

# Constitution of International Union

UNITED STEELWORKERS

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MANUAL

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UNITED STEELWORKERS



UNITY AND STRENGTH FOR WORKERS

ADOPTED AT  
LAS VEGAS, NEVADA  
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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  
19 in the United States, Canada, insular areas adjacent  
20 thereto and the Western Hemisphere, for whom the  
21 union assumes or seeks to assume the collective bar-  
22 gaining and other responsibilities set forth in Article II,  
23 and all officers, staff representatives and employees of  
24 the 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 mem-  
29 ber who has the highest number of votes. E a c h  
30 International Officer, other than the International  
31 President, shall have a vote equal to one half (1/2) of the  
32 vote of the International President.

1 Section 27. The International Executive Board shall  
2 have the power to effectuate the merger or affiliation of  
3 any 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 the Convention in 2011 and at each  
14 regular Convention thereafter which precedes an  
15 International election without another Convention  
16 intervening. The International Tellers shall be elected  
17 according to geographical areas designated by the  
18 International Executive Board for a term which shall  
19 expire at the next Convention where International  
20 Tellers are elected. The method of election shall be  
21 established by the International Executive Board. The  
22 International Tellers shall perform their duties in con-  
23 nection with elections to International offices as pro-  
24 vided in this Constitution. No paid staff representative  
25 of the International Union shall be eligible for the posi-  
26 tion of International Teller.

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

1 Section 29. Each International Teller shall receive  
2 \$150.00 per day and legitimate expenses for each day  
3 employed.

### **Delegates to the Conventions of the Federation**

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

### **Rubber/Plastics Industry Conference**

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

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



1 February 28, 1998 with the successor elected at the  
2 Rubber/Plastics Industry Conference held in  
3 September 1997 and taking office March 1, 1998. That  
4 term and any terms that follow shall expire at the same  
5 time as the term for International Officers under Article  
6 V, Section 2.

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

## ARTICLE V

### **Nominations and Elections of International Officers and International Executive Board Members**

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

26 The members of the International Union within each

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

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

11 Section 2. The next election of the International  
12 Officers and District Directors shall be held on Tuesday,  
13 November 26, 2013, and in every fourth year thereafter on  
14 the Tuesday immediately preceding the U.S.  
15 Thanksgiving, and the persons elected shall assume their  
16 duties beginning March 1, 2014 and shall serve until their  
17 successors are elected and qualified at which time all  
18 money, official records and documents and all property  
19 belonging to the International Union shall be turned over  
20 to such successors.

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

23 Section 4. Each Local Union shall have the right to  
24 nominate a member for each office to be filled. During  
25 the month of June, 2013 each Local Union shall desig-  
26 nate a date, time and place for the holding of a nomina-  
27 tion meeting to be held in the month of September,  
28 2013. Each Local Union Recording Secretary shall  
29 have the duty to transmit immediately to the  
30 International the information respecting the date, time  
31 and place selected for the nomination meeting. The  
32 International Secretary-Treasurer shall provide a notice

1 reasonably calculated under the circumstances to  
2 inform the members of each Local Union of the nomi-  
3 nation meeting in their Local Union.

4 The International Secretary-Treasurer shall pre-  
5 pare nomination certificates and envelopes and send  
6 them to the Local Unions not later than August 19,  
7 2013. The Local Union Recording Secretary shall com-  
8 plete the nomination certificate, filling in the names of  
9 the members nominated by the Local Union for the var-  
10 ious offices, together with the vote recorded, and shall  
11 forward the same to reach the International Secretary-  
12 Treasurer's office not later than eight (8) days after the  
13 Local Union's nomination meeting.

14 Section 5. The International Tellers shall meet at the  
15 Headquarters of the International Union to open and tab-  
16 ulate the nomination returns and shall file a report with  
17 the International Secretary-Treasurer setting forth the  
18 names of all the members nominated and the total num-  
19 ber of nominations received. Only those nomination  
20 returns which conform to the requirements of this Article  
21 and the International Union Elections Manual shall be  
22 tabulated by the Tellers, except that timely returns which  
23 are deficient only in ministerial respects shall be tabulat-  
24 ed if the International Tellers are able to ascertain by  
25 independent investigation that they are authentic and  
26 accurate. The International Secretary-Treasurer shall,  
27 not later than October 14, 2013, notify all candidates of  
28 the tabulation of nomination returns and ask them to  
29 have the officers of their Local Union certify to their  
30 membership in good standing.

31 For the International President, the International  
32 Secretary-Treasurer, the International Vice President  
33 (Administration) and the International Vice President

1 (Human Affairs), the required number of Local Union  
2 nominations shall be five (5) plus one for each 10,000  
3 members (or majority fraction thereof) in good stand-  
4 ing as of March 31, 2013. The required number of  
5 Local Union nominations for the National Director of  
6 Canada shall be five (5) plus one for every 10,000  
7 members (or majority fraction thereof) in good stand-  
8 ing in Canada as of March 31, 2013.

9 The required number of Local Union nominations  
10 for District Director shall be five (5) plus one for every  
11 10,000 members (or majority fraction thereof) in good  
12 standing in the District as of March 31, 2013.

13 Section 6. Any nominees notified in accordance  
14 with Section 5 of this Article who desire to continue as  
15 candidates must have their certificate of membership in  
16 good standing attested by the officers of their Local  
17 Union and return said certificate to the International  
18 Secretary-Treasurer by October 23, 2013.

19 All protests in connection with nominations must  
20 be filed with the International Executive Board and  
21 must be received by the International Secretary-  
22 Treasurer not later than October 7, 2013, except for  
23 protests filed pursuant to the fourth paragraph of this  
24 Section which must be received by the International  
25 Secretary-Treasurer by October 21, 2013.

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

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

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

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

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

32 The procedure set forth in this Section is the only  
33 procedure by which protests in connection with nomina-  
34 tions may be processed. Nomination protests are not sub-

1 ject to further review within the Union following the elec-  
2 tion. A candidate who does not receive sufficient nomi-  
3 nations to appear on the ballot, following the disposition  
4 of any nomination protests under this Section 6, shall  
5 have received the final disposition of such efforts to  
6 become a candidate.

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

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

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

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

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

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

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

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

24 Section 9. Every Local Union with members eligi-  
25 ble to vote shall be required to conduct an election. In  
26 the event that the International Secretary-Treasurer  
27 should conclude that any such Local Union may not be  
28 planning to conduct an election, the International  
29 Secretary-Treasurer shall contact the Local Union to  
30 assure that the Local Union is planning to hold such  
31 election or, failing such assurance, shall make arrange-  
32 ments for the International Union to conduct such elec-  
33 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, 2013,  
3 the place or places where its November 26, 2013 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 informa-  
25 tion concerning the date, place and hours of the election  
26 and the place where the votes are to be tabulated in each  
27 Local Union under procedures set forth in the  
28 International 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  
12 organization so retained by the International Tellers  
13 shall, under the supervision of the International Tellers,  
14 tabulate the votes cast for the various nominees and file  
15 this 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 14, 2014. 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, 2014.

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 per-  
28 sonally responsible for any irregularities in connection  
29 with 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, 2014.

## **ARTICLE VI**

### **Conventions**

25 Section 1. The next regular International Convention  
26 shall be held on the third Monday of April, 2014, 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  
13 of 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, 2012 (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  
2 and a Safety and Health Committee, under the direction of  
3 the International Union or its designated representative,  
4 shall 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  
5 of the Trustees to have charge of the hall and all prop-  
6 erty of the Local Union, subject to the direction of the  
7 Local Union, and perform such other duties as the  
8 Local 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 opin-  
27 ion of the International President the best interests of  
28 the 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  
7 commencing 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  
17 not be permitted to vote, nominate for office, hold  
18 office, 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 representations; (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 Union<sup>1</sup> (h) using

<sup>1</sup>A 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 loca-  
21 tion or activity on the basis of race, creed, color, sex,  
22 sexual orientation, age, disability, nationality, or other  
23 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 Officers<sup>2</sup>**

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

<sup>2</sup>An 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 forming 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 16, 2011.

## **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  
3 scheduled for November 2005 for terms of office run-  
4 ning March 1, 2006 through February 28, 2010. Only  
5 members of USWA Locals in existence as of the day  
6 before the effective date of this merger will be eligible  
7 to vote or run for office in this election.

8       b. PACE Offices. The terms of office of the cur-  
9 rent International Officers and Regional Directors of  
10 PACE shall be extended to include their service in the new  
11 positions and terms of office outlined herein. With the  
12 exception of the position described in section 4 below,  
13 such 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  
31 Alaska, Arizona, California, Colorado, Hawaii, Idaho,

1 Nevada, 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  
26 during the Transition Period.



# MANUAL

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## 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  $\left. \begin{array}{l} \text{those dear to} \\ \text{the family of} \end{array} \right\}$

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.

