

Transport Workers Union Of America, AFL-CIO

Local 248



Winston-Salem, North Carolina

By-Laws

Approved by Local on May 10, 1998

ARTICLE I

SECTION I

NAME

The Name of the Local Union Shall Be the Transport Workers Union, Local 248.

ARTICLE II

SECTION I

OFFICERS

The local shall elect triennially a President, Vice President, Recording Secretary, Financial Secretary Treasurer and three executive board members, who shall serve for three years.

ARTICLE III

SECTION I

DUTIES

1. President

The President shall preside at all meetings of the local union, and the local executive board. He/she shall sign all orders on the Financial Secretary Treasurer authorized by the local executive board and shall countersign all checks issued by the Financial Secretary Treasurer against the accounts of the local union on authorization of the local executive board. He/she shall enforce the provisions of the constitution. He/she shall appoint all committees not otherwise provided for. He/she shall perform such other duties as the local union, or the local executive board may assign to him/her; and accept powers and duties specifically conferred on him/her by the constitution. He/she shall adhere to all decisions and directions of, and be subject to, the local executive board.

He/she shall be, ex officio, delegate to the international convention and all organizations to which the local is affiliated. He/she shall be responsible for the proper conduct of the affairs of the local union and the compliance by his/her fellow

officers with the obligations under the international constitution and the local by-laws. He/she shall be chairperson of the local's Committee on Political Education (COPE).

2. Vice President

The Vice President shall assist the President in the discharge of his/her duties, to such extent as the President shall determine. In the event that a vacancy occurs in the office of the President, the Vice President shall act as President for the unexpired term. He/she shall perform all other duties as required by the International Constitution.

3. Financial Secretary Treasurer

The Financial Secretary Treasurer shall receive all monies paid into the local union, including monies received for welfare or special funds and give official receipts for all such monies received using the triplicate receipt book supplied by the International Union or form approved by the International Administrative Committee.

He/she shall deliver the original receipts to the payer, a triplicate thereof to the International Secretary Treasurer and shall retain the duplicate in the files of the local union.

He/she shall deposit all monies received in the name and number of the local union in such bank or banks as the local executive board may direct. He/she shall sign all checks.

He/she shall make no payments by cash or otherwise, unless a voucher duly completed pursuant to the rules and regulations supports such payment established by the international Administrative Committee. He and his/her successor shall preserve such vouchers for at least five (5) years. Copies of such vouchers shall be provided to the international Secretary Treasurer on a monthly basis.

He/she shall report monthly to the local executive board and to the International Secretary Treasurer on the forms approved by the International Union. He/she shall submit, at least once each year, such books, records, vouchers and

ther supporting data for inspection and audit to a certified public accountant, the cost of the audit to be borne by the local union. In advance of, he/she shall make certain, by communication with the International Secretary Treasurer. Not less than thirty (30) days before the start of any audit arranged for by the local union, the local Financial Secretary Treasurer shall forward to the International Secretary Treasurer the name and address of the certified public accountant who is to conduct the audit. Copies of the auditor's report shall be sent to the executive board, to the international Secretary-Treasurer, and shall be made available for inspection by all members. He/she shall be the custodian of the seal of the local union.

He/she shall keep and supply to the International Secretary Treasurer a correct record of full names and addresses of all members, and promptly notify the international Secretary Treasurer of the names and addresses of all members who leave the local or who are suspended or expelled.

Before leaving office, his/her successor will be given all monies and other property of the local union. On demand of the international union, he/she shall make available all books and records of any welfare or special fund for examination and audit.

4. Recording Secretary

He/she shall also perform the duties of a local Recording-Secretary under the constitution. He/she shall keep correct minutes of all meetings of the local executive board and the joint executive committee. He/she shall issue the call for all meetings of the local union, and of the local executive board. He/she shall perform such duties as are prescribed by the constitution or by the local executive board. He/she shall answer any correspondence in accordance with instructions given to him/her by the local executive board or President. He/she shall notify the International Union of all changes of

officers. He/she shall perform such duties as directed by the President.

ARTICLE IV

Section I

Executive Board

The executive board shall consist of the local officers and three executive board members. The executive board members shall be apportioned between the transportation and maintenance departments in accord with the proportion each has of the total membership, provided that there shall be at least one member from each department.

Section I – i

If for lack of a quorum a meeting of the membership is not held, then it shall be the duties of the executive board to perform for the membership. Any action performed by the executive board shall be binding according to the constitution.

Section I – ii

The executive board shall report to the International Union any violations of the constitution and the by-laws by any member or members.

ARTICLE V

Section I

Vacancy

In the event that a vacancy occurs between elections in any other than the office of President, the vacancy shall be filled by appointment of the President with the approval of the executive board.

ARTICLE VI

Section I

Trustees

The trustees of the property of the local union shall be the President, Vice President, Financial Secretary-Treasurer and the Recording Secretary.

ARTICLE VII

Section I

Elections

1. At a meeting in the month of September every three (3) years, the local executive board shall appoint an elections committee, consisting of three (3) members of the local union, none of whom shall be candidates for office in the election of the year. The election committee shall promptly meet and draw up proposed rules and regulations to govern nominations and elections and report back to a meeting of the local executive board no later than the second (2) week of September of that year. The local executive board at such meeting shall accept, modify or amend the rules and regulations proposed by the election committee, and such rules and regulations governing nominations and elections as adopted by the local executive board shall be published and posted on all union bulletin boards.

2. Nominations for the officers and executive board members shall be held every three (3) years at the October membership meeting.

3. The election of officers and the executive board members shall be held every three (3) years during the month of November. The election shall be conducted by secret ballot.

4. Each member in good standing must attend 6 (six) meetings in the 12 (twelve) months previous to nomination, to be eligible for nomination and election to office.

5. Each member of the local in good standing shall be entitled to vote in accordance with the procedures adopted by the election committee.

6. Elected officers and executive board members shall serve as delegates to the international convention; provided that, should the number of elected officers and executive board members exceed the number of delegate positions apportioned to local 248, delegate positions shall be awarded in the following order: President; Secretary Treasurer; Vice President; and executive board members. The numbers of votes each received in the election for executive board; provided further that, if two or more members of the executive board are to be delegates, one of those must be the executive board member from each department.

ARTICLE VIII

Section I

Steward

The President will appoint a chief steward and other stewards who are needed to conduct the affairs of the local union.

ARTICLE IX

Section I

Meetings

1. The executive board shall meet at least once in each calendar month except when the members of the executive board dispense with meetings during the months of August and December. Additional meetings may be called by the local President and must be called by him/her within five (5) days after the receipt of a petition signed by the majority of the members of the executive board.

2. The general membership meeting shall be held once a month at a time and place set by the local executive board.

3. A quorum of six (6) must be present at the membership meeting in order to conduct business.

ARTICLE X

Section I

Committees

The President, with approval of the executive board, shall from time to time appoint committees that may be necessary to assist the local officers in carrying out functions of the local to better service its membership, i.e., political action, membership, trial committees, etc.

ARTICLE XI

Section I

Literature

All leaflets and literature for circulation among the membership, purporting to state policy or to advertise any official union activity, must have the approval of the President, or his/her designee, or the executive board before being posted or distributed. To participate in the posting, distribution or publication of unauthorized material that falsely purports to be an authorized statement of union policy may constitute a punishable offense against the union unless otherwise waived by the local executive board.

ARTICLE XII

Section I

Finances

1. An initiation fee complying with the international constitution shall be paid by each applicant for membership.
2. Dues shall be as outlined in article XVII, Section 2, paragraph 2, of the International Constitution of the Transport Workers Union of America and as set forth, provided that the appropriate consent of the International Administrative Committee is obtained.

ARTICLE XIII

Section I

Miscellaneous

- 1.** No matter shall be submitted to arbitration without approval of the executive board.
- 2.** No member shall bypass the duly elected officers or stewards to handle His/her own or another's grievance.
- 3.** No member shall perform his/her duties on the job in such a manner as to place a further burden on his/her fellow workers, nor shall he/she disregard any rules adopted by the membership of the local union.
- 4.** No member shall take up a collection in the name of the union, regardless of its purpose, without the approval of the executive board. This shall not apply to collections taken by or for candidates for local office to defray the cost of their campaigns.
- 5.** No member shall attend or participate in any way in any organized group not affiliated with the AFL-CIO, who discusses and makes decisions on matters of policy directly related to and part of the internal affairs of the union.
- 6.** If any member or group of members wish to direct any matter to the attention of the executive board, they shall submit their request to the executive board at the next regular meeting.

ARTICLE XIV

Section I

Contract Negotiations

- 1.** The Local Officers and the Executive Board with a Representative from the International Union Shall Be the Negotiating Committee for the Local.

2. No agreement shall become effective until it is ratified by the membership.

ARTICLE XV

Section I

Wages

The President, Financial Secretary-Treasurer, and Recording Secretary shall be paid a minimum expense amount of fifty (\$50) dollars each month. The executive board must approve changes in the amount of expense. All lost time shall be paid at the employee rate of pay.

ARTICLE XVI

Section I

Amendments

These by-laws shall be amended by the executive board with the approval of the majority of the members of the local union voting by a secret ballot.

ARTICLE XVII

Section I

International Constitution

In the event of any conflict between these By-laws and the International Constitution, the International Constitution shall control. Matters not covered herein shall be governed by the International Constitution including but not limited to charges, hearings and removal of officers.

Approved by Local on May 10, 1998

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