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CONSTITUTION AND BY-LAWS

**INTERNATIONAL UNION OF ELECTRONIC, ELECTRICAL,
SALARIED, MACHINE AND FURNITURE WORKERS, AND
COMMUNICATION WORKERS OF AMERICA
LOCAL 201 IUE-CWA (AFL-CIO)**

IUE-CWA Local 201
112 Exchange Street
Lynn, MA 01901-1435

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ACCEPTED CONSTITUTION AND BY-LAWS OF IUE-AFL-CIO, LOCAL 201

PREAMBLE

We, the Electronic, Electrical, Salaried, Machine and Furniture Workers, realize that the struggle to better our working and living conditions is in vain unless we are united to protect ourselves collectively against the organized forces of the employers.

Realizing that the old craft form of trade union organizations is unable effectively to defend the interests and improve conditions of the wage earners, we, the Electronic, Electrical, Salaried, Machine and Furniture Workers, dedicate this Local Union of the International IUE-AFL-CIO to uniting all workers within our jurisdiction on an industrial basis, regardless of craft, age, sex, race, nationality, or creed. We shall pursue at all times a policy of aggressive struggle to improve the working and living conditions of all workers in our industry.

We, the Electronic, Electrical, Salaried, Machine and Furniture Workers, Local 201 IUE-AFL-CIO further realize that the preservation of our freedom and the advancement of our economic wellbeing require that our civil rights and liberties be preserved, strengthened, and that they be protected against their totalitarian enemies.

We pledge ourselves to perpetuate our Local Union and to work connectedly with the International Union of Electronic, Electronic, Electrical, Salaried, Machine and Furniture Workers, the American Federation of Labor and Congress of Industrial Organizations and through it with other labor organizations for the advancement of the objectives herein set forth.

We further realize that the preservation of our freedom and the advancement of our economic wellbeing require that our democratic institutions and our civil rights and liberties be preserved, strengthened and extended, and that they be protected against their totalitarian enemies. We shall, therefore, steadfastly oppose the Communist Party and all policies and activities which aid the program or purposes of the Communist Party or of any other totalitarian or fascist organization.

Ever conscious of our dependence upon the will of Almighty God, we hereby beseech his Divine Guidance in all matters.

ARTICLE I NAME AND AFFILIATION

Section A. Name

This organization shall be known as Local 201 of the International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers, and Communication Workers of America, IUE-CWA (AFL-CIO)

Section B. Affiliation

This Local Union shall be affiliated with the International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers and Communication Workers of America and with the AFL-CIO through the International Union and with the appropriate State, Local and District Councils.

**ARTICLE II
NEWS ORGAN**

The Local newspaper shall be published monthly (12 times a year) or as deemed necessary by the Editor.

**ARTICLE III
OBJECTS AND PURPOSES**

Section A. Objects

The objects and purposed of this Local Union are to represent, protect, maintain, and advance the interests of the workers within its jurisdiction, to improve their wages, hours and conditions of employment, to engage in legislative, political, educational, civic, welfare, and other activities which further, directly or indirectly effects , the interests of the membership of this organization, of IUE-AFL-CIO and of workers everywhere, in the improvement of general economic and social conditions in the United States of America, and generally in the nations of the world.

Section B. Purposes

To achieve the objective and purposes of this organization, the funds of this Local Union are authorized to be managed, invested, expended or used not only for the purposes and objectives expressly set forth in Section A of this article, and otherwise in this Constitution, but also for any additional purposes and objective not inconsistent therewith as may be contained at any time in the resolutions and programs adopted by conventions of IUE-AFL-CIO Executive Board, or by the membership of the Local.

**ARTICLE IV
MEMBERSHIP**

Section A. Who is Eligible

Employees of Local 201 IUE-CWA respective Bargaining Units, excepting supervisors and other members of management, shall be eligible to apply for membership in this Local. Any full-time employee of this Local may become a member of this Local. Retirees as referenced in Article V, Section (D)(2), may maintain membership in this Local. However, no application for

membership shall be considered unless the applicant is fully qualified according to the Constitution and By Laws of this Local and the International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers, and Communication Workers of America IUE-CWA-AFL-CIO).

Section B. Procedure

The name of each applicant shall be posted on the bulletin board at Local headquarters at the end of each month. Any member may protest the admission of any applicant for membership before the expiration of the following month. A majority vote of the Executive Policy Board is necessary to reject an application. In the event of rejection, the application shall be referred to the membership for final decision. If the application is refused, the application fee shall be returned to the applicant.

**ARTICLE V
DUES, FEES AND ASSESSMENTS**

Section A. Dues and Procedure

Effective January 1, 2009, Local 201's current dues shall be increased in accordance with rules of the CWA's national dues structure, as required by the IUE merger agreement with CWA. Local 201 shall adopt the "flat based dues" administrative option provided for by CWA and in accordance, charge all individual members at each specific Company and/or location represented by the Local, the same amount of weekly or bi-weekly dues. (Note: Amounts may vary between Companies and/or locations but not vary by individuals within the specific Company/Location). Dues shall be calculated by regular CWA methods, (minus contributions for the Members' Relief Fund and Defense Funds for public sector workers) but the Local shall require an amount equal to 2.75 hours per member per month (private sector) of the "average" wage at said Company and/or location estimated for the upcoming dues year (every January 1 to December 31). One dollar (\$1.00) of such dues will be considered the annual subscription to the Local newspaper, Electrical Union News.

Special provision for reduced structure for newly organized units of an Amalgamated Local are provided for in the International Constitution.

Section B. Members Delinquent

A member shall be recorded delinquent for any month or months in which she/he receives pay for more than five (5) days and fails to pay dues.

Section C. Non-Working Members

(1) Unemployed members shall be non-voting members and are not required to pay dues. However, members on layoff shall continue to be in good standing and maintain their rights and privileges through the month in which the layoff occurs. Furthermore, lay off members who

have recall rights under the collective bargaining agreement may, if they so desire, retain good standing upon the payment of periodic dues as they become due for the period that they retain recall. Laid off members who elect to pay dues during the period of layoff, but who become delinquent in the payment of current dues at an time during the period of layoff shall be excused from further payment and shall maintain their good standing only through the month in which they paid dues.

A laid off member who has lost good standing may re-acquire good standing during the period of layoff by payment of the arrears in dues.

(2) Sick and disabled members will retain their rights and privileges and good standing.

(3) Striking members will retain their good standing and rights and privileges during the course of the strike.

(4) Discharge or suspended members will retain all rights and privileges and good standing until his/her grievance is exhausted.

(5) Members on military leave of absence shall retain their rights and privileges and good standing until ninety (90) days after separation from active duty.

Section D. (1) Retired

Members who are retired shall remain honorary members of the Local with a voice but no vote. Retirement Club is provided for in the International Constitution.

Section D. (2) Retirees who wish to maintain active membership

In accordance with the CWA Constitution, retirees are eligible to maintain active membership by continuing to pay the dues of their respective former bargaining unit as membership dues. Retiree members' dues can be paid in increments at the discretion of the retiree (weekly or bi-weekly). As active members they are eligible to run for union office per CWA Constitution. In addition, retirees can join the Local Retired Members' Chapter and the CWA Retired Member's Council.

A Retiree in good standing is defined as; a retiree who has paid their dues as defined above and meet the criteria as set forth in CWA Constitution Article V membership, Section 1, (a) through (e).

Section E. Employed Members

Members of this Local employed by the International Union or District Council may remain members upon continued payment of dues.

Section F. Application Procedure

Each application for membership, except from war veterans and transferees, must be accompanied by two dollars (\$2.00) as in initiation fee, one dollar (\$1.00) of which shall be sent to the International Union.

Section G. Reinstatement Procedure

Reinstatement of fees shall be required from all members who lost their rights and privileges. The reinstatement fee shall be two dollars (\$2.00) of which one dollar (\$1.00) shall be forwarded to the International Union. In addition, anyone seeking reinstatement shall pay all dues in arrears, if any.

Section H. Withdrawals

A withdrawal card shall be issued to a member in good standing who leaves employment under the jurisdiction of the International Union. Upon resuming employment under the jurisdiction of the International, a personal holding such a card shall again be admitted to membership in this local upon deposit of her/his withdrawal card and payment of the current week's dues.

Section I. Transfers

A transfer card must be issued to a member in good standing, with or without his/her request, who has left the jurisdiction of the Local and obtains employment within the jurisdiction of a sister Local.

Section J. Other Ways to Increase Dues

The rates of dues other than is provided in Section A of this article and initiation fees may be increased only by a majority of the members in good standing who vote at a general or specific membership meeting of which at least seven (7) days' notice has been given.

Section K. General or Special Assessment

A general or special assessment may be levied in the same manner as increases in the rates of dues and initiation fees.

**ARTICLE VI
FUNDS**

The main funds of the Local Union shall be divided into three separate and distinct funds: General Fund, Strike Insurance Fund, and Working Fund. Each fund shall be deposited separately in a local bank under its proper title.

Any other funds gathered in the name of the Local, such as the Activities Committee Fund, etc., shall be held within the Working Fund, accounted for separately and be available for use by the appropriate body with the approval of the membership.

All funds of this Local shall be subject to audit as prescribed by provisions of this Constitution, Article X, Section F (1) and (4).

Section A. General Fund

1. Ten cents (\$0.10) per member per week of current dues will be allocated as follows: Five cents (\$0.05) per member per week will be placed within the savings account and five cents (\$0.05) per member per week will be transferred to the Working Fund and accounted for separately for the Health & Safety Industrial Hygienist and or staff, to be used as needed, solely for improvement of health and safety conditions of our members.
2. Transfer from this account will be made either with the membership approval or by two-thirds (2/3) roll call vote of the entire Executive Policy Board for transfer of savings account monies to Working Fund. A report of such action will be given at the next regular membership meeting. For purposes prescribed in this section, the entire Executive Policy Board will consist of the President, Vice President-Recording Secretary, Business Agent, Treasurer, Sergeant-at-Arms, three (3) Trustees, Executive Board Members, Chief Steward for Lynn Waste Water Treatment Plant.
3. No direct purchases will be made from this fund except for investments in stocks or bonds or widely held, publicly traded companies and then only with the approval of the membership.
4. All checks and withdrawals of the Local shall be signed by at least two (2) authorized officers of the Local and that those officers shall be bonded.
5. Additional accounts opened within this fund shall be recorded within this section.

Section B. Strike Insurance Fund

1. The Strike Insurance Fund shall be accrued by weekly allotments to be determined by the membership. This fund shall be ready to fulfill its role of strike benefits and shall be governed according to applicable state and federal laws. Monies of this fund shall not be transferred or assigned to any other fund or purpose, except in the event of financial crisis of the Local.
2. In the event of financial crisis, up to but no more than fifty percent (50%) of the existing Strike Insurance Fund may be transferred to the Working Fund of the Local for the sole purpose of refinancing the building mortgage. A membership vote would be required to approve the amount of the transfer of funds following a two-week advertisement to the membership (News Organ). Such transferred funds should be deposited in the Strike Insurance Fund as soon as fiscally possible.
3. Members in good standing on authorized strike shall be eligible for benefits as prescribed by the Board of Administrators. A majority vote of the members of Local 201 present at a meeting advertised for this purpose shall be necessary to disperse funds.
4. Strike related monies placed in this fund from outside sources shall be treated separately for the purpose of disbursements.

5. A Board of Administrators for the fund shall consist of the President, Business Agent, Treasurer, Strike Committee Chairperson, and three (3) Trustees, all of whom shall be elected as provided in Article VIII and Article XVIII. Rules and regulations not herein contained pertaining to the establishment maintenance and general governing of this Strike Insurance Fund shall be enacted by a two-thirds (2/3) vote of the Board of Administrators subject to membership approval.

Section C. Working Fund

1. Consists of all other assets of this Local.
2. All expenditures for payroll processing, travel expenses and routine office supplies in excess of a total amount of \$300 must, firstly, be referred to the Full Executive Policy Board for approval. Once accepted, a properly filled-in purchase order in such form as may be approved by the Trustees and membership and signed by the Financial Secretary must become part of union record.
3. Consideration of expenditures exceeding five hundred dollars (\$500) must be approved by the membership or as otherwise provided in Article XI, Section A, before being sent to the vendor.

Section D. Restrictions

The funds of the Local are to be held in trust for the benefit of the membership and shall not be loaned, invested, or otherwise dealt with in a manner which insures to the personal profit or benefit or any Officer, Steward, members or employees of this Local. The Local shall not invest in or make loans to any business enterprise, provided however, that publicly traded securities of widely held corporations may be purchased with membership approval, so long as no individual holding is substantial enough to affect or influence the course of any employer's decision.

Section E. Procedure

There shall not be any funds of this Local loaned to any Officer, member or employee of this Local nor shall they use its funds for any purpose not related to the Local's official activities.

A cash advance form as approved by the Trustees and membership will be used for proper payroll advancements.

All Officers, Stewards, members or employees of the Local having responsibility for receipts and disbursements of Local funds and International Defense Funds must be bonded.

A copy of all travel vouchers paid during the month shall be made available at all membership meetings during the succeeding month in a book provided for that purpose. A travel voucher form approved by the Trustees and membership will be used for all travel expenses.

All proper requests for monies, other than payroll checks, must be typewritten on proper forms and certified by the Financial Secretary before payment is made.

Section F. Ex-Board & Membership Meetings

All of this Article subject to Executive Policy Board or membership approval must have appropriate action recorded in official minutes of membership meeting.

ARTICLE VII MEMBERSHIP MEETINGS

Section A. Time

Meetings of the general membership shall be held once a month on the third Tuesday in split sessions to facilitate attendance of all shifts. In the event of a holiday or any other reason which make the third Tuesday of any month undesirable, the meeting will be scheduled and held the fourth Tuesday.

Section B. Notification

The time and place of each regular or special membership meeting, together with a concise explanation of any assessments or changes in established policies, procedures or this Constitution and By-Laws, or any other matter of general importance scheduled for action at that meeting, shall be announced in the official news organ of the Local and posted on the official union bulletin boards in the plants at least seven (7) days in advance of the meeting, provided, however, that the chairperson may present any matters for consideration at a membership meeting which he/she deems for the good and welfare of the Local even though notice has not been given.

Section C. Proper Business & New Business

Sections of all committees, councils, officers, and delegates of this Local may be reviewed by the membership. All new business brought up at a membership meeting that has not been duly advertised on the agenda must be tabled until the following month's membership meeting and duly advertised on the agenda.

Section D. Proposal's (Next Meeting)

A member may have any proposal placed on the agenda of the next regular membership meeting by submitting a request signed by at least fifty (50) members to the President.

Section E. Quorum

Thirty (30) dues paying members shall constitute a quorum at a duly called regular membership meeting.

Section F. Special Meetings

A special meeting of the general membership may be called by the Executive Policy Board, or in a case of an emergency, by the President, with a minimum of 48 hours' notice to the membership.

Section G. Special Meetings by Petition

A special membership meeting shall also be called upon presentation of a petition, signed by five per cent (5%) of the members of the Local in good standing. A special Bargaining Unit meeting

can be called upon presentation of a petition signed by five percent (5%) of the members of the Bargaining Unit. The petition should set forth specifically the purpose of the meeting and there should be a minimum of 48 hours' notice to the membership.

Section H. Special Meeting (Quorum)

One hundred (100) members in good standing shall constitute a quorum at a dully called special meeting.

**ARTICLE VIII
OFFICERS**

Section A. Persons Elected

The Officers elected by the Local membership of this organization shall be President, Vice-President/Recording Secretary, Business Agent-Financial Secretary, Treasurer, Sergeant-at-Arms, three (3) Trustees two (2) will be elected from GE, (one (1) will be elected from the other Amalgamated Bargaining Units, starting with the March, 1992 election), Executive Board Members, and Delegates to the IUE District Council II the GE-IUE Conference Board, the Amalgamated Locals Conference Board the International Convention, the Professional, Technical and Salaried Conference Board.

Section B. Ballot

The Officers shall be elected by secret ballot by the members in good standing in conformity with applicable Federal Law.

Section C. Term

In order to bring IUE-CWA Local 201 in line with the Constitution of the Communications Workers of America regarding Local Officers, the term of office for Officers, Executive Board Members, Stewards and Committee members and Delegates beginning March 2004 shall end in June 2006, or a period of 2 years, 3 months. The subsequent term of office for Officers, Stewards, Committee Members and Delegates elected shall be from June 2006 until October 2008 or a period of 2 years, 4 months. Subsequent elections shall return to three-year terms, i.e., October 2011, and October 2014, etc. **[Additionally, the other sections of the Constitution above shall include the following note: "For term of office for elections of 2004 and 2006 see Art. VIII, Sect. C: Term".]**

Section D. Eligibility

No individual shall be eligible as a candidate for any elected office provided for in this Article, unless such individual has been a member in good standing of the Local Union for two (2) consecutive years at the time when nominations for each election close.

Section E. Exclusions

No officer or employee of the Local may have: (1) a personal financial interest which conflicts substantially with the performance of his duties; or (2) a substantial interest in any business enterprise with which the local bargains collectively or which is in competition with such enterprise; or (3) a substantial interest in an enterprise, a substantial part of which consists of buying from, selling to, or otherwise dealing with an employee with whom the Local bargains collectively.

Section F. Payments

No officer or employee of the Local may accept rewards or payments of any kind from an employer with which the Local bargains collectively, other than regular pay or benefits for work performed as an employee of such an employer.

Section G. Disqualify - Crook

No member shall be eligible to hold any elective or appointed position in this Local who has been convicted of any crime involving moral turpitude offensive to trade union morality, or who is commonly known to be a crook or racketeer on the labor movement. Determination of ineligibility under this Section may be made only on the basis of charged, filed, and heard in accordance with the regular trial procedures of this Constitution. The Trial Committee is empowered to consider any extenuating circumstances in determining eligibility of the person so charged.

Section H. Disqualify

No person shall be eligible to hold elective office or appointed position in the Local who is disqualified for such office or position by applicable Federal Law.

**ARTICLE IX
EXECUTIVE POLICY BOARD**

Section A. Make Up

The Executive Policy Board of the Local shall consist of the elected Officers/Chief Stewards, and the Director of Health and Safety Committee with the exception of those members elected solely as Delegates.

Section B. Number Elected

The Executive Board Members and Chief Steward elected from the section shall be elected in the following manner:

1) GE FORMULA

- a. 250 and under – Chief Steward
- b. 251 – 500 - Part time Executive Board Member
- c. 501-1200 people - (1) Executive Board Member
- d. 1201-2600 - Two (2) Executive Board Members
- e. 2601 and up - Three (3) Executive Board Members.
- f. **All GE Lynn Employees working in Maintenance, Construction, Machine Services or LPS shall always have E-Board representation regardless of active employees in these positions. No set number of active employees required for E-Board Representation.**

2) AMALGAMATED UNITS FORMULA

- a. 1 – 25 Steward
- b. 26 – up Chief Steward

Three months after the total membership headcount increases or decreases in any Executive Board jurisdiction, the numbers would increase or decrease per formula.

EXAMPLE: 1100 members in a jurisdiction and it increases to 1200, an Executive Board Member will be added.

If 1200 and the number decreases, the lowest vote-getting Executive Board Member will be taken off.

The sections from which Executive Board members/Chief Stewards shall be elected are as follows:

- Section I - A.E. Manufacturing
- Section II - Assembly & Test, Medical Center & Flight Support Center
- Section III - LPS/M&E & **Tool and Die**
- Section IV – Amalgamated Units (**Plant IV/F.S.C. has been eliminated**)

In the event that the total grievance load significantly increases or decreases in any jurisdiction, the Board Members in the jurisdiction with the lowest grievance load will assist those in the jurisdictions with more grievances.

Section C. Fill Vacancies

In the event the office of any Executive Board Member or any other general office with the exception of President, Vice President/Recording Secretary, and Business Agent becomes vacant for any reason after the election for general officers, the Local President shall appoint the runner-up in the aforementioned election to the office in which the vacancy exists, and they shall be deemed elected. In the event there should be no runner-up to the existing vacancy, the Local

President shall appoint a member to fill the vacancy, subject to the approval of the Executive Policy Board.

In the event the office of the Executive Board Member becomes temporarily vacant for a period of two (2) weeks or more due to an injury or illness, the Local president shall appoint the runner-up in the aforementioned election to the area in which the temporary vacancy exists. In the event there should be no runner-up in the temporary vacancy, the Local President shall appoint a member of the Local to fill the temporary vacancy, subject to the approval of the Executive Policy Board. Any temporary appointment will terminate when the elected officeholder resumes her/his duties.

Section D. Term

The term of office of Executive Board Members shall be three (3) years.

Section E. Executive Board/Chief Steward Duties

An Executive Board Member/Chief Steward elected from a section shall coordinate the activities of the shop stewards in her/his section, advise them concerning the interpretation of the collective bargaining agreement, and explain and promote within his section the policies and activities of the Local and the International Union. To carry out the above, the Executive Board Member/Chief Steward should hold meetings with his/her stewards as a group on a regular basis (in Plant, if possible.)

Section F. Ametek

The Executive Board Member from Ametek would function as the Business Agent's Assistant on Wilmington matters and present grievances as the union spokesperson at the Grievance Committee.

**ARTICLE X
DUTIES OF ELECTED OFFICERS**

Section A. Duties of the President

(1) The President shall preside at all Membership, Stewards Council, Executive Policy Board meetings, and Grievance Committee meetings. He/she shall enforce order and the Constitution and By-Laws. His/her signature shall be required on all checks and orders for the expenditure of money. Subject to the approval of the membership, she/he shall appoint all committees and delegates not otherwise provided for. The President is responsible for organizing new members into Local 201 and aiding the District and International in organizing efforts.

(2) In presiding at meetings called under the auspices of this Local, he/she shall be governed by Robert's Rules of Order unless the Local's Rules of Order and Procedure provide otherwise.

(3) He/she shall be a member of all committees.

(4) He/she shall send official notices, in conjunction with the Secretary, to the Secretary-Treasurer of the International Union informing him that the Local's books and records have been audited and stating the condition of the books and records.

(5) The President and Vice President/Recording Secretary shall not be absent from the Local union simultaneously.

(6) In the event that the office of the President becomes vacant at any time before the elected term expires, the Executive Policy Board and Officers shall immediately appoint the Vice President/Recording Secretary to fill the unexpired term.

Section B. Duties of the Vice President/Recording Secretary

(1) The Vice President/Recording Secretary shall in the unavoidable absence of the President, or the Vice President/Recording Secretary shall preside and perform the essential duties of the President.

(2) The Vice President/Recording Secretary shall keep a fair and impartial record of the proceedings of all Membership, Stewards' Council, Executive Policy Board meetings, and Grievance Committee meetings. These records shall be kept in the office of the Local, under her/his control, in a place so designated for such a purpose. She/he shall be furnished with books by the Local.

(3) She/he shall send official notice in conjunction with the President to the Secretary-Treasurer of the International Union informing him/her that the Local's books and records have been audited and stating the condition of the books and records.

(4) In the event that a vacancy exists in the office of Vice President/Recording Secretary before two-thirds (2/3) of the term has expired, the Executive Policy Board must order an election for Vice President/Recording Secretary to fill the unexpired term.

(5) If the vacancy occurs after two-thirds (2/3) of the term has expired, the Executive Policy Board shall appoint a successor to fill the unexpired term, subject to the approval of the membership at the following membership meeting.

(6) In the event that a temporary vacancy exists in the office of the Vice President/Recording Secretary, the Local Executive Policy Board, if they deem necessary, may appoint either a Board Member, Officer, or another member of the Local to fill the temporary vacancy. Any temporary appointment will be terminated when the elected officeholder resumes his/her duties.

Section C. Duties of the Business Agent

(1) The Business Agent shall prepare all grievances for submission to management and shall keep an active record of the proceedings in each case. He/she shall devote her/his time to labor relations and the business of the Local. She/he shall hire and set salaries of all office personnel necessary to carry on the business of the Local, subject to the approval of the membership. He/she shall be responsible for the correspondence of the Local and shall keep records of the

same. She/he shall also act as Financial Secretary of the Local and shall keep records of the same.

(2) He/she shall be present at all meetings of the Membership, Stewards Council, Executive Policy Board, and Grievance Committee meetings for the purpose of making reports and giving guidance on business at hand.

(3) She/he shall send notices, through the Office Manager, to those members one- or two-months delinquent in dues. He/she shall notify the President, through the Office Manager, of those members three months delinquent in dues.

(4) She/he shall be editor of the official news organ of the Local.

(5) In the performance of her/his duty as Financial-Secretary of the Local, he/she shall receive, receipt and account for all money paid to the Local; furnish all supplies pertaining to the Local; pay all bills authorized by the Local; give account of Local expenditures; Turn over all money to the Treasurer within five (5) business days of receipt; furnish a monthly financial report of the Local; furnish a report on payment for per capita to the National Office of the International Union not later than the 20th day of the month following the month in which dues are collected; furnish a semi-annual report to the membership, perform all such other duties as may be necessary for the proper and effective administration of the financial affairs of the Local.

(6) In the unavoidable absence of the Business Agent, the Business Agent shall appoint a member of the Grievance Committee to perform his/her duties.

(7) If a vacancy occurs in the office of the Business Agent after two-thirds (2/3) of the term has expired, the Executive Policy Board shall appoint a successor to fill the unexpired term, subject to the approval of the following membership meeting.

(8) If the vacancy occurs before that two-thirds (2/3) of the term has expired, the Executive Policy Board must order a special election for Business Agent to fill the unexpired term within sixty (60) days and to be conducted under the same rules and regulations as the General Election. The Executive Policy Board may appoint a member of the Grievance Committee to temporarily fill the vacancy pending the election.

Section D. Duties of the Treasurer

(1) The Treasurer shall pay all orders signed by the President and the Business Agent. She/he shall, at each membership meeting, report the financial condition of the General Fund of the Local and shall keep her/his accounts so balanced that at any time he/she can give a full statement of the condition of same.

(2) She/he shall deposit in bank or safety deposit vault all monies, securities, notes, bonds, etc., within three (3) days after receipt thereof. He/she shall be furnished with books necessary for the performance of his/her duties and shall co-sign all checks drawn on the union in conjunction with the signature of the President, or in her/his stead, the Vice President/Recording Secretary.

(3) In the event the office of the Treasurer becomes vacant, the Executive Policy Board shall appoint a member of the Local to fill the unexpired term subject to the approval of the membership.

(4) In the event the office of the Treasurer becomes temporarily vacant for a period of two (2) weeks or more for reasons of injury or illness, the Executive Policy Board may, if they deem necessary, appoint a member of the Local to fill temporary vacancy.

Section E. Duties of the Sergeant-at-Arms

(1) She/he shall open the hall and be present at least one half (1/2) hours before the meeting and remain after the meeting until all members have left.

(2) He/she shall require all persons entering a meeting of the Local to show proof of their membership.

(3) She/he shall not permit any person under the influence of intoxicating liquors to enter a meeting, and he/she shall eject from the meeting any person so ordered by the body. She/he may call upon any or all members to assist her/him.

(4) A deputy to the Sergeant-at-Arms, appointed by the President, shall act in the absence of the Sergeant-at-Arms.

Section F. Duties of the Trustees

(1) The Trustees shall audit the books and records of the Local at least three (3) times a year and witness the official report by the President and Secretary of the Local to the International Secretary-Treasurer informing him/her that the Local's books and records have been audited. This notice shall be mailed to the International Secretary-Treasurer no later than forty-five (45) days after the close of the period for which the audit is made and shall state what the condition of the books and records is.

(2) They shall safeguard all properties and assets of the Local. They shall perform a semi-annual inventory and report conditions of same with recommendations to the next regular membership meeting following such inventory.

(3) They shall make written report of findings on their audits with recommendations at the next regular membership meeting following the audit.

(4) In addition to the audits by the Trustees, the books and assets of the Local shall be audited at least annually by a qualified accountant and a copy of such audit shall be sent to the International Union as soon as available.

Section G. Bond

The President, Business Agent, and Treasurer shall give bond covering at least one half (1/2) of the liquid assets of the Local as shown by its previous annual audit, but in no event less than \$500.00. Such bond must also satisfy the requirements of applicable Federal Law. The International Union will arrange for placement of bond on request by the Local, but the bond premium shall be paid by the Local. In addition, all other Officers, Stewards, members, and employees of the Local having responsibility for receipt and disbursement of Local funds and International Defense Funds must be bonded.

ARTICLE XI
THE DUTIES OF THE LOCAL EXECUTIVE POLICY BOARD

Section A. Empowerment

The Executive Policy Board shall be empowered to act between membership meetings on all matters pertaining to the Local subject to the other provisions in this Constitution and the approval of the membership.

The Executive Policy Board shall meet at least once a month at a minimum of lost time.

Section B. Sub Committees

The Executive Policy Board shall have the power to appoint any sub-committee, other than Standing Committees, which it deems necessary for the facilitation of the business of the Local, subject to the approval of the membership.

Section C. Recommendations - Funds

The Executive Policy Board shall have the power to make recommendations to the membership for the use of funds of the Local for purposes other than those prescribed in the Constitution and By-Laws.

Section D. Salaries

The Executive Policy Board shall set the salaries of all officers, subject to the approval of the membership. The current salary structure and pay practices for Union officials should be publicized in the Union newspaper at least once a year.

Section E. Decisions - Ex-Board

All decisions of the Executive Policy Board shall be by a majority vote of the members present.

Section F. Quorum

Two-thirds (2/3) of the Full Executive Policy Board as defined in Article IX, Section A, shall constitute a quorum.

Section G. Statement of Action

The Executive Policy Board may at any time require from an officer a full statement of any action taken or business done by her/him in the name of the Local.

Section H. Stewards Training Program

At least once a year, a Stewards Training Program will be conducted by the Local to educate Stewards on contract interpretation and grievance handling. The schedule and content of the Training Program will be decided by the Executive Policy Board. The three (3) top officers of the Local shall be required to attend the Training Program at the pay basis on which the Stewards are invited.

**ARTICLE XII
ELECTION OF OFFICERS AND EXECUTIVE POLICY BOARD**

Section A. Term of Office

The term of office for all elected officials of the Union, including Stewards, shall be three (3) years. **Note: For term of office for elections of 2004 and 2006 see Art. VIII, Sect. C: Term.**

Section B. Candidates - Nomination

Candidates shall be nominated by obtaining (on official nomination papers provided by the Union Office) the following signatures from their respective jurisdictions.

Union Wide Office	50 members
Steward or Membership on a Standing Committee	10 members
(except in a jurisdiction containing 25 members or less)	5 members
Executive Policy Board	50 members
All Delegates	50 members
<u>Ametek Negotiating Committee</u>	<u>10 members</u>
<u>Lynn Waste Water Treatment Plant, all elected positions need five (5) members.</u>	

Section C. Nomination Period

The Election Committee, following the membership meeting that is two months prior to the date of the election, shall declare nominations open for a ten (10) day minimum period, advertised in advance in the official news organ and allowing a reasonable period prior to the election for

certifying signatures and printing ballots. No nomination papers will be accepted prior to the ten-day nominating period or following the closing of the nomination period. The official closing of the nomination period will be at 5:00 P.M. on the final day of the closing nomination period.

The referendum question may be placed on the ballot of the regular General Election by the Executive Policy Board or by petition of the membership. This petition must be signed by fifty percent (50%) of the members in good standing at the time of the nomination period for that election. The Election Committee must be notified of the referendum question by the 6th month prior to the date of the General Election. The petition must be presented to the Chairperson of the Election Committee no later than three (3) months prior to the date of the General Election. The petition must be presented to the Chairperson of the Election Committee no later than January 2nd of the year of the General Election. The referendum must be advertised in its entirety in the official news organ. The right to place a question on the ballot shall not be abridged by the Executive Policy Board or membership action.

Section D. Nominees

Nominees may accept nomination to only one office provided, however, that a member may accept nomination as Delegate to one or all of the above-mentioned delegate bodies as well as nomination to another office. In the event that an individual is elected as Business Agent or President and also elected to Delegate position(s), he or she may only hold either President/Business Agent OR the Delegate elected position(s).

Section E. Eligibility

(1) Eligibility of nominees shall be determined by the Election Committee after the period for accepting nominations has closed on the basis of the Local's Constitution and records supplied to them by the office manager.

(2) Candidate must be a Union member in good standing.

Section F. Good Standing

Only members in good standing shall be eligible for nomination for office. The nomination procedure set forth in this article shall be exclusive. No member whose dues have been withheld by any Bargaining Unit represented by Local 201 for payment to the Local pursuant to his/her voluntary authorization shall be ineligible to be a candidate for office by reason of delay or default in the payment of her/his dues so withheld.

Section G. Ineligible

Nominees who are declared ineligible must be notified promptly. Appeals or withdrawals shall be made in writing by the candidate to the Election Committee no later than three (3) days after receiving notice.

Section H. Rules and Procedures

The Election Rules and Procedures shall be published by the Election Committee in the official newspaper of the Local at least seven (7) days preceding the election.

Section I. Time

The date, hours, and place of the election shall be determined by the Election Committee in sufficient time for notice of this information to appear in the IUE News under Section “J” if such notice is to be used. If other forms of mailed notices are to be employed, the Election Committee shall determine the dates, hours and place of such election in time for the mailing of such notice.

Section J. Notification

The Vice President/Recording Secretary shall notify the membership of the offices to be filled and the date, hours, and place of the election. Such notice shall be mailed to each member of the Local in good standing at his/her last known address not less than fifteen (15) days prior to the election. In the alternative, the Vice President/Recording Secretary may make arrangements to have a notice inserted in an issue of the IUE News to be published prior to election setting forth the date, hours and place of the election and the offices at stake. In that event, it shall be the duty of the Vice President/Recording Secretary to forward to the IUE News the most recent home address of each member which the Local has. It is the obligation of each member to inform the Vice President/Recording Secretary promptly of her/his home address and any changes therein.

Section K. Election Committee

The Election Committee shall conduct and supervise the election and make all arrangements required.

Section L. Voting Members

All members in good standing in accordance with the rules approved by the membership shall be eligible to vote in any election. No member whose dues have been withheld by any bargaining unit represented by Local 201 for payment to the Local pursuant to his/her voluntary authorization shall be declared ineligible to vote by reason of delay or default in the payment of her/his dues so withheld.

Section M. Election Workers

The Election Committee may call on members to assist in processing the election. No member shall serve both as poll worker and as a teller, or serve as either, if a candidate in the election.

Section N. Type of Ballot

All elections shall be by secret ballot. The ballot shall designate the number of candidates to be elected to each of the offices appearing on the ballot, and the names of nominees shall be listed in alphabetical order. If a single candidate is to be elected, the candidate receiving the highest

number of votes shall be declared elected. If two or more are to be elected, the two or more receiving the highest number of votes shall be declared elected.

Section O. Tally of Vote

The tally of the vote shall be by tellers under the direction of the Chairperson of the Election Committee. The tellers shall be appointed by the Election Committee and approved by the Executive Policy Board.

Section P. Time & Place

Polling hours shall be from 6:00 A.M. to 5:00 P.M. unless otherwise advertised by the Election Committee, and the election shall be held in the plant, if possible.

Section Q. Counting of Ballots

The counting of ballots shall begin immediately after the polls are closed and may be observed by any member in good standing of the Local. Ballots with stickers or other designations of persons not nominated as set forth above shall be null and void.

Section R. Preserve Ballots

After the completion of the count, the Vice President/Recording Secretary shall preserve all ballots and records pertaining to an election under seal for a period of one (1) year following that election or until any disputes regarding that election are disposed of, whichever is longer.

Section S. Final Results

The Chairperson of the Election Committee must deliver immediately to the editor of the official news organ of the Local the final results of the election, and at the next membership meeting, he/she must submit a written report of the final tabulation of the vote cast, plus a number of blanks and of mutilated or unused ballots.

Section T. Federal Law

Election of officers must be conducted without manipulation or taint and in compliance with the requirements of applicable Federal Law.

Section U. Objections

Objections by any bonafide candidate who believe an election was conducted in violations of this Constitution and/or applicable Federal Laws, may file a complaint with the Election Committee within five (5) working days after the official announcement of the election results. If, after investigation, the Election Committee upholds the objection, it may order a recount or a new election. The Election Committee shall report out their findings within two (2) regular membership meetings, and at that meeting those candidates involved in the objection shall have the right to appeal said findings and the membership may order a new election.

Section V. Books, Records, and Money

All books, records, money and all other properties of the Local shall be delivered to the newly elected officers upon their induction into office which shall take place immediately

Section W. Installation

Installation of Local Officers shall be conducted as follows:

Installing Officers: “Brother (or Sister), do you accept the office to which you have been elected?”

Officer Installed: “I do.”

Installing Officer: “Raise your right hand and repeat after me: I do solemnly swear (or affirm) in the presence of the assembled members that I will faithfully execute the office to which I have been elected; and I will to the best of my ability preserve and defend the Constitution of the International Electronic, Electrical, Salaried, Machine and Furniture Workers, AFL-CIO.

“I further swear (or affirm) that I will protect and conserve the property of this Local Union and that I will make an accounting for and turn over all such property to my successor in office.

“I further swear (or affirm) that I will adhere to and support all trade union policies determined upon or subscribed to by the International Electronic, Electrical, Salaried, Machine and Furniture Workers, AFL-CIO.”

Section X. Persons Involved

All persons, including observers, involved in secret ballot elections in the Local shall be members of the Local.

Section Y. Recount

Upon completion of counting of ballots, any candidate may request in writing to the Chairperson of the Election Committee, a recount of that election within five (5) days following the election. At the close of these five (5) working days, the recount will be conducted within the next seven (7) working days.

ARTICLE XIII STEWARDS

Section A. Terms

Members in every building in all plants shall elect by secret ballot every three (3) years, beginning with **the March 1989** election, one or more representatives to be known as Stewards

who shall take office immediately. **Note: For term of office for elections of 2004 and 2006 see Art. VIII, Sect. C: Term.**

Section B. Good Standing

A candidate for Steward must be a member in good standing of this Local Union for at least two (2) years. If a union member, with less than two (2) years membership, seeks appointment to Shop Stewards and is unopposed, she/he may be given a temporary appointment to the office.

Section C. How Many

Stewards shall be elected on the basis of one (1) Steward for every fifty (50) members or part thereof from each jurisdiction.

Section D. Jurisdictions

Jurisdictions shall be set up by the Jurisdiction Committee subject to the approval of the membership.

Section E. Less Than 50

A building with less than fifty (50) members may, upon request of a majority of the members in that building, combine with a nearby building(s) for representation.

Section F. Steward - Not of Same Sex

In any jurisdiction where an elected Steward is not of the same sex as twenty (20) or more of the members in that jurisdiction, that group of members may elect an additional Steward of its own sex to represent it with a voice but no vote, on all matters.

Section G. Chief Steward - Ametek

There will be a Chief Steward on the Ametek night shifts. The night shifts' Stewards' Council will elect the night shifts' Chief Steward.

Beginning with the 1992 election, the night shift's Chief Steward(s) from Ametek will be the Steward(s) who get the most votes on their respective shifts. In the event of a tie, there will be a runoff election.

Section H. Vacancy

If the position of Steward in, any jurisdiction becomes vacant, the President shall fill the vacancy on a temporary basis and refer such an appointment to the Election Committee. The Election Committee, upon petition, will hold an advertised election within three (3) months after temporary appointments are made in any jurisdiction.

Section I. Recall

Whenever thirty percent (30%) or more of the members in the jurisdiction of any Steward signs a petition requesting recall of such Steward, a recall election shall be set by the Election Committee to take place as soon as possible after the recall petition has been submitted to the Chairperson of the Election Committee. The recalled Steward shall be considered a candidate without further nomination unless he/she withdraws his/her name from consideration. Additional nominations may be made and the election shall otherwise be conducted in accordance with the procedure set for in Article XV below.

Section J. Management Programs

If, under any circumstances, a Steward of Local 201 becomes involved in a management-oriented program, such as a supervisory training course, the Steward will automatically be removed as a Steward by the President and the Executive Policy Board.

Section K. Lynn Waste Water Treatment Plant

There will be three (3) Stewards at Lynn Waste Treatment Plant in the following areas, Maintenance, Solids, and Operations Jurisdiction.

Section L. Lynn Waste Water Treatment Plant - Chief Steward

Lynn Waste Water Treatment Plant will have a Chief Steward/Policy Board Member elected at-large.

Section M. Salary

There will be two (2) Stewards At-Large from the former Salary jurisdiction.

**ARTICLE XIV
DUTIES OF STEWARDS**

Section A. Responsibility

Stewards are responsible for representing the members in their jurisdictions to the best of their ability in all matters relating to working conditions. They shall be the spokespersons for the members in their jurisdiction in the deliberations of the Stewards Council.

Section B. Enforce Contract

Stewards are representatives of the Local in their jurisdictions. They shall explain the policies and promote the activities of the Local among the members and others, enforce the contract,

Local Understandings, and Union Rules. They shall build the strength and aggressiveness of the Local in their jurisdictions in the best interest of the Local.

Section C. Ametek Night Shift

The Chief Steward(s) of the night shift(s) from Ametek shall coordinate the activities of the night shift(s) Stewards. **Note: For term of office for elections of 2004 and 2006 see Art. VIII, Sect. C: Term.**

**ARTICLE XV
ELECTION OF STEWARDS**

Section A. Time

The Election Committee shall conduct an election of Stewards at the same time as the election of officers is held and shall make election arrangements required. Stewards will be nominated by the filing of a petition signed by ten (10) or more members in good standing from their respective jurisdictions. Nomination petitions may be filed with the Vice President/Recording Secretary fifteen (15) days before the announced General Election date.

Section B. Notice

After due notice posted on bulletin boards in each jurisdiction, an election by secret ballot shall be held. The nominee receiving a plurality of the votes cast shall be declared elected. Ballots with stickers or write-in nominees shall be void.

Section C. Term

The term of a steward shall be three (3) years. **Note: For term of office for elections of 2004 and 2006 see Art. VIII, Sect. C: Term.**

**ARTICLE XVI
STEWARDS COUNCIL**

Section A. Meetings

The Stewards Council shall be comprised of all Stewards in the Local. It will meet one hour before every union meeting. Stewards shall receive a report on current issues at the start of each regular monthly Union meeting. A special meeting of the Stewards Council may be called by the Executive Policy Board or the President in an emergency. Only Stewards or substitute Stewards have a right to vote at the Stewards Council Meetings. In the event of a tie vote, the chairperson may vote to break the tie.

Section B. Quorum

Ten (10) Stewards shall constitute a quorum.

Section C. Substitute Steward

A Steward may appoint, in writing, another member from her/his jurisdiction as a substitute for him/her at a Stewards Council Meeting. The substitute Steward must address the Chair identifying himself/herself. A majority vote shall seat the substitute Steward. A Steward will not be considered absent if a substitute Steward is recorded as present.

**ARTICLE XVII
DUTIES OF THE STEWARDS COUNCIL**

The Stewards Council shall receive reports on all departments on the status of membership in each department with reference to dues, new members, and other matters of concern to the Stewards. Any change in policy shall be immediately reported to the Stewards Council, which shall make recommendations to the Local membership. The Council shall serve as a medium for the exchange of information between Stewards necessary to assume the maximum results of the processing of grievances.

**ARTICLE XVIII
COMMITTEES**

Section A. Term and What Committees

The Election Committee shall conduct an election of all Standing Committees every three (3) years at the same time as the election of Officers is and shall make election arrangements as required. No member holding office above that of Steward shall be eligible to be a member of the Election Committee.

(1) CONSTITUTION COMMITTEE - The Constitution committee shall, in conjunction with the President, draft the Constitution and By-Laws. Any subsequent proposals for amendments to the Constitution shall be referred to this committee. The Constitution Committee shall interpret the Constitution and By-Laws upon request of any member.

(2) ACTIVITIES COMMITTEE - The Activities Committee shall conduct all social activities of the Local, approved by the membership. They shall give an itemized accounting of all monies raised and expended by them to the membership.

(3) LEGISLATIVE COMMITTEE - The Legislative Committee shall study proposed legislation for city, state, and federal government and shall make recommendations to the membership for action. They shall also act at C.O.P.E. for the Local. The Legislative Committee will form a subcommittee to handle all Workmen's Compensation information and pass it on to the membership.

(4) EDUCATION COMMITTEE - The Education Committee shall promote education in labor principles and history amount the membership, particularly those new to the Local, and shall make recommendations to the membership before any educational proposal is carried out.

(5) ELECTION & JURISDICTION COMMITTEE - The Election and Jurisdiction Committee shall make recommendations to the membership for the purpose of assuring and conducting fair and representative elections and shall be entrusted with carrying out elections in accordance with policies decided upon by the Local. They may conduct at a neutral location, an official Local 201 sponsored candidates' night before the elections for the benefit of all candidates and members of the Local. Any member of the Committee at the time of opening of nominations and seeking any office higher than Steward in the Local, must remove himself/herself from the Committee and so notify the President of the Local who shall appoint a substitute member with the approval of the Executive Policy Board.

The Election and Jurisdiction Committee shall meet at least twice a year at least 2 months before an election of both the Stewards and Executive Policy Board. They shall have their proposals published in the official news organ of the Local at least seven (7) days in advance of the next to last membership meeting before the election concerned, at which meeting the proposed jurisdiction must receive approval.

(6) VETERANS SERVICE AND WELFARE COMMITTEE - The Veterans Service and Welfare Committee shall give help and guidance to members who are veterans on all veteran matters exclusive of Labor Relations.

(7) STRIKE COMMITTEE - The Strike Committee shall consist of one (1) member from each plant (River Works, Plant IV/Everett, Ametek, EOS and the members of the Executive Policy Board. It shall meet as needed, at least annually, to discuss, organize and establish strike machinery for any emergency and make a report of the same to subsequent membership meetings.

(8) HEALTH & SAFETY COMMITTEE - The Health and Safety Committee will consist of a local-wide elected director and members elected by jurisdictions corresponding to the shop floor joint Health & Safety Committee in existence at the time of the Committee elections. If, between elections, because of business reorganization, a new jurisdiction becomes necessary or an old jurisdiction becomes obsolete, the Health & Safety Director, with the consent of the Health & Safety Committee may designate or eliminated such a jurisdiction and refer to the Election and Jurisdiction Committee for approval and refer to the membership. Representation from a new jurisdiction will be subject to the terms of Section D of Article XVIII.

Health & Safety Committee members shall promote the health and safety of the members, develop Local 201's Health and Safety policies, lead and represent the Joint Health and Safety committee in their jurisdictions and shall be responsible to the President and Executive Policy Board for their activities.

The Director, in addition to chairing the 201 Health & Safety Committee, will co-ordinate the activities of the shop floor Joint Health & Safety Committees, meet on a regular basis with health and safety officials of the GE, Ametek, Lynn Waste Water Treatment Plant, keep the Executive Policy Board informed on all major trends of joint health and safety activities, maintain relations

with Mass COSH, the AFL-CIO Health & Safety Committee, and any other health and safety bodies to which Local 201 may be affiliated, and will assure that health and safety activities are consistent with the Local 201 policy. The Director will be funded for eight (8) hours per week out of Local 201's Health and Safety Fund.

(8) (a) - Health & Safety Director elected union-wide **at the March 1995 general election and every three (3) years. thereafter. (Article XII applies).**

(9) WOMEN'S COMMITTEE - The Women's Committee shall eliminate discriminatory practices of the Company by (1) giving help and guidance to members who are women on matters affecting them, (2) encourage participation of members who are women in the affairs of the Local, and (3) educating all members of the Local on the problems of women workers.

(10) CIVIL RIGHTS COMMITTEE - The Civil Rights Committee shall promote equal opportunity among all members, investigate discrimination cases in an advisory capacity to the Grievance Committee and help educate the Local as to the importance to all members of civil rights issues involving minorities, sex discrimination, age, disability and religion.

(11) SOLIDARITY COMMITTEE - The Solidarity Committee shall work to spread the union principle that "An Injury to One is an Injury to All", and "No Union, No Worker, Fights Alone". They shall 1) keep members informed about labor struggles and 2) mobilize support within the Local for labor struggles.

(12) SKILLED TRADES CHAIRMAN - Research job qualifications to confirm requirements met for Journeyman cards.

Represent the Union at contract negotiations on behalf of the skilled trades to achieve financial goals, by improving the rate structure.

Act as liaison between Local 201 and the district union to obtain approval of journeyman cards.

Section B. Meeting

All committees of the Local shall meet at the Union Hall from time to time as necessary at the discretion of the President to carry out their duties. They shall keep a detailed record of their proceedings and of any proposals requiring action by the Local both of which shall be submitted at the subsequent membership meeting. They shall at all times be governed by and act in conformity with the constitution and established policies of the Local. All records of the committee must remain in the Local's office.

Section C. Vacancy

In the event a committee post becomes vacant for any reason after the election for committees, the Local President shall appoint the runner-up in the aforementioned election to the committee post in which the vacancy exists, and they shall be deemed elected. In the event there should be no runner-up to the existing vacancy, the Local President shall appoint a member to fill the vacancy, subject to the approval of the Executive Policy Board.

Section D. Health & Safety Vacancy

If the position of Health and Safety Committee member in any jurisdiction becomes vacant, the President shall fill the vacancy on a temporary basis and refer such appointment to the Election Committee. The Election Committee, upon petition, will hold an advertised election within three months after temporary appointments are made in any jurisdiction.

Section E. Removal

If any committee member does not attend meetings, three (3) consecutive, they may be removed at the discretion of the President with the approval of the committee and the membership.

**ARTICLE XIX
GRIEVANCE COMMITTEE**

Section A. - IUE-CWA Local 201-GE

The Grievance Committee shall consist of the President and/or the Vice President/Recording Secretary; the Business Agent, and/or their designated representatives, and the Executive Policy Board member(s) from GE River Works. It shall be responsible for the processing of all grievances at Management level and higher. It shall adopt operating rules and procedures by a majority of its members for approval of the membership.

Section B. ALL OTHER IUE-CWA LOCAL 201 AMALGAMATED BARGAINING UNITS

The Grievance Committee shall consist of the ~~Business Agent~~, President and/or VP/Recording Secretary, Business Agent, and/or their designated representatives, and the Executive Board/Chief Steward and at least one elected Steward from the affected Bargaining Unit. [It shall adopt operating rules and procedures by a majority of its members for approval by the Bargaining Unit at membership meetings.]

**ARTICLE XX
NEGOTIATING COMMITTEE**

Section A. IUE-GE

There shall be a Negotiating Committee which shall represent the Bargaining Unit for purposes of negotiating collective bargaining agreements of the Local. This Committee shall consist of the Grievance Committee and four (4) other members in good standing selected by the Executive Policy Board, subject to the approval of the membership.

Section B. All Other IUE Amalgamated Bargaining Units

There shall be a Negotiating Committee which shall represent the Bargaining Unit for purposes of negotiating collective bargaining agreements for the Local and/or conducts special negotiations. The Committee shall consist of the amalgamated grievance committee and at least one elected member from the affected Bargaining Unit.

Starting six (6) months before the expiration of the Agreement, the Negotiating Committee shall publicize and conduct meetings as needed, of the membership to discuss matter pertaining to the upcoming national and local negotiations.

**ARTICLE XXI
DUTIES OF APPOINTED OFFICIALS**

Section A. Duties of the Office Manager

The Office Manager shall be appointed by the Executive Policy Board with the approval of the membership meeting after due notice has been given of such proposed appointment. He/she may be removed only for cause in accordance with Article XXV. She/he shall have charge of the collection of dues and shall either deposit or turn over to the Treasurer all monies collected and keep a record of same. She/he shall report, through the Business Agent, to the President any member recorded delinquent in dues for three (3) months. He/she shall give an itemized financial statement of the Working Fund at all regular meetings of the Executive Policy Board and membership.

**ARTICLE XXII
RULES FOR ELECTION OF DELEGATES**

Section A. How Many

There shall be three (3) Local Delegates to the convention of the International Union, consisting of the President, Business Agent, and one (1) elected from the membership at-large.

Section B. District One-CWA

There shall be three (3) Delegates to District Council CWA consisting of the President, Business Agent, and one (1) elected from the membership at-large.

Section C. GE-IUE Conference Board

There shall be three (3) Delegates to the General Electric - IUE Conference Board as follows: President, Business Agent, and one (1) elected from the membership; one (1) from the River Works.

Section D. GE-IUE Term

Delegates to the General Electric - IUE Conference Board shall be elected to a three-year term of office. The election shall be by secret ballot in the manner provided for election of officers.

Section E. Vacancy

If for any reason any member elected to one or more of the delegate positions as stated above resigns, quits the company, or accepts a leave of absence to go into the employment of the International Union, the position of delegate held by said member shall be immediately declared vacant and the Local President shall appoint the runner-up in the election to fill the position of delegate for the remainder to the unexpired term.

**ARTICLE XXIII
RULES FOR DELEGATES**

Section A. How to Vote

A Delegate shall advocate and vote according to the dictates of his/her conscience, except if she/he is specifically instructed by action of the membership at a meeting or by referendum vote. If vote cannot be cast to bonafide candidate, the Delegate shall vote her/his own conscience.

Section B. Report on All Meetings

The Delegate or Delegates, either singly or as a group, shall prepare a written report to the membership on all sessions of the body he/she or they attended, each Delegate recording how he/she voted on all resolutions passed. Delegates' reports shall be kept on file at Local headquarters.

**ARTICLE XXIV
STRIKES**

Section A. Rules

No strike shall be called by the Local without the President or the International or his representative having made an effort to adjust the dispute. It shall be the duty of the Local President, or any other officer acting in that capacity of, to notify the President of the International immediately if a strike is proposed or pending. Local strikes shall be confined within the combined plants **(River Works and Plant IV/Everett, or Wilmington or Lynn Waste Water)** in whichever an unsettled dispute arises.

Section B. Strike Vote

In the event a local dispute in either of the combined plants is not settled and all negotiations and procedures required by the Constitutions of the Local and the IUE-AFL-CIO have been used, the

President and the Executive Board of the plant involved in the dispute may call for a strike vote to be taken. The strike vote shall be by secret ballot among all members in good standing of the effected plants, and it shall require fifty-one percent (51%) of those voting to authorize a strike. Notice of the taking of a strike vote must be posted on the bulletin board at least (2) days prior to the taking of the vote. In the event that the Company assigns work of the effected plants on strike to the other local plants, the President must call for a strike vote to support the members who are on strike. If the local company management, by their combined actions, threatens the policies or existence of Local 201, IUE, the President and Executive Policy Board may call for a strike vote of all plants.

Section C. Proposals

During a strike over local issues, the Company's proposal, when accepted by the Union's negotiators, shall be presented to a meeting of those on strikes and on strike-related layoff. A majority vote of the members present and voting at this meeting is necessary for the termination of the strike. This section applies to strikes of individuals, groups, buildings, plants, etc.

Section D. Exceptions

In the event a strike is decided upon, those members whose occupations are firemen, operators in the Power House, and maintenance workers whose service are required to maintain the safety of the plants effected during the shutdown, to be determined by the membership, shall not be called on strike unless instructed to strike by the membership, provide that they follow such occupations during the strike period designated by the Local.

ARTICLE XXV DUTIES AND PRIVILEGES OF MEMBERSHIP

Section A. E.O.P.

Membership in this Local shall not be denied to any eligible worker because of race, religion, age, color, sex, citizenship or national origin.

Section B. Oath

The obligation of a new member shall be conducted by any member of the Electronic, Electrical, Salaried, Machine and Furniture Workers (AFL-CIO) as follows:

MEMBER: "I solemnly swear (or affirm) that I will abide by the constitution of the electronic, Electrical, Salaried, machine and Furniture workers, AFL-CIO, and the rules of the constitution of Local 201, IUE-AFL-CIO, to the full extent of my ability. I hereby affirm the terms of my application for membership to this International Union. I further swear (or affirm) that I will bear faithful allegiance to the Local an International Union in their trade union policies and to my fellow member and the officers who they elect."

Section C. His/Her Rights

Every member may freely exercise her/his rights provided, however, that she/he shall not engage in, encourage, advocate, or promote, conduct interfering with, or in derogation of:

- (a) The Local's objectives, purposes and status, or
- (b) The Local's legal, contractual, and organizational obligations; and provided, further, that he/she shall not violate:
 - (1) Any other obligation imposed upon her/him by the provisions of the Local or International Union constitution; or
 - (2) The rules of order and procedures set forth herein or otherwise adopted by the membership of the Local.

Section D. Offense

If any member of the Local is accused of an offense against the Constitution and By-Laws or the general good and welfare of the Local or the International Union, he/she shall be given a fair trial before the Trial Committee of the Local. The offense of which he or she is charged shall be presented in writing to the Recording Secretary by the member making the charge, who at the time must be a member in good standing of the International Union.

The charge will be forwarded to the Trial Committee. The accused shall receive five (5) days' notice in writing of the charges against him/her. She/he shall be given a reasonable opportunity to hear all the evidence against her/him and shall have the right to present and to cross examine witnesses. The parties in these proceedings may be represented by an IUE member in good standing.

Section E. Written Notice

The Business Agent shall send a written notice of the Trial Committee's decision to the accused by registered mail. The Trial Committee shall report to the membership meeting its findings, which shall include a synopsis of the testimony taken, stating its recommendations as to whether the defendant should be found guilty or not guilty, and if guilty, such penalty as it deems appropriate. A two-thirds (2/3) majority vote of the Trial committee is necessary for any recommendation of discipline. The membership shall then vote on the recommendations. A two-thirds (2/3) majority vote of the members present is needed to sustain a decision of guilty.

Section F. Appeal

If found guilty, the defendant shall have the right of appeal to the District Council, from there to the Executive Board of the International Union, and from there to ensuring International Union Convention. The decision of the Local shall be final until otherwise decided by a higher body.

Any appeal of the Executive Board's ruling of probable cause by the charging party, shall be to the Local membership. A copy of such appeal shall be given in writing to the Local's Recording

Secretary within ten (10) days of such decision. A majority of the members present may accept, reject, or refer back to the Executive Board, the appeal.

Section G. Timely

If the Local does not finally act on the charges within ninety (90) days after the charges have been filed with the Local, the plaintiff shall have the right of appeal to the District Council. Only the defendant shall have the right to appeal after the trial is held.

If trials must be scheduled in conflict with a person's normal working day, only the defendant and the members of the Trial committee will be paid lost time. All efforts will be made to conduct the hearings on a no lost time basis.

Section H. Makeup Trial Committee

The Trial Committee of the Local shall consist of five (5) members (now known as jurors) chosen by lottery from the Local's active file of members in good standing. They shall be drawn by the Vice-President in the presence of the complainant and the defendant. The complainant and the defendant shall have the right to refuse to accept the juror for this trial for just cause and with the Vice President acting as sole judge. If the Vice President rules that the juror shall not be accepted, a new juror shall be drawn as above. The Vice President shall be present at all trials and act as chairman. He/she shall have a voice, but she/he shall not have a vote during the trial proceedings. New jurors shall be selected for each trial.

**ARTICLE XXVI
AMENDMENTS**

Section A. Petition Constitution

A proposal to amend this Constitution may originate by a petition signed by at least fifty (50) members of the Local in good standing. The petition shall be presented to the Constitution Committee which shall consider the proposed amendment and make its recommendation to the March or September membership meeting, whichever comes first.

Section B. Constitution Committee

The Constitution Committee may present amendments on its own motion to any membership meeting, provided, however, that its intention to do so must be advertised two (2) weeks in advance of the membership meeting at which the amendments will be presented.

Section C. Copies

Two (2) written copies of any proposed change must be submitted, one of which shall be for the Recording Secretary and one for the Constitution Committee.

Section D. Membership Vote

The membership may accept, reject or refer back the recommendations of the Constitution Committee. A majority vote of the members present shall be required for approval.

Section E. Secret Ballot - Dues, Fees

Proposals for amendments to the Constitution for an increase in dues, fees, or the levying of assessments must be acted upon by a secret ballot vote upon due notice to the membership as provided in Article V above.

**ARTICLE XXVII
ELECTION OF INTERNATIONAL PRESIDENT AND SECRETARY-
TREASURER**

Section A. Procedure

In the event there is more than one candidate for the office of International President or Secretary-Treasurer, a **secret ballot vote will be held in the Local at least fifteen (15) days** prior to the International Convention at which the election of the International President and Secretary-Treasurer takes place. The candidate receiving the **winning vote** for their respective office shall be the preference of Local 201 IUE. Local 201 Delegates will then be bound to cast their votes for those candidates.

Section B.

If a candidate does not become bonafide at the Convention, the Delegates will vote the ratio of the non-bonafide candidate according to their own conscience.

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