

DETROIT REVOLUTIONARY MOVEMENT RECORDS

BOX 7 OF 16

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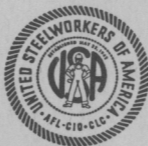
USWA DISSIDENT FACTIONS 2
OF 2

Constitution of International Union

UNITED STEELWORKERS OF AMERICA AFL-CIO-CLC



MANUAL



ADOPTED AT
ATLANTIC CITY, NEW JERSEY
SEPTEMBER 27, 1974



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of
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ARTICLE I

Name

1 This Organization shall be known as
2 the United Steelworkers of America,
3 hereinafter also referred to as the In-
4 ternational Union. This document shall
5 be known as the Constitution and By-
6 Laws of the United Steelworkers of
7 America and it shall also be the Con-
8 stitution of each Local Union chartered
9 by the International Union.

ARTICLE II

Objects

10 First. To unite in this industrial union,
11 regardless of race, creed, color or na-
12 tionality, all workers and working men
13 and working women eligible for member-
14 ship, employed in and around and in
15 transportation related to iron, steel, alu-
16 minum, nonferrous metal and allied man-
17 ufacturing, mining, chemical, processing
18 and fabricating mills, factories and estab-
19 lishments in the United States and its

1 territories, Canada, and insular areas
2 adjacent thereto.

3 Second. To establish through collective
4 bargaining adequate wage standards,
5 shorter hours of work and improvements
6 in the conditions of employment for
7 workers in industry.

8 Third. To engage in educational, legis-
9 lative, political, civic, social, welfare,
10 community and other activities; to
11 advance and safeguard the economic
12 security and social welfare of workers in
13 industry, the International Union, its
14 Local Unions and the free labor move-
15 ments of the United States, Canada and
16 the world; to protect and extend our
17 democratic institutions and civil rights
18 and liberties; and to perpetuate and ex-
19 tend the cherished traditions of democ-
20 racy and social and economic justice in
21 the United States, Canada and the world
22 community.

23 Fourth. To function as an autonomous
24 International Union affiliated with other
25 international unions in national and in-
26 ternational federations in the United
27 States, Canada and the free world, to

1 unify and solidify the International Un-
2 ion, its Local Unions and the entire
3 labor movement, and to provide financial
4 and other aid and assistance to labor and
5 other organizations in the United States,
6 Canada and other parts of the world.

7 Fifth. To take all steps and actions
8 consistent with the Constitution and
9 policies of the International Union, to
10 implement and carry out the objects,
11 rights, activities and responsibilities of
12 this organization.

ARTICLE III

Eligibility

13 Section 1. All working men and work-
14 ing women, regardless of race, creed,
15 color or nationality, employed in and
16 around and in transportation related to
17 iron, steel, aluminum, nonferrous metal
18 and allied manufacturing, mining, chem-
19 ical, processing and fabricating mills, fac-
20 tories and establishments, or in any other
21 place now or hereafter within the juris-
22 diction of the International Union, in the
23 United States and Canada and insular
24 areas adjacent thereto, or officers, staff
25 representatives or employees of the In-

1 ternational Union, are eligible to mem-
2 bership.

3 Sec. 2. No person having the power,
4 in the management of any mill or fac-
5 tory, to hire or fire shall be eligible for
6 membership.

7 Sec. 3. Persons having supervisory
8 power, excluding the right to hire and
9 fire, shall be eligible to membership sub-
10 ject to the approval of the Local Union
11 and the International Executive Board.

12 Sec. 4. No person shall be eligible for
13 membership, or for nomination or elec-
14 tion or appointment to, or to hold any
15 office, or position, or to serve on any
16 Committee in the International Union
17 or a Local Union or to serve as a dele-
18 gate therefrom who is a member, consis-
19 tent supporter, or who actively partici-
20 pates in the activities of the Communist
21 Party, Ku Klux Klan, or of any fascist,
22 totalitarian, or other subversive organiza-
23 tion which opposes the democratic princi-
24 ples to which the United States and
25 Canada and our Union are dedicated.

26 This eligibility requirement shall be
27 in addition to any other eligibility re-

1 requirement imposed by any other Article
2 or Section of this Constitution.

ARTICLE IV

International Officers, International Tellers, International Executive Board and Delegates to the Con- ventions of the Federation

3 Section 1. The International Officers
4 of the International Union shall be the
5 International President, the Interna-
6 tional Secretary-Treasurer, and the In-
7 ternational Vice President. There shall
8 be one District Director for each District,
9 and a National Director for Canada.

10 Sec. 2. The term of office of the Inter-
11 national Officers, District Directors and
12 National Director of Canada shall be
13 four (4) years.

14 Sec. 3. No member shall be eligible for
15 nomination or election as an International
16 Officer, District Director or National Di-
17 rector of Canada unless the member (a)
18 shall be in continuous good standing for
19 a period of five (5) years immediately
20 preceding the election, (b) is a citizen of
21 the United States or Canada or has legally

1 declared the intention of becoming a
2 citizen of the United States or Canada,
3 and (c) has worked for three (3) years in
4 a mill, mine, establishment, or plant, or
5 any other place within the jurisdiction of
6 the International Union, or is an Interna-
7 tional Officer, District Director, National
8 Director of Canada or a Staff Represent-
9 ative of the International Union.

10 No member shall be eligible for nom-
11 ination to be an International Officer,
12 District Director or National Director of
13 Canada who shall have attained the age
14 of 65 years before the end of the nom-
15 inating period specified in Article V, Sec-
16 tion 4.

17 Sec. 4. No member shall accept nom-
18 inations for or hold two or more positions
19 set forth in Section 1 above and Section
20 26 below at the same time.

International President

21 Sec. 5. The International President
22 shall attend and preside at all Interna-
23 tional Conventions and at all sessions of
24 the International Executive Board. The
25 President shall convene regular and spe-
26 cial meetings of the International Execu-

1 tive Board whenever necessary, or when
2 requested by a majority of the members
3 of the International Executive Board.

4 Sec. 6. The President shall interpret
5 the meaning of the Constitution and the
6 President's interpretation shall be subject
7 to review by the International Executive
8 Board. Between sessions of the Interna-
9 tional Executive Board the President
10 shall have full power to direct the affairs
11 of the International Union subject to the
12 approval of the Executive Board. The
13 President may, in person, or designate an
14 International Officer or a Staff Repre-
15 sentative to visit or inspect the office of
16 any Local Union or District.

17 Sec. 7. The International President
18 shall have the authority to appoint, direct,
19 suspend, or remove, such organizers,
20 representatives, agents and employees as
21 the President may deem necessary. The
22 President shall fix their compensation,
23 and where appropriate, shall establish
24 job rates, subject to the approval of the
25 International Executive Board.

26 Sec. 8. The International President
27 shall appoint, prior to the opening date
28 of the International Convention, and

1 subject to the approval of the Interna-
2 tional Convention, such committees as
3 are necessary to conduct the affairs of
4 the International Convention. Such com-
5 mittees shall meet before the opening
6 date of the International Convention and
7 shall proceed to consider all resolutions,
8 appeals, reports and constitutional amend-
9 ments submitted to the International
10 Convention.

11 Sec. 9. The International President,
12 the International Vice President, and
13 the International Secretary-Treasurer
14 shall make a full joint report of the ad-
15 ministration of their offices and of the
16 affairs of the International Union to the
17 International Convention.

18 Sec. 10. The International President
19 shall perform all such other duties as
20 pertain to the President's office. The
21 President shall receive \$75,000 per an-
22 num, payable semi-monthly in equal
23 amounts, and, when performing duties
24 away from the International Office, shall
25 receive legitimate expenses.

International Vice President

26 Sec. 11. The International Vice Pres-
27 ident shall assist the International Pres-

1 ident in the performance of the Presi-
2 dent's duties and shall work under the
3 direction of the International President.

4 The International Vice President shall
5 receive \$55,000 per annum, payable semi-
6 monthly in equal amounts, and, when
7 performing duties away from the Inter-
8 national Office, shall receive legitimate
9 expenses.

International Secretary-Treasurer

10 Sec. 12. The International Secretary-
11 Treasurer shall be the chief financial
12 officer of the International Union and
13 shall receive and collect all monies due
14 to the International Union. The Interna-
15 tional Secretary-Treasurer shall pay all
16 bills and current expenses unless other-
17 wise ordered by the International Presi-
18 dent. The International Secretary-Treas-
19 urer shall cause to be recorded the
20 proceedings of all International Conven-
21 tions and all sessions of the International
22 Executive Board. The International Sec-
23 retary-Treasurer shall be in charge of and
24 preserve all monies, properties, files, rec-
25 cords, books, documents and effects of
26 the International Office, except such
27 records as properly belong to the offices

1 of the International President and the
2 International Vice President. The
3 International Secretary-Treasurer shall
4 furnish to the International Officers and
5 Executive Board quarterly reports of the
6 financial operations of the International
7 Union.

8 The Seal of the International Union
9 shall be held in trust by the International
10 Secretary-Treasurer. The Seal shall be in
11 a form and design containing the words
12 "United Steelworkers of America, Estab-
13 lished May 22, 1942."

14 Sec. 13. The International Secretary-
15 Treasurer shall make the necessary ar-
16 rangements for the maintenance of finan-
17 cial books and records, the receipt of all
18 funds due the International Union and
19 shall deposit all such funds in the name
20 of the International Union in depositories
21 approved by the International Executive
22 Board. The International Secretary-
23 Treasurer shall invest all such funds as
24 may be deemed by the International Ex-
25 ecutive Board to be in excess of current
26 need in such securities as the Interna-
27 tional Executive Board may decide.

1 Sec. 14. The International Secretary-
2 Treasurer shall keep copies of all im-
3 portant correspondence sent out and re-
4 ceived by the Secretary-Treasurer's
5 office.

6 Sec. 15. The International Secretary-
7 Treasurer shall give a bond in an amount
8 to be fixed by the International Executive
9 Board to insure the faithful discharge of
10 the International Secretary-Treasurer's
11 duties. Said bond shall be approved
12 by the International Executive Board. In
13 addition, bonds for the other Interna-
14 tional Officers, Executive Board members
15 and employees of the International Un-
16 ion, to the extent and in such amounts
17 deemed necessary by the International
18 Executive Board, shall be provided and
19 approved by the International Executive
20 Board. The cost of said bonds shall be
21 paid out of the funds of the International
22 Union.

23 Sec. 16. The International Secretary-
24 Treasurer shall have the authority, sub-
25 ject to the approval of the International
26 President, to employ with compensation
27 such assistants as may be necessary to
28 conduct the affairs of the International

1 Secretary-Treasurer's office. The compen-
2 sation and, where appropriate, job rates
3 fixed for such assistants shall be subject
4 to the approval of the International Ex-
5 ecutive Board.

6 Sec. 17. The International Secretary-
7 Treasurer shall perform such other duties
8 as pertain to the International Secretary-
9 Treasurer's office or may be assigned by
10 the President or the International Execu-
11 tive Board.

12 The International Secretary-Treasurer
13 shall receive \$55,000 per annum, payable
14 semi-monthly in equal amounts, and, when
15 performing duties away from the Inter-
16 national Office, shall receive legitimate
17 expenses.

International Executive Board

18 Sec. 18. The International Executive
19 Board shall consist of the International
20 President, the International Secretary-
21 Treasurer, the International Vice Presi-
22 dent, the District Directors, and the
23 National Director of Canada.

24 Sec. 19. International Executive Board
25 members shall attend all regular and
26 special meetings of the International
27 Executive Board and shall administer the

1 affairs of the International Union in their
2 Districts and perform such duties as may
3 be assigned to them subject to the direc-
4 tion of the International President.

5 Sec. 20. The International Executive
6 Board shall meet twice a year and at such
7 other times as provided for herein. It
8 shall enforce the Constitution and carry
9 out the instructions of the International
10 Conventions, and between the Interna-
11 tional Conventions, shall have power to
12 direct the affairs of the International
13 Union. It shall cause the books of the
14 Secretary-Treasurer to be audited by
15 certified public accountants semi-annually
16 and shall transmit a copy of the audit to
17 all Local Unions upon the completion
18 thereof.

19 The funds and property of the Inter-
20 national Union shall be managed, in-
21 vested, expended or otherwise used to
22 implement and carry out the objects,
23 rights, activities and responsibilities of
24 the International Union, and to adminis-
25 ter the affairs of the International Un-
26 ion, in accordance with the Constitution
27 and policies of the International Union.
28 International Executive Board members,

1 International Officers, representatives and
2 employees of the International Union
3 shall receive, in addition to their salaries,
4 reimbursement for their legitimate ex-
5 penses, and such fringe benefits as have
6 been or may from time to time be ap-
7 proved by the International Executive
8 Board.

9 Sec. 21. Real estate necessary to the
10 affairs of the International Union may
11 be acquired, held, leased, mortgaged and
12 disposed of by the Executive Board in
13 the names of the International Presi-
14 dent and the International Secretary-
15 Treasurer and their successors in office
16 as trustees for the International Union.

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

1 Sec. 23. Vacancies among the Inter-
2 national Officers (i.e., the International
3 President, the International Secretary-
4 Treasurer, and the International Vice
5 President), and vacancies among the
6 National Director of Canada and Dis-
7 trict Directors shall be filled, for the
8 unexpired term, by a special referendum
9 vote conducted in the same manner as
10 in the case of regular elections, provided
11 that until successors are thus elected the
12 International Executive Board shall have
13 the power to fill such vacancies tempo-
14 rarily, and provided further that any such
15 vacancies occurring within the year pre-
16 ceding the date of any regular Interna-
17 tional Union election shall be filled by the
18 International Executive Board for the bal-
19 ance of the term. The International Ex-
20 ecutive Board shall have the power to
21 fill vacancies among International Tellers
22 for the unexpired term. Any member des-
23 ignated by the International Executive
24 Board to fill a vacancy pursuant to this
25 Section must meet the eligibility require-
26 ments for the office involved.

27 Sec. 24. The International Executive
28 Board shall have the power to decide

1 all appeals made to it and its decisions
2 shall be effective when rendered, except
3 that it may stay execution of the decision
4 pending an appeal to the International
5 Convention, notice of which shall be filed
6 with the International Secretary-Treas-
7 urer within thirty (30) days after the
8 International Executive Board's decision
9 is made known to the parties interested.

10 Sec. 25. A quorum of the International
11 Executive Board shall be a majority of
12 the members. Questions coming before
13 the Executive Board shall be decided by
14 a majority vote of its members present at
15 a quorum, except as otherwise provided
16 in this Constitution. Any member may
17 demand a roll-call vote on any question
18 and in such event each member of the
19 International Executive Board shall have
20 one (1) vote and one (1) additional vote
21 for each 1,000 members or majority frac-
22 tion thereof in good standing in the Dis-
23 trict which such International Executive
24 Board member represents. The National
25 Director of Canada shall have the number
26 of votes equal to the highest vote of any
27 Canadian District Director. In the ab-
28 sence of a roll-call vote, the International

1 Officers shall be entitled to one (1) vote
2 each. In the event a roll-call vote is taken,
3 the International President, the Inter-
4 national Secretary-Treasurer, and the
5 International Vice President shall each
6 be entitled to a vote equal to the num-
7 ber of votes cast by the Board member
8 who has the highest number of votes.

9 Each elected District Director and the
10 National Director of Canada shall receive
11 \$35,000 per annum, payable semi-monthly
12 in equal amounts, and, when performing
13 duties away from the District Office, they
14 shall receive their legitimate expenses.

International Tellers

15 Sec. 26. There shall be five (5) Inter-
16 national Tellers, elected at each alternate
17 regular Convention beginning in 1976, ac-
18 cording to geographical areas designated
19 by the International Executive Board.
20 The term of such Tellers shall be four (4)
21 years commencing June 1, 1977. The
22 method of election shall be established by
23 the International Executive Board. The
24 International Tellers shall perform their
25 duties in connection with elections to In-
26 ternational offices as provided in this
27 Constitution. No paid staff representative

1 of the International Union shall be eli-
2 gible for the office of International Teller.
3 The International Tellers may separate
4 into hearing panels in order to expedite
5 the hearing of election contests. To be
6 eligible to serve as an International Teller,
7 a member must meet the requirements of
8 the first paragraph of Section 3 of this
9 Article IV.

10 Sec. 27. Each International Teller shall
11 receive \$65.00 per day and legitimate ex-
12 penses for each day employed.

Delegates to the Conventions of the Federation

13 Sec. 28. The members of the Interna-
14 tional Executive Board shall be the dele-
15 gates of the International Union to the
16 conventions of the National Federation
17 with which the International Union is af-
18 filiated (hereinafter referred to as the
19 "Federation"). Delegates to the conven-
20 tions of the Federation shall represent the
21 International Union. They shall render a
22 report to the regular International Con-
23 vention immediately following the con-
24 vention of the Federation which they last
25 attended. The delegates to the conven-
26 tions of the Federation shall cast their

1 vote as a unit, on all questions coming
2 before the convention in accordance with
3 the instructions of the International Con-
4 vention or the International Executive
5 Board. In the absence of such instruc-
6 tions, the decision of a majority of the
7 delegates shall determine.

ARTICLE V

Nominations and Elections of Interna- tional Officers and International Executive Board Members

8 Section 1. The International Presi-
9 dent, the International Secretary-Treas-
10 urer, and the International Vice Presi-
11 dent shall be elected by referendum vote
12 of the members of the International
13 Union. The members of the International
14 Union within each District shall elect
15 their District Director by referendum
16 vote.

17 The National Director of Canada shall
18 be elected for the same term in the same
19 manner and at the same time as the other
20 International elections by the members
21 within Canada.

22 The candidates for the respective posi-
23 tions receiving a plurality of the votes

1 cast and meeting the eligibility require-
2 ments set forth in Section 4 of Article III
3 and Sections 3 and 4 of Article IV, shall
4 be declared elected.

5 Sec. 2. The next election of the Inter-
6 national Officers, and District Directors
7 shall be held on the second Tuesday of
8 February 1977, and all subsequent elec-
9 tions shall be on the second Tuesday in
10 February every four (4) years thereafter,
11 and the International Officers elected
12 shall assume their duties beginning June
13 1 following their election and shall serve
14 until their successors are elected and
15 qualified at which time all money, offi-
16 cial records and documents, and all prop-
17 erty belonging to the International Union
18 shall be turned over to such successors.

19 Sec. 3. All members in good standing
20 shall be entitled to vote.

21 Sec. 4. Each Local Union shall have
22 the right to nominate a member for each
23 office to be filled. The Local Union shall
24 choose its nominees at a nomination
25 meeting, upon such notice as is calculated
26 to provide members of the Local Union
27 reasonable opportunity to participate, as
28 specified in an "International Union Elec-

1 tions Manual” to be adopted by the In-
2 ternational Executive Board prescribing
3 procedures and rules governing nomina-
4 tions and elections under this Article. If a
5 Local Union fails to provide notice of a
6 nomination meeting by November 1 of
7 the year in which nominations are to be
8 conducted, members of that Local Union
9 may assure that a nomination meeting
10 will be held by filing a petition to be re-
11 ceived by the International Secretary-
12 Treasurer not later than November 10,
13 demanding a nomination meeting. Such
14 petition must be signed by at least 25
15 members or, if the Local Union has less
16 than 250 members, by at least ten (10)
17 percent of the members. Upon receipt of
18 such a petition, the International Secre-
19 tary-Treasurer shall take such steps as
20 are necessary to assure that a timely
21 nomination meeting will be held, and
22 that reasonable and adequate notice
23 thereof is given.

24 The International Secretary-Treasurer
25 shall prepare nomination certificates and
26 envelopes and send them to the Local
27 Unions not later than ninety (90) days
28 before the date of the election. The Local

1 Union Recording Secretary shall com-
2 plete the nomination certificates, filling in
3 the names of the members nominated by
4 the Local Union for the various offices
5 and the votes recorded for and against
6 their nomination, and shall forward the
7 same to reach the International Secretary-
8 Treasurer's office not later than sixty
9 (60) days before the election.

10 Sec. 5. Promptly thereafter, the In-
11 ternational Tellers shall meet at the Head-
12 quarters of the International Union to
13 open and tabulate the nomination returns
14 and shall file a report with the Interna-
15 tional Secretary-Treasurer setting forth
16 the names of all the members nominated
17 and the total number of nominations re-
18 ceived. Only those nomination returns
19 which conform to the requirements of this
20 Article and the International Union Elec-
21 tions Manual shall be tabulated by the
22 Tellers, except that timely returns which
23 are deficient only in ministerial respects
24 shall be tabulated if the International
25 Tellers are able to ascertain by independ-
26 ent investigation that they are authentic
27 and accurate. The International Secre-
28 tary-Treasurer shall, not later than fifty

1 (50) days before the date of election, no-
2 tify all members who have received the
3 required number of nominations and ask
4 if they are candidates.

5 For International President, Interna-
6 tional Secretary-Treasurer and Interna-
7 tional Vice President, the required num-
8 ber of Local Union nominations shall be
9 five (5) plus one for each 10,000 mem-
10 bers (or majority fraction thereof) in
11 good standing as of June 30 of the year in
12 which the nominations are made.

13 The required number of Local Union
14 nominations for National Director of
15 Canada shall be five (5) plus one for
16 every 10,000 members (or majority frac-
17 tion thereof) in good standing in Canada
18 as of June 30 of the year in which the
19 nominations are made. The required
20 number of Local Union nominations for
21 District Director shall be five (5) plus
22 one for every 10,000 members (or ma-
23 jority fraction thereof) in good standing
24 in the District as of June 30 of the year
25 in which the nominations are made.

26 Sec. 6. Any nominees notified in
27 accordance with Section 5 of this Article
28 who desire to become candidates must

1 have their official notice attested by the
2 officers of their Local Union and return
3 said notice to the International Secre-
4 tary-Treasurer within ten (10) days after
5 the mailing of the official notice by the
6 International Secretary-Treasurer.

7 All protests in connection with nomina-
8 tions must be filed with the International
9 Executive Board and must be received by
10 the International Secretary-Treasurer not
11 later than forty-five (45) days before the
12 date of the election.

13 The Board shall have the power to
14 decide all questions involved in such pro-
15 tests, including the question of whether
16 any violation is sufficient to require invali-
17 dation of a particular Local Union nomi-
18 nation.

19 If a protest alleges that a candidate was
20 properly nominated by a particular Local
21 Union but was not credited with that
22 nomination because the return was not
23 received or was not received in timely
24 fashion, and if the International Execu-
25 tive Board determines that a candidate
26 was in fact properly nominated by such
27 Local Union, it shall credit the candidate
28 involved with such nomination. The

1 Board shall invalidate any protested Local
2 Union nomination if it finds that there
3 was a violation which may have affected
4 the outcome of the nomination at that
5 Local Union.

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

1 The procedure set forth in this Section
2 is the only procedure by which protests in
3 connection with nominations may be
4 processed. Nomination protests are not
5 subject to further review within the
6 Union following the election. A candidate
7 who does not receive sufficient nomina-
8 tions to appear on the ballot, following
9 the disposition of any nomination pro-
10 tests under this Section 6, shall have
11 received the final disposition of such
12 efforts to become a candidate.

13 If only one eligible member receives a
14 sufficient number of nominations, no elec-
15 tion for that position shall be held and
16 such member shall automatically be de-
17 clared the person elected for that office.

18 Sec. 7. No nominee filing an ac-
19 ceptance with the International Secretary-
20 Treasurer shall be allowed to withdraw
21 such acceptance.

22 If a nominee for International Presi-
23 dent, International Vice President, In-
24 ternational Secretary-Treasurer, National
25 Director of Canada, or District Director
26 who has complied with Section 6 above
27 shall die prior to the date of the election,
28 the election for the office involved shall

1 be postponed and nominations for that
2 office reopened. Any other nominees for
3 said office who have complied with Sec-
4 tion 6 above shall continue to be candi-
5 dates and hold the nominations from the
6 Local Unions previously received by such
7 nominees. The International Executive
8 Board shall set a new early election date
9 for the office involved and the Interna-
10 tional Secretary-Treasurer shall institute
11 the machinery to permit additional candi-
12 dates to be nominated for that office in
13 the same manner as in the case of regu-
14 lar elections, subject to the previous
15 sentence.

16 Sec. 8. The International Secretary-
17 Treasurer shall prepare ballots giving the
18 names and places of residence of those ac-
19 cepting nominations, also showing the
20 positions for which the various nominees
21 are candidates, and forward them to the
22 Local Unions in sufficient numbers to
23 supply each member not later than two
24 (2) weeks prior to the date of election.
25 "Tally Sheets," one "Return Sheet," and
26 one envelope for "Return Sheet," must
27 accompany the ballots sent each Local
28 Union. In arranging the ballots, the In-

1 international Secretary-Treasurer shall
2 place the names of the different candi-
3 dates on the ballot in graduated order,
4 in accordance with the number of nomi-
5 nations received.

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

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

19 Sec. 9. At least fifteen (15) days prior
20 to the election, notice of the date, place
21 and hours of the election must be mailed
22 by the Local Union Recording Secretary
23 to each member in good standing of the
24 Local Union at the member's last known
25 home address. The notice must also
26 specify the offices to be filled.

27 Sec. 10. Each Local Union shall desig-
28 nate, at a regular meeting of the Local

1 Union, the place or places where its elec-
2 tion shall be held, and the place where
3 the votes shall be tabulated. The voting
4 place or places so designated shall be the
5 official voting place or places of such
6 Local Union.

7 In the event that any member notifies
8 the International Secretary-Treasurer at
9 least twenty (20) days in advance of the
10 election that the member's Local Union
11 has failed to make provisions for the con-
12 duct of the election in the member's Lo-
13 cal Union, the International Secretary-
14 Treasurer shall contact the Local Union
15 to assure that the Local Union is plan-
16 ning to hold such election or, failing such
17 assurance, shall make arrangements for
18 the International Union to conduct such
19 election at Local Union expense.

20 Each candidate for International Office,
21 District Director or National Director of
22 Canada shall, upon request, be entitled
23 to information from the Local Union
24 concerning the time and place of the elec-
25 tion in the Local Union under procedures
26 set forth in the International Union Elec-
27 tions Manual.

1 Under no circumstances shall the votes
2 of any Local Union be tabulated in any
3 place other than the place so designated
4 for such tabulation by the Local Union.
5 No member shall be allowed to interfere
6 with the official Local Union Tellers dur-
7 ing the tabulation.

8 Voting shall take place on the day of
9 the election during such hours which will
10 permit all members who so desire to vote.

11 Sec. 11. No member shall be allowed
12 more than one (1) vote for any candidate
13 for a particular office, nor shall the Local
14 Union Tellers record the vote of any
15 member who is not present at the time
16 the election is held, except that any mem-
17 ber whose work will require the member
18 to be more than fifty (50) miles away
19 from the polling place during the time of
20 the election may cast an absentee ballot
21 under procedures specified in the Inter-
22 national Union Elections Manual.

23 Sec. 12. Each Local Union shall estab-
24 lish a committee of Local Union Tellers.
25 The committee shall consist of the Local
26 Union President, Financial and Recording
27 Secretaries, who shall automatically be
28 Local Union Tellers. The Local Union
29 may elect up to six (6) additional Local

1 Union members to serve as Tellers on the
2 committee. The Local Union Tellers shall
3 supervise the election, and when request-
4 ed, assist the members in voting, and tab-
5 ulate the votes cast by the members for
6 the respective offices, and enter on the
7 "Return Sheet" furnished by the Inter-
8 national Secretary-Treasurer for that
9 purpose the total number of votes cast
10 for each candidate. The correctness of
11 the "Return Sheet" must be attested with
12 the Local Union seal and signatures of
13 the President and Recording Secretary of
14 the Local Union.

15 A member who has not attended at least
16 one-half ($1/2$) of the regular meetings of
17 his Local Union during the six (6) months
18 preceding the election shall not be allowed
19 to act as a Local Union Teller for said
20 elections unless his union activities or his
21 working hours prevented such attendance.

22 Sec. 13. Should it be proved that more
23 votes are recorded on the "Return Sheet"
24 than were actually cast by the members,
25 the vote of the Local Union shall be in-
26 validated, and those responsible for the
27 fraud shall be punished.

28 Sec. 14. After the votes have been tab-
29 ulated and the "Return Sheet" attested,

1 it shall be turned over to the Recording
 2 Secretary, whose duty it shall be to see
 3 that the "Return Sheet" is properly
 4 attested, enclosed in a special envelope
 5 furnished by the International Secretary-
 6 Treasurer for that purpose, and for-
 7 warded at once by registered mail to the
 8 International Tellers, in care of the Inter-
 9 national Headquarters. "Return Sheets"
 10 postmarked later than ten (10) days af-
 11 ter the election shall not be tabulated by
 12 the International Tellers.

13 Sec. 15. The envelopes for "Return
 14 Sheets" furnished the Local Unions must
 15 have the name of the International Tell-
 16 ers, and the address of the International
 17 Headquarters, and the following printed
 18 thereon:

19 Election Returns
 20 From L. U. No.....District.....

21 The Local Union Recording Secretary
 22 shall insert the numbers of the Local
 23 Union and District in the blank spaces on
 24 the envelope.

25 Sec. 16. When the "Return Sheets"
 26 reach the International Tellers, they
 27 shall examine the envelopes to see if they
 28 are intact, make a proper record of their
 29 receipt, and deposit them unopened in

1 a securely locked receptacle provided for
2 that purpose.

3 Sec. 17. The International Tellers shall
4 retain the services of a public spirited and
5 impartial organization experienced in the
6 conduct of elections. The organization so
7 retained by the International Tellers shall,
8 under the supervision of the International
9 Tellers, tabulate the votes cast for the
10 various nominees and file this tabulation
11 with the International Tellers.

12 Sec. 18. All contests in connection with
13 the votes of any Local Union must be
14 filed with the International Tellers not
15 later than ten (10) days after the date of
16 election, by a member of the Local Union
17 whose vote is contested for any of the
18 offices for which such Local Union was
19 voting, or by any candidate for the office
20 for which the member was running, in
21 accordance with the "International Un-
22 ion Elections Manual" to be adopted by
23 the International Executive Board.

24 Sec. 19. The International Tellers
25 shall decide the legality of the votes of
26 any Local Union. The International Tell-
27 ers shall not count the votes of any Local
28 Union that is not in good standing. The
29 International Tellers shall not count the

1 votes of any Local Union that has cast
2 more votes than the number of members
3 in good standing during the month pre-
4 ceding the one in which the election is
5 held unless and until they determine that
6 there is a satisfactory explanation there-
7 for. The International Tellers shall not
8 count the votes of any Local Union
9 whose "Return Sheet" is not attested as
10 required by Section 14 of this Article un-
11 less and until they have investigated and
12 verified that the "Return Sheet" is au-
13 thorized and accurate.

14 Sec. 20. The votes cast by members of
15 each Local Union shall be tabulated, and
16 the results published separately. The en-
17 tire total vote shall also be tabulated. The
18 complete report shall be printed and sent
19 out to the Local Unions, to each member
20 or group of members of a Local Union
21 who filed a protest, and to each candi-
22 date by the International Tellers not later
23 than May 1 of each election year. In the
24 event the International Tellers refuse, for
25 any reason, to tabulate the vote of any
26 Local Union, their reason must in every
27 instance be shown on their report.

28 Sec. 21. A Local Union, a member of a
29 Local Union who filed a contest with the

1 International Tellers or a candidate who
2 filed a contest with International Tellers
3 may appeal the decision of the Interna-
4 tional Tellers on any such contest to the
5 International Executive Board provided
6 that such appeal is filed within ten (10)
7 days following that party's receipt of the
8 Report of the International Tellers. Any
9 contest which arises initially out of the
10 Report of the International Tellers (for
11 example, failure of the International Tel-
12 lers to accurately count the vote of a
13 Local Union) must be filed by the Local
14 Union or candidate with the Internation-
15 al Executive Board within ten (10) days
16 after receipt of the Report of the Inter-
17 national Tellers by the party filing the
18 contest. No other contests or appeals
19 from the Report of the International Tel-
20 lers will be permitted.

21 The International Executive Board
22 shall decide all such contests prior to
23 June 1 of the election year.

24 If the International Executive Board
25 invalidates the vote of one or more Local
26 Unions or affirms any Decision of the
27 International Tellers to invalidate the
28 votes of one or more Local Unions, and

1 if the International Executive Board de-
2 termines that the outcome of the election
3 for any office may have been affected by
4 the invalidated votes, then the Interna-
5 tional Executive Board shall direct that
6 a new election, under its supervision, be
7 held in the Local Unions whose votes
8 were invalidated and the results of the
9 voting in those Local Unions shall be add-
10 ed to the total valid votes of the candi-
11 dates.

12 If a contest protests the failure to count
13 a "Return Sheet" because it was received
14 too late or was not properly attested, and
15 if the International Executive Board de-
16 termines that the votes shown on the
17 "Return Sheet" accurately reflect a prop-
18 er vote of the Local Union, then the
19 International Executive Board shall count
20 the votes of the Local Union. If a contest
21 alleges that a valid election was held in a
22 Local Union which failed to send in its
23 "Return Sheet" and the International Ex-
24 ecutive Board determines that a Local
25 Union did properly vote but failed to send
26 in its "Return Sheet", then the Interna-
27 tional Executive Board shall credit each

1 candidate with the number of votes re-
2 ceived.

3 Sec. 22. In case of a tie vote for any
4 of the candidates for a particular office,
5 another election shall be held for that
6 office among the candidates involved in
7 the tie.

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

22 Sec. 24. No member shall be allowed
23 to loiter around the voting place or to
24 interfere in any way with the elections
25 of any Local Union. If a candidate so
26 desires, that candidate shall have the
27 right at the candidate's expense to have
28 an observer, who shall be a member of the

1 International Union, at the polls and at
2 the counting of the ballots at each Local
3 Union.

4 Sec. 25. Local Union Tellers shall be
5 held personally responsible for any ir-
6 regularities in connection with the con-
7 duct of the elections in their Local Unions.

8 Sec. 26. It shall be the imperative duty
9 of the Local Union Tellers to make a
10 complete report of the election at the
11 first regular meeting of their Local Union
12 following the election, and it shall be
13 further the duty of the Local Union Re-
14 cording Secretary to make a complete
15 record of same in the minutes of said
16 meeting.

ARTICLE VI

Conventions

17 Section 1. The next regular Interna-
18 tional Convention shall be held on the
19 third Monday of September, 1976, and
20 regular International Conventions shall
21 be held on the same date biennially there-
22 after at such places as may be determined
23 by the International Executive Board:
24 Provided, that the date of holding such
25 Convention may be advanced or post-

1 poned upon a resolution to that effect
2 adopted by the International Executive
3 Board and approved by a majority of the
4 members of the International Union upon
5 a referendum vote.

6 Where availability of suitable facilities
7 or other related circumstances warrant or
8 require, the date of holding such Conven-
9 tion may be advanced or postponed, with-
10 out referendum vote of the membership,
11 to another date in August, September or
12 October of the Convention year, by action
13 of the International Executive Board.

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

19 Sec. 2. Each Local Union shall be en-
20 titled to the number of delegates to the
21 International Convention as follows: One
22 (1) delegate for the first 500 members or
23 less in the Local Union and one (1) addi-
24 tional delegate for each additional 500
25 members or majority fraction thereof.

26 Each delegate to the International Con-
27 vention shall have one (1) vote for the
28 first 100 members or less in the Local

1 Union which the delegate represents and
2 one (1) additional vote for each addition-
3 al 100 members or majority fraction
4 thereof, but no delegate shall have more
5 than ten (10) votes.

6 Sec. 3. Representation shall be based
7 upon the average of the paid and exon-
8 erated membership of the Local Union
9 for the last three (3) months calculated
10 and closed preceding the month in which
11 the International Convention is held.
12 Such membership shall be based upon
13 the records of the International Secre-
14 tary-Treasurer. A Local Union which has
15 been chartered for less than three (3)
16 months preceding the month in which
17 the International Convention is held shall
18 be entitled to send guests only to the In-
19 ternational Convention.

20 Sec. 4. Local Unions of less than 500
21 members may combine with similar Local
22 Unions within a reasonable radius of one
23 another in the same District, and elect
24 delegates to represent them, but no dele-
25 gates so elected shall be entitled to more
26 than ten (10) votes in the International
27 Convention.

1 Sec. 5. No Local Union shall be en-
2 titled to representation at the Interna-
3 tional Convention unless the Financial
4 Secretary has paid to the International
5 Secretary-Treasurer all dues, initiation
6 fees and assessments collected from the
7 members.

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

15 Sec. 7. No member shall be eligible to
16 be a delegate to an International Con-
17 vention unless the member (a) shall have
18 been in continuous good standing for a
19 period of twenty-four (24) months im-
20 mediately preceding the International
21 Convention; or if the member's Local
22 Union has been in existence for less than
23 twenty-four (24) months prior to the
24 International Convention, the member
25 must have been in continuous good stand-
26 ing from the time that said member joined
27 such Local Union; (b) has attended
28 at least one-half ($\frac{1}{2}$) of the regular meet-

1 ings of the member's Local Union during
2 the twenty-four (24) months preceding
3 the election unless the member's Union
4 activities or working hours prevented such
5 attendance; and (c) is employed in a
6 plant or mill or any other place within
7 the jurisdiction of the International Union
8 or is one of the staff representatives of
9 the International Union. The Interna-
10 tional Officers and the members of the
11 International Executive Board shall be ex
12 officio delegates to all International
13 Conventions.

14 Sec. 8. The International Secretary-
15 Treasurer shall furnish the Local Unions
16 with credential blanks in duplicate, which
17 must be attested as required on the
18 blanks. The duplicate shall be retained by
19 the delegate and the original forwarded
20 to the International Secretary-Treasurer,
21 and no credentials shall be accepted later
22 than ten (10) days prior to the date for
23 convening the International Convention
24 without the consent of the Convention.

25 Sec. 9. The Credentials Committee shall
26 not transfer votes to any delegate unless
27 authorized by the Local Union to do so.

1 Sec. 10. Delegates to the International
2 Convention must be elected at an official
3 meeting of a Local Union or by referen-
4 dum ballot election, after the Call for the
5 International Convention is received and
6 has been read to the Local Union. The
7 Recording Secretary shall issue a Notice,
8 signed by the Recording Secretary and
9 the Local Union President, at least one
10 (1) week prior to such meeting or elec-
11 tion, stating that delegates are to be elect-
12 ed on a certain day. Delegates must re-
13 ceive a plurality vote of the members
14 voting.

15 Sec. 11. When any delegate's creden-
16 tials are to be contested, notice of such
17 contest shall be sent to the International
18 Secretary-Treasurer not later than five
19 (5) days prior to the date for convening
20 the International Convention. Any dele-
21 gate whose credentials are contested may
22 be unseated at any time during the Inter-
23 national Convention.

24 Sec. 12. All Local Union resolutions
25 to be considered by the International
26 Convention must be adopted by the Local
27 Union and shall be sent to the Interna-
28 tional Secretary-Treasurer. They must be

1 in the International Secretary-Treasurer's
2 hands not later than ten (10) days
3 prior to the convening of the Interna-
4 tional Convention. The International
5 Secretary-Treasurer shall submit all Local
6 Union resolutions and any recommenda-
7 tions of the International Executive Board
8 to the chairpersons of the appropriate
9 committees.

10 Sec. 13. Resolutions bearing on differ-
11 ent subjects must be typewritten on sepa-
12 rate papers and only on one side of the
13 paper. Resolutions must be properly
14 signed by the President and Recording
15 Secretary of the Local Union and im-
16 pressed with the Local Union seal, other-
17 wise they will not be considered official.

18 Sec. 14. International Conventions shall
19 not consider internal appeals or griev-
20 ances unless they have been previously
21 considered by the lower tribunals of the
22 organization.

23 Sec. 15. On questions coming before
24 the International Convention a roll-call
25 vote shall be taken upon a request of
26 thirty (30) per cent of the delegates. The
27 Secretary-Treasurer shall have a roll of
28 accredited delegates prepared and make

1 such other arrangements as will expedite
2 and facilitate the calling of the roll.

Special International Conventions

3 Sec. 16. Special International Conven-
4 tions shall be called by the International
5 President when so instructed by the Inter-
6 national Executive Board, or upon request
7 of twenty-five (25) per cent of the Local
8 Unions.

9 Sec. 17. Representation in special In-
10 ternational Conventions shall be upon
11 the same basis as govern regular Inter-
12 national Conventions.

13 Sec. 18. Local Unions demanding a
14 special International Convention must
15 state the reason or reasons why such
16 International Convention is desired, and
17 it shall be the duty of the International
18 President to state said reason or reasons
19 in the Call for the special International
20 Convention.

21 Sec. 19. Special International Conven-
22 tions shall not have authority to consider
23 any matter other than that which is
24 specifically stated in the Call for the spe-
25 cial International Convention.

Credentials Committee

1 Sec. 20. Prior to the opening date of
2 any regular or special International Con-
3 vention, the International Executive
4 Board shall meet and constitute itself, or
5 a subcommittee, as the Credentials Com-
6 mittee for the International Convention.
7 Appeals from its decisions shall be made
8 to the International Convention. The
9 International Convention shall not be
10 constituted for business until the Cre-
11 dentials Committee shall have examined
12 and reported on the credentials of all
13 delegates present at the scheduled time
14 of opening.

ARTICLE VII

Local Unions

15 Section 1. Ten (10) or more persons
16 eligible for membership in the Interna-
17 tional Union shall constitute a Local
18 Union upon receipt of a charter from the
19 International Secretary-Treasurer under
20 the terms herein provided.

21 Sec. 2. Upon approval of the charter
22 application by the International Officers,
23 subject to review by the International

1 Executive Board, the International Secre-
2 tary-Treasurer shall issue to the appli-
3 cants a Local Union charter which shall
4 contain such provisions as the Interna-
5 tional Union may require; the Interna-
6 tional Secretary-Treasurer shall also de-
7 liver to said applicants one Local Union
8 seal and such other initial supplies as may
9 be necessary to conduct the affairs of the
10 Local Union.

11 Sec. 3. No Local Union shall be dis-
12 solved, except with the approval of the
13 International Executive Board.

14 Sec. 4. The Local Unions shall be
15 charged with the duty of enforcing this
16 Constitution as affecting their member-
17 ship.

18 The funds and property of the Local
19 Union shall be managed, invested, ex-
20 pended or otherwise used to implement
21 and carry out the objects, rights, ac-
22 tivities and responsibilities of the Local
23 Union or the International Union, and
24 to administer the affairs of the Local
25 Union, in accordance with the Consti-
26 tution and policies of the International
27 Union and the By-Laws of the Local
28 Union.

1 Sec. 5. Local Unions may adopt, sub-
2 ject to approval by the International
3 Union, such by-laws and rules as do not
4 conflict with any of the provisions of this
5 Constitution or the policies of the Inter-
6 national Union. Local Unions which do
7 not adopt such by-laws shall be deemed
8 to have adopted the standard By-Laws
9 for Local Unions issued by the Interna-
10 tional Union.

11 Notwithstanding any provisions of the
12 Constitution to the contrary, the Inter-
13 national Executive Board shall issue rules
14 and special by-laws governing Amalga-
15 mated Local Unions and may issue spe-
16 cial by-laws governing Construction Local
17 Unions.

18 Notwithstanding any provisions of the
19 Constitution to the contrary, the Inter-
20 national Executive Board shall issue spe-
21 cial by-laws for Local Unions represent-
22 ing Great Lakes seamen in the lake
23 transportation industry and employees
24 working on river craft to deal with the
25 special needs, circumstances and condi-
26 tions of members in such industries on
27 such matters as Local Union and Interna-
28 tional Union elections, conduct of meet-

1 ings, formation of committees, duties of
2 Local Union Officers, and trial of mem-
3 bers.

4 Sec. 6. Local Unions shall hold a gen-
5 eral membership meeting at least once
6 every month.

7 Sec. 7. All Local Unions are required
8 to affiliate with the appropriate central
9 and local bodies chartered by the Feder-
10 ation.

11 Sec. 8. All Local Union Officers and
12 Grievance Committee Members shall be
13 elected for a term of three (3) years at
14 the last meeting in April of the election
15 year by a plurality vote of the members
16 participating in a referendum vote, and
17 shall serve until their successors are
18 elected and qualified, at which time all
19 money, official records and documents,
20 and all property belonging to the Local
21 Union shall be turned over to such suc-
22 cessors. The term of office of present in-
23 cumbents shall expire in June, 1976 and
24 the term of their successors duly elected
25 in April of 1976 and installed in June of
26 1976 shall expire in April of 1979.

27 The date of Local Union elections for
28 Local Union Officers and Grievance Com-

1 mittee Members must be advertised
2 among members at least fifteen (15) days
3 previous to the date of the election by
4 mailing notice of the date, place and hours
5 of the election to each member in good
6 standing at the member's last known
7 home address. The notice must also speci-
8 fy the Local Union offices to be filled.
9 Nominations shall be made at the im-
10 mediately preceding meeting. However,
11 where a Local Union holds two meetings
12 in each month, nominations may be made
13 at the last meeting in the month pre-
14 ceding the month in which the election
15 is held. Notice of the nominations meet-
16 ing shall be given to the membership at
17 least one (1) week in advance of the
18 meeting.

19 The requirements regarding method of
20 election and notices may be modified for
21 Local Unions in Canada by the Interna-
22 tional Executive Board.

23 No member shall at the same time be a
24 candidate for or hold more than one of
25 the following offices: President, Vice
26 President, Recording Secretary, Finan-
27 cial Secretary, Treasurer, Guide, Guard,
28 and Trustee.

1 Sec. 9. No member shall be eligible for
2 election as a Local Union Officer or
3 Grievance Committee Member unless

4 (a) The member shall have been in
5 continuous good standing for a period of
6 twenty-four (24) months immediately
7 preceding the election, or if the mem-
8 ber's Local Union has been in existence
9 for a lesser period prior to the election,
10 the member must have been in contin-
11 uous good standing from the time that the
12 member joined such Local Union; and

13 (b) The member is employed in a plant
14 or mill or other place within the jurisdic-
15 tion of the Local Union; and

16 (c) The member has attended at least
17 one-half ($\frac{1}{2}$) of the regular meetings of
18 the Local Union for thirty-four (34)
19 months previous to the April, 1976, elec-
20 tion, unless the member's Union activities
21 or working hours prevented such attend-
22 ance.

23 Sec. 10. A Workmen's Compensation
24 Committee and a Safety and Health
25 Committee, under the direction of the
26 International Union or its designated

1 representative, shall be established in each
2 Local Union.

3 Sec. 11. A Civil Rights Committee,
4 under the direction of the International
5 Union or its designated representative,
6 shall be established in each Local Union
7 to implement our Union's commitment
8 to the protection and extension of civil
9 rights and liberties.

ARTICLE VIII

Duties of Local Union Officers

10 Section 1. Duties of President. The
11 President shall preside at all meetings
12 of the Local Union and preserve order,
13 and shall decide all questions of order,
14 subject to an appeal to the Local Union.
15 The President shall have the right to vote
16 at all elections of officers, and, when the
17 members are equally divided on other
18 questions, shall have the deciding vote.
19 The President shall call special meetings
20 by request of ten (10) members in good
21 standing of the Local Union, and shall en-
22 force the provisions of this Constitution.
23 The President shall appoint all commit-
24 tees not otherwise provided for and be ex
25 officio member of all committees. The

1 President shall perform such other duties
2 as the Local Union may assign.

3 In the event that a vacancy occurs in
4 any of the elected offices or in the posi-
5 tion of Grievance Committee Member
6 prior to the last year of the term of such
7 office or position, the President shall ap-
8 point a member of the Local Union to fill
9 such vacancy until a successor has been
10 elected. The President shall call for a
11 special election as promptly as possible,
12 but such election shall not be held later
13 than two (2) months following the occur-
14 rence of the vacancy. The date of the
15 special election shall be advertised among
16 the members at least one (1) week prior
17 to that date. Nominations shall be made
18 at the immediately preceding meeting, the
19 date of which shall also be advertised in
20 advance among the members.

21 In the event that a vacancy occurs in
22 any of the elected offices or in the posi-
23 tion of Grievance Committee Member
24 during the last year of the term of such
25 office or position, the remaining Local
26 Union Officers shall, by majority vote,
27 select a successor to serve for the re-
28 mainder of that term.

1 Sec. 2. Duties of Vice President. The
2 Vice President shall assist the President
3 in the discharge of the President's duties
4 and during the President's absence shall
5 perform the duties of the President. In
6 the event that a vacancy occurs in the
7 office of President, the Vice President
8 shall act as President for the unexpired
9 term.

10 Sec. 3. Duties of Recording Secretary.
11 The Recording Secretary shall record the
12 proceedings of the Local Union in a book
13 kept for that purpose, read all papers and
14 perform such other duties required under
15 this Constitution and as the Local Union
16 may assign. The Recording Secretary shall
17 also have custody of the Local Union
18 Seal, and shall be responsible for any
19 misuse of same.

20 Sec. 4. Duties of Financial Secretary.
21 The Financial Secretary shall receive all
22 money due the Local Union and pay the
23 same to the Treasurer, from whom the
24 Financial Secretary shall take a receipt.
25 The Financial Secretary shall also keep
26 accurately the accounts of the Local
27 Union with its members, and shall at all
28 times have the books open for examina-

1 tion by the Auditing Committee, and per-
2 form such other duties required under
3 the Constitution and as the Local Union
4 may assign. The Financial Secretary shall
5 make out the various reports required by
6 the International Secretary-Treasurer and
7 forward such reports to the International
8 Secretary-Treasurer in accordance with
9 instructions.

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

21 The Financial Secretary shall keep a
22 record of all transfer request forms issued
23 and received.

24 The Financial Secretary's accounts shall
25 be subject at all times to audit by the In-
26 ternational Secretary-Treasurer.

27 Sec. 5. Duties of Treasurer. The Treas-
28 urer shall receive from the Financial

ARTICLE IX

1 Secretary all money collected by the Fi-
2 nancial Secretary and shall deposit all
3 money belonging to the Local Union in
4 a bank designated by it. All initiation fees
5 and dues shall be deposited in a separate
6 bank account to be designated as a trust
7 fund for the International Union. The
8 Treasurer shall cause to be issued to the
9 Financial Secretary a receipt for all mon-
10 ey turned over to the Treasurer or de-
11 posited to the Treasurer's credit in the
12 regular bank account. The Treasurer shall
13 issue a separate receipt for the amount of
14 money turned over at any time or for
15 such deposit made, and shall sign all
16 checks and have them countersigned by
17 the President and the Financial Secretary.
18 The Treasurer shall keep regular and cor-
19 rect accounts of all money received and
20 paid, and report at each meeting the bal-
21 ance of cash shown by the last report, the
22 amount received since, the total checks
23 issued and authorized, and the balance re-
24 maining. The Treasurer's accounts shall be
25 open for examination by the Auditing
26 Committee at any time when called upon.
27 The Treasurer's books shall be subject at

1 all times to audit by the Secretary-
2 Treasurer of the United Steelworkers of
3 America. The Treasurer shall perform
4 such other duties required under the Con-
5 stitution and as the Local Union may as-
6 sign.

7 Sec. 6. It shall be the duty of the
8 President, Financial Secretary and Treas-
9 urer to insure that the funds and property
10 of the Local Union are preserved, man-
11 aged, invested and expended in accord-
12 ance with the International Constitution
13 and policies and Local Union By-Laws.

14 Sec. 7. Duties of Guide. It shall be the
15 duty of the Guide to see that all present
16 are entitled to remain.

17 Sec. 8. Duties of Guards. It shall be
18 the duty of the Guards to take charge
19 of the door and see that no one enters
20 who is not entitled to do so.

21 Sec. 9. Duties of Trustees. It shall be
22 the duty of the Trustees to have charge
23 of the hall and all property of the Local
24 Union, subject to the direction of the
25 Local Union, and perform such other
26 duties as the Local Union may require.

ARTICLE IX

Suspension or Revocation of Local Union Charters

1 Section 1. In the event the Interna-
2 tional President shall have reason to
3 believe that any Local Union is failing to
4 comply with any provision of the Consti-
5 tution, or that action may be required
6 for one of the purposes specified in the
7 following paragraph, the International
8 President may, unilaterally or at the re-
9 quest of officers or members of the
10 Local Union, institute proceedings, with
11 due notice of the basis therefor and
12 of a hearing before any member or mem-
13 bers of the International Executive Board
14 or representative or representatives desig-
15 nated by the International President. The
16 Local Union shall be afforded a full and
17 fair hearing consistent with, to the extent
18 applicable, the procedures for conducting
19 hearings under Article XIII. Upon the
20 basis of the hearing the International
21 Executive Board is authorized to render
22 a decision, dismissing the proceedings,
23 suspending or revoking the charter of any
24 such Local Union, or directing such other
25 action as may be necessary to secure com-

1 pliance with the Constitution. The Inter-
2 national Executive Board may act at a
3 meeting or by means of a mail or tele-
4 graphic poll.

5 Included in the other action which the
6 International Executive Board may direct
7 are the removal, by it or by the Adminis-
8 trator provided for below, of all or any
9 of the Local Union Officers, grievance or
10 other committee members or stewards,
11 and appointment of an Administrator
12 over the affairs and property of any such
13 Local Union for any of the following
14 purposes: (a) correcting corruption or fi-
15 nancial malpractice, (b) assuring the per-
16 formance of collective bargaining agree-
17 ments or other duties of a bargaining
18 representative, (c) restoring democratic
19 procedures, or (d) otherwise carrying out
20 the legitimate objects of the International
21 Union or such Local Union.

22 If the decision of the International
23 Executive Board on the report and recom-
24 mendations of the hearing commission is
25 rendered by means of a poll when it is not
26 in session, the matter shall be considered
27 again at the next meeting of the Interna-
28 tional Executive Board following request

1 for such consideration by an aggrieved
2 party provided such request is filed with
3 the International Secretary-Treasurer
4 within thirty (30) days after the decision
5 is made known to the Local Union.

6 Notwithstanding anything to the con-
7 trary herein, in case of emergency, where
8 in the opinion of the International Presi-
9 dent the best interests of the International
10 Union or Local Union require, the Inter-
11 national President is empowered to sus-
12 pend officers of, and establish an ad-
13 ministratorship over, the affairs and
14 property of a Local Union prior to notice
15 and hearing. In such cases notice shall be
16 given and a hearing as specified above
17 shall be conducted within sixty (60) days
18 following the emergency action.

19 The Local Union shall be notified of
20 the time and place of any meeting of the
21 International Executive Board at which
22 the Local Union's status will be con-
23 sidered. The parties shall have the right
24 to appear before the International Execu-
25 tive Board at such meeting. The In-
26 ternational Executive Board may affirm,
27 reverse or modify the action of the Inter-
28 national President and shall render its

1 decision as soon as practicable following
2 such hearing.

3 The decision of the International Ex-
4 ecutive Board may be appealed to the
5 next International Convention, provided
6 that notice of the appeal is filed with the
7 International Secretary-Treasurer within
8 thirty (30) days after the decision is made
9 known to the Local Union. Pending the
10 appeal the decision of the International
11 Executive Board shall remain in full force
12 and effect. The International Convention
13 may affirm, reverse or modify the decision
14 of the International Executive Board.

15 In the event that an Administrator is
16 appointed for a Local Union, the Admin-
17 istrator shall take full charge and conduct
18 all the affairs of the Local Union until
19 the International Executive Board deter-
20 mines that the Local Union is capable of
21 conducting its own affairs in conformance
22 with the Constitution and policies of the
23 International Union and by-laws of the
24 Local Union. The Administrator shall
25 have the right to demand and receive in
26 the name of the International Union, and
27 the Local Union Officers shall have the
28 obligation to turn over, the charter and

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

12 All officers, grievance or other com-
13 mittee members or stewards, incumbent or
14 temporary, shall function under the
15 supervision, direction and control of the
16 Administrator. The International Presi-
17 dent shall have the right, with or without
18 cause, to remove or replace the Adminis-
19 trator at any time.

20 It shall be the policy of the Interna-
21 tional Executive Board to terminate an
22 administratorship as soon as it deems
23 practicable under all the circumstances.
24 When the International Executive Board
25 determines to restore the autonomy of
26 an administered Local Union, the Ad-
27 ministrator shall, prior to such restora-
28 tion, be responsible for conducting an

1 election, in accordance with the appli-
2 cable provisions of the Constitution and
3 policies of the International Union and
4 by-laws of the Local Union, to fill vacant
5 offices and other elective positions va-
6 cated on account of removal or departure
7 of the former elected incumbents.

8 Sec. 2. In the event a mill or plant,
9 which constitutes the sole jurisdiction of
10 a Local Union, is abandoned, the Inter-
11 national Secretary-Treasurer, with the
12 consent of the International Executive
13 Board, may revoke the charter of said
14 Local Union.

15 Sec. 3. In the event of a suspension of
16 a Local Union, the members thereof and
17 the Local Union shall not be deemed to
18 be in good standing during the period of
19 suspension.

20 Sec. 4. In the event that a Local Un-
21 ion's charter is revoked, or the Local
22 Union disbands, the charter and all books,
23 records, monies, assets, and property shall
24 be delivered and turned over immediately
25 to the International Union on demand by
26 the International Secretary-Treasurer or
27 the International Secretary-Treasurer's
28 designee.

1 Sec. 5. After a charter of a Local Union
 2 has been revoked, the International Ex-
 3 ecutive Board may charter a new Local
 4 Union having the same jurisdiction as the
 5 Local Union whose charter was revoked.
 6 The members of the Local Union whose
 7 charter was revoked may be readmitted
 8 only by action of the International Execu-
 9 tive Board.

ARTICLE X

Districts

10 Section 1. The International Union
 11 shall be divided, except as may be
 12 changed in accordance with Section 2
 13 hereof, into the following Districts:

District Number	District Name
1	New England
4	Buffalo
5	Eastern Canada
6	Central and Western Canada
7	Philadelphia
8	Baltimore
9	Bethlehem
15	Homestead
19	Tarentum
20	Ambridge

- 23 Steubenville-Wheeling
- 26 Youngstown
- 27 Canton
- 28 Cleveland
- 29 Detroit
- 30 Indianapolis
- 31 Calumet
- 32 Milwaukee
- 33 Minnesota and Iron Ranges
- 34 St. Louis
- 35 Southeastern
- 36 Southern
- 37 Texas
- 38 West Coast

1 Sec. 2. The territorial boundaries of
 2 the Districts have been fixed by vote of
 3 the International Executive Board. The
 4 International Executive Board, by a two-
 5 thirds ($\frac{2}{3}$) vote, shall have the authority,
 6 as conditions may require, to change the
 7 boundaries of the Districts or to consoli-
 8 date two or more Districts. In the event
 9 of such consolidation, the Executive Board
 10 shall have the authority, by a two-thirds
 11 ($\frac{2}{3}$) vote, to determine which District
 12 Director among the consolidated Districts
 13 shall be the District Director of the
 14 single District.

1 Sec. 3. In the event the International
2 Executive Board between International
3 Conventions establishes a new District,
4 it shall proceed to arrange for an election
5 of a District Director for such new Dis-
6 trict by a referendum vote of the mem-
7 bers of the International Union in such
8 new District in the same manner as a
9 regular election.

ARTICLE XI

Membership

10 Section 1. No applicant for member-
11 ship shall be regarded as being a member
12 in good standing until the full amount of
13 the initiation fee has been paid.

14 Sec. 2. A member shall pay dues
15 promptly commencing with the month
16 during which the member shall have been
17 admitted, and shall continue to pay all
18 dues, assessments and fines or other obli-
19 gations promptly when due in order to be
20 and remain in good standing.

21 Sec. 3. A member who has not lost
22 good standing under other provisions of
23 this Constitution shall be in good stand-

1 ing if not more than three (3) months
2 in arrears in any constitutional obliga-
3 tions, except in respect to assessments on
4 which the member shall be not more
5 than one (1) month in arrears.

6 Sec. 4. Members who lose good stand-
7 ing shall stand automatically expelled
8 and devoid of all membership rights, and
9 shall not be reinstated in good standing
10 except upon such terms as the Local
11 Union and the International Executive
12 Board may decide.

13 Sec. 5. Any member who retains em-
14 ployee status in a bargaining unit repre-
15 sented by the International Union but
16 who because of layoff has not, for twelve
17 (12) continuous months, performed at
18 least five (5) days' work in any month in
19 such bargaining unit shall be deemed not
20 in good standing (but not expelled) and
21 devoid of all membership rights until such
22 time as the member is recalled or obtains
23 employment in a bargaining unit repre-
24 sented by the International Union and
25 resumes payment of current dues, at
26 which time the member shall automatical-
27 ly be restored to good standing. No Local

1 Union Officer or Grievance Committee
2 Member shall lose good standing under
3 this Section for the remainder of the term
4 in office.

5 Sec. 6. A member not in good standing
6 shall not be permitted to vote or to second
7 a nomination, nominate for office, hold
8 office, or be a candidate for office.

9 Sec. 7. A member whose membership
10 is terminated shall have no right or inter-
11 est in any property of the Local Union
12 or of the International Union, including
13 any dues, assessments or other financial
14 obligations paid by such member in ad-
15 vance of the effective date of such termi-
16 nation.

17 Sec. 8. To further organization in
18 Canada and elsewhere, the International
19 Executive Board, during organizational
20 campaigns and until collective bargaining
21 contracts are negotiated, may grant dis-
22 pensions from payment of initiation
23 fees, dues or other financial obligations or
24 may reduce the amount of dues, initiation
25 fees or other financial obligations payable
26 by members and prospective members
27 and may determine the apportionment

1 thereof between the International Union
2 and Local Unions when, in its judgment,
3 such dispensation or reduction will pro-
4 mote the growth or interests of the Inter-
5 national Union, and such members, meet-
6 ing all other eligibility requirements of
7 the Constitution, shall be regarded as be-
8 ing members in good standing during
9 such organizational period, for all pur-
10 poses, any provision of this Constitution
11 relating to initiation fees, dues and other
12 financial obligations to the contrary not-
13 withstanding.

ARTICLE XII

Discipline

14 Section 1. Any member may be penal-
15 ized for committing any one or more of
16 the following offenses: (a) violation of
17 any of the provisions of this Constitution,
18 any collective bargaining agreement, or
19 by-laws or rules of the Local Union; (b)
20 obtaining membership through fraudulent
21 means or by misrepresentation; (c) insti-
22 tuting, or urging, or advocating that a
23 member of any Local Union institute ac-
24 tion outside the Union against the Inter-
25 national Union, Local Union or any of

1 their officers without first exhausting all
2 remedies through the forms of appeal of
3 the International Union; (d) advocating
4 or attempting to bring about the with-
5 drawal from the International Union of
6 any Local Union or any member or group
7 of members; (e) publishing or circulating
8 among the membership false reports or
9 misrepresentations; (f) working in the
10 interest of or accepting membership in
11 any organization dual to the International
12 Union; (g) slandering or wilfully wrong-
13 ing a member of the International Union;
14 (h) using abusive language or disturbing
15 the peace or harmony of any meeting in
16 or around any office or meeting place of
17 the International Union; (i) fraudulently
18 receiving any money due the organization
19 or misappropriating the monies of the
20 organization; (j) using the name of the
21 Local Union or the International Union
22 for soliciting funds, advertising, etc., of
23 any kind without the consent of the ap-
24 propriate body or officer of the Interna-
25 tional Union; (k) furnishing a complete
26 or partial list of the membership of the
27 International Union or of any Local
28 Union to any person or persons other

1 than those whose official position entitles
2 them to have such a list; (l) deliberately
3 interfering with any official of the Inter-
4 national Union in the discharge of that
5 official's duties; (m) deliberately engag-
6 ing in conduct in violation of the respon-
7 sibility of members toward the organiza-
8 tion as an institution; and (n) deliberately
9 interfering with the performance of the
10 organization's legal or contractual obli-
11 gations.

12 Sec. 2. Any member convicted of any
13 one or more of the above offenses may
14 be fined, suspended, or expelled.

15 Sec. 3. If any officer of the Local
16 Union, or delegate to an International
17 Convention, is convicted of any one or
18 more of the above-named offenses, such
19 person may be penalized as described
20 above, and removed from office or posi-
21 tion.

ARTICLE XIII

Trials of Members and Local Union Officers

22 Section 1. Any charges against a mem-
23 ber or a Local Union officer must be first

1 submitted in writing to the Local Union
2 of which the individual charged is a
3 member or an officer.

4 Sec. 2. Upon the submission of the
5 charges, the Recording Secretary of the
6 Local Union shall send a copy thereof
7 by certified mail or registered mail to the
8 accused member at that member's last
9 known address, together with written no-
10 tice of the time and place when the hear-
11 ing will be held before the Trial Commit-
12 tee, a copy of which written notification
13 of time and place shall also be sent to the
14 member preferring the charges, and the
15 accused member shall appear before the
16 Trial Committee on said charges; the
17 hearing shall take place no sooner than
18 two (2) weeks and no later than four (4)
19 weeks after the mailing of said notice.

20 Sec. 3. A Trial Committee shall be
21 designated in a manner to be specified
22 by the Local Union By-Laws. Neither
23 the accuser nor the accused shall be
24 eligible for membership on the Trial Com-
25 mittee.

26 Sec. 4. The Trial Committee shall re-
27 port its findings to a meeting of the Local

1 Union. The membership shall be given
2 adequate notice of the fact that the find-
3 ings will be presented at the particular
4 meeting. The Local Union shall take such
5 action on the report of the Trial Com-
6 mittee as it may deem proper and, in the
7 event the accused is found guilty of the
8 charges preferred, shall impose such pen-
9 alties as in its judgment it may deem
10 fitting and proper.

11 Sec. 5. In the event that the accused
12 fails to appear at the hearing at the time
13 and place provided in the notice and pre-
14 sents no reasonable excuse for absence, the
15 hearing shall proceed with the same force
16 and effect as if the accused were present.

17 Sec. 6. The accused or the accuser may
18 appeal to the International Executive
19 Board and thereafter to the next regular
20 International Convention provided that
21 such person files notice of appeal with the
22 International Secretary-Treasurer within
23 thirty (30) days after notice of the de-
24 cision of the Local Union or the Interna-
25 tional Executive Board from which the
26 appeal is taken. The decisions of the Local
27 Union and of the International Executive

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

8 Sec. 7. It shall be the duty of a mem-
9 ber to exhaust all said member's internal
10 remedies and appeals provided under the
11 Constitution and policies of the Interna-
12 tional Union and the Local Union By-
13 Laws.

14 Sec. 8. Notwithstanding any provisions
15 of this Article XIII to the contrary, any
16 member of the International Executive
17 Board who believes that a violation of the
18 International Constitution or the Interna-
19 tional Union Elections Manual has oc-
20 curred and that such violation is not being
21 properly pursued under this Article XIII
22 may file a charge alleging such violation.
23 The International Executive Board may
24 (1) cause a hearing on such charge to be
25 conducted and issue a decision thereon, or
26 (2) refer such charge to the Local Union
27 involved for appropriate handling under
28 Article XIII.

ARTICLE XIV

Finances

1 Sec. 1. The initiation fees shall be Ten
2 Dollars (\$10.00).

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

9 Sec. 3. Monthly dues for each member
10 shall be an amount equal to two hours'
11 pay based upon said member's total earn-
12 ings during an appropriate reference peri-
13 od, payable in the month to which said
14 dues apply, provided that monthly dues
15 shall not be less than Five Dollars (\$5.00).

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

1 by the applicable provisions of this
2 Article.

3 Sec. 5. The full amount of all dues
4 and initiation fees and assessments col-
5 lected by each Local Union shall be de-
6 posited by the appropriate officers of the
7 Local Union in a bank account designated
8 as a trust fund held for the International
9 Union. The officers of each Local Union
10 shall forward to the International Secre-
11 tary-Treasurer, within fifteen (15) days
12 after the close of any month, the full
13 amount of the dues and initiation fees
14 and assessments collected by such Local
15 Union.

16 Sec. 6. The International Secretary-
17 Treasurer shall, upon receipt of any re-
18 mittance of initiation fees referred to in
19 Section 1 of this Article, determine and
20 remit to the Local Union Financial Secre-
21 tary a per capita refund which shall be
22 one-half ($\frac{1}{2}$) of the amount received, the
23 balance to be retained by the Interna-
24 tional Secretary-Treasurer, subject to the
25 provisions of Section 14 of this Article.

26 Sec. 7. The International Secretary-
27 Treasurer shall, upon receipt of any re-
28 mittance of dues referred to in Section 3

1 of this Article, allocate, determine and re-
2 mit such dues in the following manner:

3 (a) Amounts up to the first Six Dollars
4 (\$6.00) of each monthly dues for each
5 member shall be divided equally between
6 the International Union and the Local
7 Union. Accordingly, of this amount, one-
8 half ($\frac{1}{2}$) shall be retained by the Inter-
9 national Secretary-Treasurer, and one-half
10 ($\frac{1}{2}$) shall be returned or sent to the Local
11 Union Financial Secretary as a per capita
12 refund.

13 (b) Amounts in excess of Six Dollars
14 (\$6.00) per month, other than the addi-
15 tional amounts referred to in Section 4 of
16 this Article, shall be divided between the
17 International Union, the Local Union and
18 the Strike and Defense Fund in the fol-
19 lowing manner: Forty percent (40%)
20 shall be retained by the International Sec-
21 retary-Treasurer, Forty percent (40%)
22 shall be returned or sent to the Local Un-
23 ion Financial Secretary as a per capita
24 refund, and the remaining Twenty per-
25 cent (20%) shall be deposited in the sepa-
26 rate Strike and Defense Fund provided
27 for in Section 15 of this Article.

1 (c) The additional amounts referred to
2 in Section 4 of this Article shall be re-
3 turned or sent to the Local Union Finan-
4 cial Secretary as a per capita refund.

5 Sec. 8. When any Local Union fails
6 to report and remit to the Interna-
7 tional Secretary-Treasurer the full amount
8 of initiation fees and dues and assessments
9 as provided for herein, said International
10 Secretary-Treasurer shall notify the Local
11 Union President and the Recording Secre-
12 tary of the Local Union of the fact, and
13 failing to receive a satisfactory response
14 within ten (10) days thereafter, the Lo-
15 cal Union shall stand suspended. The In-
16 ternational Secretary-Treasurer may pub-
17 lish and distribute a delinquent list of all
18 such Local Unions so suspended.

19 Sec. 9. Local Unions placed on the
20 delinquent list shall not be reinstated until
21 they have filed all delinquent reports and
22 have complied with any penalties pre-
23 scribed by the International Executive
24 Board.

25 Sec. 10. An individual member shall
26 be entitled to exoneration from the pay-
27 ment of dues for any month for which the
28 member has not become entitled to five

1 days' pay or its equivalent in wages and
2 benefits in lieu of wages. The Interna-
3 tional Executive Board shall adopt rules
4 and regulations governing the implemen-
5 tation, application and administration of
6 this Section.

7 Sec. 11. In all cases, other than
8 those provided in Section 10 of this Ar-
9 ticle, and Article XI, Section 8, where
10 Local Unions desire exoneration from the
11 payment of dues or initiation fees for cer-
12 tain of their members, the request for
13 exoneration must be signed by the Local
14 Union President, the Local Union Finan-
15 cial Secretary, and the Local Union Re-
16 cording Secretary, and approved by the
17 District Director and the International
18 Secretary-Treasurer.

19 Sec. 12. When exoneration is grant-
20 ed, the request on the required report
21 must be renewed each month.

22 Sec. 13. Local Union Presidents, Fi-
23 nancial Secretaries and Treasurers shall
24 be bonded in amounts to be determined
25 by the International Executive Board.
26 Such bonds shall be obtained by the
27 International Secretary-Treasurer. Clerks
28 employed by a Local Union and handling

1 finances in any way must be bonded
2 by the Local Union through arrange-
3 ment with the International Secretary-
4 Treasurer.

5 Sec. 14. The International Execu-
6 tive Board on request of a Local Union
7 shall have the power to make special ar-
8 rangements with respect to the dues sched-
9 ules established in this Article where
10 unusual circumstances justify such ar-
11 rangements.

12 Sec. 15. The International Secret-
13 tary-Treasurer shall cause to be estab-
14 lished a separate Strike and Defense
15 Fund, to be financed in the manner pro-
16 vided in this Article. The depositing and
17 investment of the monies in this Fund
18 shall be in accordance with Article IV,
19 Section 13. Expenditures from the Fund
20 shall be determined by the International
21 President and International Secretary-
22 Treasurer, subject to the review of the
23 International Executive Board. With-
24 drawals from the Fund shall require the
25 signatures of the International President
26 and the International Secretary-Treasurer.

ARTICLE XV

Transfer Certificates

1 Section 1. A Local Union in good
2 standing may issue to a member in good
3 standing a "transfer request" transferring
4 membership to another Local Union. All
5 transfer request forms must be obtained
6 from the International Secretary-Treas-
7 urer by the Local Union Financial Sec-
8 retary.

9 Sec. 2. All members must immediately
10 transfer to the Local Union having juris-
11 diction over the mill or factory at which
12 they are employed.

13 Sec. 3. Transfer requests issued in vio-
14 lation of this Article shall be invalid.

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

ARTICLE XVI

Strikes

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

ARTICLE XVII

Contracts

1 Section 1. The International Union
2 shall be the contracting party in all col-
3 lective bargaining agreements and all such
4 agreements shall be signed by the Inter-
5 national Officers.

6 Sec. 2. Where check-off clauses are con-
7 tained in collective bargaining agree-
8 ments, they shall provide that the Com-
9 pany shall make the check payable to
10 and be sent to the International Secre-
11 tary-Treasurer.

12 Sec. 3. The International Union and
13 the Local Union to which the member
14 belongs shall act exclusively as the mem-
15 ber's agent to represent the member in
16 the presentation, maintenance, adjust-
17 ment, and settlement of all grievances
18 and other matters relating to terms and
19 conditions of employment or arising out
20 of the employer-employee relationship.

21 Sec. 4. No officer, member, representa-
22 tive, or agent of the International Union
23 or of any Local Union or of any sub-

1 ordinate body of the International Union
2 shall have the power or authority to coun-
3 sel, cause, initiate, participate in, or rati-
4 fy any action which constitutes a breach
5 of any collective bargaining contract duly
6 entered into.

7 Sec. 5. No Local Union or other sub-
8 ordinate body, and no officer, agent, rep-
9 resentative, or member thereof shall have
10 the power or authority to represent, act
11 for, commit, or bind the International
12 Union in any matter except upon express
13 authority having been granted therefor by
14 this Constitution or in writing by the
15 International President or the Interna-
16 tional Executive Board.

ARTICLE XVIII

Effective Date

17 This Constitution shall become effec-
18 tive immediately upon its adoption at the
19 Constitutional Convention on September
20 27, 1974.

ARTICLE XIX

Amendments

1 This Constitution may be amended by
2 majority vote at the International Con-
3 vention, provided that no amendment
4 shall have the effect of shortening the
5 term of any of the offices specified in
6 Article IV, Section 2, before the expira-
7 tion of such term.

4. Reading of Communications.

After the minutes have been read by the Recording Secretary, a motion must be made and seconded that the

MANUAL

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 of America.

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 of the Local Union (Article VII, Section 4; Article VIII,

Section 6). 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.

INITIATION OF NEW MEMBERS

President—Raise your right hand.

“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 of America; never to discriminate against a fellow worker on account of creed, color, 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.

“That I will not reveal to any employer or its agent the name of anyone who is a member of our Union. 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 cease work at any time I am called upon by the organization to do so. And I further promise to help and assist all members in adversity, and to have all workers join our Union that we may all be able to enjoy the fruits of our labor; that I will never knowingly wrong a member or see the member wronged, if I can prevent it.

“To all this I pledge my honor to observe and keep as long as life remains, or until I am absolved by the United Steelworkers of America.”

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 of America. I will deliver to my successor in office all books and other property of this Union that may be in my possession at the close of my official term. All of this I solemnly promise, with full knowledge that to violate this pledge is to stamp me as a person devoid of principle and destitute of honor.

BURIAL SERVICE

FRIENDS, NEIGHBORS, BROTHERS AND SISTERS :

We have gathered today around the last resting place of that earthly tenement which has been the temporary abiding place of the life and spirit of our departed Brother(Sister). With bowed heads and saddened hearts we have followed his(her) remains to this place in order that we may be able to show this last tribute of respect to the memory of one whose virtues we appreciate and whose faults, if he(she) had any, we are eager to forget. We have known him(her), he(she) was one of us, and our hearts grieve at his(her) departure, as the heart of man always grieves

at the loss of some cherished object of affection that can never be replaced, yet our grief is not inconsolable. Of what consequence is a few years to the age of man when compared with God's infinity. When we think of the many years that have rolled into eternity since time began and the countless ages yet to come ere time shall be no more, we realize that the short period allotted to man on this earth is but the first self-conscious gleam of man's eternal soul. We are not as men without hope, for the Psalmist has said, "Man that is born of woman is full of trouble and sorrow. He cometh forth like a flower and is cut down. Our years of labor are brought to an end, our dust shall return to dust as it was, and our spirit to the God who gave it." Earth to earth, ashes to ashes, dust to dust.

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

We sympathize with { those dear to }
 { the family of }
 our deceased Brother(Sister) in their bereavement, and would commend them to

the tender care of Him who holds the destinies of mankind in the hollow of His hand, and who is able to console the spouse and orphan when the words of man are vain.

Let us pray.

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

BENEDICTION

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

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