 nominated by a particular Local Union but was not
31 credited with that nomination because the return was
32 not received or was not received in timely fashion, and
33 if the International Executive Board determines that a

1 candidate was in fact properly nominated by such
2 Local Union, it shall credit the candidate involved with
3 such nomination. The Board shall invalidate any
4 protested Local Union nomination if it finds that there
5 was a violation which may have affected the outcome
6 of the nomination at that Local Union.

7 If the International Executive Board invalidates
8 the nomination of one or more Local Unions, and if the
9 International Executive Board determines that the rerun
10 of such Local Union nominations might enable a candi-
11 date to have a sufficient number of nominations to appear
12 on the ballot, then the International Executive Board shall
13 direct immediate new nominations to be run under its
14 supervision in any Local Unions whose nominations
15 were invalidated. In such event, the International
16 Executive Board is empowered to postpone the election
17 for the office involved where, in its judgment, it is neces-
18 sary to do so. The Local Union nominations which are
19 not invalidated shall remain in effect. The new date for
20 any postponed election shall be set by the International
21 Executive Board, and the International Secretary-
22 Treasurer shall institute the machinery for such new nom-
23 inations.

24 Immediately following the ruling of the International
25 Executive Board on the nomination protests, the
26 International Secretary-Treasurer shall notify all candi-
27 dates who have received the required number of nomina-
28 tions and ask if they desire to be placed on the ballot. In
29 order to be placed on the ballot, candidates must respond
30 in writing within five (5) days of the date of notification.

31 The procedure set forth in this Section is the only
32 procedure by which protests in connection with nomina-
33 tions may be processed. Nomination protests are not sub-
34 ject to further review within the Union following the elec-

1 tion. A candidate who does not receive sufficient nomina-
2 tions to appear on the ballot, following the disposition of
3 any nomination protests under this Section 6, shall have
4 received the final disposition of such efforts to become a
5 candidate.

6 If only one eligible member receives a sufficient
7 number of nominations, no election for that position shall
8 be held and such member shall automatically be declared
9 the person elected for that office.

10 Section 7. No nominee filing an acceptance with
11 the International Secretary-Treasurer shall be allowed
12 to withdraw such acceptance.

13 If a nominee for International Officer or District
14 Director who has complied with Section 6 above shall
15 die prior to the date of the election, the election for the
16 office involved shall be postponed and nominations for
17 that office reopened. Any other nominees for said
18 office who have complied with Section 6 above shall
19 continue to be candidates and hold the nominations
20 from the Local Unions previously received by such
21 nominees. The International Executive Board shall set
22 a new early election date for the office involved and the
23 International Secretary-Treasurer shall institute the
24 machinery to permit additional candidates to be nomi-
25 nated for that office in the same manner as in the case
26 of regular elections, subject to the previous sentence.

27 Section 8. The International Secretary-Treasurer
28 shall prepare ballots giving the names and places of
29 residence of those accepting nominations, also showing
30 the positions for which the various nominees are candi-
31 dates, and forward them to the Local Unions in suffi-
32 cient numbers to supply each member not later than
33 two (2) weeks prior to the date of election. "Tally

1 Sheets," one "Return Sheet," and one envelope for
2 "Return Sheet," must accompany the ballots sent each
3 Local Union. In arranging the ballots, the International
4 Secretary-Treasurer shall place the names of the differ-
5 ent candidates on the ballot in graduated order, in
6 accordance with the number of nominations received.

7 The ballot shall be prepared on special paper,
8 employing a special watermark, to protect against
9 duplication of the ballot.

10 The ballot shall be numbered in the upper lefthand
11 corner, in such a manner that the number can be torn off
12 before the ballot is placed in the ballot box. The ballot
13 shall contain a statement instructing the voter to tear off
14 the number before depositing the ballot in the ballot
15 box, and assuring the voter that when this is done, it
16 will be impossible to determine which ballot the voter
17 has cast.

18 Notwithstanding any other provision in this
19 Article, the International Executive Board may estab-
20 lish standards for the authorization of the use of voting
21 machines under procedures which provide safeguards
22 for their proper use.

23 Section 9. Every Local Union with members eligi-
24 ble to vote shall be required to conduct an election. In
25 the event that the International Secretary-Treasurer
26 should conclude that any such Local Union may not be
27 planning to conduct an election, the International
28 Secretary-Treasurer shall contact the Local Union to
29 assure that the Local Union is planning to hold such
30 election or, failing such assurance, shall make arrange-
31 ments for the International Union to conduct such elec-
32 tion at Local Union expense.

1 Section 10. Each Local Union shall designate, at a
2 regular meeting of the Local Union held in June, 2017,
3 the place or places where its November 21, 2017 elec-
4 tion shall be held, the hours of the election at each such
5 place, and the place where the votes shall be tabulated.
6 The voting place or places so designated shall be the
7 official voting place or places of such Local Union. The
8 hours designated shall be such as will permit all mem-
9 bers who so desire to vote.

10 Each Local Union shall promptly furnish to the
11 International Secretary-Treasurer the information respect-
12 ing the place or places and hours of its election and the
13 place where votes shall be tabulated when requested to do
14 so by the International Secretary-Treasurer.

15 At least fifteen (15) days prior to the election, notice
16 of the date, place and hours of the election and the offices
17 to be filled shall be mailed by the International Secretary-
18 Treasurer to each member in good standing of the Local
19 Union to the member's last known home address.

20 Each candidate for International Office or District
21 Director shall, upon request, following the International
22 Executive Board's disposition of all nomination protests
23 filed pursuant to Article V, Section 6, be entitled to obtain
24 from the International Secretary-Treasurer the information
25 concerning the date, place and hours of the election and
26 the place where the votes are to be tabulated in each Local
27 Union under procedures set forth in the International
28 Union Elections Manual.

29 Under no circumstances shall the votes of any Local
30 Union be tabulated in any place other than the place so
31 designated for such tabulation by the Local Union. No
32 member shall be allowed to interfere with the official
33 Local Union Tellers during the tabulation.

1 Section 11. No member shall be allowed more than
2 one (1) vote for any candidate for a particular office, nor
3 shall the Local Union Tellers record the vote of any mem-
4 ber who is not present at the time the election is held,
5 except that any member whose work will require the mem-
6 ber to be more than fifty (50) miles away from the polling
7 place and any member who is prevented from appearing at
8 the polls because of service in the armed forces or vacation
9 may cast an absentee ballot under procedures specified in
10 the International Union Elections Manual.

11 Section 12. Each Local Union shall establish a com-
12 mittee of Local Union Tellers. The committee shall con-
13 sist of the Local Union President, Financial and Recording
14 Secretaries, who shall automatically be Local Union
15 Tellers. The Local Union may elect additional Local
16 Union members to serve as Tellers on the committee. The
17 Local Union Tellers shall supervise the election, and when
18 requested, assist the members in voting, and tabulate the
19 votes cast by the members for the respective offices, and
20 enter on the "Return Sheet" furnished by the International
21 Secretary-Treasurer for that purpose the total number of
22 votes cast for each candidate. The correctness of the
23 "Return Sheet" must be attested with the Local Union seal
24 and signatures of the President and Recording Secretary
25 of the Local Union.

26 A member who has not attended at least one-third
27 (1/3) of the regular meetings held by the member's Local
28 Union during the six (6) month period immediately pre-
29 ceding the month in which the Local Union Tellers are
30 selected shall not be allowed to act as a Local Union
31 Teller. Meetings which a member is prevented from
32 attending because of such member's Union activities,
33 working hours, service in the armed forces of the United

1 States or Canada, sickness which confines, death in the
2 immediate family, or jury duty, shall not be counted as
3 meetings held in determining such member's eligibility
4 under this Section 12; provided, that the member shall
5 have the burden of proving inability to attend for one of
6 the prescribed reasons, in accordance with the proce-
7 dures to be specified in the International Union
8 Elections Manual.

9 Section 13. Should it be proved that more votes are
10 recorded on the "Return Sheet" than were actually cast
11 by the members, the vote of the Local Union shall be
12 invalidated, and those responsible for the fraud shall be
13 punished.

14 Section 14. After the votes have been tabulated and
15 the "Return Sheet" attested, it shall be turned over to the
16 Recording Secretary, whose duty it shall be to see that
17 the "Return Sheet" is properly attested, enclosed in a
18 special envelope furnished by the International
19 Secretary-Treasurer for that purpose, and forwarded at
20 once by certified mail or some other method demon-
21 strating transmission to the International Tellers, in care
22 of the International Headquarters. "Return Sheets" post-
23 marked later than ten (10) days after the election shall
24 not be tabulated by the International Tellers.

25 Section 15. The envelopes for "Return Sheets" fur-
26 nished the Local Unions must have the name of the
27 International Tellers, and the address of the
28 International Headquarters, and the following printed
29 thereon:

Election Returns

From L.U. No _____ District _____

1 The Local Union Recording Secretary shall insert
2 the numbers of the Local Union and District in the
3 blank spaces on the envelope.

4 Section 16. When the "Return Sheets" reach the
5 International Tellers, they shall examine the envelopes
6 to see if they are intact, make a proper record of their
7 receipt, and deposit them unopened in a securely
8 locked receptacle provided for that purpose.

9 Section 17. The International Tellers shall retain
10 the services of a public spirited and impartial organiza-
11 tion experienced in the conduct of elections. The organ-
12 ization so retained by the International Tellers shall,
13 under the supervision of the International Tellers, tabu-
14 late the votes cast for the various nominees and file this
15 tabulation with the International Tellers.

16 Section 18. Except as hereinafter provided in
17 Section 27, all contests in connection with the votes of
18 any Local Union must be received by the International
19 Tellers within fifteen (15) days of the election. Such
20 contests can be filed only by a member of the Local
21 Union whose vote is contested for any of the offices for
22 which such Local Union was voting, or by any candi-
23 date for the office for which the member was running,
24 in accordance with the International Union Elections
25 Manual to be adopted by the International Executive
26 Board.

1 Section 19. Except as hereinafter provided in
2 Section 27, the International Tellers shall decide the
3 legality of the votes of any Local Union. The
4 International Tellers shall not count the votes of any
5 Local Union that is not in good standing. The
6 International Tellers shall not count the votes of any
7 Local Union that has cast more votes than the number
8 of members in good standing during the month preced-
9 ing the one in which the election is held unless and until
10 they determine that there is a satisfactory explanation
11 therefore. The International Tellers shall not count the
12 votes of any Local Union whose "Return Sheet" is not
13 attested as required by Section 12 of this Article unless
14 and until they have investigated and verified that the
15 "Return Sheet" is authorized and accurate.

16 Section 20. The votes cast by members of each Local
17 Union shall be tabulated, and the results published sepa-
18 rately. The entire total vote shall also be tabulated. The
19 complete report shall be printed and sent out to the Local
20 Unions, to each member or group of members of a Local
21 Union who filed a contest, and to each candidate by the
22 International Tellers not later than February 18, 2018. In
23 the event the International Tellers refuse, for any reason
24 to tabulate the vote of any Local Union, their reason must
25 in every instance be shown on their report. Any of those
26 receiving a copy of the report of the International Tellers
27 who disagree with the disposition by the International
28 Tellers of a contest filed pursuant to Section 18 of this
29 Article may file comments on the report with the
30 International Executive Board. In addition, a candidate or
31 an affected Local Union may file with the International
32 Executive Board a contest to the report of the
33 International Tellers if the contest arises initially out of

1 the report of the International Tellers (for example, fail-
2 ure of the International Tellers to include in their tabula-
3 tion the vote of a Local Union). Such a contest must be
4 received within fifteen (15) days following the mailing of
5 the report of the International Tellers.

6 Section 21. The International Executive Board shall
7 consider the report of the International Tellers, the report
8 of the Campaign Conduct Administrative Committee
9 referred to in the last paragraph of Section 27 of this
10 Article, any contest filed pursuant to Section 18 or
11 Section 20 of this Article and any comments on either of
12 these reports and shall render its decision on the election
13 prior to March 1, 2018.

14 If the International Executive Board invalidates the
15 vote of one or more Local Unions, and if the International
16 Executive Board determines that the outcome of the elec-
17 tion for any office may have been affected by the invalidat-
18 ed votes, then the International Executive Board shall direct
19 a rerun of the entire election under its supervision or, in its
20 discretion, shall direct that a new election under its supervi-
21 sion be held in the Local Unions whose votes were invali-
22 dated and the results of the voting in those Local Unions
23 shall be added to the total valid votes of the candidates.

24 If a contest protests the failure to count a "Return
25 Sheet" because it was postmarked too late, received after
26 the International Tellers have issued their report, or was
27 not properly attested, and if the International Executive
28 Board determines that the votes shown on the "Return
29 Sheet" accurately reflect a proper vote of the Local
30 Union, then the International Executive Board shall count
31 the votes of the Local Union. If a contest alleges that a
32 valid election was held in a Local Union which failed to
33 send in its "Return Sheet" and the International Executive

1 Board determines that a Local Union did properly vote
2 but failed to send in its "Return Sheet," then the
3 International Executive Board shall credit each candidate
4 with the number of votes received.

5 No other contests or appeals will be permitted.

6 Section 22. In case of a tie vote for any of the can-
7 didates for a particular office, another election shall be
8 held for that office among the candidates involved in
9 the tie.

10 Section 23. The Local Union Tellers shall seal the
11 ballots on completion of their tabulation and shall turn
12 over such sealed ballots and all other records in their pos-
13 session pertaining to the election to the Recording
14 Secretary at the conclusion of their report to the Local
15 Union. Such sealed ballots and other records pertaining to
16 the election shall be retained by the Recording Secretary
17 for at least one (1) year. The Financial Secretary shall
18 retain the records in the Financial Secretary's possession
19 pertaining to the election for at least one (1) year.

20 Section 24. No member shall be allowed to loiter
21 around the voting place or to interfere in any way with the
22 elections of any Local Union. If a candidate so desires,
23 that candidate shall have the right at the candidate's
24 expense to have an observer, who shall be a member of
25 the International Union, at the polls and at the counting of
26 the ballots at each Local Union.

27 Section 25. Local Union Tellers shall be held person-
28 ally responsible for any irregularities in connection with
29 the conduct of the elections in their Local Unions.

30 Section 26. It shall be the imperative duty of the

1 Local Union Tellers to make a complete report of the
2 election at the first regular meeting of their Local Union
3 following the election, and it shall be further the duty of
4 the Local Union Recording Secretary to make a complete
5 record of same in the minutes of said meeting.

Campaign Conduct Administrative Committee

6 Section 27. No candidate (including a prospective
7 candidate) for any position set forth in Article IV, Section
8 1, and supporter of a candidate may solicit or accept
9 financial support, or any other direct or indirect support
10 of any kind (except an individual's own volunteered per-
11 sonal time) from any non-member. For purposes of this
12 Section, the term non-member means any person who is
13 either not eligible for membership under Article III or not
14 in good standing or any foundation, corporation or other
15 entity whose funds are derived in whole or in part from
16 any person not eligible for membership under Article III
17 or not in good standing.

18 The International Executive Board shall adopt regu-
19 lations, for incorporation into the International Union
20 Elections Manual, as necessary to implement this provi-
21 sion and to assure conformity with the obligations pre-
22 scribed in this Section. Such regulations shall include
23 requirements for reporting by candidates and their sup-
24 porters of information pertinent to administration of and
25 compliance with this Section, with such frequency, not to
26 exceed weekly, as the International Executive Board
27 deems appropriate.

28 A Campaign Conduct Administrative Committee
29 shall administer and enforce this Section. This Committee
30 shall consist of three persons who shall be distinguished,

1 impartial citizens who are not members of the International
2 Union. The term of the present Committee shall end on
3 July 31, 2016. Upon the completion of this term and each
4 subsequent term, the International Executive Board shall
5 appoint successors for a four year term. If a Committee
6 member dies or resigns, the International Executive Board
7 shall appoint a replacement. A quorum shall consist of two
8 members of the Committee. The International President
9 shall fix the compensation and expenses of the
10 Committee members, and shall arrange for the provision of
11 supplies, services, and all other assistance required by the
12 Committee. The Committee shall have the following powers:

13 (a) The Committee shall have the authority to contact
14 any and all non-members who it feels may be providing, or
15 attempting to provide, prohibited support to any candidate,
16 and attempt by persuasion to convince such non members
17 to refrain from providing such support.

18 (b) The Committee shall have the power (i) to direct
19 any candidate, or any supporter, to cease and desist from
20 any course of conduct which the Committee believes
21 breaches this Section or the regulations of the International
22 Executive Board adopted pursuant to this Section, and (ii)
23 to direct any candidate, supporter or non-member to take
24 such corrective action as the Committee deems appropriate
25 to cure the effects of any violation and/or assure that any
26 improper conduct will not have an effect upon the election.

27 (c) The Committee shall receive and promptly review
28 the information candidates and their supporters are required
29 to file by the regulations of the International Executive Board
30 and by such additional requirements as the Committee may
31 establish. The Committee may require candidates and their

1 supporters to report whatever additional information the
2 Committee deems appropriate to perform its functions.

3 (d) In the event that a candidate, or a supporter of a
4 candidate with that candidate's knowledge or acquiescence,
5 willfully and substantially breaches the obligations pre-
6 scribed in this Section, or the regulations adopted by the
7 International Executive Board pursuant to this Section, the
8 Committee shall, upon notice and hearing under such expe-
9 dited conditions as the Committee deems appropriate in the
10 circumstances, have the power to declare such candidate
11 disqualified, and to so notify the International Tellers.

12 (e) If the Committee in its sole discretion determines
13 that legal proceedings are necessary for the enforcement of
14 this Section 27, it may institute whatever legal proceedings
15 it deems appropriate, in the name of the International
16 Union. The Committee shall be the only party authorized to
17 institute legal proceedings to enforce the provisions of this
18 Section 27.

19 (f) The Committee may recommend to the
20 International Executive Board that additions or amend-
21 ments be made to the regulations adopted by the
22 International Executive Board pursuant to this Section and
23 shall have such other powers as the International Executive
24 Board determines are necessary for the implementation of
25 this Section or, if the International Executive Board deems
26 it advisable, any other Section of Article V.

27 Any member who believes that another member is violat-
28 ing these provisions may file a complaint with the Committee.
29 The Committee shall process that complaint in such manner as
30 it deems appropriate, and may adopt rules with respect to the
31 filing and processing of member complaints.

1 With respect to any pre-election matters within its
2 jurisdiction, decisions of the Committee shall be final
3 and binding, and not subject to review by any tribunal
4 within the Union.

5 The Campaign Conduct Administrative Committee
6 shall have exclusive jurisdiction of all post election contests
7 to all or part of the election based upon the following grounds:

8 (1) Alleged violations of this Section 27;

9 (2) Alleged violations of any rules or regulations
10 adopted pursuant to this Section 27; or

11 (3) Alleged violations of the prohibition (contained in
12 the International Union Elections Manual adopted pur-
13 suant to Article V) against the use of union or employer
14 funds or facilities for campaign purposes.

15 A candidate who wishes to file a contest on any of the
16 above grounds must, in order to perfect such contest, file
17 the contest with the Campaign Conduct Administrative
18 Committee within such time period and pursuant to such
19 rules as the Committee shall establish. The Committee
20 shall investigate such contests, make determinations on
21 those contests and make a report of its determinations and
22 recommendations to the International Executive Board in
23 time to be considered by the International Executive Board
24 prior to March 1, 2018.

ARTICLE VI

Conventions

25 Section 1. The next regular International Convention
26 shall be held on the third Monday of April, 2017, and reg-
27 ular International Conventions shall be held on the same

1 date every three years thereafter at such places as may be
2 determined by the International Executive Board, provid-
3 ed that the date of holding such Convention may be
4 advanced or postponed upon a resolution to that effect
5 adopted by the International Executive Board and
6 approved by a majority of the members of the
7 International Union upon a referendum vote.

8 Where availability of suitable facilities or other relat-
9 ed circumstances warrant or require, the date of holding
10 such Convention may be advanced or postponed, without
11 referendum vote of the membership, to another date in
12 March through August of the Convention year, by action of
13 the International Executive Board.

14 The Call for each regular International Convention
15 shall be mailed by the International Secretary-Treasurer at
16 least sixty (60) days prior to the convening of the
17 Convention.

18 Section 2. Each Local Union shall be entitled to the num-
19 ber of delegates to the International Convention as follows:

20 1-200 members	1 delegate
21 201-350 members	2 delegates
22 351-700 members	3 delegates
23 701 and over	3 plus 1 additional
24	delegate for each
25	additional 500 members or
26	majority fraction thereof

27 Each delegate to the International Convention shall
28 have one (1) vote for the first 100 members or less in the
29 Local Union which the delegate represents and one (1)
30 additional vote for each additional 100 members or
31 majority fraction thereof, but no delegate shall have more

1 than ten (10) votes.

2 Amalgamated Local Unions may elect delegates
3 through the alternative method below:

4 Amalgamated Locals may elect delegates by Unit.
5 Each Unit with two hundred (200) members or more may
6 elect their own delegate to the International Convention
7 and those with less than two hundred (200), may be
8 grouped together to reach the minimum of two hundred
9 (200) members and vote as a miscellaneous group.

10 If election of delegates by Unit is selected, each Unit of
11 two hundred (200) members or more shall be allowed elec-
12 tion of their own delegate and all others shall be combined
13 to allow the maximum number of delegates. It shall be the
14 responsibility of the Local Union to notify the International
15 Secretary-Treasurer of its intent to select delegates by the
16 amalgamated option method, stipulating the designated
17 Units and any and all combining of Units.

18 In no event shall the total number of delegates elected
19 using the alternative method allow more than one and one-
20 half times the delegates allowed under the standard method.

21 Section 3. Representation shall be based upon the aver-
22 age of the paid and exonerated membership of the Local
23 Union for the first three quarters of the year preceding the
24 year in which the International Convention is held. Such
25 membership shall be based upon the records of the
26 International Union. A Local Union which has been char-
27 tered for less than three (3) months preceding the month in
28 which the International Convention is held shall be entitled
29 to send guests only to the International Convention.

30 Section 4. Local Unions of less than 500 members may
31 combine with similar Local Unions within a reasonable
32 radius of one another in the same District, and elect delegates

1 to represent them, but no delegates so elected shall be entitled
2 to more than ten (10) votes in the International Convention.

3 Section 5. No Local Union shall be entitled to represen-
4 tation at the International Convention unless the Financial
5 Secretary has paid to the International Secretary-Treasurer
6 all dues, initiation fees and assessments collected from the
7 members.

8 Section 6. Any Local Union becoming delinquent must
9 comply with Section 9 of Article XIV and be in good stand-
10 ing for four (4) months previous to the month in which the
11 International Convention is held, before it will be entitled to
12 representation.

13 Section 7. No member shall be eligible to be a delegate
14 to an International Convention unless the member (a) is
15 employed in an enterprise, public or private, or any other
16 place within the jurisdiction of the International Union or is
17 one of the staff representatives of the International Union.
18 The International Officers and the members of the
19 International Executive Board shall be ex-officio delegates
20 to all International Conventions; (b) shall have been in con-
21 tinuous good standing for a period of twenty-four (24)
22 months immediately preceding the International
23 Convention; or if the member's Local Union has been in
24 existence for less than twenty-four (24) months prior to the
25 International Convention, the member must have been in
26 continuous good standing from the time that said member
27 joined such Local Union; and (c) has attended at least one-
28 third (1/3) of the regular meetings held by the member's
29 Local Union during the twenty-four (24) month period
30 immediately preceding the month in which the delegate
31 election is to be held. Meetings which a member was pre-

1 vented from attending because of such member's Union
2 activities, working hours, service in the armed forces of the
3 United States or Canada, sickness which confines, death in
4 the immediate family, or jury duty, shall not be counted as
5 meetings held in determining such member's eligibility
6 under this Section 7(c); provided, that the member shall have
7 the burden of proving inability to attend for one of the
8 prescribed reasons, in accordance with procedures to
9 be specified in the Local Union Elections Manual.

10 Section 8. The International Secretary-Treasurer shall
11 furnish the Local Unions with credential blanks in dupli-
12 cate, which must be attested as required on the blanks. The
13 duplicate shall be retained by the delegate and the original
14 forwarded to the International Secretary-Treasurer and no
15 credentials shall be accepted later than ten (10) days prior
16 to the date for convening the International Convention
17 without the consent of the Convention.

18 Section 9. The Credentials Committee shall not trans-
19 fer votes to any delegate unless authorized by the Local
20 Union to do so.

21 Section 10. Delegates to the International Convention
22 must be elected at an official meeting of a Local Union or
23 by referendum ballot election, after the Call for the
24 International Convention is received and has been read to
25 the Local Union. The Recording Secretary shall issue a
26 Notice, signed by the Recording Secretary and the Local
27 Union President, at least one (1) week prior to such meet-
28 ing or election, stating that delegates are to be elected on a
29 certain day. Delegates must receive a plurality vote of the
30 members voting.

1 Section 11. When any delegate's credentials are to be
2 contested, notice of such contest shall be sent to the
3 International Secretary-Treasurer not later than five (5)
4 days prior to the date for convening the International
5 Convention. Any delegate whose credentials are contested
6 may be unseated at any time during the International
7 Convention.

8 Section 12. All Local Union resolutions to be consid-
9 ered by the International Convention must be adopted by
10 the Local Union and shall be sent to the International
11 Secretary-Treasurer. They must be in the International
12 Secretary-Treasurer's hands not later than ten (10) days
13 prior to the convening of the International Convention. The
14 International Secretary-Treasurer shall submit all Local
15 Union resolutions and any recommendations of the
16 International Executive Board to the chairpersons of the
17 appropriate committees.

18 Section 13. Resolutions bearing on different subjects
19 must be typewritten on separate papers and only on one
20 side of the paper. Resolutions must be properly signed by
21 the President and Recording Secretary of the Local Union
22 and impressed with the Local Union seal, otherwise they
23 will not be considered official.

24 Section 14. International Conventions shall not consider
25 internal appeals or grievances unless they have been previ-
26 ously considered by the lower tribunals of the organization.

27 Section 15. On questions coming before the
28 International Convention a roll-call vote shall be taken
29 upon a request of thirty (30) percent of the delegates. The
30 Secretary-Treasurer shall have a roll of accredited dele-

- 1 gates prepared and make such other arrangements as will
- 2 expedite and facilitate the calling of the roll.

Special International Conventions

3 Section 16. Special International Conventions shall be
4 called by the International President when so instructed by
5 the International Executive Board, or upon request of
6 twenty-five (25) percent of the Local Unions.

7 Section 17. Representation in special International
8 Conventions shall be upon the same basis as govern regu-
9 lar International Conventions.

10 Section 18. Local Unions demanding a special
11 International Convention must state the reason or reasons
12 why such International Convention is desired, and it shall
13 be the duty of the International President to state said rea-
14 son or reasons in the Call for the special International
15 Convention.

16 Section 19. Special International Conventions shall
17 not have authority to consider any matter other than that
18 which is specifically stated in the Call for the special
19 International Convention.

Credentials Committee

20 Section 20. Prior to the opening date of any regular or
21 special International Convention, the International
22 Executive Board shall meet and constitute itself, or a sub-
23 committee, as the Credentials Committee for the
24 International Convention. Appeals from its decisions shall
25 be made to the International Convention. The International

1 Convention shall not be constituted for business until the
2 Credentials Committee shall have examined and reported
3 on the credentials of all delegates present at the scheduled
4 time of opening.

ARTICLE VII

Local Unions

5 Section 1. One hundred (100) or more persons eligi-
6 ble for membership in the International Union shall consti-
7 tute a Local Union upon receipt of a charter from the
8 International Secretary-Treasurer under the terms herein
9 provided, except that the International President may
10 authorize the International Secretary-Treasurer to issue a
11 charter to a Local Union with less than this number in spe-
12 cial circumstances.

13 The International Executive Board may establish rules
14 and procedures under which all or part of the jurisdiction
15 of one Local Union may be transferred to another Local
16 Union, with appointment of provisional Unit officials and
17 Amalgamated Local Officers where necessary.

18 Section 2. Upon approval of the charter application by
19 the International Officers, subject to review by the
20 International Executive Board, the International Secretary-
21 Treasurer shall issue to the applicants a Local Union char-
22 ter which shall contain such provisions as the International
23 Union may require; the International Secretary-Treasurer
24 shall also deliver to said applicants one Local Union seal
25 and such other initial supplies as may be necessary to con-
26 duct the affairs of the Local Union.

27 Section 3. No Local Union shall be dissolved, except

1 with the approval of the International Executive Board.

2 Section 4. The Local Unions shall be charged with
3 the duty of enforcing this Constitution as affecting their
4 membership.

5 The funds and property of the Local Union shall be
6 managed, invested, expended or otherwise used to imple-
7 ment and carry out the objects, rights, activities and respon-
8 sibilities of the Local Union or the International Union, and
9 to administer the affairs of the Local Union, in accordance
10 with the Constitution and policies of the International
11 Union and the By-Laws of the Local Union.

12 Section 5. Local Unions may adopt, subject to
13 approval by the International Union, such by-laws and
14 rules as do not conflict with any of the provisions of this
15 Constitution or the policies of the International Union.
16 Local Unions which do not adopt such by-laws shall be
17 deemed to have adopted the standard By-Laws for Local
18 Unions issued by the International Union.

19 Notwithstanding any provisions of the Constitution to
20 the contrary, the International Executive Board shall issue
21 rules and special by-laws governing Amalgamated Local
22 Unions, and may issue special by-laws governing
23 Construction Local Unions, and may also issue special
24 by-laws governing other Local Unions whose particular cir-
25 cumstances warrant special by-laws with respect to Local
26 and International elections and other administrative matters.

27 Notwithstanding any provisions of the Constitution to
28 the contrary, the International Executive Board shall issue
29 special by-laws for Local Unions representing employees in
30 transportation, including great lakes seamen, river craft, rail-
31 roads, airlines, pipelines, and trucking, to deal with the special
32 needs, circumstances, and conditions of members in these

1 industries on such matters as Local Union and International
2 Union elections, conduct of meetings, formation of commit-
3 tees, duties of Local Union Officers, and trial of members.

4 Section 6. Local Unions shall hold a general member-
5 ship meeting at least once every month, except that a Local
6 Union may, with the approval of the membership and the
7 District Director, hold meetings less often, but in no event
8 less than quarterly.

9 Section 7. All Local Unions are required to affiliate
10 with the appropriate central and local bodies chartered by
11 the Federation.

12 Section 8. All Local Union Officers and Grievance
13 Committee Members shall be elected for a term of three (3)
14 years at the last meeting in April, 2015 (or during such other
15 hours or day in April designated by the membership) by a
16 plurality vote of the members participating in a referendum
17 vote, and shall serve until their successors are elected and
18 qualified, at which time all money, official records and doc-
19 uments, and all property belonging to the Local Union shall
20 be turned over to such successors. The International
21 Executive Board shall establish procedures which permit
22 members who are prevented from appearing at the polls
23 because of service in the armed forces or vacation to vote
24 by absentee ballot.

25 An officer who retires from an enterprise serviced by
26 the Local Union shall not be permitted to continue in office.

27 The date of Local Union elections for Local Union
28 Officers and Grievance Committee Members must be
29 advertised among members at least fifteen (15) days previ-
30 ous to the date of the election by mailing notice of the date,
31 place and hours of the election to each member in good

1 standing at the member's last known home address. The
2 notice must also specify the Local Union offices to be filled.
3 Nominations shall be made at the immediately preceding
4 meeting. However, where a Local Union holds two meet-
5 ings in each month, nominations may be made at the last
6 meeting in the month preceding the month in which the
7 election is held. Notice of the nominations meeting shall
8 be given to the membership at least one (1) week in
9 advance of the meeting.

10 The requirements regarding method of election and
11 notices may be modified for Local Unions in Canada by
12 the International Executive Board.

13 No member shall at the same time be a candidate for
14 or hold more than one of the following offices: President,
15 Vice President, Recording Secretary, Financial Secretary,
16 Treasurer, Guide, Guard, and Trustee.

17 A Local Union which has a membership of one hun-
18 dred (100) or less may adopt a by-law provision providing
19 only for the offices of President, Vice President, Recording
20 Secretary, Financial Secretary and Treasurer, and the by-
21 laws shall provide how the duties of the offices of Guide,
22 Guard and Trustee are to be allocated among these five (5)
23 offices. In the alternative, a Local Union which has a mem-
24 bership of one hundred (100) or less may adopt a by-law
25 provision which, in addition to providing for the five (5)
26 offices mentioned above, combines the office of Guide
27 and/or Guard with the office of Trustee.

28 Section 9. No member shall be eligible for election as
29 a Local Union Officer or Grievance Committee Member
30 unless:

31 (a) The member shall have been in continuous good
32 standing for a period of twenty-four (24) months immedi-

1 ately preceding the month in which the election is held, or
2 if the member's Local Union has been in existence for a
3 lesser period prior to the election, the member must have
4 been in continuous good standing from the time that the
5 member joined such Local Union; and

6 (b) The member is employed in an enterprise, public
7 or private, or other place within the jurisdiction of the
8 Local Union.

9 Section 10. In order to be eligible for election as a
10 Local Union Officer or Grievance Committee Member
11 in any regular election or election to fill a vacancy, a
12 member shall have attended at least one-third (1/3) of the
13 regular meetings held by the member's Local Union
14 during the twenty-four (24) month period immediately
15 preceding the month in which the election is to be held.

16 Meetings which a member was prevented from
17 attending because of such member's Union activities,
18 working hours, service in the armed forces of the United
19 States or Canada, sickness which confines, death in the
20 immediate family, or jury duty, shall not be counted as
21 meetings held in determining such member's eligibility
22 under this Section 10; provided, that the member shall
23 have the burden of proving inability to attend for one of
24 the prescribed reasons, in accordance with procedures to
25 be specified in the Local Union Elections Manual.

26 In the event none of the members nominated for a
27 particular office is eligible, then both Section 9(a) and
28 this Section 10 will be considered waived automatically
29 for that office and the election for that office will be
30 conducted among those members nominated who meet
31 the requirements of Section 9(b) of this Article.

1 Section 11. A Workers' Compensation Committee and
2 a Safety and Health Committee, under the direction of the
3 International Union or its designated representative, shall
4 be established in each Local Union.

5 Section 12. A Civil Rights Committee (which may
6 also be known as a Human Rights Committee), under the
7 direction of the International Union or its designated repre-
8 sentative, shall be established in each Local Union to
9 implement our Union's commitment to the protection
10 and extension of civil and human rights and liberties.

11 With respect to an Amalgamated Local Union, the
12 Local Union President shall for each Unit either appoint a
13 Unit Representative to the Committee or cooperate with
14 the Unit Chair to establish a Unit-based Committee.

15 Section 13. To further our commitment to encourage
16 activism, leadership development and greater understand-
17 ing of gender issues in our Local Unions with female
18 membership, a Women's Committee, under the direction
19 of the International Union or its designated representative,
20 shall be established by such Local Unions.

21 Section 14. An Organizing Committee under the
22 direction of the International Union or its designated repre-
23 sentatives shall be established in each Local Union to assist
24 in organizing unorganized workers in the geographic area
25 in which the Local Union is situated.

ARTICLE VIII

Duties of Local Union Officers

26 Section 1. Duties of President. The President shall pre-

1 side at all meetings of the Local Union and preserve order,
2 and shall decide all questions of order, subject to an appeal
3 to the Local Union. The President shall have the right to
4 vote at all elections of officers, and, when the members are
5 equally divided on other questions, shall have the deciding
6 vote. The President shall call special meetings by request of
7 ten (10) members in good standing of the Local Union, and
8 shall enforce the provisions of this Constitution. The
9 President shall appoint all committees not otherwise provid-
10 ed for and be ex-officio member of all committees. The
11 President shall perform such other duties as the Local
12 Union may assign.

13 In the event that a vacancy occurs in the office of Vice
14 President, Recording Secretary, Financial Secretary,
15 Treasurer, Guide, Guard or Trustee or in the position of
16 Grievance Committee Member at any time during the term
17 of office, the remaining Local Union Officers shall, by
18 majority vote, select a successor to serve for the remainder
19 of that term.

20 Section 2. Duties of Vice President. The Vice
21 President shall assist the President in the discharge of the
22 President's duties and during the President's absence shall
23 perform the duties of the President. In the event that a
24 vacancy occurs in the office of President, the Vice
25 President shall act as President for the unexpired term.

26 Section 3. Duties of Recording Secretary. The
27 Recording Secretary shall record the proceedings of the
28 Local Union in a book kept for that purpose, read all papers
29 and perform such other duties required under this
30 Constitution and as the Local Union may assign. The
31 Recording Secretary shall also have custody of the Local
32 Union Seal, and shall be responsible for any misuse of same.

1 Section 4. Duties of Financial Secretary. The
2 Financial Secretary shall receive all money due the Local
3 Union and pay the same to the Treasurer, from whom the
4 Financial Secretary shall take a receipt. The Financial
5 Secretary shall also keep accurately the accounts of the
6 Local Union with its members, and shall at all times have
7 the books open for examination by the Auditing
8 Committee, and perform such other duties required under
9 the Constitution and as the Local Union may assign.
10 The Financial Secretary shall make out the various
11 reports required by the International Secretary-
12 Treasurer and forward such reports to the
13 International Secretary-Treasurer in accordance with
14 instructions.

15 Should it be proved that a Local Union Financial
16 Secretary has failed to report monthly the full mem-
17 bership of the Local Union as provided for in the
18 report to the International Secretary-Treasurer and
19 transmit the full amount of initiation fees and dues,
20 the Financial Secretary shall be suspended from all
21 privileges and benefits until the deficiency is made
22 good, and shall be liable to the International Union for
23 the full amount unpaid.

24 The Financial Secretary shall keep a record of all
25 transfer request forms issued and received.

26 The Financial Secretary's accounts shall be
27 subject at all times to audit by the International
28 Secretary-Treasurer.

29 Section 5. Duties of Treasurer. The Treasurer shall
30 receive from the Financial Secretary all money collected
31 by the Financial Secretary and shall deposit all money
32 belonging to the Local Union in a bank designated by it.
33 All initiation fees and dues shall be deposited in a sepa-

1 rate bank account to be designated as a trust fund for the
2 International Union. The Treasurer shall cause to be
3 issued to the Financial Secretary a receipt for all money
4 turned over to the Treasurer or deposited to the
5 Treasurer's credit in the regular bank account. The
6 Treasurer shall issue a separate receipt for the amount of
7 money turned over at any time or for such deposit made,
8 and shall sign all checks and have them countersigned by
9 the President and the Financial Secretary. At the option
10 of the Local Union, a Vice President, who is designated
11 in advance, can serve as an alternative signatory.

12 The Treasurer shall keep regular and correct
13 accounts of all money received and paid, and report at
14 each meeting the balance of cash shown by the last
15 report, the amount received since, the total checks issued
16 and authorized, and the balance remaining. The
17 Treasurer's accounts shall be open for examination by
18 the Auditing Committee at any time when called upon.
19 The Treasurer's books shall be subject at all times to
20 audit by the International Secretary-Treasurer of the
21 United Steelworkers. The Treasurer shall perform such
22 other duties required under the Constitution and as the
23 Local Union may assign.

24 Section 6. It shall be the duty of the President,
25 Financial Secretary and Treasurer to insure that the
26 funds and property of the Local Union are preserved,
27 managed, invested and expended in accordance with
28 the International Constitution and policies and Local
29 Union By-Laws.

30 Section 7. Duties of Guide. It shall be the duty of
31 the Guide to see that all present are entitled to remain.

1 Section 8. Duties of Guards. It shall be the duty of
2 the Guards to take charge of the door and see that no
3 one enters who is not entitled to do so.

4 Section 9. Duties of Trustees. It shall be the duty of
5 the Trustees to have charge of the hall and all property
6 of the Local Union, subject to the direction of the Local
7 Union, and perform such other duties as the Local
8 Union may require.

ARTICLE IX

Suspension or Revocation of Local Union Charters

9 Section 1. In the event the International President
10 shall have reason to believe that any Local Union is fail-
11 ing to comply with any provision of the Constitution, or
12 that action may be required for one of the purposes
13 specified in the following Section, the International
14 President may, unilaterally or at the request of officers
15 or members of the Local Union, institute proceedings,
16 with due notice of the basis therefor and of a hearing
17 before any member or members of the International
18 Executive Board or representative or representatives
19 designated by the International President. The Local
20 Union shall be afforded a full and fair hearing. Upon the
21 basis of the hearing the International Executive Board is
22 authorized to render a decision, dismissing the proceed-
23 ings, suspending or revoking the charter of any such
24 Local Union, or directing such other action as may be
25 necessary to secure compliance with the Constitution.
26 The International Executive Board may act at a meeting
27 or by means of a mail or telegraphic poll.

1 Section 2. Included in the other action which the
2 International Executive Board (or such committee of its
3 members as it may select to perform all or part of its
4 functions) may direct are the removal, by it or by the
5 Administrator provided for in this Article, of all or any
6 of the Local Union Officers, grievance or other com-
7 mittee members or stewards, and appointments of an
8 Administrator over the affairs and property of any such
9 Local Union for any of the following purposes: (a) cor-
10 recting corruption or financial malpractice, (b) assuring
11 the performance of collective bargaining agreements or
12 other duties of a bargaining representative, (c) restoring
13 democratic procedures, or (d) otherwise carrying out
14 the legitimate objects of the International Union or
15 such Local Union.

16 If the decision of the International Executive Board
17 on the report and recommendations of the hearing com-
18 mission is rendered by means of a poll when it is not in
19 session, the matter shall be considered again at the next
20 meeting of the International Executive Board following
21 request for such consideration by an aggrieved party pro-
22 vided such request is filed with the International
23 Secretary-Treasurer within thirty (30) days after the deci-
24 sion is made known to the Local Union.

25 Section 3. Notwithstanding anything to the con-
26 trary herein, in case of emergency, where in the opinion
27 of the International President the best interests of the
28 International Union or Local Union require, the
29 International President is empowered to suspend offi-
30 cers of, and establish an administratorship over, the
31 affairs and property of a Local Union prior to notice
32 and hearing. In such cases notice shall be given and a
33 hearing as specified above shall be conducted within

1 sixty (60) days following the emergency action.

2 Section 4. The Local Union shall be notified of the
3 time and place of any meeting of the International
4 Executive Board at which the Local Union's status will
5 be considered. The parties shall have the right to appear
6 before the International Executive Board at such meet-
7 ing. The International Executive Board may affirm,
8 reverse or modify the action of the International
9 President and shall render its decision as soon as prac-
10 ticable following such hearing.

11 Section 5. The decision of the International
12 Executive Board may be appealed to the next
13 International Convention, provided that notice of the
14 appeal is filed with the International Secretary-
15 Treasurer within thirty (30) days after the decision is
16 made known to the Local Union. Pending the appeal
17 the decision of the International Executive Board shall
18 remain in full force and effect. The International
19 Convention may affirm, reverse or modify the decision
20 of the International Executive Board.

21 Section 6. In the event that an Administrator is
22 appointed for a Local Union, the Administrator shall
23 take full charge and conduct all the affairs of the Local
24 Union until the International Executive Board deter-
25 mines that the Local Union is capable of conducting its
26 own affairs in conformance with the Constitution and
27 policies of the International Union and By-Laws of the
28 Local Union. The Administrator shall have the right to
29 demand and receive in the name of the International
30 Union, and the Local Union Officers shall have the
31 obligation to turn over, the charter and all books,

1 records, monies, assets and property of the Local
2 Union, to be held in trust for the Local Union and to be
3 used and expended only in the proper conduct of its
4 affairs. The Administrator shall have the right to
5 replace officers, grievance or other committee mem-
6 bers or stewards removed by the International
7 Executive Board or the Administrator, by appointing
8 temporary officers, grievance or other committee mem-
9 bers or stewards.

10 All officers, grievance or other committee mem-
11 bers or stewards, incumbent or temporary, shall func-
12 tion under the supervision, direction and control of the
13 Administrator. The International President shall have
14 the right, with or without cause, to remove or replace
15 the Administrator at any time.

16 It shall be the policy of the International Executive
17 Board to terminate an administratorship as soon as it
18 deems practicable under all the circumstances. When
19 the International Executive Board determines to restore
20 the autonomy of an administered Local Union, the
21 Administrator shall (unless the International Executive
22 Board or its delegee determines otherwise), prior to
23 such restoration, be responsible for conducting an elec-
24 tion, in accordance with the applicable provisions of
25 the Constitution and policies of the International Union
26 and By-Laws of the Local Union, to fill vacant offices
27 and other elective positions vacated on account of
28 removal or departure of the former elected incumbents.

29 Section 7. In the event an enterprise, public or pri-
30 vate, which constitutes the sole jurisdiction of a Local
31 Union, is abandoned, the International Secretary-
32 Treasurer with the consent of the International Executive
33 Board, may revoke the charter of said Local Union.

1 Section 8. In the event of a suspension of a Local
2 Union, the members thereof and the Local Union shall
3 not be deemed to be in good standing during the period
4 of suspension.

5 Section 9. In the event that a Local Union's charter is
6 revoked, or the Local Union disbands, the charter and all
7 books, records, monies, assets, and property shall be deliv-
8 ered and turned over immediately to the International
9 Union on demand by the International Secretary-Treasurer
10 or the International Secretary- Treasurer's designee.

11 Section 10. After a charter of a Local Union has been
12 revoked, the International Executive Board may charter a
13 new Local Union having the same jurisdiction as the Local
14 Union whose charter was revoked. The members of the
15 Local Union whose charter was revoked may be readmit-
16 ted only by action of the International Executive Board.

ARTICLE X

Districts

17 Section 1. The International Union shall be divid-
18 ed, except as may be changed in accordance with
19 Section 2 hereof, into the following Districts:

20	District Number	District Name
21	1	Ohio
22	2	Michigan and Wisconsin
23	3	Alberta, British Columbia, Manitoba,
24		Northwest Territories, Nunavut,
25		Saskatchewan and the Yukon
26	4	Connecticut, Delaware, Maine, Massachusetts,
27		New Hampshire, New Jersey, New York,

- 1 Puerto Rico, Rhode Island and Vermont
- 2 5 Quebec
- 3 6 New Brunswick, Newfoundland and Labrador,
- 4 Nova Scotia, Ontario and Prince Edward Island
- 5 7 Illinois and Indiana
- 6 8 The District of Columbia, Kentucky, Maryland,
- 7 Virginia and West Virginia,
- 8 9 Alabama, Florida, Georgia, Mississippi,
- 9 North Carolina, South Carolina, Tennessee
- 10 and the Virgin Islands
- 11 10 Pennsylvania
- 12 11 Iowa, Kansas, Minnesota, Missouri, Montana,
- 13 Nebraska, North Dakota, South Dakota
- 14 and Wyoming
- 15 12 Alaska, Arizona, California, Colorado, Hawaii,
- 16 Idaho, Nevada, New Mexico, Oregon, Utah
- 17 and Washington
- 18 13 Arkansas, Louisiana, Oklahoma and Texas

19 Section 2. The territorial boundaries of the Districts
20 have been fixed by vote of the International Executive
21 Board. The International Executive Board, by a two--
22 thirds (2/3) vote, shall have the authority, as conditions
23 may require, to change the boundaries of the Districts or
24 to consolidate two or more Districts. In the event of such
25 consolidation, the Executive Board shall have the author-
26 ity, by a two-thirds (2/3) vote, to determine which District
27 Director among the consolidated Districts shall be the
28 District Director of the single District.

29 Section 3. In the event the International Executive
30 Board between International Conventions establishes a
31 new District, it shall proceed to arrange for an election of
32 a District Director for such new District by a referendum

1 vote of the members of the International Union in such
2 new District in the same manner as a regular election.

ARTICLE XI

Membership

3 Section 1. No applicant for membership shall be
4 regarded as being a member in good standing until the
5 full amount of the initiation fee has been paid.

6 Section 2. A member shall pay dues promptly com-
7 mencing with the month during which the member
8 shall have been admitted, and shall continue to pay all
9 dues, assessments and fines or other obligations
10 promptly when due in order to be and remain in good
11 standing.

12 Section 3. A member who has not lost good stand-
13 ing under other provisions of this Constitution shall be
14 in good standing if not more than three (3) months in
15 arrears in any constitutional obligations, except in
16 respect to assessments on which the member shall be
17 not more than one (1) month in arrears.

18 Section 4. Members who lose good standing shall
19 stand automatically expelled and devoid of all member-
20 ship rights, and shall not be reinstated in good standing
21 except upon such terms as the Local Union and the
22 International Executive Board may decide.

23 Section 5. Any member who retains employee status
24 in a bargaining unit represented by the International Union
25 but who because of layoff has not, for twenty-four (24)

1 continuous months, performed at least five (5) days' work
2 in any month in such bargaining unit shall be deemed not
3 in good standing (but not expelled) and devoid of all mem-
4 bership rights until such time as the member is recalled or
5 obtains employment in a bargaining unit represented by the
6 International Union and resumes payment of current dues,
7 at which time the member shall automatically be restored
8 to good standing. No Local Union Officer or Grievance
9 Committee Member shall lose good standing under this
10 Section for the remainder of the term in office.

11 The International Secretary-Treasurer shall, upon
12 request and under procedures established by the
13 International Executive Board, issue honorary withdraw-
14 al cards to members in good standing whose member-
15 ship is involuntarily terminated.

16 Section 6. A member not in good standing shall not
17 be permitted to vote, nominate for office, hold office,
18 or be a candidate for office.

19 Section 7. A member whose membership is termi-
20 nated shall have no right or interest in any property of
21 the Local Union or of the International Union, including
22 any dues, assessments or other financial obligations
23 paid by such member in advance of the effective date of
24 such termination.

25 Section 8. To further organization in Canada and
26 elsewhere, the International Executive Board, during
27 organizational campaigns and until collective bargaining
28 contracts are negotiated, may grant dispensations from
29 payment of initiation fees, dues or other financial obliga-
30 tions or may reduce the amount of dues, initiation fees or
31 other financial obligations payable by members and

1 prospective members and may determine the apportion-
2 ment thereof between the International Union and Local
3 Unions when, in its judgment, such dispensation or
4 reduction will promote the growth or interests of the
5 International Union, and such members, meeting all other
6 eligibility requirements of the Constitution, shall be
7 regarded as being members in good standing during such
8 organizational period, for all purposes, any provision of
9 this Constitution relating to initiation fees, dues and other
10 financial obligations to the contrary notwithstanding.

ARTICLE XII

Discipline

11 Section 1. Any member may be penalized for com-
12 mitting any one or more of the following offenses: (a)
13 violation of any of the provisions of this Constitution,
14 any collective bargaining agreement, or by-laws or rules
15 of the Local Union; (b) obtaining membership through
16 fraudulent means or by misrepresentation; (c) institut-
17 ing, or urging, or advocating that a member of any
18 Local Union institute action outside the Union against
19 the International Union, Local Union or any of their
20 officers without first exhausting all remedies through
21 the forms of appeal of the International Union; (d)
22 advocating or attempting to bring about the withdraw-
23 al from the International Union of any Local Union or
24 any member or group of members; (e) publishing or
25 circulating among the membership false reports or mis-
26 representations¹; (f) working in the interest of or
27 accepting membership in any organization dual to the
28 International Union; (g) slandering or willfully
29 wronging a member of the International Union¹ (h) using

¹A resolution of the International Executive Board adopted on February 11, 1976 in accordance with applicable law restricts enforcement of this provision in the United States.

1 abusive language or disturbing the peace or harmony of
2 any meeting in or around any office or meeting place of
3 the International Union; (i) fraudulently receiving any
4 money due the organization or misappropriating the
5 monies of the organization; (j) using the name of the
6 Local Union or the International Union for soliciting
7 funds, advertising, etc., of any kind without the consent
8 of the appropriate body or officer of the International
9 Union; (k) furnishing a complete or partial list of the
10 membership of the International Union or of any Local
11 Union to any person or persons other than those whose
12 official position entitles them to have such a list; (l) delib-
13 erately interfering with any official of the International
14 Union in the discharge of that official's duties; (m) delib-
15 erately engaging in conduct in violation of the responsi-
16 bility of members toward the organization as an institu-
17 tion; and (n) deliberately interfering with the perform-
18 ance of the organization's legal or contractual obligations.

19 Section 2. It is an offense under this Constitution to
20 harass a member at a union or workplace-related
21 location or activity on the basis of race, creed, color, sex,
22 sexual orientation, gender identity, age, disability,
23 nationality, or other legally protected status.

24 Section 3. Any member convicted of any one or
25 more of the above offenses may be denied the right to be
26 a candidate for or hold office or position in the Union,
27 declared a member not in good standing, fined or other-
28 wise appropriately disciplined.

29 Section 4. If any officer of the Local Union, or
30 delegate to an International Convention, is convicted of
31 any one or more of the above-named offenses, such
32 person may be penalized as described above, and
33 removed from office or position.

ARTICLE XIII

Trials of Members and Local Union Officers²

1 Section 1. Any charges against a member or a
2 Local Union officer must be first submitted in writing-
3 to the Local Union of which the individual charged is a
4 member or an officer. The charges shall be sufficiently
5 specific so as to enable the accused to prepare a defense.

6 Section 2. Upon the submission of the charges, the
7 Recording Secretary of the Local Union shall send a copy
8 thereof by certified mail or registered mail to the accused
9 member at that member's last known address. The charges
10 must be presented to the membership at the next regular
11 meeting of the Local Union for designation of a Trial
12 Committee.

13 Section 3. The Local Union shall designate a Trial
14 Committee in a manner to be specified by the Local Union
15 By-Laws. Neither the accuser nor the accused shall be eli-
16 gible for membership on the Trial Committee.
17 Immediately after the Local Union meeting referred to in
18 Section 2, the Recording Secretary shall provide the
19 accused and the accuser at their last known home address-
20 es with written notification of the time and place when the
21 hearing will be held before the Trial Committee. The hear-
22 ing shall take place no sooner than two weeks and no later
23 than four weeks after the mailing of said notice.

24 Section 4. The Trial Committee shall report its find-
25 ings to a meeting of the Local Union. The membership

²An August 11, 1999 resolution of the International Executive Board prohibits the processing of charges instituted as a means of retaliating against a member for asserting rights under Civil Rights legislation in the United States and Human Rights legislation in Canada, regardless of whether such rights are asserted using the Union's internal procedures, contractual provisions or external statutory procedures.

1 shall be given adequate notice of the fact that the findings
2 will be presented at the particular meeting. The Local
3 Union shall take such action on the report of the Trial
4 Committee as it may deem proper and, in the event the
5 accused is found guilty of the charges preferred, shall
6 impose such penalties as in its judgment it may deem fit-
7 ting and proper.

8 Section 5. In the event that the accused fails to appear
9 at the hearing at the time and place provided in the notice
10 and presents no reasonable excuse for absence, the hear-
11 ing shall proceed with the same force and effect as if the
12 accused were present.

13 Section 6. The accused or the accuser may appeal to
14 the International Executive Board and thereafter to the
15 next regular International Convention provided that such
16 person files notice of appeal with the International
17 Secretary-Treasurer within thirty (30) days after notice of
18 the decision of the Local Union or the International
19 Executive Board from which the appeal is taken. For
20 appeals to the International Executive Board, the
21 International Executive Board shall adopt procedures
22 which insure that all parties are afforded the opportunity
23 to present all arguments and facts whether or not present-
24 ed at the earlier stages in the proceedings and that deci-
25 sions on such appeals are based upon the evidence pre-
26 sented in the appeal. The International Executive Board
27 shall not, in making its decision, be limited to the argu-
28 ments or testimony presented at the earlier stages in the
29 proceedings and shall be permitted to cure by its appeal
30 proceedings procedural defects which may have occurred
31 at earlier stages in the proceedings. The decisions of the
32 Local Union and of the International Executive Board

1 shall be given full force and effect unless a stay thereof is
2 obtained from the International Executive Board. The
3 Executive Board, in its discretion, may in reversing a deci-
4 sion order a Local Union to compensate an individual
5 member for any loss incurred as a result of said decision.

6 Section 7. At any time during the processing of
7 charges alleging a serious violation by a Local Union
8 official of Section 2 of Article XII, the International
9 President may, upon written request (sent by certified
10 mail, overnight courier or other means providing proof
11 of receipt), and where supported by preliminary inves-
12 tigation conducted on behalf of the International
13 President, summarily remove such Local Union official
14 from office during all or a portion of the time necessary
15 to process the charge.

16 Section 8. It shall be the duty of a member to
17 exhaust all said member's internal remedies and
18 appeals provided under the Constitution and policies of
19 the International Union and the Local Union By-Laws.

20 Section 9. Notwithstanding any provisions of this
21 Article XIII to the contrary, any member of the
22 International Executive Board who believes that a vio-
23 lation of the International Constitution or the
24 International Union Elections Manual has occurred and
25 that such violation is not being properly pursued under
26 this Article XIII may file a charge alleging such viola-
27 tion. The International Executive Board may (1) cause
28 a hearing on such charge to be conducted and issue a
29 decision thereon, or (2) refer such charge to the Local
30 Union involved for appropriate handling under Article
31 XIII.

ARTICLE XIV

Finances

1 Section 1. Except for newly organized Units, where ini-
2 tiation fees are waived pursuant to Section 2, the initiation
3 fees shall be Ten Dollars (\$10.00).

4 Section 2. The International Executive Board may grant
5 dispensations from payment of initiation fees when in its judg-
6 ment such dispensation will promote the growth or interests of
7 the International Union.

8 Section 3. Monthly dues for a member shall be an
9 amount equal to 1.3% of said member's total earnings during
10 the month provided that monthly dues shall not be less than
11 \$5.00 and provided further that monthly dues shall not be
12 more than 2.5 times the member's average hourly earnings.
13 For lump sum payments, dues shall be calculated separately
14 by applying the 1.3% to such payments. The International
15 Executive Board shall issue appropriate interpretive rulings.

16 Section 4. Notwithstanding any other Section of this
17 Article, Local Unions whose dues at the time of the adoption
18 of this Constitution exceed the amount provided for in Section
19 3 of this Article may maintain such differential. In such cases
20 the dues shall be computed by adding such differential to the
21 amount required by the applicable provisions of this Article.

22 In addition, a Local Union which has removed the cap of
23 2.5 (or other multiple) times the member's average hourly
24 earnings referred to in Section 3 of this Article may, with the
25 approval of the International Secretary-Treasurer, establish a
26 supplemental local strike and defense fund to be financed by
27 an increase in dues adopted by the Local Union by secret vote,
28 which increase shall not exceed \$3.50 per member per month.
29 Distributions from the local supplemental strike and defense
30 fund shall be in accordance with the rules of the International
31 Strike and Defense Fund and such additional rules as may be
32 established by the International Secretary-Treasurer.

33 Section 5. The full amount of all dues and initiation
34 fees and assessments collected by each Local Union
35 shall be deposited by the appropriate officers of

1 the Local Union in a bank account designated as a trust
2 fund held for the International Union. The officers of
3 each Local Union shall forward to the International
4 Secretary-Treasurer within fifteen (15) days after the
5 close of any month, the full amount of the dues and ini-
6 tiation fees and assessments collected by such Local
7 Union.

8 Section 6. The International Secretary-Treasurer
9 shall, upon receipt of any remittance of initiation fees
10 referred to in Section 1 of this Article, determine and
11 remit to the Local Union Financial Secretary a per capi-
12 ta refund which shall be one-half (1/2) of the amount
13 received, the balance to be retained by the International
14 Secretary-Treasurer subject to the provisions of Section
15 14 of this Article.

16 Section 7. The International Secretary-Treasurer
17 shall, upon receipt of any remittance of dues referred to
18 in Section 3 of this Article, allocate, determine and
19 remit such dues in the following manner:

20	(a)	1%	to the applicable District Education
21			Fund operated under guidelines
22			established by the International
23			Executive Board
24		1%	to the applicable District Political
25			Education and Legislative Fund
26			operated under guidelines established
27			by the International Executive Board
28		7%	to Strike and Defense Fund
29		3%	to Organizing
30		44%	to the Local Union Financial
31			Secretary as a per capita refund
32		44%	to the International Union

1 (b) With the approval of the International
2 President, the International Secretary-Treasurer is
3 authorized to deduct from the per capita refunds of
4 Local Unions per capita payments to state and provin-
5 cial federations and provide for their payment.

6 (c) The additional amounts referred to in Section 4
7 of this Article shall be returned or sent to the Local
8 Union Financial Secretary as a per capita refund.

9 Section 8. When any Local Union fails to report
10 and remit to the International Secretary-Treasurer the
11 full amount of initiation fees and dues and assessments
12 as provided for herein, said International Secretary-
13 Treasurer shall notify the Local Union President and
14 the Recording Secretary of the Local Union of the fact,
15 and failing to receive a satisfactory response within ten
16 (10) days thereafter, the Local Union shall stand sus-
17 pended. The International Secretary-Treasurer may
18 publish and distribute a delinquent list of all such Local
19 Unions so suspended.

20 Section 9. Local Unions placed on the delinquent
21 list shall not be reinstated until they have filed all delin-
22 quent reports and have complied with any penalties
23 prescribed by the International Executive Board.

24 Section 10. An individual member shall be entitled
25 to exoneration from the payment of dues for any month
26 for which the member has not become entitled to five
27 days' pay or its equivalent in wages and benefits in lieu
28 of wages. The International Executive Board shall
29 adopt rules and regulations governing the implementa-
30 tion, application and administration of this Section.

1 Section 11. In all cases, other than those provided
2 in Section 10 of this Article, and Article XI, Section 8,
3 where Local Unions desire exoneration from the pay-
4 ment of dues or initiation fees for certain of their mem-
5 bers, the request for exoneration must be signed by the
6 Local Union President, the Local Union Financial
7 Secretary, and the Local Union Recording Secretary,
8 and approved by the District Director and the
9 International Secretary-Treasurer. No dues shall be
10 deducted from the pay of a deceased member regard-
11 less of when it was earned.

12 Section 12. When exoneration is granted, the request
13 on the required report must be renewed each month.

14 Section 13. Local Union Presidents, Vice
15 Presidents, Financial Secretaries and Treasurers shall be
16 bonded in amounts to be determined by the International
17 Executive Board. Such bonds shall be obtained by the
18 International Secretary-Treasurer. Clerks employed by a
19 Local Union and handling finances in any way must be
20 bonded by the Local Union through arrangement with
21 the International Secretary-Treasurer.

22 Section 14. The International Executive Board on
23 request of a Local Union shall have the power to make
24 special arrangements with respect to the dues schedules
25 established in this Article where unusual circumstances
26 justify such arrangements. The International Executive
27 Board shall establish a procedure under which any indi-
28 vidual, who is required as a condition of employment to
29 pay dues to the International Union pursuant to a union
30 security arrangement, who has elected to be a financial
31 core member and thereby has no rights of membership,

1 and who objects to supporting partisan political or ide-
2 ological expenditures by the International Union which
3 are not necessarily or reasonably incurred for the pur-
4 pose of performing the duties of an exclusive collective
5 bargaining representative shall have the right upon per-
6 fecting a notice of objection to obtain a reduction of a
7 portion of such individual's dues obligation commensu-
8 rate with such expenditures unrelated to Collective
9 Bargaining as required by law.

10 Section 15. The International Secretary-Treasurer
11 shall cause to be established a separate Strike and
12 Defense Fund, to be financed in the manner provided in
13 this Article. The depositing and investment of the
14 monies in this Fund shall be in accordance with Article
15 IV, Section 14. Expenditures from the Fund shall be
16 determined by the International President and
17 International Secretary-Treasurer subject to the review
18 of the International Executive Board. Withdrawals
19 from the Fund shall require the signatures of the
20 International President and the International Secretary-
21 Treasurer. For any month for which the General Fund
22 balance of the International Union drops below
23 \$18,000,000, the International President with approval
24 of the International Executive Board is authorized to
25 transfer from the Strike and Defense Fund to the
26 General Fund an amount up to the amount necessary to
27 bring the level of the General Fund to \$20,000,000.

28 Section 16. Effective January 1, 1999, an
29 Organizing Fund will be created that will be funded
30 and administered as follows:

31 (a) Effective January 1, 1999, monthly dues for a

1 member shall be an additional \$.01 per hour for hours
2 included in total earnings during the month. Effective
3 January 1, 2000, monthly dues for a member shall be
4 an additional \$.01 per hour, for a total of \$.02 per hour,
5 for hours included in total earnings during the month.

6 (b) The International Secretary-Treasurer, upon
7 receipt of any remittance of dues referred to in this
8 Section, shall allocate such dues in the following manner:

9 (1) 50% to approved district organizing plans,
10 which will include assistance for local union organiz-
11 ing programs.

12 (2) 25% to industry-wide multi-district organ-
13 izing programs that will involve Local Unions from the
14 particular industries being targeted.

15 (3) 25% for ongoing training and development
16 of local union organizers.

17 (c) The \$.01 (or \$.02) per hour dues for the
18 Organizing Fund will end on the first day of the second
19 month following twelve consecutive months during
20 which the Union has organized an average of 8% or
21 more of its average dues paying membership.

22 (d) The International Secretary-Treasurer shall
23 have authority to allocate Organizing Fund revenue to
24 cover Strike and Defense Fund and member mobiliza-
25 tion and communications costs.

26 (e) The International Executive Board shall issue
27 appropriate interpretive rulings.

1 Section 17. To improve the ability of the Union to
2 support the membership through the use of the Strike
3 and Defense Fund, member dues shall be increased as
4 described below, and the full amount of the increase
5 shall be designated for the Strike and Defense Fund.
6 (a) Effective November 1, 2008, monthly dues for a
7 member shall be increased by 0.15% to 1.45% of total
8 monthly earnings, but in no event shall monthly dues be
9 more than 2.8 times the member's average hourly earn-
10 ings ("cap"). For lump-sum payments, dues shall be
11 calculated separately by applying the 1.45% (1.3% plus
12 0.15%) to such payments. The International Executive
13 Board shall issue appropriate interpretative rulings.

14 (b) Alternatively, in lieu of the 0.15% increase, for
15 the period November 1, 2008 through December 31,
16 2012, a Local Union on a Local Union-wide basis may
17 elect to increase monthly dues for each member by an
18 additional three cents (\$0.03) per hour for hours includ-
19 ed in total earnings during the month. Effective January
20 1, 2013 and thereafter, the 0.15% option will apply. A
21 Local Union adopting this subsection must notify the
22 International Secretary-Treasurer of its determination
23 by September 30, 2008.

24 (c) Notwithstanding (a) and (b) above, the Union
25 will continue to honor merger agreements that provide
26 for dues transition schedules and equivalent dues
27 arrangements. The International Executive Board shall
28 take these agreements into account in determining the
29 level of Strike and Defense Fund benefits.

30 (d) In addition, a Local Union may, by secret vote
31 and with the approval of the International Secretary-
32 Treasurer, further increase members' monthly dues by a
33 percentage no higher than 0.1% of its members' total
34 earnings during the month, provided that monthly dues

1 shall not be less than \$5.00 nor more than an appropri-
2 ate adjusted cap as determined by the International
3 Secretary-Treasurer. This additional dues of up to 0.1%
4 shall be distributed in accordance with Section 7 above.

ARTICLE XV

Transfer Certificates

5 Section 1. A Local Union in good standing may
6 issue to a member in good standing a "transfer request"
7 transferring membership to another Local Union. All
8 transfer request forms must be obtained from the
9 International Secretary-Treasurer by the Local Union
10 Financial Secretary.

11 Section 2. All members must immediately transfer
12 to the Local Union having jurisdiction over the enter-
13 prise, public or private, at which they are employed.

14 Section 3. Transfer requests issued in violation of
15 this Article shall be invalid.

16 Section 4. The International Secretary-Treasurer
17 may issue transfer requests to the members of any
18 Local Union which is being disbanded in accordance
19 with the provisions of this Constitution.

ARTICLE XVI

Strikes

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

ARTICLE XVII

Contracts

1 Section 1. The International Union shall be the
2 contracting party in all collective bargaining agree-
3 ments and all such agreements shall be signed by the
4 International Officers.

5 Section 2. Where check-off clauses are contained
6 in collective bargaining agreements, they shall provide
7 that the Company shall make the check payable to and
8 be sent to the International Secretary-Treasurer.

9 Section 3. The International Union and the Local
10 Union to which the member belongs shall have the
11 right to exclusivity in presenting, maintaining, negoti-
12 ating, adjusting and settling any grievance or other
13 matter relating to a member's wages, hours and condi-
14 tions of employment.

15 Section 4. No officer, member, representative, or
16 agent of the International Union or of any Local Union
17 or of any subordinate body of the International Union
18 shall have the power or authority to counsel, cause, ini-
19 tiate, participate in, or ratify any action which consti-
20 tutes a breach of any collective bargaining contract
21 duly entered into.

22 Section 5. No Local Union or other subordinate
23 body, and no officer, agent, representative, or member
24 thereof shall have the power or authority to represent,
25 act for, commit, or bind the International Union in any
26 matter except upon express authority having been
27 granted therefor by this Constitution or in writing by
28 the International President or the International
29 Executive Board.

ARTICLE XVIII

Associate Membership

1 The International Executive Board is authorized to
2 establish, on a geographic, employer and/or other basis,
3 associate organization(s) to serve the needs and
4 advance the interests of the categories of workers
5 described below. Such associate organization(s) shall
6 be affiliated with the United Steelworkers. Those eligi-
7 ble for membership in a USW associate organization
8 shall include former and potential members. Those eligi-
9 ble for regular membership in USW pursuant to Article
10 III shall not be eligible for membership in a USW associ-
11 ate organization. Persons who meet the conditions for
12 membership in a USW associate organization shall not be
13 entitled to vote or run for an office or position in an elec-
14 tion governed by Articles IV, V, VI or VII of this
15 Constitution. However, such persons shall be entitled to
16 vote and hold office and otherwise participate fully in the
17 associate organization to the extent and under rules pro-
18 vided by the International Executive Board.

ARTICLE XIX

Steelworkers Organization of Active Retirees (SOAR)

19 Section 1. The Steelworkers Organization of
20 Active Retirees (SOAR), an affiliate organization of
21 the United Steelworkers, is governed by By-Laws
22 which are subject to amendment by the International
23 Executive Board of the United Steelworkers.

1 Section 2. All members in good standing of the
2 International Union who retire shall, at the time of
3 retirement, be granted membership in SOAR. All
4 members of SOAR shall be eligible for SOAR chapter
5 membership under conditions and with such rights as
6 are set forth in the SOAR By-Laws.

7 Section 3. Local Unions and SOAR Chapters

8 (a) Each Local Union having more than twenty-
9 five (25) retired members is encouraged to form and
10 sponsor a SOAR Chapter. Local Unions may, where
11 appropriate, form one SOAR Chapter for the retirees of
12 several Local Unions within a geographical area or region.

13 (b) Each Local Union is encouraged to select a repre-
14 sentative to serve in an advisory capacity to the SOAR
15 Chapter and each SOAR Chapter is encouraged to select a
16 designee to serve in an advisory capacity to the Local Union.

17 (c) In each set of collective bargaining negotiations
18 conducted by the Union, the bargaining committee shall be
19 expected to meet with the appropriate SOAR representa-
20 tive to become acquainted with the needs of the retirees, to
21 attempt to arrange for a SOAR representative to be present
22 during negotiations for the purpose of making a presenta-
23 tion on those matters of concern to the retirees and to keep
24 the SOAR representative advised of the progress of nego-
25 tiations on those matters.

26 Section 4. The elected members of the SOAR
27 Executive Board, as established by By-Laws, shall be
28 ex-officio delegates to all International Conventions
29 and entitled to one vote each.

ARTICLE XX

Effective Date

1 This Constitution shall become effective August 12, 2014.

ARTICLE XXI

Amendments

2 This Constitution may be amended by majority vote at
3 the International Convention, provided that no amend-
4 ment shall have the effect of shortening the term of any
5 of the offices specified in Article IV, Section 2, before
6 the expiration of such term.

ARTICLE XXII

Severability

7 In the event any clause or provision of this Constitution is
8 determined to be unlawful or unenforceable, in whole or
9 in part, such clause or provision shall, in the jurisdiction in
10 which and to the extent that it is unlawful or unenforce-
11 able, be considered severable from all other clauses and
12 provisions of this Constitution and all other provisions of
13 this Constitution shall remain in full force and effect.

ARTICLE XXIII

Merger with PACE

14 In order to implement the merger with the Paper,
15 Allied-Industrial, Chemical and Energy Workers

1 International Union (PACE), Appendix A sets forth a
2 portion of the Merger Agreement between the
3 International Union and PACE which the 32nd
4 Constitutional Convention approved, and the terms of
5 Appendix A shall take precedence over other provi-
6 sions of this Constitution during the period that such
7 provisions are effective.

APPENDIX A

Transitional Structure of the USW

8 In order to effectively and efficiently merge the
9 governing organizations of the USWA and PACE, as
10 well as to assure continuity of our organizing and polit-
11 ical and workplace representation in the United States
12 and Canada, the International Executive Boards and
13 Districts of our two labor organizations will be merged
14 progressively as provided herein.

15 A. Initial Transition Period (Merger Effective 16 Date – February 28, 2006)

17 1. International Executive Board. From the effec-
18 tive date of the merger through February 28, 2006
19 ("Initial Transition Period"), the International Executive
20 Board of the merged labor organization shall be:

21 a. An International President, being the incum-
22 bent International President of the USWA.

23 b. An International Executive Vice President,
24 being the incumbent International President of PACE.

25 c. An International Secretary-Treasurer, being
26 the incumbent International Secretary-Treasurer of the
27 USWA.

1 d. An Associate Secretary-Treasurer, being the
2 incumbent International Secretary-Treasurer of PACE.

3 e. An International Vice President (Administration),
4 International Vice President (Human Affairs), Executive
5 Vice President of the Rubber/Plastic Industry Conference
6 (R/PIC), and National Director of Canada, being the USWA
7 incumbents in these USWA offices.

8 f. A Vice President at Large, Administrative
9 Vice President, and Vice President/Organizing, being
10 the PACE incumbents in these PACE offices.

11 g. Twelve (12) District Directors, being the
12 incumbent Directors of the current USWA Districts.

13 h. Ten (10) Regional Directors, being the incum-
14 bent Directors of the current PACE Regions.

15 2. Districts and Regions. During the Initial
16 Transition Period, the existing USWA Districts and
17 PACE Regions will continue to function separately and
18 as in the past.

19 B. Interim Transition Period (March 1, 2006 –
20 February 28, 2010)

21 1. International Executive Board. Effective
22 March 1, 2006 through February 28, 2010 ("Interim
23 Transition Period"), the International Executive Board
24 will comprise the following members:

25 a. USWA Offices. An International President,
26 International Secretary-Treasurer, International Vice
27 President (Administration), International Vice
28 President (Human Affairs), Executive Vice President
29 (R/PIC), National Director of Canada, and eleven (11)
30 District Directors, being those individuals elected in

1 accordance with the existing USWA International
2 Constitution in the USWA International Election sched-
3 uled for November 2005 for terms of office running
4 March 1, 2006 through February 28, 2010. Only mem-
5 bers of USWA Locals in existence as of the day before
6 the effective date of this merger will be eligible to vote
7 or run for office in this election.

8 b. PACE Offices. The terms of office of the current
9 International Officers and Regional Directors of PACE
10 shall be extended to include their service in the new posi-
11 tions and terms of office outlined herein. With the excep-
12 tion of the position described in section 4 below, such
13 terms will run no later than February 28, 2010.

14 2. Districts and Regions. Effective March 1,
15 2006, the existing USWA Districts and PACE Regions
16 will be combined into a single administrative structure
17 consisting of thirteen (13) Districts administered by
18 thirteen (13) District Directors.

19 a. The initial geographic scope of each of these
20 Districts shall be identical to the current USWA
21 Districts except that:

22 (1) A new District 13 shall be created consisting
23 of the states of Arkansas, Louisiana, Oklahoma, and
24 Texas.

25 (2) District 9 shall consist of the current District
26 9, minus Louisiana.

27 (3) District 11 shall consist of the states of Iowa,
28 Kansas, Minnesota, Missouri, Nebraska, Montana,
29 Wyoming, North Dakota, and South Dakota.

30 (4) District 12 shall consist of the states of Alaska,
31 Arizona, California, Colorado, Hawaii, Idaho, Nevada,

1 New Mexico, Oregon, Utah, and Washington.

2 b. Effective March 1, 2006, the Directors of
3 Districts 2, 4, and 13 will be the incumbent PACE
4 Directors of its Regions 10, 1, and 6, respectively. If
5 any Director of Districts 2 or 13 leaves office prior to
6 February 28, 2010, for any reason, the vacancy shall be
7 filled by the Interim Transition Executive Board mem-
8 bers choosing from among those USW members who
9 were PACE members as of the day before the effective
10 date of this merger. The Director of each District other
11 than 2, 4, and 13 of the merged labor organization shall
12 be the successful candidate in the Steelworker
13 November 2005 election.

14 All other PACE Regional Directors, as well as the
15 Director of District 4 elected in November 2005, shall
16 become Co-Directors of the Interim Executive Board.
17 Co-Directors shall retain their current salary and the
18 right to speak and vote on all issues coming before the
19 Executive Board through the Interim Transition Period.

20 c. Although it is anticipated that Districts and
21 Regions will be fully merged effective March 1, 2006,
22 this date may be extended for individual PACE regions
23 by up to six months if the International President and
24 International Executive Vice President agree that this is
25 necessary.

26 3. International Executive Vice President. The
27 position of International Executive Vice President shall
28 be eliminated upon the retirement of the incumbent and
29 thereupon replaced with the position of International
30 Vice President to be filled by the Executive Board from
31 among then incumbent members of the Initial or
32 Interim Executive Board who were PACE members as
33 of the effective date of this merger, and provided fur-

1 ther that the replacement will be based upon the recom-
2 mendation of a majority of the eligible Executive
3 Board members. During the transition period, the indi-
4 vidual serving in this International Vice Presidency
5 shall be assigned by the International President to be
6 responsible for paper industry bargaining. The term of
7 any such appointment shall in no event extend beyond
8 February 28, 2010. For the term beginning March 1,
9 2010, this position will be filled by the normal election
10 process. For subsequent bargaining in the paper indus-
11 try, the person assigned by the International President
12 shall come out of, and be knowledgeable about, paper
13 industry bargaining.

14 4. Administrative Vice President. The position
15 of Administrative Vice President shall be renamed
16 International Vice President upon the retirement of the
17 incumbent. The current process in the PACE
18 Constitution shall be continued for the election of this
19 position at the 2008 International Convention, with a
20 term beginning March 1, 2009, and ending February
21 28, 2014. The individual serving in this position shall
22 be assigned by the International President to be respon-
23 sible for the National Oil Industry Bargaining Program.
24 For the term beginning March 1, 2014, the position will
25 be filled by the normal election process unless other-
26 wise determined by the International Convention in
27 2011. For subsequent administration of the National
28 Oil Industry Bargaining Program, the person assigned
29 by the International President shall come out of, and be
30 knowledgeable about, oil industry bargaining.

31 5. Other Positions. The positions of Associate
32 Secretary-Treasurer, Executive Vice President (R/PIC),
33 Vice President at Large, Vice President/Organizing, and
34 the positions of Co-Director shall be eliminated upon
35 the retirement of the incumbent, or on February 28,

1 2010, whichever occurs earlier.

2 6. Vacancies. Except as described above, vacan-
3 cies that occur in any of the positions of the
4 Transitional Board not subject to elimination as
5 described above shall be filled for the remainder of the
6 Interim Transitional Period by the remaining members
7 of the Board in accordance with Article IV, Section 24
8 of the USWA International Constitution.

9 C. Permanent International Executive Board

10 Beginning March 1, 2010, the merged Union will
11 be governed by an International Executive Board con-
12 sisting of an International President, International
13 Secretary-Treasurer, four (4) International Vice
14 Presidents, the National Director of Canada, and thir-
15 teen (13) District Directors. All officers of the
16 Permanent International Executive Board for the term
17 beginning March 1, 2010, shall be elected by referen-
18 dum election in accordance with the USW Constitution
19 in November 2009 with the exception of the office cre-
20 ated in section (4), above.

* * * *

21 Proportional Voting. The International Executive
22 Board is authorized to establish a proportional voting
23 formula for the additional members provided for above
24 in the unlikely event that a roll-call vote under Article
25 IV, Section 26 of the USW Constitution is required dur-
26 ing the Transition Period.

Opening of Meeting

The hour of the meeting having arrived, the President shall take the chair and give one rap with the gavel, upon which all officers and members shall be seated. If no regular Guards are present, the President shall appoint one of the members to see that none but members of the Union are admitted.

President: The time for opening this meeting having arrived, I declare this meeting duly convened and qualified to consider measures tending to conserve the best interest of this Local Union, and the United Steelworkers.

ORDER OF BUSINESS FOR CONDUCTING LOCAL UNION MEETINGS

1. **Call meeting to order.**
2. **Roll call of officers** - by Recording Secretary.
3. **Reading of the minutes of the previous meeting.**
After the minutes have been read by the Recording Secretary a motion must be made and seconded that the minutes be "approved" (or adopted) as read. Such a motion means that in the opinion of the members, the Secretary has recorded the minutes of the previous meeting correctly. Should the reading reveal any errors or omissions, a member may move to correct the minutes. If this motion is carried, another motion should follow that the minutes "as corrected" now be approved.

IT IS VERY IMPORTANT THAT BRIEF, COMPREHENSIVE MINUTES OF EACH MEETING BE KEPT

BY THE RECORDING SECRETARY. THESE MINUTES ARE THE OFFICIAL RECORD OF THE BUSINESS TRANSACTED BY THE LOCAL UNION MEETING. A REGULAR BOOK IS PROVIDED BY THE INTERNATIONAL UNION FOR THIS PURPOSE AND SHOULD ALWAYS BE KEPT UP TO DATE.

4. **Reading of Communications.**

RECORDING SECRETARY: The Recording Secretary reads the letters which require attention. Those which do not require much discussion may be dealt with immediately; others may be laid over to "New Business" or referred to a standing committee. If no action is required or desired, the communications may be read and, upon a motion, filed. The Recording Secretary keeps the files of the Local Union.

5. **Report of Officers.**

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

TREASURER: The Treasurer is the custodian of the Local Union funds. The Treasurer should report to each meeting the money received from all sources, such as rebates from the International Office and other monies turned over to the Treasurer for deposit by the Financial Secretary. The Treasurer should be certain that the amount reported by the Financial Secretary to the Local Union as having been turned over agrees with what the Treasurer actually received and that the Recording Secretary records the amount in the minutes.

TRUSTEES: The Trustees are the custodians of the hall and all property of the Local Union subject to the direction of the Local Union. They shall audit the books and financial records of the Local Union every three (3) months and give a report of such audit at the next regular Local Union meeting.

6. **Report of Organizer or International Representative.**

7. **Initiation of New Members.**

8. **Report of Special Committees.**

Such as: Celebrations, picnics, relief, citizenship, etc.

9. **Reports of Standing (or Permanent) Committees.**

a. Grievance Committee.

b. Report of delegates to Federation Council.

10. **Unfinished Business.**

These matters are those remaining over from previous meetings. They are usually recorded in the minutes of the previous meeting. The Recording Secretary should inform the President of any unfinished business so it may be included in the order of business in this section.

11. **New Business.**

These are matters which have been laid aside earlier in the meeting or which have come up since the last meeting.

12. **Good and Welfare.**

All miscellaneous matters for the good of the Union which should be brought to the attention of the meeting should come to the floor at this time. These matters usually do not require any action by the meeting. They are simply matters of information and education.

13. **Adjournment.**

PRESIDENT: The business of this meeting having been duly transacted, I declare it adjourned until our next regular session, unless you are especially called together, when I hope to see all members present.

NOTE: All money paid out by the Local Union from its treasury must be approved by the members at a Local Union meeting. Bills charged to the Local Union should be submitted to the Recording Secretary, who in turn submits them to the Local Union meeting for approval. If the Local Union agrees that the bills should be paid a motion should be made, seconded and passed authorizing the Treasurer to draw up a check and pay the bill. All Local Union checks must be signed by the Treasurer and countersigned by the Financial Secretary and the President. Under no circumstances is it legal for officers or members to pay bills without authorization by a Local Union meeting, nor shall the members authorize payment of any bill or incur any obligation for which funds are unavailable, nor shall the members authorize the payment of or incur a debt for any activity not in accordance with the Constitution and policies of the International Union and the By Laws for Local Unions.

Under no circumstances shall any of the cash dues or fees collected be spent before it is sent to the International Secretary-Treasurer.

It is of prime importance that the Trustees shall audit the books and financial records of the Local Union every three (3) months and give a report of such audit at the next regular Local Union meeting. The Trustees should give special attention when checking disbursements recorded by the Financial Secretary and Treasurer that proper authorization for such payments have been entered by the Recording Secretary in the Minutes of the Local Union. (Constitution: Article VII, Section 4; Article VIII, Section 6. By Laws for Local Unions: Article V.)

INITIATION OF NEW MEMBERS

President - Raise your right hand.

“Recognizing that the United Steelworkers is a strong labor organization dedicated to the advancement of my interests and the interests of all working men and women and that the strength of the Union depends on the commitment which its members make to it and to each other, I do sincerely promise, of my own free will, to abide by the laws of this Union; to bear true allegiance to, and keep inviolate the principles of the United Steelworkers; never to discriminate against a fellow worker on account of creed, color, sex, or nationality; to defend freedom of thought, whether expressed by tongue or pen, to defend on all occasions and to the extent of my ability the members of our organization, and never to reveal to any employers or their agent a member's name without proper authorization. I will cease work when authorized and approved by the organization to do so.

That I will look upon my fellow members of this Union as my brothers and sisters and will never knowingly wrong a member or see a member wronged if I can prevent it. That I will assist all members of our organization to obtain the highest wages possible for their work; that I will not accept a member's job who is idle for advancing the interests of the Union or seeking better remuneration for the member's labor; and, as the workers of the entire country are competitors in the labor world, I promise to provide my solidarity and support whenever I am called upon by the organization to do so. And I further promise to help and assist all members in adversity, and encourage all workers to organize and join our Union in order to enjoy more fully the fruits of their labor.

To all this I pledge my honor and I further pledge that at every opportunity I shall ‘Say A Good Word About My Union.’”

INSTALLATION OF OFFICERS

I,, do hereby sincerely pledge my honor to perform the duties of my office as prescribed by the Laws of the organization, and to bear true allegiance to the United Steelworkers. I will deliver to my successor in office all books and other property of this Union that may be in my possession at the close of my official term. All of this I solemnly promise, with full knowledge that to violate this pledge is to stamp me as a person devoid of principle and destitute of honor.

BURIAL SERVICE

FRIENDS, NEIGHBORS, BROTHERS AND SISTERS:

We have gathered today around the last resting place of that earthly tenement which has been the temporary abiding place of the life and spirit of our departed Brother (Sister). With bowed heads and saddened hearts we have followed his (her) remains to this place in order that we may be able to show this last tribute of respect to the memory of one whose virtues we appreciate and whose faults, if he (she) had any, we are eager to forget. We have known him (her), he (she) was one of us, and our hearts grieve at his (her) departure, as the heart of man always grieves at the loss of some cherished object of affection that can never be replaced, yet our grief is not inconsolable. Of what consequence is a few years to the age of man when compared with God's infinity? When we think of the many years that have rolled into eternity since time began and the countless ages yet to come ere time shall be no more, we realize that the short period allotted to man on this earth is but the first self conscious gleam of man's eternal soul. We are not as men without hope, for the Psalmist has said, "Man that is born of woman is full of trouble and sorrow. He cometh forth like a flower and is cut down. Our years of labor are brought to an end, our dust shall return to dust as it was, and our spirit to the God who gave it." Earth to earth, ashes to ashes, dust to dust.

Though the seasons may change, and the years pass away, the remembrance of our Brother (Sister) shall never fade until we, too, have been gathered to the place that has been prepared for us.

We sympathize with {those dear to }
 {the family of }

our deceased Brother (Sister) in their bereavement, and would commend them to the tender care of Him who holds the destinies of mankind in the hollow of His hand, and who is able to console the spouse and orphan when the words of man are vain.

Let us pray.

Our Father who art in Heaven, we bow before Thee in humble submission to Thy will. Our hearts are sore with the sorrow of bereavement. We come to Thee for consolation. Grant, O Lord, that the balm of Thy healing spirit may be poured down upon us like the balm of Gilead to our wounded hearts. May the peace that passeth all understanding, which Thou alone can give, abide with the family of our deceased Brother (Sister). Comfort them in their affliction. Guide us all in the paths of righteousness while we live, and when we are done with this life receive us into that home which Thou hast prepared for all Thy children, eternal in the Heavens. Amen.

BENEDICTION

And now may the grace, mercy and peace of God, the Father, Son and Holy Spirit, rest and abide with you now and forever. Amen.

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