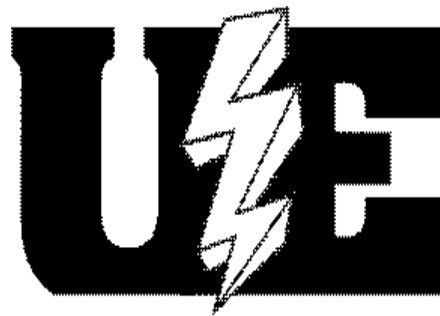


North Carolina Public Service
Workers Union

UE Local 150



*Constitution
& By-laws*

**Adopted by Delegates to the UE Local 150
Founding Constitutional Convention
Raleigh, NC 7/30-8/1/1999**

Includes Amendments from 7/04, 7/06, 7/12 and 7/14 Conventions

UE Local 150 Constitution and By-Laws

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ARTICLE 1 Preamble

Section 1 We, the North Carolina Public Service Workers Union, United Electrical, Radio and Machine Workers of America, UE Local 150, realize that the struggle to better our working and living conditions requires our unity as workers in collectively protecting ourselves against the organized forces of the employers. Realizing that the strategy of the employers is to divide and conquer, we form an organization which unites all workers in our industry/sector on the basis of rank-and-file control regardless of craft, race, gender, age, nationality, sexual orientation, language, religion or political belief and pursue at all times a policy of aggressive struggle to improve our conditions on the job and throughout society.

ARTICLE 2 Name and Object

Section 1 This organization shall be known as the North Carolina Public Service Workers Union, UE Local 150.

Section 2 The object of this organization shall be to unite, protect, maintain and advance the interests of the workers and to organize the unorganized.

ARTICLE 3 Affiliation

Section 1 The North Carolina Public Service Workers Union, UE Local 150 shall be affiliated with the United Electrical, Radio and Machine Workers of America (UE) and the UE Eastern Region.

ARTICLE 4 Eligibility

Section 1 All non-management workers employed in any branch of government, in public service institutions and in manufacturing companies within the state of North Carolina are eligible for membership in UE Local 150. A non-management worker is defined as a person who does not have the authority to hire, fire or discipline another worker.

Section 2 Every member accepted into UE Local 150, shall pledge herself and himself to uphold the UE Local 150, UE Eastern Region, and UE National Constitution and By-Laws, to assist in organizing the unorganized, and shall work tirelessly for the unity of all UE members in fighting for equality, fairness and justice for all workers regardless of race, sex, nationality, language, sexual orientation, religion, age, disability, or political belief.

ARTICLE 5 Membership

- Section 1** UE 150 membership shall be organized as follows:
- a. The general membership: Consists of all members of UE 150 in all work places with established UE 150 chapters or organizing committees. They shall have full power over all matters concerning UE Local 150, including the election of officers, establishing the amount of monthly dues, and amendments of the UE Local 150 Constitution and by-laws.
 - b. At large membership: Are individual members not employed at locations with an established UE 150 chapter or organizing committee. They may be members of chapters and shall have neither voice nor vote in chapter meetings. They may work on designated union committees and may attend UE Local 150 state conventions.

ARTICLE 6 State Officers

Section 1 The general officers of UE Local 150 statewide shall be State President, State Vice President, State Recording Secretary, State Treasurer and Chief Steward.

Section 2 The State President shall preside at all State Conventions and State Executive Board meetings. He/she shall enforce order in accordance with the Constitution and by-laws and rules of the Union. She/he shall notify members of their status and expectations when they are not in good standing. He/she shall have the right to cast a vote only in case of a tie. She/he shall sign all checks in conjunction with the Financial Secretary. Roberts Rules of Order shall be used to govern the running of meetings.

- a. He/she shall be responsible to the State Executive Board and the membership.
- b. She/he shall coordinate the statewide activities and campaigns of the various chapters, chapter officers, and chapter executive boards and shall ensure that the general policies of UE 150 are being carried out in all chapters.
- c. He/she shall be a contact person for requests to the UE 150 Legal Support Committee for assistance with grievances and to interpretations of laws and policies.

Section 3 The State Vice President shall assist the State President in the discharge of his or her duties and in the absence of the President, shall preside and perform all duties of the president, in which case a Vice President Pro-tem may be chosen by the State Executive Board. The Vice President may sign checks as an alternate to the President. The State Vice President shall be responsible for outreach to community and labor allies.

Section 4 The State Recording Secretary shall keep a fair and impartial record of the proceedings of all meetings of the general membership and State Executive Board, which records shall be kept under his or her control. The recording Secretary shall read the minutes of all Executive Board meetings at the next regular board meeting and be responsible for union correspondence.

- a. An Assistant State Recording Secretary shall assist the State Recording Secretary in discharging of his or her duties and in the absence of the Recording Secretary shall preside and perform all duties of the Recording Secretary

Section 5 The State Treasurer shall:

- a. upon receipt of monies from the chapters or any authorized source, shall promptly deposit it in bank accounts as determined by the State Executive Board and membership.
- b. draw checks and disperse petty cash as authorized by the State Executive Board and general membership.
- c. keep accounts of all financial transactions of the State Executive Board and shall prepare financial reports to be submitted to the State Executive Board and chapter treasurers to be read at monthly meetings.
- d. submit to the trustees on a quarterly basis covering payment of all bills.
- e. be authorized to reimburse officers, organizers and members for expenses approved by the State President, subject to the approval of the State Executive Board and membership.
- f. Shall be responsible for dues collection through bank drafts and payroll deductions where applicable, shall be in touch with the chapter treasurers for hand collected dues and shall forward per capita to the UE National and UE Eastern Region offices.
- g. An Assistant State Treasurer shall assist the State Treasurer in discharging of his or her duties and in the absence of the Treasurer shall preside and perform all duties of the Treasurer.

Section 6 The State Chief Steward shall:

- a. preside over the steward council meetings and coordinate the work of the area stewards. He/she shall be in charge of new member internal organizing and shall work closely with organizers assigned to the chapters.
- b. be responsible for coordinating the work of the area stewards in the chapter. In large chapters there may be several chief stewards to cover stewards in large work areas.
- c. be a contact for making requests to the UE 150 legal support committee as to when to assist with grievances and to interpret laws and policies.
- d. have the power to hold special steward elections for area stewards by petition of a majority of the members within a particular work area, subject to the approval of the chapter executive committee. They shall carry out other duties as may be determined by the executive committee.
- e. in years when a statewide steward council has not functioned, including not having elected a state chief steward, such a position shall be filled by vote at the state convention, with a chief steward in charge of building functioning steward council of chapter chiefs stewards, that will directly elect the state chief steward.
- f. An Assistant State Chief Steward shall assist the State Chief Steward in discharging of his or her duties and in the absence of the Chief Steward shall preside and perform all duties of the Chief Steward.

ARTICLE 7 Trustees

Section 1 Three trustees shall be elected by the general membership at the State Convention for terms not to exceed two years. One of the three trustees shall be an alternate to fill in for an absent trustee. Trustees shall:

- a. audit the general accounts on a quarterly basis in the months of January, April, July, and October and shall submit a quarterly report to the State Executive Board, Chapter Executive Committee, and general membership meetings.
- b. witness the official quarterly notification by the State President and State Treasurer to the General Secretary Treasurer of the National Union, informing him or her that the books and records have been audited and the condition of the books and records.
- c. not be members of the State Executive Board, but may attend all meetings.
- d. take inventory at least once a year and safeguard all properties.

ARTICLE 8 State Executive Board

Section 1 There shall be a State Executive Board that functions as the collective leadership of UE Local 150, made up of the state officers, chapter presidents, and recording secretaries from each chapter and a representative from each division council. The chief steward from each chapter shall serve as an alternate member of the state executive board for their chapter, in case of the absence of a primary member.

- a. State Executive Board's decisions shall be decided by a majority vote of those present.
- b. Reps from 5 chapters and/or organizing committees shall constitute a quorum to conduct executive board business. Reps from a chapter or organizing committee may give a written proxy to another elected chapter officer to vote at the exec. board or council. The State Executive Board shall meet quarterly on dates to be set by its members.
- c. Special meetings of the State Executive Board may be called by the President or by petition of one third (1/3) of the members of the State Executive Board.
- d. The State Executive Board shall be responsible for conducting statewide UE 150 business between conventions and general membership meetings, including setting up working committees and subject to approval of the general membership.
- e. The State Executive Board shall develop statewide priorities and consider all matters of general interest to UE 150 subject to the approval of the membership;

shall hear reports from the various chapters and committees, and make recommendations to the chapters from time to time; shall make recommendations to the general membership at state conventions and membership meetings; and shall coordinate the statewide activities of the chapters and work committees.

- f. The State Executive Board may at any time require any officer of the State Executive Board, chapter, or organizing committee to give a full and detailed account of any action or business done in the name of UE 150 and of their duties as officers of the union. They shall have the power to remove officers for violation of the Constitution and by-laws and the good and welfare of UE 150 and the UE National Union as a whole, subject to the approval of the general membership.
- g. All decisions shall be by majority vote of the State Executive Board members.
- h. The State Executive Board shall have the power to issue charters to new chapters of UE 150 and to revoke charters if chapters are in violation of UE 150 By-Laws and Constitution, subject to the approval of the membership.
- i. Trustees shall not be members of the State Executive Board, but may attend all meetings.
- j. State officers and trustees shall be elected by secret ballot vote by delegates at the State convention or membership referendum vote and shall serve for a two (2) year term.
- k. The terms shall begin October 1 of the year the convention is held, or earlier by agreement of the outgoing and incoming officers.”
- l. The five state officers shall constitute an executive committee, responsible for conducting business between executive board meetings, in keeping with the spirit of decisions made by the convention and the full executive board.

ARTICLE 9 Chapters

Section 1 A UE Local 150 Chapter shall be formed when at least twenty percent (20%) or 50 workers (whichever is less) in a single workplace have signed union cards and become dues paying members in good standing.

Section 2 Until collective bargaining rights are won for public workers in North Carolina, chapters shall seek to establish a system of meet-and-confer with their employer whenever possible.

Section 3 Chapters consisting of public service workers not employed by a government entity shall work toward the goal of winning formal employer recognition and a negotiated contract.

Section 4 The North Carolina Industrial Workers Union shall be an organizing chapter for manufacturing and private sector workers. The Carolina Auto, Aerospace & Machine Workers Union (CAAMWU) shall be a private sector organizing council of UE150.

Section 5 By majority vote of the members involved in work places with 25 or less workers, two or more workplaces within close proximity may combine into a single chapter. Each workplace shall preserve its autonomy in deciding workplace issues.

Section 6 Chapters shall be engaged in continuous organizing with the goal of winning all or the majority of the workers to join the union and be members in good standing.

Section 7 Chapter meetings shall be held monthly at a time and place set by the Executive Committee.

- a. Quorums for chapter meetings shall be set by the chapter membership.

- b. Special chapter meetings may be called at anytime, after at least three (3) days notice to the members by the chapter executive committee, chapter president, or by petition signed by at least twenty percent (20%) of the chapter membership.
- c. A chapter executive committee may call emergency meetings without a three (3) day notice.

ARTICLE 10 Chapter Officers

Section 1 Chapter officers shall be President, Recording Secretary, Treasurer, and Chief Steward.

Section 2 The chapter president shall preside over all chapter membership and executive committee meetings. He/she shall enforce order in accordance with the Constitution and By-laws and rules of the Union. She/he has the right to cast a vote at a chapter membership and executive board meeting in case of a tie. Unless otherwise provided, he/she shall use Robert's Rules of Order to govern meetings. She/he will co-sign checks drawn on the chapter treasury.

Section 3 The chapter treasurer shall report the current financial condition of the chapter and the statewide union at monthly and quarterly chapter meetings.

Section 4 Chapter recording secretaries shall keep an accurate and impartial record/summary of the proceedings of all meetings of the chapter and chapter executive board, and shall maintain control of said records. The recording secretary shall read minutes of all chapter and executive board meetings at the next regular chapter and executive board meetings.

Section 5 The chief steward shall preside over the steward council meetings and coordinate the work of the area stewards. He/she shall be in charge of new member internal organizing and shall work closely with organizers assigned to the chapters.

Section 6 Chapter trustees shall take inventory yearly and safeguard all properties of the chapter. They shall audit the books of the chapter treasurer quarterly in the months of January, April, July, and October and shall submit a report to the next chapter meeting and to the state as to the condition of the books. Chapter trustees shall not be members of the chapter executive board but may attend all meetings of the board.

Section 7 Chapter officers and trustees shall be elected by secret ballot vote of the membership and shall serve for a term of two years, unless removed sooner by order of the membership. All members must be in good standing at least nine months before they are eligible for office, except in newly organized chapters.

ARTICLE 11 Chapter Executive Board

Section 1 The chapter executive board shall be the collective leadership of the chapter, consisting of the president, vice president, recording secretary, financial secretary, chief steward, and area stewards.

- a. They shall be responsible for conducting the business of the chapter between chapter membership meetings, and shall consider all matters of interest to the chapter and take action on such matters, subject to the approval of the chapter membership. They shall hear reports from the chapter officers, stewards, and work committees and shall make recommendations to the chapter membership.
- b. They shall convene a monthly chapter membership meeting to get membership approval of proposals and decisions of the chapter executive board, to report on statewide, regional, and national union developments and to address all matters of interest of the chapter.

ARTICLE 12 Chapter Shop Stewards and Stewards' Council

Section 1 There shall be a system of stewards organized within each chapter to carry on the day to day tasks of organizing, mobilizing, and representing members on the job; and shall serve as spokesperson for the chapter in their work areas.

Stewards shall:

- a. assist members with grievances, including at hearings where applicable;
- b. assist with collection of dues;
- c. organize lunchtime meetings to involve members in the chapter decision making process;
- d. be elected by secret ballot vote of the members in their work area;

Section 2 The chapter executive committee, subject to the approval of the membership, shall determine the number of stewards assigned to work areas.

Section 3 Stewards in each chapter shall be organized into steward councils to review grievances, struggles, and shall make recommendations to the Exec. Committee and members on a course of action.

Section 4 Steward councils shall elect a chief steward by secret ballot who shall chair the stewards' council.

ARTICLE 13 Division Councils

Section 1 A Division Council shall consist of three or more chapters within the same employment division or sector. In a case where a chapter might fall within two or more council's, the State Executive Board shall determine to which council that chapter shall be assigned.

ARTICLE 14 Organizing Committees

Section 1 A UE150 organizing committee shall be formed when 10-49 workers from a single workplace have become dues paying members. All organizing committees shall be engaged in continuous organizing with the goal of becoming a fully chartered chapter.

Section 2 Organizing committee officers shall consist of a coordinator and a secretary. The coordinator shall make sure that the group meets regularly, takes up workers' issues, helps initiate plans to strengthen and expand the membership and represents the organizing committee. The secretary shall keep minutes, develop newsletters and email and other correspondence and send out meeting announcements.

Section 3 Organizing committees get one vote at council and executive board meetings. Organizing Committees with 10 - 24 dues paying members get one vote at convention; those with 25-49 members get two votes at convention. The Coordinator shall carry the organizing committee vote; the secretary shall serve as an alternate member of the state executive board for their chapter, in case of the absence of the primary member.

ARTICLE 15 Recall of State and Chapter Officers and Stewards

Section 1 Any Chapter in good standing may initiate a petition for the recall of any state officer by the following procedure. The chapter initiating the petition must first receive official endorsement from chapters comprising not less than twenty-five percent (25%) of the total membership as determined by the amount of dues paid on the average of the three previous months, before submitting the petition to the state trustees. The trustees shall make sure that the petition is sent to every chapter in good standing, which shall take an aye and nay vote upon sustaining the recall. All actions pertaining to initiation of petition for recall and on sustaining of recall shall be acted upon at a special meeting. Chapters shall return the official sealed results to the state trustees within thirty (30) days of receiving it. State trustees shall announce results of the chapter vote.

Section 2 For recall of chapter officers, the person initiating the petition must first receive the endorsement of twenty-five percent (25%) of the members in good standing of the chapter in order to have a recall vote. The state trustees in consultation with chapter trustees shall notify all chapter members in good standing within twenty (20) days of receipt of the petition, about the date of the recall vote. A special meeting shall be called to act on the decisions relating to recall petitions.

Section 3 For the recall of shop stewards, a petition signed by one third (1/3) of the members within a given work area where the shop steward is assigned, must be presented to the chief steward. The chief steward, subject to the approval of the chapter executive committee, will hold a recall vote involving members within said work area.

ARTICLE 16 Grievances and Arbitration

Section 1 The final determination about union assistance in filing worker grievances beyond the levels of the office of administrative hearings, shall rest with the legal support committee in consultation with the state president, chapter executive committee, steward council and the worker filing the grievance, subject to the approval of the UE 150 membership.

- a. Potential grievances shall be investigated by an area steward before officially taken as a union grievance.
- b. The worker bringing the grievance must be actively involved in working on and building support for the grievance, whether a formal complaint or through organized job actions.
- c. A decision not to take a grievance beyond the internal grievance procedure and office of administrative hearings shall not deny the worker the right to pursue the grievance on his/her own, at the grievant's own expense.
- d. Union stewards and the legal support committee shall make available to the worker pursuing the grievance all documents and information related to the grievance.

Section 2 The final decision to take a grievance beyond the internal grievance procedure shall be made by the chapter executive committee and state executive board.

ARTICLE 17 Finances

Section 1 The finances of the UE 150 statewide shall be under the direct control of the state treasurer and state executive board, subject to final authority of the statewide membership.

Section 2 The state executive board shall develop a yearly budget to cover statewide projected expenses throughout the year, subject to approval by the statewide membership, as represented by the State Executive Board.

Section 3 The state treasurer shall plan and coordinate annual statewide fund raising with the chapters.

Section 4 The finances of each Chapter shall be separate and under the direct control of the chapter membership. For bookkeeping purposes, chapters with less than twenty-five (25) members may establish combined accounts if voted to do so by the individual memberships of the chapters involved.

Section 5 Chapters shall sponsor planned fund raising events to raise money to assist with their expenses.

Section 7 The Statewide Executive Board may hire administrative support staff who may be asked to perform banking and other financial duties such as writing checks, as authorized by the State President

and Treasurer in accordance with the decisions made by the State Executive Board and general membership.

ARTICLE 18 Bonding

Section 1 All officers who handle money or sign checks shall be bonded in accordance with the requirements set by the UE National Union.

ARTICLE 19 Dues, New Member Fee, and Reinstatements

Section 1 All members in establishments with no contracts shall pay monthly dues in the amount of seventeen dollars (\$17.00) beginning on January 31, 2013.

Section 2 All members working in establishments with contracts shall pay the amount of dues set by the UE National Constitution.

Section 3 The monthly dues amount shall be decided by a majority vote of the delegates at the UE 150 state convention, but shall not be less than the amounts, including special categories set at the UE National Convention.

Section 4 Dues shall be collected on or about the 15th day of each month.

Section 5 The state treasurer shall forward the national and regional per capita for each dues paying member to the proper locations by the end of each month.

ARTICLE 20 State Conventions

Section 1 The state convention of UE Local 150 shall be the highest decision making body of the statewide membership on issues effecting members in the state and in accordance with the UE Eastern Region and the UE National Constitution and By-laws.

Section 2 The state convention shall be held at least once every two years in the months of June or July.

Section 3 No less than 90 days prior to the convention the recording secretary shall send out the convention call and blank credentials to the recording secretaries of all chapters. All credentials and the names of all delegates and alternates elected by secret ballot among the members in good standing shall be returned to the state recording secretary no later than one month prior to the convention.

Section 4 The basis of delegate representation to the convention shall be 3 delegate votes for chapters with 50-99 dues paying members, 4 delegate votes for chapters with 100-149 dues paying members; 5 delegate votes for chapters with 150-199 dues paying members. Chapters with more than 200 dues paying members get an additional 1 vote for every 50 dues paying members up to a maximum of 7 delegate votes. Division Councils get 1 delegate vote. The number of delegate votes that a chapter is entitled to shall be figured over an average of the paid membership dues from January 1st to June 30th.

Section 5 Chapters established longer than 3 months, but less than 1 year, shall be given representation on the basis of a monthly average paid membership dues for the time period for which they have been established.

Section 6 Chapters formed within 3 months of June 30, 1999 shall be entitled to 1 delegate vote.

Section 7 Organizing committees formed within 3 months as of June 30, 1999 shall be entitled to 1 delegate vote and shall have representation on the various work committees, except the credentials, rules and order, and resolutions committees.

Section 8 At large members in good standing can participate in workshops and serve on committees with the exception of the credentials, rules and order, and resolutions committees. They will be observers at plenary sessions with no voice nor vote.

Section 9 All proposed resolutions and amendments to the state constitution shall be sent by the chapter recording secretary to the state recording secretary by no later than one month prior to the convention. The state recording secretary shall compile such resolutions in the order in which they were received and shall indicate the chapters from which each was received. The state recording secretary shall distribute all resolutions, amendments to the constitution, reports and all written data to the appropriate convention committees. No amendments to the constitution or resolutions shall be received from any delegate at the convention except by order of the convention.

Section 10 The state executive board may submit resolutions and amendments to the constitution in the same manner and date as that of the chapters. Such resolutions and amendments shall be marked as submitted by the state executive board.

Section 11 No chapter shall be entitled to representation at the convention unless all indebtedness up to the June 30th date has been paid by not later than July 15th.

Section 12 All committees, except the credentials committee, shall be nominated and appointed by the state executive board and ratified by the convention. The assembled convention delegates shall have the power to elect other members to any committee that they see fit. No more than one member from any chapter shall serve on any one committee.

Section 13 Prior to the opening date of the convention, the state executive board shall meet and constitute itself as the credentials committee for the convention. Appeals from its decisions shall be raised on the floor of the convention. The convention shall not be opened for business until after the credentials committee has examined and reported on credentials of all delegates present at the scheduled time on the opening date of the convention.

Section 14 Each committee shall have the power to elect its own chairperson and secretary.

Section 15 The following committees shall be classified as standing committees: credentials, constitution, resolutions, rules and order, publicity and education, organizing, political action, and other committees as decided on by the convention delegates.

Section 16 Within forty-five (45) days after the convention, each chapter shall call a special membership meeting to hear the convention report and to vote on all amendments to the constitution adopted by the convention. The majority of those members in good standing present and ...

Section 17 The non-approved paragraphs shall be recorded in the minutes and a statement signed by the chapter president and recording secretary shall be sent to the state trustees by registered mail within fifty (50) days after the convention.

Section 18 Trustees shall count the votes of chapters and credit them with the number of votes cast.

Article 21 Nominations and Elections

Section 1 All members in good standing shall be eligible to vote in elections, they shall be eligible to run for and hold offices provided they have been members for at least one year prior to nomination, except in the case of newly organized chapters. No person shall serve in more than one officer position at

any organizational level and no person shall serve as a trustee AND an officer at the same organizational level

Section 2 Nominations for state officers and trustees shall be made from the floor at the state convention and the nominations for chapter officers and trustees shall be made from the floor at October chapter membership meeting. Notice of these meetings must be published in the statewide newsletter and chapter speak outs at least 15 days prior to the convention or chapter meeting.

Section 3 Election committees of 5 members at the state convention and 2 members at the October chapter meeting shall be installed on the first day of the convention and the meeting.

Section 4 The election committees shall conduct and supervise the state convention and chapter elections. They shall;

- a. determine, in accordance with the constitution, the eligibility of the nominees and of the members voting,
- b. decide on the place/places and times when the secret ballot voting shall be held,
- c. prepare and distribute the ballots,
- d. count the ballots cast immediately after the polls have been closed,
- e. certify the number of votes cast for each candidate,
- f. tabulate the number of persons who voted in the election, and the number of blank and mutilated ballots.

All ballots shall be kept under seal in the place designated by state executive board not less than thirty (30) days following the election and in possession of the state executive board and chapter for at least one (1) year. The names of the candidates for each office shall appear on the ballot with any incumbents first in the alphabetical order of their last names followed by the other candidates alphabetically.

Section 5 In case of a tie vote, the election committee will arrange a prompt run-off election for that office. However, if all but one of the tied candidates withdraws, the single remaining candidate will be declared elected by the election committee.

Section 6 Members wishing to run for shop steward shall tell their chief steward five (5) days before the election of stewards.

Section 7 State officers shall be officially installed by a representative of the Eastern Regional Council at the state convention. The state president, or state vice president, or their appointee at the chapter meeting on the date of, or at the next chapter meeting following the election shall officially install chapter officers and stewards.

Section 8 Any one individual may only hold offices at a maximum of two organizational levels (of the three levels being statewide, division council and chapter/organizing committee). If an individual holds offices at two levels, their status at the executive board or council levels shall be their highest elected position. If a person is both a trustee and a voting officer, s/he shall NOT vote at the level where s/he is a trustee. In any of these situations, the council and/or chapter/ organizing committee may appoint another officer of their choosing to carry the vote of the officer in question to the next level.”

Section 9 If an elected officer ceases to become a member in good standing for any reason (see article 23, section 1) or if s/he retires or is otherwise voluntarily separated from the workplace for more than 3 months, that position shall be considered vacant and shall be filled according to article 21, vacancies.

Article 22 Vacancies

Section 1 In case of a vacancy of any state officer, the state executive board shall fill the vacancy until the next state convention. The vacancy shall be filled at the meeting of the state executive board by nomination and secret ballot vote of those present, subject to a fifteen (15) day prior notice to the state membership by way of the chapter recording secretaries.

Section 2 In case of a vacancy of a shop steward, the chief steward shall appoint a temporary steward,

Article 23 Offenses, Trials, and Appeals

Section 1 If a member of UE Local 150 commits an offense against the constitution and by-laws or the general good and welfare of another member, chapter, state, region, or UE national union, he/she shall be given an impartial trial by the state executive board. The offense for which the member is charged shall be given in writing to the state vice president. The member making the charge must be a member in good standing. A copy of the charge shall be given to the member being charged by the chapter recording secretary. The chapter executive committee shall have the power to appoint from the membership a committee to investigate the facts and hold hearings as deemed necessary, subject to the approval of the chapter membership. A chapter must make its decision within fifteen (15) days after receiving the charges.

Section 2 The charging member and the member being charged shall have the right to appeal to the Eastern Region, National Executive Board, and National Convention, by making an official request in writing to the Regional Council and the National Union president. The decision of the lower body shall stand unless it is overturned by a higher body. Appeals to the Region or National Executive Boards shall be decided within 120 days of receipt of the appeal.

Article 24 Members in Good Standing

Section 1 A member in good standing is one who upholds the UE 150 Constitution and By-laws, acts for the good and welfare of the union membership and whose dues are not more than two months in arrears.

- a. Members retiring from employment shall retain membership in UE 150 and shall pay five (5) dollars monthly dues. They may not be elected as officers, but may serve on committees designated by the chapter executive committee and subject to the approval of the membership.
- b. Members in good standing who are unemployed due to downsizing, privatization or a suspension or termination that is being appealed, shall retain all rights of membership for one (1) year from the last date of work or until a suspension or termination appeal has been exhausted through the grievance process. After 1 year out of work, a member in good standing may have their status changed to an at large member with dues of one dollar (\$1.00) per month.
- c. Supporting members shall be at large members who support the work of UE150 through consistent voluntary in kind activities, which will be counted as their union dues. They shall not hold office and shall have not voice nor vote at Chapter and Division meetings and conventions.

Section 2 All members in good standing who belong to a UE 150 chapter, shall be eligible to vote in elections and to run for and hold office in accordance with the articles in this constitution.

Article 25 Constitutional Amendments

Section 1 A chapter may initiate a petition to hold a referendum to amend the state constitution, after securing written endorsement of chapters comprising 25% of the statewide membership in good standing of UE Local 150. The member submitting the amendment must state the article and section of the constitutions sought to be amended.

Section 2 Within 10 days of receipt of the proposed amendment and reasons thereof, the state president shall forward copies of same to each member of the state executive board for its approval by a straight yea or nay vote. A copy of the proposed amendment and the result of the vote of the state executive board shall be sent to each chapter for its approval or otherwise. The question of the chapters

will read for or against the decision of the state executive board, for its approval by a straight aye or nay vote. The majority or those present and voting in the chapter shall determine the will of the chapter.

Section 3 The state trustees shall tabulate the votes of the chapters, by crediting each chapter with the number of vote based on dues paying members in good standing. Any chapter not informing the state trustees of its votes on proposed amendments within the specified time shall be counted as voting in favor of the decision of the state executive board.

Article 26 Oaths of Office

Section 1 Officers, stewards, and trustees.

Installing officer: *“Brother/Sister, do you accept the office to which you have been elected?”*

Officer(s) elect: *“I do.”*

Installing officer: *“Raise your right hand and repeat after me – I do solemnly promise on my most sacred word of honor before these members and delegates present, that I will faithfully perform all the duties of the office to which I have been elected. I will bear true and faithful allegiance to the UE; I will preserve, protect, and defend the constitution and advance the program and policies of the union; I will protect al property of the UE entrusted to me and turn such property over to my successor in office; I do further promise that I will never defraud this organization of anything whatsoever, or allow it to be defrauded of anything if in my power to prevent it.”*

Section 2 Obligations of members: *“I do solemnly promise on my most sacred work of honor, that to the best of my ability, I will: bear true and faithful allegiance to the UE and will advance its program and policies and preserve, protect, and defend its constitution and by-laws, and those of UE Local 150. I will conduct myself at all times in a manner that will bring credit and respect upon this Union and that will contribute toward its success. I will never defraud nor misrepresent this Union not allow any other member to do so if in my power to prevent it.”*