

2015 Constitutional Committee Proposed Changes

Proposed Change #1

Constitution

ARTICLE 3 – Membership

3. Any Member of this Local promoted to a supervisory position may retain their membership without voice or voting privileges.

3. Any Member of this Local ~~promoted~~ **voluntarily detailed** to a **204b** supervisory position may retain their membership without voice or voting privileges.

Proposed Change #2

Constitution

ARTICLE 3 – Membership

7. No member of this local shall be considered in good standing unless that member pays his/her own dues. Any member because of sickness or injury and without income will and can be carried for a period of six months' worth of Union Dues. Should a longer period be needed, the affected member can, him/herself, family member or another member on the sick or injured members behalf, bring before the members of this Local at regular scheduled meeting the motion to request a second six month period. On the members return to income status, those dues owed the Local will be paid back in a manner upon agreement with the Secretary-Treasurer. This excludes any member involved in military action that places the member in a non-pay status.

7. No member of this local shall be considered in good standing unless that member pays his/her own dues. Any member because of sickness or injury and without income will and can be carried for a period of six months' worth of Union Dues. Should a longer period be needed, the affected member can him/herself, **or** a family member or another ~~member on the sick or injured members behalf,~~ **member on behalf of the member in a no-pay status due to illness, injury, pregnancy, lay off or disciplinary action** bring before the members of this Local at regular scheduled meeting the motion to request a second six month period. **Upon** the members return to income status, those dues owed the Local will be paid back in a manner upon agreement with the Secretary-Treasurer **and approval of the President. An invoice will be sent to the member, by the Secretary-Treasurer of this Local, informing him/her of the obligation to reimburse the Local for all Local dues in arrears.** This excludes any member involved in military action that places the member in a non-pay status.

Proposed Change #3

Constitution

ARTICLE 4 – Officers

1. The Officers of this Local shall be Elective or Appointive.

1a. The Elective Officers shall consist of a President, a Vice-President, a Secretary/Treasurer, a Recording Secretary, a Clerk Craft Director, a Maintenance Craft Director, a Motor Vehicle Craft Director, a Director of Organization, 028 Area Stewards, and Three (3) Trustees.

1a. The Elective Officers shall consist of a President, a Vice-President, a Secretary/Treasurer, a Recording Secretary, a Clerk Craft Director, a Maintenance Craft Director, a Motor Vehicle Craft Director, a Director of Organization, 028 Area Steward, and Three (3) Trustees.

Proposed Change #4

Constitution

ARTICLE 4 – Officers

1.1b. The Appointive Positions shall consist of a Chief Steward, a Legislative Director, 029 Area Stewards, a Sergeant-at-Arms, an “Outlook” Associate Editor, an Election Committee Warden, Election Committee Tellers (as needed), a Ballot Committee Warden, and Ballot Committee Tellers (as needed), a Building Manager, and a Web Administrator.

1.1b. The Appointive Positions shall consist of a Chief Steward, a Legislative Director, ~~029 Area~~ Stewards, a Sergeant-at-Arms, an “Outlook” Associate Editor, an Election Committee Warden, Election Committee Tellers (as needed), a Ballot Committee Warden, and Ballot Committee Tellers (as needed), a Building Manager, and a Web Administrator.

Proposed Change #5

Constitution

ARTICLE 4 – Officers

1b (cont'd). These Appointive Positions may be filled by the President with the approval of the Executive Board and Committee. There shall be a minimum of three stewards per tour.

1b (cont'd). These Appointive Positions may be filled by the President with the approval of the Executive Board and Committee. ~~There shall be a minimum of three stewards per tour.~~

Proposed Change #6

Constitution

ARTICLE 4 – Officers

4. Any Officer absenting him/herself from three (3) consecutive regular meetings shall be removed and his Office declared vacant except for the occasions of extended illness, vacation, not being released from work, injury. Postal duty assignments greater than one hundred (100) miles from the Union Hall, or Union business. In such cases, said Officer shall be counted as present.

4. Any Officer absenting him/herself from three (3) consecutive regular meetings shall be removed and his Office declared vacant except for the occasions of extended illness, vacation, not being released from work, injury, Postal duty assignments greater than one hundred (100) miles from the Union Hall, or Union business. In such cases, said Officer shall be counted as present.

Proposed Change #7

Constitution

ARTICLE 4 – Officers

5. Upon receipt of formal charges, any officer or steward appointed by the President with the approval of the Executive Board and Committee may be removed by the Executive Board.

6. The procedure for removal will include a hearing before the President and the Executive Board. The hearing will include but is not limited to, presentation of the charges against the steward or officer, opportunity for presentation of the charges by the parties seeking removal, and an opportunity for the charged officer or steward to defend themselves. The officer or steward will be furnished a copy of the charges a minimum fifteen (15) days prior to the hearing. This will be the day in court privileges and decision will be by majority vote of the Executive Board.

5. Member charges will be processed in accordance with Article 15 of the National APWU Constitution and By-Laws.

* If this proposed change is adopted, then item number 7, must be renumbered to number 6.

Proposed Change #8

Constitution

ARTICLE 5 – Duties of Officers

1. The President shall chair all meeting of this Local. He /She shall be a delegate to all affiliated organizations and conventions. He /She shall be the President of the Local APWU Accident Benefit Association. He /She shall perform the duties of the Chief Steward or may delegate same. He /She shall be the Editor of the “Outlook” or may appoint same. He /She shall be a member of all committees other than the one for elections. He /She shall have the Authority to appoint non-elected positions¹. He /She may fill any vacant Elective Office in accordance with CONSTITUTION, ARTICLE Four (4), Officers, Section Six (6). He /She shall countersign all checks (except those checks on which his name appears as the Payee) drawn upon the treasury, and shall perform such other duties and usages of the Local require. He /She shall assign other duties to any other officer as long as those duties are within the purview of that officer’s position. He /She may spend up to one thousand dollars (\$1,000.00) per month with Executive Board approval. He /She may spend money from the President’s day to day Operating Expense account, but must account for all expenditures to this Local. This account will be funded monthly with \$500.00 and the balance will be capped at three times the monthly refunding amount.

REFERENDUM AMENDMENT 2-1993

He /She shall be paid on a no loss no gain basis plus three thousand dollars. (\$3,000.00)

.....

In recognition of the President’s salary being fixed by the No Loss No Gain Referendum of February of 1993 and the goals of the 1996 Constitutional Committee in regards to reclassifying a benefit of Elective and Appointive Office of this local the President shall receive an additional yearly payment to his/her salary of five hundred dollars (\$500.00) effective 1997.

1 See Article 4.1.b

¹ See Article 4.1.b

1. The President shall chair all meetings of this Local. He /She shall be a delegate to all affiliated organizations and conventions. He /She shall be the President of the Local APWU Accident Benefit Association. He /She shall perform the duties of the Chief Steward or may delegate same. He /She shall be the Editor of the "Outlook" or may appoint same. He /She shall be a member of all committees other than the one for elections. He /She shall have the Authority to appoint non-elected positions¹. He /She may fill any vacant Elective Office in accordance with CONSTITUTION, ARTICLE Four (4), Officers, Section Six (6). He /She shall countersign all checks (except those checks on which his/*her* name appears as the Payee) drawn upon the treasury. **He/She** shall perform **related** duties **as required by the Local**. He /She shall assign other duties to any other officer as long as those duties are within the purview of that officer's position. He /She may spend up to one thousand dollars (\$1,000.00) per month with Executive Board approval. He /She may spend money from the President's day to day Operating Expense account, but must account for all expenditures to this Local. This account will be funded monthly with \$500.00 and the balance will be capped at three times the monthly refunding amount.

REFERENDUM AMENDMENT 2-1993

He /She shall be paid on a no loss no gain basis plus three thousand dollars. (\$3,000.00)

.....

In recognition of the President's salary being fixed by the No Loss No Gain Referendum of February of 1993 and the goals of the 1996 Constitutional Committee in regards to reclassifying a benefit of Elective and Appointive Office of this local, the President shall receive an additional yearly payment to his/her salary of five hundred dollars (\$500.00) effective 1997. ***This language applies only to Full Time Presidents being paid entirely by the Local. If the President remains on the Postal Service's clock, he/she shall be paid quarterly an annual salary of three thousand five hundred dollars (\$3,500).***

¹ See Article 4.1.b

Proposed Change #9

Constitution

ARTICLE 5 – Duties of Officers

2. The Vice President shall assist the President in conducting business of this local. He /She shall – only in the absence of the President, be vested with the same powers and perform all duties of the President. He shall – only in the event of death, resignation, or removal of the President – become the Full-Time President of this local receiving all the pay and benefits afforded that position. He /she shall be paid quarterly, a yearly salary of three thousand dollars (\$3,000.00).

2. The Vice President shall assist the President in conducting business of this local. He /She shall – only in the absence of the President, be vested with the same powers and perform all duties of the President. He/**She** shall – only in the event of death, resignation, or removal of the President – become the ~~Full-Time~~ President of this local receiving all the pay and benefits afforded that position. He /she shall be paid quarterly, a yearly salary of **two thousand five hundred dollars (\$2,500.00)**.

Proposed Change #10

Constitution

ARTICLE 5 – Duties of Officers

3. The Secretary/Treasurer, under the supervision of the President shall be the Secretary/Treasurer of the local APWU Accident Benefit Association. He /She shall receive, deposit, and maintain records of all, the Local's money in a bank or other financial institution approved by the Executive Board. He /She shall meet all the financial obligations and administer all benefit programs of and in behalf of this local by check, signed by him/her (except those checks on which his/her name appears as the Payee) and countersigned by the President (see exceptions Art. 5.1). He /She shall make a statement of the financial condition of this local at each regular meeting. He /She shall, at the Annual Meeting, submit an itemized statement of all moneys received and expended. He /She shall be paid quarterly, a yearly salary of three thousand five hundred dollars (\$3,500.00).

3. The Secretary/Treasurer, under the supervision of the President, shall be the Secretary/Treasurer of the local APWU Accident Benefit Association. He /She shall receive, deposit, and maintain records of all, the Local's money in a bank or other financial institution approved by the Executive Board. He /She shall meet all the financial obligations and administer all benefit programs of and in behalf of this local by check, signed by him/her (except those checks on which his/her name appears as the Payee) and countersigned by the President (see exceptions Art. 5.1). He /She shall make a statement of the financial condition of this local at each regular meeting. He /She shall, at the Annual Meeting, submit an itemized statement of all moneys received and expended. ***He /She shall provide on the first Tuesday of every month a copy of the most current Dues Check-Off List (DCO) to the Director of Organization.*** He /She shall be paid quarterly, a yearly salary of ***three thousand dollars (\$3,000.00).***

Proposed Change #11

Constitution

ARTICLE 5 – Duties of Officers

4. The Recording Secretary shall keep a record of all proceedings, and maintain all other records (excepting those specifically stated in this article as the responsibility of another officer) of this local (including the building corporation's constitution and this one). He /She shall be paid quarterly, a yearly salary of one thousand dollars (\$1,000.00).

4. The Recording Secretary shall keep a record of all proceedings, and maintain all other records (excepting those specifically stated in this article as the responsibility of another officer) of this local (including the building corporation's constitution and this one). He /She shall be paid quarterly, a yearly salary of ***seven hundred fifty dollars (\$750.00)***.

Proposed Change #12

Constitution

ARTICLE 5 – Duties of Officers

5. The Chief Steward shall oversee and maintain a file of all grievances. He /She shall, in conjunction with the President, be responsible for the training of stewards. He /She shall be paid quarterly, a yearly salary of two thousand six hundred sixty six dollars and sixty eight cents (\$2,666.68).

5. The Chief Steward shall oversee and maintain a file of all grievances. He /She shall, in conjunction with the President, be responsible for the training of stewards. He /She shall be paid quarterly, a yearly salary of ***two thousand (\$2,000.00)***.

Proposed Change #13

Constitution

ARTICLE 5 – Duties of Officers

6. The Craft Directors shall represent their respective craft and also serve as stewards for such. They shall be paid quarterly, a yearly salary as follows:

- A. Clerk Craft Director – two thousand six hundred sixty six dollars and sixty eight cents (\$2,666.68)
- B. Maintenance Craft Director – two thousand two hundred sixty six dollars and eighty cents (\$2266.80)
- C. Motor Vehicle Craft director – one thousand seven hundred dollars and twenty two cents (\$1,733.22)

6. The Craft Directors shall represent their respective craft and also serve as stewards for such. They shall be paid quarterly, a yearly salary as follows:

- A. Clerk Craft Director – ***two thousand five hundred dollars (\$2,500.00)***
- B. Maintenance Craft Director – ***two thousand one hundred dollars (\$2,100.00)***
- C. Motor Vehicle Craft director – one thousand seven hundred thirty-three dollars and twenty two cents (\$1,733.22)

Proposed Change #14

Constitution

ARTICLE 5 – Duties of Officers

7. The Director of Organization will maintain the computer database used by this local for the purpose of providing information for collective bargaining. He /She will be responsible for assisting the other officers in the use of this database for monitoring job posting and grievance administration. He /She will provide to all officers all up to date membership printouts necessary to perform the duties of their position. He /She will be paid quarterly, a yearly salary of three thousand dollars (\$3,000.00).

7. The Director of Organization will maintain the computer database used by this local for the purpose of providing information for collective bargaining. He /She will be responsible for assisting the other officers in the use of this database for monitoring job posting and grievance administration. He /She will provide to all officers all up to date membership printouts necessary to perform the duties of their position. ***He /She shall conduct new employee orientations for the Local.*** He /She will be paid quarterly, a yearly salary of ***two thousand dollars (\$2,000.00).***

Proposed Change #15

Constitution

ARTICLE 5 – Duties of Officers

8. The Legislative Director shall be the liaison officer between our Congressional Representatives and our local President. He /She shall have charge of and direct all activities of this local in regards to legislation, and shall submit a monthly legislative report. He /She shall be paid quarterly, a yearly salary of six hundred four dollars (\$604.00).

8. The Legislative Director shall be the liaison officer between our Congressional Representatives and our local President. He /She shall have charge of and direct all activities of this local in regards to legislation, and shall submit a monthly legislative report. He /She shall be paid quarterly, a yearly salary of **five hundred dollars (\$500.00)**.

Proposed Change #16

Constitution

ARTICLE 5 – Duties of Officers

9. The 028 Area Stewards shall handle grievances. They shall be paid quarterly, a yearly salary of one thousand six hundred dollars (\$1,600.00)

10. The 029 Area Stewards shall handle grievances. They shall be paid quarterly, a yearly salary of one thousand six hundred dollars (\$1,600.00).

9. The Stewards shall handle grievances. They shall be paid quarterly, a yearly salary of one thousand six hundred dollars (\$1,600.00) *

* Adoption of this Constitutional Change will automatically renumber the remaining items listed in Article 5 without the requirement of additional motions for the sole purpose of renumbering.

Proposed Change #17

Constitution

ARTICLE 5 – Duties of Officers

11. The Sergeant at Arms shall preserve order and be responsible for the maintenance of the attendance book. He /She shall be paid quarterly, a yearly salary of five hundred and fifty two dollars (\$552.00).

10. The Sergeant at Arms shall preserve order and be responsible for the maintenance of the attendance book. He /She shall be paid quarterly, a yearly salary of ***five hundred dollars (\$500.00)***.

Proposed Change #18

Constitution

ARTICLE 5 – Duties of Officers

12. The Trustees shall have general supervision over the property of this local and keep inventory of same. The members of the Trustees will sign and date as witnesses to the non-competition contract for appointed office. They shall audit and approve the Secretary/Treasurer's books prior to their submission at the Annual Meeting of this local. They shall be paid quarterly, a yearly salary of five hundred and fifty two dollars (\$552.00). A Trustee will sign checks for the President or Secretary/Treasurer when either name is named as payee of that check.

11. The Trustees shall have general supervision over the property of this local and keep inventory of same. The members of the Trustees will sign and date as witnesses to the non-competition contract for appointed office. They shall audit and approve the Secretary/Treasurer's books prior to their submission at the Annual Meeting of this local. ***A Trustee will sign checks for the President or Secretary/Treasurer when either name is named as payee of that check.*** They shall be paid quarterly, a yearly salary of ***six hundred dollars (\$600.00)***.

Proposed Change #19

Constitution

ARTICLE 5 – Duties of Officers

13. The Editor of the “Outlook” shall be this local’s president or he may appoint same in accordance with CONSTITUTION ARTICLE FOUR (4) Officers, Section One (1) b. He /She shall serve under the direction of this local and shall be paid a yearly salary of five hundred dollars (\$500.00), plus one hundred and fifty dollars (\$150.00) per edition up to 8 editions per year as long as the editor is not currently the full time President of this local.

14. The Editor of the “Outlook” shall be this local’s president or he */she* may appoint same in accordance with CONSTITUTION ARTICLE FOUR (4) Officers, Section One (1) b. He /She shall serve under the direction of this local and shall be paid ~~a yearly salary of five hundred dollars (\$500.00), plus~~ one hundred and fifty dollars (\$150.00) per edition up to 8 editions per year as long as the editor is not currently the full time President of this local.

Proposed Change #20

Constitution

ARTICLE 5 – Duties of Officers

14. The Associate Editor of the “Outlook” shall be selected from the membership of this local in accordance with CONSTITUTION ARTICLE FOUR (4) Officers, Section One (1) b. He /She shall serve under the direction of this local and shall be paid a yearly salary of five hundred dollars (\$500.00) plus one hundred and fifty dollars (\$150.00) per edition up to 8 editions per year.

DELETE ITEM 14 - ASSOCIATE EDITOR POSITION. *

* Adoption of this Constitutional Change will automatically renumber the remaining items listed in Article 5 without the requirement of additional motions for the sole purpose of renumbering.

Proposed Change #21

Constitution

ARTICLE 5 – Duties of Officers

19. Each officer shall, at the expiration of their term, surrender to this local all books, papers, moneys, and other property of this local that may have come into their possession or control. Upon failure to do so, it will become the responsibility to procure such.

17. Each officer shall, at the expiration of their term, surrender to this local all books, papers, moneys, and other property of this local that may have come into their possession or control. Upon failure to do so, it will become the responsibility ***of the Local*** to procure such.

Proposed Change #22

Constitution

ARTICLE 6 – Conventions

1. The following officers shall be delegates to all national Conventions: President, Vice-President, Secretary/Treasurer, Clerk Craft Director, Maintenance Craft Director, Motor Vehicle Craft Director, Director of Organization and at least one (1) 028 Steward. Each Officer must have attended six (6) meetings during each fiscal year – proof of attendance to be determined by the attendance book and/or roll call of officers. In the event of a vacancy or disqualification, all vacancies or disqualifications will be filled by an election by the Executive Board and Committee. In the event of insufficient funds – in accordance with BYLAWS ARTICLE FOUR (4), Expenditures, Section Two (2) – the above shall be reduced by inverse order. Newly appointed officers shall not be required to attend the six (6) meetings in order to be a delegate to the National Convention if the time of their appointment prevents them from complying with the above requirement.

1. The following officers shall be delegates to all national Conventions: President, Vice-President, Clerk Craft Director, Maintenance Craft Director, Motor Vehicle Craft Director, **Secretary/Treasurer**, Director of Organization and ~~at least one (1)~~ **the elected 028 Steward sitting on the Executive Board**. Each Officer must have attended six (6) meetings during each fiscal year – proof of attendance to be determined by the attendance book and/or roll call of officers. In the event of a vacancy or disqualification, all vacancies or disqualifications ~~will~~ **may** be filled by an election by the Executive Board and Committee. In the event of insufficient funds – in accordance with BYLAWS ARTICLE FOUR (4), Expenditures, Section Two (2) – the above shall be reduced by inverse order. Newly appointed officers shall not be required to attend the six (6) meetings in order to be a delegate to the National Convention if the time of their appointment prevents them from complying with the above requirement.

Proposed Change #23

Constitution

ARTICLE 6 – Conventions

3. All convention delegates must attend all business sessions and or meetings as directed by the President of this Local. Failure to be in attendance shall result in the mandatory return of any local moneys received by the delegate for4 that day or days. Exceptions to the preceding may be authorized only by the President and/or Executive Board of this local.

3. All convention delegates must attend all business sessions and or meetings as directed by the President of this Local. Failure to be in attendance shall result in the mandatory return of any local moneys received by the delegate ~~for4~~ **for** that day or **those** days. Exceptions to the preceding may be authorized only by the President and/or Executive Board of this local.

Proposed Change #24

ByLaws

ARTICLE 1 - Meetings

1. The Regular Monthly meetings of this local shall be held on the third (3rd) or fourth (4th) Saturday or Sunday except in the months of July, August, and December.

1. The Regular Monthly meetings of this local shall be held ~~on~~ **in** the third (3rd) or fourth (4th) ~~Saturday or Sunday~~ **week** except in the months of July, August, and December.

Proposed Change #25

ByLaws

ARTICLE 2 – Dues

2. Cash dues, in addition to any increase or assessment as mandated by National, shall be payable per month, per member, in advance on or before the end of each month.

2. Cash dues, in addition to any increase or assessment as mandated by National, shall be payable per month, per member, in advance on or before the end of each ~~month~~ **quarter. The Secretary/Treasurer must submit a quarterly invoice to all cash dues paying members.**

Proposed Change #26

ByLaws

ARTICLE 2 – Dues

3. Any member retired from Postal Service², may retain his membership without vote for the sum of one dollar (\$1.00) per year paid to this local – or he /she may pay full dues and retain membership with full privileges. Not deferred retirement, if you defer your retirement you must pay full dues to this local until your retirement date to receive any benefits of this Local.

3. Any member retired from Postal Service², may retain his membership without vote for the sum of one dollar (\$1.00) per year paid to this local – or he /she may pay full dues and retain membership with full privileges. **This does not apply to** deferred retirement. ~~If you defer your retirement you~~ **If a member defers his/her retirement, he/she** must pay full dues to this local until ~~you're~~ **his/her** retirement date to receive any benefits of this Local.

Proposed Change #27

ByLaws

ARTICLE 4 – Expenditures

2. This Local shall send no delegate(s) to any convention when the expense of sending such delegate(s) exceeds ten thousand dollars (\$10,000.00) or one half (1/2) the amount of money in this Local's treasury.

2. This Local shall send no delegate(s) to any convention when the expense of sending such delegate(s) exceeds ~~ten thousand dollars (\$10,000.00)~~ or one half (1/2) the amount of money in this Local's **projected annual** treasury.

Proposed Change #28

ByLaws

ARTICLE 4 – Expenditures

6. Travel Policy

Section 1 Introduction

It is the policy of the American Postal Workers Union Providence Rhode Island Area Local 387 that, all trips i.e. Conventions, Craft Conferences, Training, and Business trips must be authorized in advance by the Membership at a membership meeting. In a case that a business trip comes up on short notice the trip must be approved by the executive board and reported out at the next membership meeting. Travel expenses will be paid only for approved trips. The Providence Rhode Island Area Local 387 will only pay for travel for the business of the Providence Rhode Island Area Local 387.

The President of the Local will designate who will be attending any approved travel with the exception in the Constitution and Bylaws Article 6 Conventions.

A. Introduction

It is the policy of the American Postal Workers Union Providence Rhode Island Area Local 387 that, all trips i.e. Conventions, Craft Conferences, Training, and Business trips must be ~~authorized~~ **approved** in advance by the Membership at a membership meeting. In a case that a business trip comes up on short notice, the trip must be approved by the executive board and reported out at the next membership meeting. Travel expenses will be paid only for approved trips. The Providence Rhode Island Area Local 387 will only pay for travel for the business of the Providence Rhode Island Area Local 387.

The President of the Local will designate who will be attending any approved travel with the exception in the Constitution and Bylaws Article 6 Conventions.

Proposed Change #29

ByLaws

ARTICLE 4 – Expenditures

6. Travel Policy

Section 2 Travel Arrangements

The Secretary-Treasurer of this Local will make all travel arrangements for all approved travel for the Providence Rhode Island Area Local 387. The Secretary-Treasurer can enlist assistance in making travel arrangements for approved travel. The Secretary-Treasurer authorizes travel, taking time into consideration, the most economical and reasonable form of transportation is to be utilized. The Secretary – Treasurer will perform a cost analysis to decide what form of transportation will be used. Once the Secretary- Treasurer has made determination of what form of travel is to be used, that is what the approved travel will be. When the Secretary-Treasurer is making the determination between Air or Car travel, they will impose a 12 hour maximum driving time limit on a one way trip as the maximum time for car travel. The driving limit includes; driving, meal stops, stops for fuel, and rest breaks.

If the Secretary- Treasurer determines air travel is the form of travel to be used then the APWU Providence Rhode Island Area Local 387 will pay for the round trip air travel and baggage fees if they apply. If one or more of the approved travelers wants to use another form of travel; i.e. drive instead of flying the travelers will be given the cost of the airline ticket and baggage fees if they apply. Any cost over the airline ticket and baggage fees if they apply, will be the responsibility of the traveler.

The Providence Rhode Island Area Local 387 will pay for parking fees for approved travelers for the duration of the trip at airport of departure.

The Providence Rhode Island Area Local 387 will pay necessary expenses for transportation to and from airport /hotel.

If the Secretary- Treasurer determines driving is the form of travel to be used the Providence Rhode Island Area Local 387 will pay for rental vehicles, fuel, and tolls

for the approved travel. The Secretary- Treasurer will determine how many vehicles will be necessary for the travel. If more than one rental car is needed, and one or more of the Providence Rhode Island Area Local 387 credit card holders are not traveling. The Secretary-Treasurer will ask one of the approved travelers if they would secure the rental car on their personal credit card. The traveler who uses their personal credit card for the business of the Providence Rhode Island Area Local 387 will be reimbursed in full for all approved transportation expenses incurred. Receipts must be provided for rental car, fuel, and tolls for you to be reimbursed.

Travel including transportation, hotel accommodations, and rental cars if needed that is secured and approved will be paid for by Providence Rhode Island Area Local 387.

Proposed Change:

B. Travel Arrangements

The Secretary-Treasurer of this Local will make all travel arrangements for all approved travel for the Providence Rhode Island Area Local 387. The Secretary-Treasurer can enlist assistance in making travel arrangements for approved travel. The Secretary-Treasurer will perform a cost analysis to decide what form of transportation will be used. The Secretary-Treasurer ~~authorizes~~ **arranges** travel, **and** taking time into consideration, **shall secure** the most economical and reasonable form of transportation ~~is~~ to be utilized. The Secretary-Treasurer will perform a cost analysis to decide what form of transportation will be used. ~~Once~~ **The Secretary-Treasurer has made final** determination of what form of travel is to be used, ~~that is what the approved travel will be. When the Secretary-Treasurer is making the determination between Air or Car travel, they will impose~~ A 12 hour maximum driving time limit on a one way trip ~~as the maximum time~~ **will be the determining factor for whether** ~~car~~ travel **will be** by **air or car**. The driving limit includes driving, meal stops, stops for fuel, and rest breaks. **Mapquest, Google Maps or other similar directional tool shall be utilized to establish the amount of driving time required to travel by car.**

If the Secretary- Treasurer determines air travel is the form of travel to be used, the APWU Providence Rhode Island Area Local 387 will pay for the round trip air

travel and baggage fees if they apply. If one or more of the approved travelers wants to use another form of travel; i.e. drive instead of flying, the travelers will be ~~given~~ **paid** the cost of the airline ticket, ~~and baggage fees if they apply.~~ Any cost over the airline ticket, ~~and baggage fees if they apply,~~ will be the responsibility of the traveler. The Providence Rhode Island Area Local 387 will pay for parking fees for approved travelers for the duration of the trip at airport of departure, **and** ~~The Providence Rhode Island Area Local 387 will pay necessary expenses~~ for transportation to and from airport /hotel. ***Rental vehicles at the destination city will only be provided if the distance between the airport and the location of the hotel or conference center exceeds 30 miles.***

If the Secretary- Treasurer determines **that** driving is the form of travel to be used, the Providence Rhode Island Area Local 387 will pay for rental vehicles, fuel, and tolls for the approved travel. The Secretary-Treasurer will determine how many, **if any**, vehicles will be necessary for the travel. ~~If more than one rental car is needed, and one or more none of the Providence Rhode Island Area Local 387 credit card holders are not traveling, the Secretary Treasurer will ask one of the approved travelers if they he/she would secure the rental car on their personal credit card.~~ Any traveler who uses their **his/her** personal credit card for the business of the Providence Rhode Island Area Local 387 will be reimbursed in full for all approved transportation expenses incurred. Receipts must be provided for rental car, fuel, and tolls for ~~you~~ **the traveler** to be reimbursed.

~~Travel including transportation, hotel accommodations, and rental cars if needed that is secured and approved will be paid for by Providence Rhode Island Area Local 387.~~

Proposed Change #30

ByLaws

ARTICLE 4 – Expenditures

6. Travel Policy

Section 3 Lodging

The Providence Rhode Island Area Local 387 will pay for hotel accommodations for the approved travel. If the hotel requires a deposit for incidental charges to your room; i.e. movie rentals and incidentals, the traveler will be responsible for the deposit. The Providence Rhode Island Area local 387 will not reimburse for any pay TV services or movies or incidentals.

Upon the return of your travel each traveler must obtain a copy of the hotel folio, and will provide the Secretary- Treasurer a copy of your hotel folio with a zero balance.

C. Lodging

The Providence Rhode Island Area Local 387 will pay for hotel accommodations for the approved travel. If the hotel requires a deposit for incidental charges to ~~your~~ **the traveler's** room - i.e. movie rentals and incidentals - ~~the traveler~~ **he/she** will be responsible for the deposit. The Providence Rhode Island Area local 387 will not reimburse for any pay TV services or movies or incidentals. ~~Upon the return of your travel~~ **Each** traveler must obtain a copy of the hotel folio, **and upon return,** and will provide the Secretary- Treasurer **with** a copy ~~of your hotel folio~~ **with reflecting** a zero balance.

Proposed Change #31

ByLaws

ARTICLE 4 – Expenditures

6. Travel Policy

Section 4 Meals

The Providence Rhode Island Area Local 387 will provide Per Diem for the time frame of your travel. Per Diem will be paid based on the city of destination per diem rate found in GSA. On travel days the Providence Rhode Island Area local 387 will pay per diem at the rate of 75% of the city of destination. Your total per diem allowance is determined by the number of hotel nights plus 75% travel days.

D. Meals

The Providence Rhode Island Area Local 387 will provide Per Diem for the time frame of ~~your~~ **approved** travel. Per Diem will be paid based on the city of destination's per diem rate found in GSA. On travel days the Providence Rhode Island Area local 387 will pay per diem at the rate of 75% of the city of destination. ~~Your~~ **The** total per diem allowance is determined by the number of ~~hotel nights~~ **full days of business** plus 75% **on** travel days.

Proposed Change #32

ByLaws

ARTICLE 4 – Expenditures

6. Travel Policy

Section 5 Compensation

The Providence Rhode Island Area local 387 will pay lost time for all approved travelers at the approved traveler's base rate of pay at no loss no gain. Example; While on authorized Providence Rhode Island Area Local 387 business, you will be paid for all hours worked, up to EIGHT HOURS (8) PER DAY, to a maximum of FIVE (5) DAYS IN A ROW (OR 40 hours per week). Furthermore, no more than five (5) consecutive days in a seven (7) day period will be paid. You will not be paid for non-scheduled days off.

E. Compensation

The Providence Rhode Island Area local 387 will pay lost time for all approved travelers at the approved traveler's base rate of pay, ~~at~~ **on a** no loss no gain **basis**. ~~Example; While on authorized Providence Rhode Island Area Local 387 business, you will be paid for all hours worked, up to EIGHT HOURS (8) PER DAY, to a maximum of FIVE (5) DAYS IN A ROW (OR 40 hours per week). Furthermore, no more than five (5) consecutive days in a seven (7) day period will be paid. You will not be paid for non-scheduled days off.~~ **The amount of lost time paid to each traveler will not exceed the number of hours listed in the traveler's Postal Bid Assignment for the duration of travel while on Union Business. Postal Support Employees (PSEs) approved for lost time for the Business of the Union shall be paid the number of hours equal to hours worked by other PSEs within their section on the applicable day(s).**

Proposed Change #33

ByLaws

ARTICLE 4 – Expenditures

6. Travel Policy

Section 6 Reimbursement for Lost Annual and Sick Leave

The Providence Rhode Island Area Local 387 will reimburse its employees for lost annual and sick leave once that employee reaches 80 hours of LWOP for approved business of the Providence Rhode Island Area Local 387. The employee must provide the Secretary- Treasurer

Copies of the USPS Employees Everything Report to show that 80 hours of LWOP has been used for Local 387 Union business. The employee will be paid at no loss no gain i.e. employee will be paid at their current base hourly rate.

F. Reimbursement for Lost Annual and Sick Leave

The Providence Rhode Island Area Local 387 will reimburse its employees for lost annual and sick leave once that employee reaches 80 hours of LWOP for approved business of the Providence Rhode Island Area Local 387. The employee must provide the Secretary-Treasurer copies of the ~~USPS Employees Everything Report to~~ **proper documentation showing** that 80 hours of LWOP has been used for Local 387 Union business. The employee will be paid at no loss no gain ~~i.e.~~ at the employee's ~~will be paid at their~~ current base hourly rate.

Proposed Change #34

ByLaws

ARTICLE 4 – Expenditures

6. Travel Policy

Section 7 Local Travel

The Providence Rhode Island Area Local 387 will pay mileage for use of your personal vehicle for the business of this local. Mileage will be paid using the formula from the National's Travel Policy. The maximum mileage that the Providence Rhode Island Area 387 will pay for local travel is 150 miles per trip. Any travel outside of the offices that the Providence Rhode Island Area 387 represents, the Secretary- Treasurer will determine whether personal vehicle or rental vehicle will be used. If travel is outside the maximum 150 miles per trip the traveler must get preapproval from the Secretary- Treasurer for mileage over the maximum of 150 per trip for the mileage to be paid on your personal vehicle.

Mileage expenses submitted from your home to your first assignment location are considered non-reimbursable personal commuting expenses, no matter what the distance is between your home and your assignment. However, mileage is reimbursable when you travel from your primary assignment (e.g. the Post Office where you work) to your secondary assignment (e.g. to Union hall, another post office that is part of this local, or any other destination that is required for the business of this local).

When you put in for reimbursement the following needs to be attached;

1. Copy of map quest, Google maps, or some similar direction tool.
2. Reason for travel.

G. Local Travel

The Providence Rhode Island Area Local 387 will pay mileage for use of ~~your~~ personal vehicles for the business of this local. Mileage will be paid using the formula from the National's Travel Policy. The maximum mileage that the Providence Rhode Island Area 387 will pay for local travel is 150 miles per trip. Any travel outside of the offices that the Providence Rhode Island Area 387 represents, the Secretary- Treasurer will determine whether personal vehicle or rental vehicle will be used. If travel is outside the maximum 150 miles per trip, the traveler must get preapproval from the Secretary- Treasurer for mileage ~~over the maximum of 150 per trip for the mileage~~ to be paid ~~on your~~ **for use of a** personal vehicle.

Mileage expenses submitted from ~~your~~ **an employee's** home to ~~your~~ **his/her** first assignment location are considered non-reimbursable personal commuting expenses, no matter ~~what the distance is between your home and your assignment.~~ However, mileage is reimbursable when ~~you~~ travel from ~~your~~ **the** primary assignment (e.g. the ~~Post Office where you work~~ **employee's duty station**) to ~~your~~ **the** secondary assignment (e.g. to Union hall, another post office that is part of this local, or any other destination that is required for the business of this local). ~~When you put in for reimbursement The following needs to be attached~~ **must be included for reimbursement:**

1. Copy of map quest, Google maps, or some similar direction tool.
2. Reason for travel.

Proposed Change #35

ByLaws

ARTICLE 4 – Expenditures

7. 50/50 Club

The APWU/387 Executive board will be responsible in how the funds of this club are administer to insure that the 50/50 club is solvent within itself. The Executive board will also be responsible to make adjustments in how donation are given to insure that the 50/50 club does not spend more than it takes in. Once per year in November the Secretary Treasurer will report to the Executive board on the financial health of the 50/50 club, so, the Executive board can make any adjustments needed.

7. 50/50 Club

The APWU/387 Executive board will be responsible in how the funds of this club are administered **ed** to insure that the 50/50 club is solvent within itself. The Executive board will also be responsible to make adjustments in how donations are given to ensure that the 50/50 club does not spend more than it takes in. Once per year in November the Secretary Treasurer will report to the Executive board on the financial health of the 50/50 club **and renew the annual license**. The Executive board can make any adjustments needed.

Proposed Change #36

ByLaws

ARTICLE 5 – Elections

3. The Secretary/Treasurer shall prepare sample voting ballots for the election committee. He /She shall take these sample ballots and have mimeographed or printed as many copies as there are names appearing on the list of eligible voters. He/ She shall also provide an additional fifty (50) ballots to be given to the warden of the election committee.

3. The Secretary/Treasurer shall prepare sample voting ballots for the election committee. He /She shall take these sample ballots and have ~~mimeographed or~~ printed as many copies as there are names appearing on the list of eligible voters. He/ She shall also provide an additional fifty (50) ballots to be given to the warden of the election committee.

Proposed Change #37

ByLaws

ARTICLE 5 – Elections

4. The Election of Officers shall be by printed ballot and shall be held on the third (3rd) Tuesday in October. Newly elected officers shall report and take office immediately following the vote tabulation by the Election Committee, and outgoing officers shall remain on the job in an advisory capacity for a period of eight (8) working days, in order to effectuate a smooth transition of officers.

4. The Election of Officers shall be by printed ballot and shall be held on the ~~third (3rd)~~ **fourth (4th)** Tuesday in October. Newly elected officers shall report and take office immediately following the vote tabulation by the Election Committee., ~~and~~ **Outgoing** officers shall remain on the job in an advisory capacity for a period of eight (8) working days, in order to effectuate a smooth transition of officers.

Proposed Change #38

ByLaws

ARTICLE 5 – Elections

5. The 028, Executive Board, representative will be determined by printed ballot in conjunction with BYLAWS ARTICLE 5 Elections, 'Voting', Section 4. Only those stewards representing the 028 offices will be eligible to vote for the 028, Executive Board, representative. Each 028 steward will have one vote.

5. The 028 Executive Board representative will be determined by printed ballot in conjunction with BYLAWS ARTICLE 5 Elections - Voting, Section 4. Only those stewards representing the 028 offices will be eligible to vote for the 028 Executive Board representative. Each 028 steward will have one vote.

Proposed Change #39

ByLaws

ARTICLE 5 – Elections

6. All elections, except those for president and full time officer positions, shall be by plurality vote. It will require a majority vote (greater than fifty per cent) to be elected to President or a full time officer's position. If in an election for President or a full time officer's position no candidate receives a majority of votes, the two top vote getters shall compete in a runoff election.

6. All elections, except those for president and full time officer positions, shall be by plurality vote. It will require a majority vote (greater than fifty per cent) to be elected to President or a full time officer's position. If in an election for President or a full time officer's position no candidate receives a majority of votes, the two top vote getters shall compete in a runoff election.

Proposed Change #40

ByLaws

ARTICLE 5 – Nominations

1. Any officer making application, in writing, for a position of management shall within ten (10) days of that application resign his/her position with the PRIAL of the APWU and if such resignation is not forthcoming, the Executive Board shall, upon conclusive evidence, declare said office vacant, and appoint a successor.

(a) Any postal employee eligible to be a member of the American Postal Workers Union who voluntarily holds a managerial, supervisory or EAS position with responsibility for issuing or recommending discipline, or applying or interpreting the National Agreement for the equivalent of one (1) pay period in a year shall be ineligible to hold office at any level of the American Postal Workers Union (APWU) or to be a delegate to any convention held by the APWU or any subordinate body of the APWU, so long as the employee continues to serve in such position and for a period of one (1) year from the time the employee vacates such position.

(b) Any postal employee who has submitted an application to a managerial, supervisory, or EAS position with responsibility for issuing or recommending discipline or for applying or interpreting the National Agreement shall withdraw such application prior to acceptance of nomination for any office in the APWU. Any postal Employee who shall voluntarily, holds, accepts or applies for any managerial or supervisory position, EAS position or any supervisory program, for any period of time, whether one (1) day or a fraction thereof, either detailed, acting, probationary or permanently, shall immediately vacate any office held by that member. In the interest of assuring that our officers are attuned to the problems of the members on the workroom floor no person will be eligible to run for a full time officer's position if in winning election to the position that person will win a third consecutive election to a full time officer's position.

1. Any officer making application, in writing, for a position of management shall within ten (10) days of that application resign his/her position with the Prial of the APWU. ~~and~~ If such resignation is not forthcoming, the Executive Board shall, upon conclusive evidence, declare said office vacant, ~~and~~ **The President shall** appoint a successor.

(a) Any postal employee eligible to be a member of the American Postal Workers Union who voluntarily holds a managerial, supervisory or EAS position with responsibility for issuing or recommending discipline, or applying or interpreting the National Agreement for the equivalent of one (1) pay period in a year shall be ineligible to hold office at any level of the American Postal Workers Union (APWU) or to be a delegate to any convention held by the APWU or any subordinate body ~~of the APWU~~, so long as the employee continues to serve in such position and for a period of one (1) year from the time the employee vacates such position.

(b) Any postal employee who has submitted an application to a managerial, supervisory, or EAS position with responsibility for issuing or recommending discipline or for applying or interpreting the National Agreement shall withdraw such application prior to acceptance of nomination for any office in the APWU. Any postal Employee who shall voluntarily, holds, accepts or applies for any managerial or supervisory position, EAS position or any supervisory program, for any period of time, whether one (1) day or a fraction thereof, either detailed, acting, probationary or permanently, shall immediately vacate any office held by that member. ~~In the interest of assuring that our officers are attuned to the problems of the members on the workroom floor no person will be eligible to run for a full time officer's position if in winning election to the position that person will win a third consecutive election to a full time officer's position.~~

Proposed Change #41

ByLaws

ARTICLE 5 – Nominations

4. All nominations for Elective Offices shall be made at the September Meeting. All nominees must be at that meeting or shall indicate in writing at that meeting what office they wish their name to be placed in nomination for. Failure to meet either of these requirements shall eliminate them from further consideration.

4. All nominations for Elective Offices shall be made at the September Meeting. All nominees must be at that meeting or shall indicate in writing **or by mail prior** to ~~at~~ that meeting **for which** ~~what~~ office they wish their name to be placed in ~~in~~ nomination ~~for~~. Failure to meet ~~either~~ **any** of these requirements shall eliminate them from further consideration.

Proposed Change #42

ByLaws

ARTICLE 5 – Nominations

5. No member shall be nominated for more than one (1) elective office. If any Member is nominated for more than one (1) office, he/she shall notify the Election Warden within ten (10) days as to which office he/she is running for. If the nominee fails to do so, the election Committee shall assign him /her, the first (1) office he /she was nominated for.

5. No member shall be ~~nominated~~ **eligible** for more than one (1) elective office. If any Member is nominated for more than one (1) office, he/she shall notify the Election Warden within ten (10) days ~~as to~~ **for** which office he/she is running ~~for~~. If the nominee fails to do so, the election Committee shall assign him /her, the first (1) office **for which** he /she was nominated ~~for~~.

Proposed Change #43

ByLaws

ARTICLE 5 – Election Committee

3. Voting: Ballots must be returned to the election committee by mail. Ballots must be placed in the smaller envelope, sealed, and finally enclosed in the larger envelope addressed to the post office box. The larger envelope must bear the voter's name and address in the upper left hand corner. Only one (1) ballot or set of ballots shall be placed in each envelope. Where an envelope contains more than one (1) of the same ballot, or fails to have a postmark thereon, said ballots will be disregarded in the tabulation. A ballot will not be invalidated unless, in the opinion of the majority of the election committee, the intent of the voter is not comprehensible. A ballot will also not be invalidated because a portion of the ballot is not comprehensible; but rather, those parts where the intent of the voter is clear will be tabulated. To be validly cast, all ballots must be returned to the post office box indicated by nine (9) a.m. the day following election day bearing a postmark no later than midnight (12 a.m.) of the election day shall be disregarded.

3. Voting: Ballots must be returned to the election committee by mail. Ballots must be placed in the smaller envelope, sealed, and finally enclosed in the larger envelope addressed to the post office box. The larger envelope must bear the voter's name and address in the upper left hand corner. Only one (1) ballot or set of ballots shall be placed in each envelope. Where an envelope contains more than one (1) of the same ballot, or fails to have a postmark thereon, said ballots will be disregarded in the tabulation. A ballot will not be invalidated unless, in the opinion of the majority of the election committee, the intent of the voter is not comprehensible. A ballot will also not be invalidated because a portion of the ballot is not comprehensible; but rather, those parts where the intent of the voter is clear will be tabulated. To be validly cast, all ballots must be returned to the post office box indicated by ~~nine (9)~~ **eleven (11:00)** a.m. the day following election day, bearing a postmark no later than midnight (12 a.m.) of the election day ~~shall be disregarded~~. ***Ballot Tabulation shall be the Wednesday following election day.***

Proposed Change #44

ByLaws

ARTICLE 5 – Election Committee

4. Ballot collection: The Warden and at least one (1) Teller will open the Post Office box and collect all ballots contained therein on a date subsequent to and no later than nine (9) a.m. the day following election day. The ballots shall be transported to a meeting of the Election Committee where they shall be tabulated immediately by said committee.

4. Ballot collection: The Warden and at least one (1) Teller will open the Post Office box and collect all ballots contained therein ~~on a date subsequent to and~~ by no later than ~~nine (9)~~ **eleven (11:00)** a.m. the day following election day. The ballots shall be transported to a meeting of the Election Committee where they shall be tabulated immediately by said committee. ***Ballot Tabulation shall be the Wednesday following election day.***

Proposed Change #45

ByLaws

ARTICLE 5 – Election Committee

5. Ballot Tabulation: The committee shall tabulate all valid votes on each Ballot. Where there is no contest for an office, the warden shall cast one (1) vote for that candidate and no other votes need to be counted for that office. In the event of a tie in any election where a single choice is necessary in order to elect, the election committee shall order a special election to fill such office. Said special election is to be held ten days from the day upon which the regular election was held unless said day falls upon a holiday, in which case the election shall be held on the day immediately following said holiday. The Secretary/Treasurer shall proceed to have ballots prepared in accordance with the methods prescribed in BYLAWS, ARTICLE FIVE (5). Elections. ‘Voting’ Section (3), listing only the office or offices to be filled as a result of the tie and the names of the candidates who were tied for said office or offices. In all elections where a single choice for an office is not necessary in order to elect, and a tie results between two (2) or more candidates, the successful candidates will be those receiving the most votes.

5. Ballot Tabulation: The committee shall tabulate all valid votes on each Ballot. Where there is no contest for an office, the warden shall cast one (1) vote for that candidate ~~and no other votes need to be counted for that office~~. In the event of a tie in any election where a single choice is necessary in order to elect, the election committee shall order a special election to fill such office. Said special election is to be held ten days from the day upon which the regular election was held unless said day falls upon a holiday, in which case the election shall be held on the day immediately following said holiday. The Secretary/Treasurer shall proceed to have ballots prepared in accordance with the methods prescribed in BYLAWS, ARTICLE FIVE (5) Elections, Voting Section (3), listing only the office or offices to be filled as a result of the tie and the names of the candidates who were tied for said office or offices. In all elections where a single choice for an office is not necessary in order to elect, and a tie results between two (2) or more candidates, the successful candidates will be those receiving the most votes.

Proposed Change #46

ByLaws

ARTICLE 5 – Election Committee

6. Post-election procedures: After the ballots have been tabulated, the Election Committee shall prepare a list of the successful candidates and post same in the Main Post Office, and mail a copy of same to all offices under the jurisdiction of the Providence Area Local. The Warden of the election committee shall, in the presence of the Tellers, enclose and seal all ballots for delivery to the Secretary/Treasurer. The Warden shall also prepare a written report – to be submitted to the Secretary/Treasurer for the records of this local – of the election committee’s activities along with the final tabulations of the votes and the names of the duly elected officers.

6. Post-election procedures: After the ballots have been tabulated, the Election Committee shall prepare a list of the successful candidates and post same in the Main Post Office, ~~and~~ mail a copy of same to all offices under the jurisdiction of the Providence Area Local **and post on the Local’s Website**. The Warden of the election committee shall, in the presence of the Tellers, enclose and seal all ballots for delivery to the Secretary/Treasurer. The Warden shall also prepare a written report – to be submitted to the Secretary/Treasurer for the records of this local – of the election committee’s activities along with the final tabulations of the votes and the names of the duly elected officers.

Proposed Change #47

ByLaws

ARTICLE 8 – Initiative and Referendum

1. Any member of this Local may prepare and circulate a petition for the Purpose of causing a question of importance or Amendment to this Constitution and /or By-Laws, to be brought to a vote of the entire membership. Before circulating such petition, the Secretary/Treasurer shall be notified in writing of such contemplated action, and shall be furnished with a copy or draft of the proposed question, resolution or, amendment. Such petition, when circulated, must be signed by at least twenty-five percent (25%) of the membership in good standing.

1. Any member of this Local may prepare and circulate a petition for the Purpose of causing a ~~question~~ **resolution** of importance or Amendment to this Constitution and /or By-Laws, to be brought to a vote of the entire membership. Before circulating such petition, the Secretary/Treasurer shall be notified in writing of such contemplated action, and shall be furnished with a copy or draft of the proposed ~~question~~, resolution or, amendment. Such petition, when circulated, must be signed by at least twenty-five percent (25%) of the membership in good standing.

Proposed Change #48

ByLaws

ARTICLE 8 – Initiative and Referendum

2. The Secretary/Treasurer, upon receipt of such petition, shall cause ballots to be prepared submitting the exact matter petitioned for thereon; and, he /she shall turn said ballots over to the Ballot Committee who shall distribute and collect same. And he/she shall post at the Main Post Office and at all offices under the jurisdiction of the Providence Area Local the names of the Ballot Committee and procedure for not having received a ballot. At the next meeting, the Ballot Committee shall open and tabulate said ballots.

2. The Secretary/Treasurer, upon receipt of such petition, shall cause ballots to be prepared submitting the exact matter petitioned for thereon; and, he /she shall turn said ballots over to the Ballot Committee who shall distribute and collect same, ~~And~~ he/she shall post at the Main Post Office and at all offices under the jurisdiction of the Providence Area Local the names of the Ballot Committee and procedure for not having received a ballot. At the next meeting, the Ballot Committee shall open and tabulate said ballots.

Proposed Change #49

ByLaws

ARTICLE 8 – Initiative and Referendum

3. The result of said referendum vote shall be amended or repealed only by another referendum vote. The referendum vote on such petition shall not be submitted until after said meeting and then the referendum shall be taken in accordance with the guidelines set forth in BY-LAWS, ARTICLE 8, Initiate and Referendum, Sections one (1) and two (2).

3. The result of said referendum vote shall be amended or repealed only by another referendum vote. The referendum vote on such petition shall not be submitted until after said meeting and then the referendum shall be taken in accordance with the guidelines set forth in BY-LAWS, ARTICLE 8, ~~Initiate~~ **Initiative** and Referendum, Sections one (1) and two (2).

Proposed Change #50

ByLaws

ARTICLE 9 – Recall

1. Fifty percent (50%) or more members in good standing, who have reason to believe that an Officer or Officers of this Local have acted in a manner detrimental to the best interest of this Local, can file a Petition for Recall with the Secretary/Treasurer. The reasons for Recall must be set forth in said petition and, at the next meeting, the Officer or Officers named in the petition shall have the opportunity of defense. Appeal procedures will be governed by the APWU, AFL-CIO, National Constitution and By-Laws.
2. Upon receipt of formal charges, any 028 steward may be removed by the Executive Board. The procedure for removal will include a hearing before the President and the Executive Board. The hearing will include but is not limited to, presentation of the charges against the 028 steward, opportunity for presentation of the charges by the parties seeking removal, and an opportunity for the charged 028 steward to defend themselves. The steward will be furnished a copy of the charges a minimum of fifteen (15) days prior to the hearing. This will be the day in court privileges and the decision will be by majority vote of the Executive Board.
3. After all appeals have been exhausted and the charges upheld, the Officer shall be removed. The unexpired term of the removed Officer may be filled in accordance with CONSTITUTION, ARTICLE Four (4), Officers, Section Six (6).

PROPOSED CHANGE:

Delete all language in Article 9 and change title to “Reserved”

Proposed Change #51

ByLaws

ARTICLE 10 – Amendments

1. This Constitution and By-Laws shall be amended only by a two thirds vote of all present and voting members in good standing at a regular meeting, a special meeting called for that purpose, or by a majority referendum vote. Notice of such proposed amendments or changes shall be posted at the Main Post Office and at all offices under the jurisdiction of the Providence Area Local. Such proposed amendments or changes shall also be read at the meeting held prior to that one at which the vote is taken.

1. This Constitution and By-Laws shall be amended only by a two thirds vote of all present and voting members in good standing at a regular meeting, a special meeting called for that purpose, or by a majority referendum vote. Notice of such proposed amendments or changes shall be posted at the Main Post Office, ~~and~~ at all offices under the jurisdiction of the Providence Area Local, **and on the Local's Website**. Such proposed amendments or changes shall also be read at the meeting held prior to that one at which the vote is taken.

Proposed Change #52

ByLaws

ARTICLE 11 – Fiscal Year

Add: **2. The Secretary-Treasurer shall prepare and submit an annual budget for review by the Executive Board at the Executive Board meeting immediately preceding the Annual Meeting.***

* Adoption of this By-Law Change will automatically renumber items within Article 11 without the requirement of additional motions for the sole purpose of renumbering.