

SEIU  
NEW YORK CITY  
LOCAL 246



WE KEEP NEW YORK CITY ROLLING

Bylaws 2009

- Amended Bylaws approved by the Executive Board at the October 16, 2008 Meeting
- Amended changes read at the October 16, 2008 General Membership Meeting
- Amended changes re-read, voted on and approved at the November 20, 2008 General Membership Meeting
- Amended Bylaws approved by the Executive Board at the March 19, 2009 Meeting
- Amended changes read at the March 19, 2009 General Membership Meeting
- Amended changes re-read, voted on and approved at the April 16, 2009 General Membership Meeting
- Amended Bylaws Approved By SEIU, our International Union, Washington, D.C.

# SEIU NEW YORK CITY LOCAL 246

Bylaws Committee formed as of  
March 15, 2005 to review and amend the  
Bylaws of SEIU New York City Local 246

## BYLAWS COMMITTEE MEMBERS

Joseph A. Colangelo, President  
Charles Pastorelli, Vice President  
Raymond S. Schacor, Secretary-Treasurer  
James Grillo, Recording Secretary  
Peter Barry  
Salvatore Realmuto  
Anthony Reyes  
Joseph Schneider  
Andrew Weinstein



WE KEEP NEW YORK CITY ROLLING

# CONSTITUTION AND BYLAWS OF SEIU NEW YORK CITY LOCAL 246

## *Article I*

This organization shall be known as SEIU NEW YORK CITY LOCAL 246, CTW, CLC.

## *Article II*

### **OBJECTIVE**

#### *Section 1 — Mission Statement*

- a. To unite all members of the skilled Trades, employed by the City of New York and related agencies, for their mutual welfare, protection and advancement.
- b. To work for the establishment and maintenance of fair wages, hours, working conditions, civil-service classification, and the good and welfare of our members.
- c. To foster and promote a better understanding between our members and the public.

## *Article III*

### **MEMBERSHIP AND DUES**

#### *Section 1 — Application for Membership*

Application for membership shall be made on a Service

Employees International Union application form and shall be accompanied by a voluntary Dues Deduction Card and one month's dues.

*Section 2 — Action on Application*

- a. Membership applications received shall be presented by the Secretary-Treasurer at the next meeting of the Executive Board when an objection is raised to a particular applicant. The Executive Board is duly authorized to accept, defer or reject any application, subject to appeal to Local 246.
- b. No individual shall be allowed to hold membership or office in any Local Union of this International Union if such individual is a member or officer of any organization that advocates, teaches or undertakes the overthrow of the Government of the United States or of Canada, or any political subdivision thereof, by force, violence or any unlawful means. It is not necessary that the individual admit his/her membership in said organization. If the Executive Board of Local 246, by majority vote, shall find from the evidence presented at a proper trial that the individual is a member of such organization, or has the specific intent to further the aims of such organization or group of individuals to overthrow or overturn the Government of the United States or of Canada, or any subdivision thereof, by force, violence, or any unlawful means, the Local Executive Board shall expel such individual.
- c. There shall be no discrimination against any member or any applicant for membership by reason of race,

color, creed, national origin, ancestry, sex, sexual orientation, or age, subject to the exceptions with respect to age contained in applicable law.

### *Section 3 — Dues*

- a. Dues shall be established by the membership at a duly called and regular General Membership Meeting upon the recommendation of the Executive Board of Local 246. Pursuant to the May 1984 mandate of the International Union, all dues must be raised \$3.00 per month effective July 1, 1986, to no less than \$11.00 per month for all other than retired members, and \$3.00 per month for retired members.
- b. Current dues rate structure of Local 246 for all non-retired members (in effect since 1972, as modified by the International Union), provides for a schedule of dues allowing a \$1.00 increase biweekly for every additional \$5,000.00 of wages over and above \$10,000.00 per annum. Members on weekly payrolls pay proportionate amounts.
- c. Dues shall be established or modified by the Executive Board of Local 246 (as of January 1, 2007, as modified by the International Union). The amount of dues shall be established by multiplying a percentage of the annual base salary as set forth by the Executive Board. The current calculation to establish the amount shall continue. Members on weekly payrolls shall pay their proportionate dues amounts.

#### *Section 4 — Dues When Payable*

- a. All members of Local 246 are under 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 Local 246. Unrevoked designation of the Union to receive Check Off Dues shall constitute a fulfillment of the duty hereunder.
- b. Any member failing to pay dues on or before the last day of the month in which the same are due, shall forfeit all rights and privileges of membership, including but not limited to all Death Gratuity Benefits.
- c. Any member failing to pay dues, assessments or other payments required to be paid, for a period of two months, shall be notified by the Secretary-Treasurer of his/her delinquency, and at the end of a period of ninety (90) days, shall stand suspended from membership if said payments have not been made. Any member, thus suspended, may be re-admitted to membership within a thirty (30) day period following suspension by payment of back and current dues, assessments, and all other payments due. After said thirty (30) day period, said member may be re-admitted to membership, but must pay a fifty percent (50%) increase in dues for a period equal to the period for which he/she was delinquent. This provision may be waived in individual circumstances by the President of Local 246, but in no event shall either the waiver by the President of Local 246 or payment in full, restore any rights, privileges, Death Gratuities or any other

benefits of Local 246. Issuance by Local 246 of a withdrawal card exempts a member from the dues penalties of this section.

### *Section 5 — Obligation to Pay Dues*

- a. Failure of a Shop Steward or any Officer of Local 246 to appear or to collect the dues, shall not in any manner excuse the member from his/her obligations to pay his/her dues on or before their due date at the office of Local 246.
- b. A suspended member, who while in good health, pays his/her back dues and assessments shall, from the date of such payment, be considered in the same category as a new member.
- c. At his/her request, a member may be issued a withdrawal card, provided all of his/her dues and assessments shall have been paid up-to-date of his/her application for such withdrawal card. A withdrawal card shall be issued only when a member leaves the jurisdiction of Local 246.
- d. A member taking out a withdrawal card from Local 246 shall be entitled to no benefits of any kind.

### *Section 6 — International Dues*

- a. Local 246 shall pay per capita tax to the International Union for any person from whom Local 246 receives revenue, whether called dues or otherwise. Local 246 shall have no right to pay bills before it pays its full obligation to the International Union



each month. Local 246 shall pay to the International Union a fee of \$1.00 for each new or re-admitted member.

- b. All records of Local 246 pertaining to income, disbursements and financial transactions of any kind whatsoever, must be kept for a period of at least six (6) years, or longer if required by law.

## ***ARTICLE IV***

### *Section 1 — Meetings*

- a. There shall be at least six (6), but no more than eight (8), regular General Membership Meetings each year. The year shall be defined as January through December. The President shall determine when and where the regular General Membership Meetings shall take place. General Membership Meetings are to be scheduled throughout the year.
- b. Regular Executive Board Meetings shall take place within seven (7) days prior to the regular General Membership Meeting at a designated time and place made by the President. The President may, on two (2) days notice, call an Executive Board Meeting in addition to the Regular Executive Board Meeting.
- c. Special meetings may be held at the call of the President, or in his/her absence or incapacity, at the call of the Executive Board. In addition, upon petition of twenty-five (25) members in good standing setting forth among other things,

the reasons for calling the special meeting to the Executive Board, said Board at its next regular meeting, shall place on its agenda the question of whether a special meeting of the entire membership shall be called. At least five (5) days written notice shall be given to the membership in the event a special meeting is called. Special meetings may also be called by the President, or in his/her absence or incapacity, whomsoever shall act for him/her for a Trade or Trade Group. Members at such a meeting shall transact only such business as pertains to said Trade or Trade Group, and are not empowered to act for the membership as a whole.

### *Section 2 — Quorums*

A Quorum shall consist of fifty (50) members assembled at a regular or special General Membership Meeting called in accordance with this Constitution and Bylaws. They shall be empowered to transact such business as may be properly brought before it, in accordance with the Constitution and Bylaws of Local 246.

## ***ARTICLE V***

### *Section 1 — Executive Board*

The Executive Board shall consist of the duly elected Officers and Shop Stewards of Local 246, all of whom are required to attend all Executive Board Meetings, unless excused by the President.

## *Section 2 — Officers*

- a. The Officers of Local 246 shall be: President, Vice President, Secretary-Treasurer, Recording Secretary, Sentinel, and three (3) Trustees.
- b. No member shall hold more than one unionwide elective position in this or any other local union, except as expressly allowed by this Constitution and Bylaws, including the position of Shop Steward.

## *Section 3 — Nominations*

- a. Nominations of Officers shall be by written petition signed by the member seeking the position and twenty-five (25) members in good standing. In addition to the signature and work location of the member seeking to be elected, the petition shall include the office being sought, the printed names of the nominee and of the twenty-five (25) members who signed the petition. The petition shall also indicate that the nominee will abide by the rules of the Election Committee. Failure to include this statement will result in the rejection of any petition.
- b. The petition must be filed no later than June 15<sup>th</sup> in the year there is an election by U.S. Mail certified or registered return receipt requested to Local 246 office, addressed to the Recording Secretary. No later than July 15<sup>th</sup>, the nominee will be notified in writing by the Election Committee whether the petition conforms to the requirements of the Constitution and Bylaws and is therefore accepted or, if it is rejected, the reason(s) why it was rejected.

- c. In the event the petition is rejected, the member whose petition was rejected may appeal to the Election Committee within seven (7) calendar days after the rejection notice was sent to the member at the member's last known address on file with Local 246. The appeal shall state the basis why the petition should be accepted. The Election Committee shall decide the appeal in a manner it deems appropriate. The Election Committee shall issue a final and binding decision of the appeal and notify the appealing member no later than August 15.

#### *Section 4 — Election of Officers*

All members in good standing shall participate in voting for the election of Officers, Trustees and on all union business, except that only active (non-retired) members in good standing shall vote on contract matters.

#### *Section 5 — Elections, Installation and Term of Office*

Election of Officers, from among those nominated for a specific position at a September General Membership Meeting, shall be by secret mail-ballot when more than one member is a candidate for an office. Such mail-in ballot election shall be conducted under the authority, rules and direction of an independent organization whose primary function is the conduct of elections. Write-in or proxy votes are not permitted. The results of the balloting shall be presented to the membership at the next succeeding October General Membership Meeting. The newly elected Officers shall be installed at the same October Meeting at which time their term of office shall

become effective immediately. Officers and Trustees of this Union shall be elected for a term of four (4) years. The four (4) year term for the Officers, and the Trustee who is elected at the same time as the Officers, shall begin with the election following the effective date of this amendment. The four (4) year term for the Trustees who are elected in the years after the Officers are first elected to a four (4) year term shall begin with the election of the Officers' second four (4) year term.

### *Section 6 — Eligibility for Office*

- a. No person shall be eligible for nomination as an Officer, member of the Executive Board, or any other office in Local 246 who has not been a member, in continuous good standing in Local 246, for at least two (2) consecutive years immediately preceding the nomination, and has during all of that time, paid the full dues required for working members of Local 246 within each month when due.
- b. No person who has been convicted of a felony or the equivalent in a foreign country, shall, from the date of the judgment of the trial court to such time as determined by law, be eligible for nomination under the terms of this section for five (5) years after such conviction, or after the end of an imprisonment, whichever is the latter. The International President may waive the foregoing requirements for good cause shown.
- c. Retired members shall not be eligible for nomination as an Officer, member of the Executive Board, or for any other office in Local 246.

- d. No member of the Labor/Management Team will hold any office or be a member of the Executive Board or, if he/she becomes a member of any active Labor/Management Team, he/she must immediately resign from the Executive Board. Nor should he/she be eligible to run for any office, or be a member of the Executive Board for one (1) year prior to an election, or one (1) year after he/she resigns from his/her position on the Labor/Management Team.

### *Section 7 — Violations of Bylaws*

- a. Any Officer who violates these Bylaws may have charges preferred against him/her and be tried for removal from office as provided in Article XVII of the International Constitution.
- b. Unexcused absence of an Officer from three (3) consecutive meetings shall automatically vacate that office.

### *Section 8 — Vacancies in Office*

In the event of a vacancy occurring in any office of Local 246, except the office of President, such vacancy shall be filled for the remainder of the term by a member in good standing for at least two (2) years, designated by the President, for the remainder of the term, with the approval of the Executive Board by a majority vote. In case of a vacancy of the President, the office of the Vice President shall assume that office for the remainder of the unexpired term.

## Section 9 — Committees

- a. The Executive Board of Local 246 shall appoint standing committees of the Local Union. The President shall appoint such special committees as he/she may be authorized to do by the Executive Board or by the Membership. All committees shall serve at the pleasure of, and be convened by, the Executive Board of Local 246.
- b. The Executive Board of Local 246 shall appoint a Civil and Human Rights Committee to assist in carrying out the Civil and Human Rights programs and policies of the International Union.
- c. The Executive Board of Local 246 shall appoint a Committee on Political Education to assist in carrying out a program for sound political education and political action, and encouraging its members and their families to register and vote. No Local Union shall establish its own registered Federal political committee or any political candidates fund for contributions in connection with Federal elections provided, however, that the International President may in his/her discretion waive this provision or establish such conditions as the International President may deem necessary.
- d. Local 246 shall have a Trades Committee. The Trades Committee shall consist of a member or members of each Trade or Trade Group represented by Local 246. Each member of the Trades Committee will be called the Trade Delegate. Trades Delegates will be designated by the members of his/her particular

trade. The President of Local 246 will, in addition to his/her other duties, serve as Trade Delegate for the Trade or Trade Group of which he/she is a member by virtue of his/her Civil Service title.

The purpose of the Trades Committee will be to advise Local 246 on matters pertinent to the individual Trade or Trade Group. The President, Vice President, Secretary-Treasurer and Recording Secretary shall be members of this Committee. The President of Local 246 shall be the Chairperson of the Committee. In his/her absence or incapacity, the next ranking officer present shall be the Chairperson.

- e. The Executive Board of Local 246 shall appoint a Senior Members Committee to assist in developing a program for senior members and retired members.
- f. The International Secretary-Treasurer shall be notified promptly by the Local Union Secretary-Treasurer of the composition of the Civil and Human Rights Committee, the Committee on Political Education, and the Senior Members Committee.

### *Section 10 — Expenses*

Expenses incurred by or granted to Officers or Committees of Local 246 must be authorized or approved by the Executive Board.

### *Section 11 — Delegates*

Delegates of Local 246 to any International Union Convention shall be chosen by nomination and secret-



ballot election in conformity with the requirements of Labor Management Reporting and Disclosure Act and the SEIU Constitution and Bylaws. The Executive Board of Local 246 shall determine the number of delegates and alternates, which shall represent Local 246 at any such Convention.

## ***ARTICLE VI***

### *Section 1 — Duties of the President*

It shall be the duty of the President to plan and pursue policies that will promote the welfare of the organization. The President shall preside at all meetings of the Executive Board and the General Membership. He/she shall be a Member Ex-Officio of all committees. The President shall sign all official documents and authorize orders of the Secretary-Treasurer; shall have general charge of all business affairs of Local 246; and negotiate all wage agreements. The President, with the approval of the Executive Board, shall provide suitable offices for the transaction of business. The President shall make a report to the Executive Board and to all General Meetings of all business affairs of Local 246. The President shall use every legitimate means to organize and extend the membership of Local 246.

### *Section 2 — Duties of the Vice President*

In the absence of the President, the Vice President shall preside at all meetings and perform all duties otherwise performed by the President. He/she shall carry out all special assignments as ordered by the President.

### *Section 3 — Duties of the Secretary-Treasurer*

The Secretary-Treasurer shall receive and take charge of all money, property and securities of Local 246 delivered to him/her by the Officers of Local 246. He/she shall deposit all money so received to the credit of the bank or banks selected by the Executive Board. All disbursements shall be made by check and countersigned by the President. He/she shall submit all receipts and disbursements each month and submit a financial statement quarterly to the Trustees in the months of March, June, September and December. He/she shall keep all membership records and application cards and a record of all members admitted by initiation or otherwise, as well as rejected and suspended or expelled members. He/she shall send the International Union an accurate record of all dues payments and other revenue. He/she shall forward to the International Secretary-Treasurer of the International Union the correct names, addresses, zip codes and Social Security Numbers or Social Insurance Numbers of all members of Local 246, and each month shall submit all changes of address; the names and addresses of all members initiated or re-admitted; of all other persons from whom revenue is derived, and of those suspended for non-payment of dues or for any other cause; and a correct list of those who take transfer, or withdrawal cards. The Secretary-Treasurer shall promptly forward to the International Secretary-Treasurer copies of all annual data reports and copies of all financial reports setting forth a statement of assets and liabilities in a statement of receipts and disbursements that are required by law.

#### *Section 4 — Duties of the Recording Secretary*

It shall be the duty of the Recording Secretary to keep a correct and impartial account of the proceedings of each meeting of Local 246 and the Executive Board; carry on correspondence of Local 246; keep all correspondence of Local 246; keep all records, except those kept by the Secretary-Treasurer as set forth in Section 3 of this Article; and perform such duties as may be required by the President of Local 246. He/she shall furnish the Chairperson of each committee with a copy of such resolutions as may be adopted by Local 246, applicable to its respective duties. He/she shall notify the International Secretary/Treasurer of the International Union of the names, addresses and zip codes of all officers elected to office within 15 days after the election. The Recording Secretary shall, on behalf of Local 246, receive all official communications and correspondence, except that addressed to the Secretary-Treasurer.

#### *Section 5 — Duties of the Trustees*

The Trustees are to audit the books of Local 246 quarterly. They shall see to it that all bills are paid and warrants submitted for them, that the funds of the organization are in designated bank(s), and report to the Membership annually the financial standing of Local 246 by financial statement published in the newsletter of Local 246.

#### *Section 6 — Duties of the Executive Board*

The Executive Board shall be the governing body of Local 246 when Local 246 is not in session. All matters affecting the policies, aims and means of accomplishing the purpose of Local 246, not specifically provided for

in these Constitution and Bylaws, or by action of Local 246 at a general or special meeting, shall be decided by the Executive Board, which shall meet once each month, between General Membership Meetings, at such time as seems expedient to a majority of members thereof. Ten (10) members of the Executive Board shall constitute a quorum. The title to all property, funds and other assets of Local 246 shall at all times be vested in the Executive Board for the joint use of the membership of Local 246, but no member shall have severable proprietary rights, title or interest therein. The Executive Board is authorized to hire employees upon the recommendations of the President and to authorize salaries. All action taken by the Executive Board shall be decided by the majority of those voting.

### *Section 7 — Duties of the Sentinel*

The Sentinel shall take his/her position at the inner door at all meetings. He/she shall allow no one to enter who is not a member in good standing. Nonmembers and guests may be allowed entry upon direction from the President.

### *Section 8 — Shop Stewards*

- a. The President is hereby authorized to determine the units, groups, or areas to be represented by Shop Stewards. Each unit, group or area to be represented by a Shop Steward shall be comprised of a minimum of twenty-five (25) members in good standing. In special circumstances to be determined by the President, with the approval of the Executive Board, a unit, group or area may be comprised of less than twenty-five (25) members in good standing.

- b. Any member in good standing currently holding a permanent competitive title in the City Civil Service represented exclusively by Local 246 shall be eligible to become a Shop Steward, as long as he/she has been a member in continuous good standing in Local 246 for at least two (2) consecutive years immediately preceding his/her nomination, and has during all that time paid the full dues required for working members of Local 246 within each month when due.
- c. Shop Stewards shall be elected by the group he/she shall represent by a secret ballot of the members in good standing within the unit, group or area designated by the President. Members seeking the Shop Steward position shall have been assigned to work in the area in which the Shop Steward election is being held for a period of no less than sixty (60) days prior to said election. Such election shall be held upon petition to the President of Local 246 by a minimum of twenty-five percent (25%) of the members in good standing of said unit. Such election shall, at the discretion of the President, be held at the meeting hall designated for the holding of General Membership Meetings, or at a work location of members in good standing, eligible to vote. The petition for election of a Shop Steward must be acted upon within thirty (30) days from the date the President receives it. The President shall not consider another petition for election of a Shop Steward for one (1) year after the date of the immediately preceding Shop Steward election unless the position becomes vacant as a result of the Shop Steward resigning or his/her removal by the President.

- d. The Shop Steward shall have the duty to keep informed with regard to conditions existing in areas within their jurisdictions. They shall make reports to the Executive Board of Local 246 with regard to the aforesaid existing conditions and, when called upon to do so, shall make recommendations to correct, remedy, alleviate or improve any conditions.
  
- e. The President, with the approval of the Executive Board, shall have the authority to discipline/suspend/remove from his/her Shop Steward position any Shop Steward who the President has determined has not attended, nor been excused from, three (3) meetings of the Executive Board of Local 246 within a calendar year (January-December), or who, in the discretion of the President, is not properly representing the membership in his/her unit, group or area of jurisdiction. In the event a Shop Steward is suspended, the President shall have the authority to appoint an interim Shop Steward pending the outcome of the Shop Steward's suspension.

### *Section 9 — Business Representative*

The Executive Board shall select a Business Representative for Local 246 whenever it is necessary. He/she shall be under the supervision of the President and the Executive Board. He/she shall be a member of SEIU Local 246. He/she shall perform the work assigned to him/her by the President and the Executive Board. He/she shall attend meetings of the Executive Board and give an account of the work performed. He/she shall also attend all regular and special meetings. He/she shall endeavor to enlarge the membership of Local

246 by contacting and making new members interested in our aims and policies. He/she shall turn over to Local 246's Secretary-Treasurer all money collected by him/her. He/she shall attend all hearings that are of interest to the members of Local 246. He/she shall cooperate with the President on all matters pertaining to wage rates. He/she shall act officially for the best interest of the membership and Local 246. All official correspondence received by the Business Representative shall be kept on file by the Secretary-Treasurer, as well as the replies thereto. For his/her services, he/she shall receive a sum set by the Executive Board for expenses, payable monthly by the Secretary-Treasurer. All travel fares and legitimate expenses outside local limit will be paid as extra expenses, if endorsed by the Executive Board. The Business Representative shall submit to the Secretary-Treasurer, at the meeting of the Executive Board, a report of the work done during the interval between meetings.

### *Section 10 — Bonding of Officers*

The Secretary-Treasurer, and all other Officers or employees handling any monies of Local 246, shall be bonded and the premiums, therefore, shall be paid by Local 246. The International Secretary-Treasurer of the International Union may direct the increase or decrease in the amount of the bond when he/she deems it advisable, and may direct bonding of any Local Union not required by statute to obtain a bond.

## *ARTICLE VII*

### *Section 1 — Assessments*

No special assessments shall be levied on members, except by a two-thirds vote at a special meeting of Local 246, called for that purpose.

### *Section 2 — Amendments*

The Constitution and Bylaws of Local 246 may be amended by a two-thirds vote at any General Membership Meeting of Local 246 provided the amendment to be voted on has been presented in writing, and read at least once at a General Membership Meeting prior to the General Membership Meeting at which action is taken. No amendment shall be valid or become effective until approved by the International Union.

- a. The President shall establish a Bylaw Committee. Any modifications to the Constitution and Bylaws of Local 246 shall be reviewed by the Bylaw Committee. The Bylaw Committee shall make recommendations regarding the proposed modification to the Executive Board. The Executive Board shall also review the proposed modifications of the Bylaw and the recommendations of the Bylaw Committee and make recommendations to the general membership.
- b. At the next General Membership Meeting, the Executive Board shall inform the general membership of the proposed Bylaw modification and the recommendations, and present such



amendment, if any, to the General Membership in writing. However, at this meeting, no vote can be taken.

- c. The Constitution and Bylaws of Local 246 may be amended by a two-thirds vote at any General Membership Meeting of Local 246, provided that the amendment to be voted on has been presented in writing, and read at least once at a General Membership Meeting prior to the General Membership Meeting at which action is taken.

## ***ARTICLE VIII***

This Constitution and Bylaws and all amendments shall be subject to the provisions of the Constitution and Bylaws of the Service Employees International Union, and any provisions therein contained and not specifically referred to herein, are incorporated herein by reference.

## ***ARTICLE IX***

### ***Section 1 — Affiliations***

Local 246 shall affiliate with the Central Labor Body and the State Federation of Labor, where these exist and with the appropriate Service Employees Joint Council, Conference Division or Service Council, as determined by the International Union.

### ***Section 2 — Property Rights***

- a. Membership in this organization shall not vest

any member with any right, title, or interest in or to the funds, property or other asset of Local 246, now owned or possessed, or that may hereafter be acquired, and each member hereby expressly waives any right, title or interest in or to the property of Local 246, including the funds of Local 246.

- b. The title to all property, funds and other assets of Local 246 shall at all times be vested in Local 246's Executive Board for the joint use of the membership of Local 246, but no member shall have any severable proprietary right, title or interest therein.

### *Section 3 — Charges and Appeals*

- a. Whenever charges are preferred against any member or Officer of Local 246, the charges shall be filed in writing in duplicate with the Recording Secretary. A written copy of such charges, specifying the nature of the offense that he/she is accused of, shall be served by the Recording Secretary upon the accused personally or by registered mail. Such charges shall be referred to the Executive Board, which shall have the power to call witnesses and investigate and shall promptly report back to Local 246 with recommendations.
- b. Any member under charges may have another member of Local 246 act as counsel, to represent him/her in the presentation of his/her defense.
- c. Charges, and the basis for charges, shall be governed by the International Union.

- d. In the event that disciplinary action is taken against the accused, appeals may be taken in accordance with the provisions of the Constitution and Bylaws of the International Union.
- e. Every member or Officer of Local 246, against whom charges have been preferred and disciplinary action taken as a result thereof, shall be obliged to exhaust all remedies provided for by the Constitution and Bylaws of the International Union before resorting to any court or other tribunal.
- f. If Local 246's Executive Board, a Local 246 Officer, or a Local 246 member or members, believes that the charges filed against a member or Officer of Local 246 involve a situation that may seriously jeopardize the interest of Local 246 or the International Union, or that the hearing procedure of Local 246 will not completely protect the interests of a member, Officer, or Local 246, such party/parties can request that the International President assume original jurisdiction.

If the International President, as a result of an investigation, believes that the charges filed against a member or Officer involving a situation, which as a result jeopardizes the interests of Local 246 or the International Union, he may, upon his own discretion, assume original jurisdiction over such charge or charges.

## **ARTICLE X**

### **COLLECTIVE BARGAINING**

#### *Section 1 — Authority to Bargain*

The authority to bargain collectively for Local 246 for master agreements shall be vested in a Negotiating Committee that shall consist of one (1) Officer and not less than three (3) elected members, subject to the mandate of the membership.

#### *Section 2 — Ratification*

The results of any collective bargaining negotiations shall be subject to ratification by the members affected.

#### *Section 3 — International Union Notification*

The International Union shall be notified in writing when any collective bargaining negotiations or memorandum of understanding has been concluded and shall be advised of the number of employees covered.

#### *Section 4 — Copy Filing*

A true copy of all collective bargaining agreements and contracts entered into by Local 246 shall, immediately upon execution, be filed with the International Department of Research.

## **ARTICLE XI**

### **STRIKES AND LOCKOUTS**

In case of a dispute between Local 246 and an employer or employers, Local 246 shall notify the International

President of the International Union immediately. Local 246 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 Local 246. If the International President has vetoed any such strike, Local 246 may not call the strike thus vetoed.

## ***ARTICLE XII*** **DISSOLUTION**

Local 246 cannot dissolve if there are seven (7) dissenting members. The International Union shall be notified by registered or certified mail of any meeting scheduled by Local 246 for the purpose of taking a vote on disaffiliating from the International Union at least fifteen (15) days prior to the date of such scheduled meetings, and a representative of the International Union shall be afforded an opportunity to speak at such meeting. In the event of secession, dissolution or disaffiliation, all properties of Local 246 shall become the property of the International Union. Under no circumstances shall Local 246 distribute its funds, assets or properties individually among the membership.

## ***ARTICLE XIII***

Robert's Rules of Order (Revised) shall be the guide in all cases to which they are applicable.

**Protect yourself by paying your dues in the month that they are due or in advance.**

# NOTES

