

CONSTITUTION AND BYLAWS

OF

LOCAL 722, S.E.I.U.

(1)

ARTICLE I

NAME OF ORGANIZATION

This organization shall be known as Hospital Professional, Technical and Services Workers Local 722, Service Employees International Union, AFL-CIO, CLC.

ARTICLE II

JURISDICTION AND OBJECTIVES

Section 1. This Local Union shall have such jurisdiction as granted and approved from time to time by the International Union in accordance with the International Constitution and Bylaws.

Section 2. The objects of this Local Union shall be:

- A. To unit into one labor organization all workers eligible for membership.
- B. To engage in organizing unorganized workers.
- C. To secure improved wages, hours, working conditions and other economic advantages, and to assist members in gaining control over their working lives through organization, negotiations, collective bargaining and economic means.
- D. To safeguard, advance and promote the principle

(2)

of free collective bargaining, the rights of workers and consumers, and the security and welfare of all the people by political, educational and other community activity.

- E. To provide assistance to other labor organizations whose objectives are similar to those of this organization.
- F. To protect and preserve the Union and to perform its legal and contractual obligations.
- G. To carry out the objectives of the International Union.

ARTICLE III

MEMBERSHIP

Section 1. Any person of good moral character employed in any employment within the jurisdiction of this union shall be eligible for membership.

Section 2. There shall be no discrimination against any member, or any applicant for membership by reason of race, creed, color, religion, sex or national origin, ancestry,

(3)

marital status, sexual orientation, handicap, status as a veteran, political affiliation or belief, background, or military draft status, or age subject to the exceptions with respect to age contained in applicable law. In fact, it is the intention of this Local Union to encourage programs and policies to eradicate both present discrimination and the ill effects of past discrimination and generally improve the conditions of all workers.

ARTICLE IV

DUTIES OF MEMBERS

Section 1. Every member by virtue of his or her membership in this Local Union is obligated to adhere to and follow the terms of the International Constitution, this Local Constitution and the working rules promulgated in accordance with this Constitution with respect to his or her rights, duties, privileges, and immunities conferred by them and by statute. Each member shall faithfully carry out such duties and obligations and shall not interfere with the rights of fellow members.

(4)

Section 2. Every member, by virtue of his or her membership in this Local Union, authorizes this Local Union to act as his or her exclusive bargaining representative with full and exclusive power to execute agreements with his or her employer governing terms and conditions of employment and to act for him or her and have final authority in presenting, processing and adjusting any grievance, difficulty, or dispute arising under any collective bargaining agreement or out of his or her employment with such employer, in such manner as this Local Union or its officers deem to be in the best interest of this Local Union. This Local Union and its offices, business representatives, and agents may decline to process any such grievance, complaint, difficulty, or dispute if in their discretion and judgment such grievance, complaint or dispute lacks merit.

Section 3. Every member shall follow the rules of order at all meetings of the Local Union as outlined in the International Constitution.

(5)

Section 4. No member shall interfere with the elected officers or business agents of this organization in the performance of their duties and each member shall, when requested, render such assistance and support in the performance of such duties as may be required of him or her, provided that this does not interfere with his or her individual rights as a member. Each member shall adhere to the terms and conditions of pertinent collective bargaining agreements and shall refrain from any conduct that would interfere with the performance by this Local Union of its legal or contractual obligations.

Section 5. No member shall engage in dual unionism or espouse dual unionism or disaffiliation in the course of any meeting or shall slander or libel this Local Union, its members, or its officers, and shall not be a party to any activity to secure the disestablishment of this Local Union as a collective bargaining agent for any employee.

Section 6. Newly elected members before being admitted to membership shall subscribe to the Membership

(6)

Obligation set forth in the International Constitution
and Bylaws.

ARTICLE V

UNION NEWSPAPER

This Local Union Shall issue a newspaper for its membership at least ten
(10) times per year.

ARTICLE VI

STEWARDS

Section 1. The Executive Board of the Local Union Shall determine the appropriate
procedures for the selection of Shop Stewards.

ARTICLE VII

OFFICERS AND DELEGATES

Section 1. The officers of this Local Union shall consist of President, a Vice
President, a Secretary, Treasurer-Business Manager, four (4)
Trustees, and eight (8) elected members of the Executive
Board. The eight (8) members shall be candidates nominated
and elected by each unit where this Local Union is the exclusive
bargaining representative as set forth in Article IX Section 25.

(7)

ARTICLE VIII

NOMINATION AND ELECTION OF OFFICERS

- Section 1. This Local Union shall elect its officers by secret mail ballot once every three (3) years. All officers shall be members of this Local Union.
- Section 2. Nominations for officers shall be made at the November membership Meeting in 1982 and every three (3) years thereafter. Elections, if Required, shall be conducted within sixty (60) days but no less than Fifteen (15) days thereafter.
- Section 3. The secretary shall, at least thirty (30) days prior to the holding of the Nomination meeting, give notice through the Local Union newspaper to the membership of the time, place, date, the officers for which nominations will be accepted, and the method of making nominations.
- Section 4. No member shall be eligible for nomination or election as an officer, member of the Executive Board, delegate or any other office in this Local Union, unless he or she has been a member in continuous good standing in the Local Union for at least two (2) years immediately preceding the nomination and has during all of that time paid the full dues required for working members of Local Union within each month when due. The International President may waive the foregoing

(8)

requirements in his or her discretion for good cause shown.

Section 5. Retired members paying less than the full dues required for working members of this Local Union shall not be eligible for nomination as an officer, member of the Executive Board, delegate or any other office in the Local Union.

Section 6. No person who has been convicted of a felony shall, from the date of the judgement of the trial court or the date of the final sustaining of such judgment on appeal, whichever is the later event, be eligible to hold office in this Local Union.

Section 7. Each member in good standing whose dues are paid up through the month preceding the nomination meeting is held shall have the right to nominate, second, or otherwise support the candidate of his or her choice. No member shall be declared ineligible to nominate or participate in an election if his or her employer has failed to remit his or her dues that were withheld from his or her salary.

Section 8. Nominations must be made from the floor at the nominations meeting or by certified mail which must arrive at the Local Union office before the nominations of that

(9)

Particular office have been closed.

Section 9. Candidates must accept nominations at the time made, either in person, or if absent, by certified mail to the Local Union office by five o'clock on the third business day following the day in which the nominations meeting took place.

Section 10. Nominations shall not be closed until a call for further nominations has been made three (3) times by chair.

Section 11. In the event only one candidate is nominated and seconded for any office, no election shall be conducted for that office unless required by law, and such unopposed candidate shall be declared elected by acclamation.

Section 12. Each member shall be entitled to one vote. Write-in candidates and proxy voting shall not be permitted.

Section 13. After the nominations of officers, it shall be the duty of the President to appoint tellers to assist in the preparation, mailing of the mail ballot and the counting of ballots in the presence of the members of the Local Union, and the President shall announce the results of the ballot.

Section 14. Each candidate will be entitled to have enough

observers (as determined by the tellers) present at the preparation of the mail ballot, the sending of the mail ballot and the counting of the ballot so that at each stage of the election he or she can be assured of the fairness of the election process.

Section 15. The executive Board of the Local Union will be responsible for insuring that the necessary envelopes, lists, and ballots are ready for the election.

Section 16. The election shall be decided in favor of the candidate receiving the most votes.

Section 17. Upon the request of any bona fide candidate for office, the Treasurer-Business Manager shall arrange for the distribution of any campaign literature by mail or otherwise, provided that such candidate pays the reasonable estimated cost involved in advance, and the full cost upon completion of the mailing. The President may require that all such campaign literature shall be presented to him or her at the principal office of the union not later than seven (7) days prior to the date of the election.

Section 18. The Treasurer-Business Manager shall upon

(11)

reasonable notice, make available for inspection by any bona fide candidate the membership list of the Local Union once within thirty (30) days prior to the election date. No candidate shall be permitted by the Treasurer-Business Manager to copy any names or addresses of members on such lists and such inspection must be made in the presence of the Treasurer-Business Manager or his or her designed.

Section 19. The Treasurer-Business Manager shall retain copies of all requests for distribution of campaign literature that was distributed, the costs thereof, the ballots, the official tally sheets submitted by the tellers, and such other records including election rules as shall relate to the conduct of the election. All ballots and records shall be retained for two (2) years.

Section 20. Newly elected officers shall be installed at the monthly membership meeting following the election. Officers shall hold office until their successors are duly elected and installed.

Section 21. All officers of the Local Union elected in conformity with applicable statutes shall be virtue of such

(12)

election be delegates to any International Convention which may take place during their term of office. If at the time of the receipt of the convention call it shall appear that such number of elected officers is less than the number of delegates to which the Local Union will be entitled at the International Convention, an arrangement shall be made for nomination and secret ballot election, if required, of an additional number of eligible members as convention delegates. Nominees for such position, if unopposed, shall be deemed elected without necessity for further procedures. If the total number of elected officers is greater than the number which the Local Union is permitted to send to the convention, then the Local Union will follow the procedures set forth in the International Constitution with respect to which officers shall represent the Local Union at the convention.

Section 22. In the event a vacancy in any office, by reason of death, resignation, or otherwise occurs, fifteen (15) days or more prior to a regular or special meeting, the

(13)

President of the Local Union shall advise the membership of such vacancy and that nominations will be halted the next general membership meeting. An election to fill such vacancy shall take place at the next meeting following the nominations.

If the vacancy occurs less than three (3) months prior to the next scheduled nomination of officers, the Executive Board of this Local Union shall fill the office by a majority vote of the Executive Board.

ARTICLE IX

DUTIES OF OFFICERS

PRESIDENT

- Section 1. The president shall, with the Treasurer-Business Manager, sign all contracts between this Local Union and the employers.
- Section 2. It shall be the duty of the President to preside at all meetings of this local Union and its Executive Board and conduct same in accordance with parliamentary rules and in conformity with this Constitution and the International Constitution and Bylaws and to execute the laws and orders thereof.

- Section 3. The President shall decide all points of order in meetings, and shall have the deciding vote in case of a tie or any question that is being voted upon by this Local Union.
- Section 4. The President shall appoint all committees, unless otherwise provided for, of which committees he or she shall be ex-officio a member.
- Section 5. The President shall represent the Local Union at any legislative, political, civic, cultural, or other activity that furthers the interest of this Local Union and its members.
- Section 6. The President shall, after all business of the Local Union has been attended to, close meetings in due form and perform such other duties.
- Section 7. The president shall at all times use his/her efforts to organize all employees coming under the jurisdiction of this Local Union.
- Section 8. The President, upon request of any member, shall make available to the member a copy of the last annual report. He or she shall also make available for inspection, by any member or members of the Local Union during regular business hours, any prior annual report.
- Section 9. The President shall be allowed to assist the labor movement whenever requested to do so, but is expected to so arrange the

(15)

work so that it will not conflict with his or her work for the Local Union.

Section 10. The President shall have the authority to pay all bills ordered by the Local Union when signed by the Treasurer-Business Manager.

VICE PRESIDENT

Section 11. The Vice President shall perform the duties of the President in the absence of that officer, and in the case of the resignation or death of the President, shall perform the duties of the President until such vacancy is filled as provided for by this Constitution. The Vice President shall also preside at meetings when called upon by the President and at times when the President may be temporarily unable to discharge his or her duties.

SECRETARY

Section 12. It shall be the duty of the Secretary to keep a correct and impartial account of the proceedings of each meeting of the Local Union and Executive Board. The Secretary shall furnish the chairman of each committee a copy of such resolutions as may be adopted by the Local Union, applicable to its respective duties. The Secretary shall notify the International Union of the

names and addresses (with zip code) of all officers elected to office within fifteen (15) days after the election. The Secretary shall, on behalf of the Local Union, receive all official communications and correspondence except that addressed to the Treasurer-Business Manager,

Section 13. The Secretary shall keep the Local Union seal and all records and files of this Local Union, including reports from the membership, Executive Board and committees. All Local Union records shall be kept in the Local Union office.

TREASURER-BUSINESS MANAGER

Section 14. The Treasurer-Business Manager shall be a full time position and he or she shall be responsible for all financial records and transactions. The Treasurer-Business Manager shall collect all dues and revenues of this Local Union and issue official receipts of same, and notify all suspended members two (2) months in arrears of the amount of their indebtedness.

Section 15. It shall be the duty of the Treasurer-Business Manager to receive all monies paid to the Local Union, giving a receipt for same, announcing receipts and disbursements at each meeting; he or she shall deposit all monies in a bank recommended

(17)

by the Executive Board; keep a correct record of all dues payments and all other money received and expended; submit financial statements quarterly at the membership meetings of the Local Union; pay all bills ordered by the Union when signed by the President; he or she shall not hold more than one hundred dollars (\$100.00) in his or her possession to meet the immediate demands of the Local Union. The Treasurer-Business Manager shall keep dues records and other financial records open for inspection by the membership at reasonable times. The Treasurer-Business Manager shall submit his or her books and receipts to the Trustees for their audit and approval when called upon to do so, and at the expiration of his or her official term of office shall turn over to his or her successor all monies and property of the Local Union that may be in his or her possession.

Section 16. All funds shall be deposited in a bank in the name of the Local Union subject to an order signed by the President and the Treasurer-Business Manager.

Section 17. The Treasurer-Business Manager shall keep all membership records and application cards and a record of all members admitted by initiation or otherwise, as well as rejections and

(18)

suspended or expelled members. The Treasurer-Business Manager shall send to the International Union and accurate record of all dues payments and other revenue and he or she shall forward to the International Secretary-Treasurer of the International Union the correct names and addresses and social security numbers of all member initiated or readmitted, and of all other persons from whom revenue is derived as well as those suspended for non-payment of dues or for any other cause; also a correct list of those who take transfer withdrawal cards. The proper zip code should be included with each address.

Section 18. It shall be the duty of the Treasurer-Business Manager to report on all grievances to the Executive Board.

TRUSTEES

Section 19. It shall be the duty of the Trustees to examine the annual audit of the books of the Local Union and at least semi-annually to take an inventory of and verify the securities, investments, bank accounts and cash funds then on hand. They shall see that the funds of this Local Union are deposited in one or more reliable

banks. It shall be their duty to recommend such measures as will simplify the Treasurer Business Manager and safeguard the funds of this Local Union. They shall perform such other duties as may be assigned to them from time to time by the Executive Board. When one of the Trustees is unable to act because of illness, absence or otherwise, the remaining three Trustees may carry out the duties imposed by this Article.

EXECUTIVE BOARD

Section 20. The President, Vice President, Secretary, Treasurer-Business Manager and eight elected Executive Board members shall comprise the Executive Board of this Local Union.

Section 21. The Executive Board shall direct the affairs of the Local Union between membership meetings. The Executive Board shall enforce the laws of the International Union, the local laws, the instructions of the Local Union and its own decisions. It shall report all matters which, in its judgment, require consideration by the Local Union or which may have been committed to the Executive Board.

Section 22. The Executive Board shall be further empowered to appropriate funds to defray necessary expenses that are incurred between general membership meetings. All such appropriations of the Executive Board shall be subject to the approval of the membership at the next general meeting. The Executive Board shall hire a full-time business agent or agents. The Executive Board shall approve the firing and compensation of officers, business agents, office personnel, or other employees when needed subject to any other provision of this Constitution and Bylaws. When a representative of the Local Union is engaged in authorized activities in the interest of or for the benefit of the Local Union and its members, the Executive Board shall authorize payment of all expenses incurred and reimburse the representative upon receipt of itemized vouchers.

Section 23. The Executive Board shall have the power, subject to the provisions of this Constitution and Bylaws, to appoint sub-committees from its own membership and pass upon the approve applications for membership and reinstatement. The Executive Board shall have the power to receive and hear complaints filed against any member or members and act a trial body of accused members, and to submit to the membership its findings and recommendations after said trial. When a member of the Executive Board is an interested party or a

witness to any proceeding, he or she shall be automatically disqualified from sitting as a member of the Board.

Section 24. The Executive Board shall meet at least once a month, at a time, date, and place as it may decide. Special meetings of the Executive Board may be called by the President. Whenever a majority of the Executive Board requests the President to call a meeting thereof, it shall be mandatory upon him or her to do so. A majority of the Executive Board shall constitute a quorum. The decisions of the Executive Board shall be decided by a majority vote of those members present.

Section 25. The following eight Executive Board members elected must be employees in the bargaining units for which Local 722 is the exclusive bargaining representative:

Washington Hospital Center - five (5) Executive Board Members

Children's Hospital NMC - two (2) Board Members

Bio-Medical Applications - one (1) Executive Board Member

Section 26. The Executive Board shall see to it that all controversies between the Local Union and the employees are taken up, and shall use all legitimate means to secure a settlement as soon as possible.

Section 27. The Executive Board shall generally supervise the Local Union's

(22)

activities in collective bargaining.

Section 28. When a strike has been called, the Executive Board shall appoint a strike committee which shall report to the President.

ARTICLE X

DUES

Section 1. All members have a positive duty to share the cost of maintaining and operating this Local Union by paying dues.

Section 2. This Local Union may change such sums for monthly dues as the Local Union may decide upon, but the minimum dues shall be no less than the minimum set by the International Union at its International Convention.

Section 3. Dues for retired members shall be set at two dollars (\$2.00) per month per member of other minimum dues set by the International Union at its International Convention.

Section 4. Any increase in the rate of dues or the levying of any general or special assessment shall be made by the membership by a mail referendum. The following procedure shall be used.

A. A specific written notice or notice published in any Union periodical mailed to the membership shall be mailed by the Treasurer-Business Manager to each member at his or her last known address

at least thirty (30) days prior to the meeting(s) at which the membership will discuss the question of whether or not such dues or general special assessment shall be charged or levied. A notice shall indicate that a proposed increase or assessment is to be discussed.

- B. Subsequent to the meeting(s) call, as provided in this section, a mail ballot will be sent to all members in good standing.
- C. A majority vote of the mail ballots received of the members in good standing shall decide the issue.

Section 5. Any member failing to pay dues and assessments of the Local Union on or before the last day of the month in which same are due, shall stand automatically suspended from membership in this Local Union, and from all rights and privileges of such membership. Any suspended members may be readmitted to membership within thirty (30) days after automatic suspension upon payment of back and current dues, but in no event shall such readmission restore any privileges, death gratuities, or other benefits. Any member who has been in suspension for a period greater than thirty (30) days can be readmitted upon the payment of dues, fines and assessments owed, but in no event shall such readmission restore any privileges, death gratuities or other benefits.

Section 6. All members of the Local Union are under a positive duty to see

that their dues are paid on or before the last day of the month in which the same are due at the office of the Local Union.

Section 7. The failure of a Steward or any officers of the Local Union to appear or to collect the dues shall not in any manner excuse the member from his or her obligation to pay his or her dues on or before their due date at the office of the Local Union.

Section 8. A suspended member who pays up his or her back dues and assessments, shall from the date of such payment be considered the same as a new member.

Section 9. At his or her request a member may be issued a withdrawal card provided all of his or her dues and assessments shall have been paid up through the date of his or her application for such withdrawal card.

Section 10. A member taking out a withdrawal card from this Local Union shall be entitled to no benefits of any kind. A withdrawal card shall become null and void two (2) years after its issuance.

Section 11. This Local Union shall pay per capita tax to the International Union for any person from whom the Local Union receives revenue, whether called dues or otherwise. The per capita tax payments must be remitted to the International Union not later than the last day of the month following the payment of dues

by any member. This Local Union shall like wise pay any other obligations due to the International Union, and it shall have no right to pay any bills before it pays its full obligation to the International Union each month. A fee of \$1.00 shall be paid by the Local Union to the International Union for each new or reinstated member.

Section 12. All records of this Local Union pertaining to income, disbursements and financial transactions of any kind whatsoever must be kept for a period of six (6) years.

Section 13. Neither this Local Union nor any subdivision thereof nor members or groups of members, including councils, conferences, leagues, clubs or any association composed of members of this Local Union, or subdivision thereof, shall in any manner, directly or indirectly, use, exploit or trade upon the name of the International Union, or of any Local Union or Joint Council, or any similar name or designation, nor levy or collect any taxes, dues, or other monies, nor conduct any dance, or any other activity, including programs or soliciting advertising in any publication, either directly or indirectly, without first obtaining written permission from the International President of the International Union. All of the aforesaid matters covered by this section, including with limitation, funds, solicitations, gifts and donations, shall at all times

be subject to audit by the International Union, and all books, records, and documents pertaining to matters covered by this section shall be available for inspection, copying and audit by the International Union.

ARTICLE XI

COLLECTIVE BARGAINING

- Section 1. The results of any collective bargaining negotiations shall be subject to ratification by the membership of the bargaining unit involved.
- Section 2. In case of a dispute between this Local Union and an employer, or employees, the Local Union shall notify the International President of the International Union immediately. The Local Union shall not call a strike without previous notification to the International President, who shall have the right to veto any strike to be called by this Local Union. If the International President has vetoed any such strike, this Local Union may not call the strike thus vetoed.
- Section 3. Bargaining committees shall be comprised of the President, Treasurer-Business Manager, any Executive Board members for the appropriate bargaining unit and, where practicable, at least three (3) elected members from that unit.
- Section 4. The International Union shall be notified in writing

(27)

when any collective bargaining negotiations or memorandum of understanding have been concluded and the number of employees covered.

Section 5. A true copy of all collective bargaining agreements and contracts entered into by this Local Union shall, immediately upon execution, be filed with the International Department of Research.

ARTICLE XII

CHARGES AND APPEALS

Section 1. Whenever charges are preferred against any member or officer of the Local Union, the charges shall be filed in writing in duplicate with the Secretary. A written copy of such charges specifying the nature of the offense of which he or she is accused shall be served on the accused either personally or by registered or certified mail directly to the last known address of the accused at least ten (10) days before the hearing of the charges.

Section 2. The Executive Board shall be the Trial Board, except that were the member charged or preferring such charges is a member of such Board, the Executive Board shall appoint a disinterested member as a substitute.

Section 3. The decision of the Executive Board shall be deemed final unless the individual or individuals against whom said decision shall have been rendered files with the Secretary a written request to appeal the decision of the Executive Board to the general membership of the Local Union within fifteen (15) days, in accordance with the provisions of Article XVI, Section 2 (d) of the International Constitution, and further appeals shall be in accordance with said Article. Anyone appealing a decision of the Executive Board shall be permitted to present his or her case to the general membership of the Local Union and shall thereafter be temporarily excused from the meeting during the discussion and voting following his or her presentation. A two-third (2/3) vote of the general membership present shall be required in order to overrule the decision of the Executive Board. The members of the Executive Board shall have a voice but no vote in connection with appeals.

Section 4. Any member under charges may have another member of this Local Union act as counsel to represent him or her in the presentation of his or her defense.

Section 5. Charges and the basis for charges shall be governed by the provisions of the Constitution and Bylaws of the of the of the of the International Union.

Section 7. Subject to the provisions of applicable statutes, every member or officer

of this Local Union against whom charges have been preferred and disciplinary action taken agrees, as a condition of membership or affiliation and the continuation of membership or affiliation, to exhaust all remedies provided for in the Constitution and Bylaws of the International Union and in this Constitution, and further agrees not to file or prosecute any action in any court, tribunal, or other agency until those remedies have been exhausted.

ARTICLE XIII

MEETINGS

- Section 1. This Local Union shall hold a general meeting at least once a month at a time, date, and place as the Local Union may direct.
- Section 2. Special meetings of the Local Union may be called by the President or by a majority vote of the Local Executive Board upon reasonable notice to the membership, which notice shall specify the business to be brought before such meeting, and only the business so specified shall be considered at the meeting.

ARTICLE XIV

AFFILIATIONS

This Local Union shall affiliate with the Central Labor Body and

the State Federation of Labor, where these exist, and with the appropriate Service Employees Joint Council, as determined by the International Union.

ARTICLE XV

COMMITTEES

Section 1. The Executive Board of this Local Union shall appoint a Civil Rights Committee to assist it in carrying out the Civil Rights programs and policies of the International Union.

Section 2. The Executive Board of this Local Union shall appoint a Committee on Political Education to assist it in carrying out a program for sound political education and political action and encouraging its members and their families to register and vote.

Section 3. The Executive Board of this Local Union shall appoint a Senior Members Committee to assist it in developing a program for senior members and retired members.

ARTICLE XVI

FISCAL YEAR

This fiscal year of the organization shall be the calendar year from January 1st to December 31st.

ARTICLE XVII

BONDING

Every officer, agent, shop steward, employee or other representative of this Local Union who handles funds or other property of this organization shall be bonded in accordance with the requirements of the International Constitution and applicable statutes, the said bond or bonds to be procured immediately upon assuming office or employment, the premiums to be paid for by this Local Union. The International Secretary-Treasurer of the International Union may direct the increase or decrease in the amount of the bond when he or she deems it advisable.

ARTICLE XVIII

AMENDMENTS

Section 1. Proposed amendments to these Bylaws shall be submitted in writing at any meeting of the Local Union upon initiation either by petition of thirty (30) percent of the membership or by resolution of the Executive Board.

Section 2. The proposed amendments shall then be submitted to the membership for their approval or disapproval by referendum mail ballot. A two-thirds (2/3) vote of the members in good standing voting by secret ballot shall be required for passage. The results of the referendum ballot shall be announced at the next membership meeting.

Section 3. No amendment shall be valid or become effective until approved by the International Union.

Section 4. The Constitution and Bylaws of this Local Union shall at all times be subordinate to the International Constitution and Bylaws, as it may be amended. If any conflict should arise between the Constitution and Bylaws of this Local Union, or any amendments thereto, and the International Constitution and Bylaws, or any amendments thereto, the Provisions of the International Constitution and Bylaws shall control.

ARTICLE XIX

DISSOLUTION

This Local Union cannot dissolve, secede or disaffiliate while there are seven (7) dissenting members. In the event of secession, dissolution or disaffiliation, all properties, funds and assets, both real and personal, of this Local Union shall become the property of the International Union. Under no circumstances shall this Local Union distribute its funds, assets, or properties individually among its membership.

(33)

ARTICLE XX

QUORUM

A quorum shall consist of twenty-five (25) members assembled at a regular or special membership meeting, called in

accordance with this Constitution and shall be qualified to transact such business as may properly be considered at such meeting.

ARTICLE XXI

PROPERTY RIGHTS

The title to all property, funds, and other assets of this Local Union shall at all times be vested in the Local Executive Board for the joint use of the membership of this Local Union, but no member shall have any severable proprietary right, title, or interest therein.

Membership in this organization shall not vest any member with

(34)

any right, title or interest in or to the property of this Local Union, including the funds of this Local Union.

ARTICLE XXII

PROCEDURE AND DEBATE

The meetings of this Local Union shall be governed by the manual of common procedure, rules of debate and order of business set forth in the Constitution and Bylaws of the International Union. Every member shall follow and be subject to such rules governing debate at all meetings of this Local Union.