

B Y L A W S

of

FEDERATION OF UNIVERITY EMPLOYEES

LOCAL 34

Affiliated with UNITE HERE

New Haven, Connecticut

Amended March 22, 2006

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ARTICLE I NAME AND PURPOSE

Section 1. This organization shall be known as Local 34, FUE, UNITE HERE of New Haven, Connecticut, (known in these bylaws as the “Union”), part of the Federation of University Employees and affiliated with UNITE HERE (known in these bylaws as the “International Union”).

Section 2. The purpose of this organization shall be:

- ⇔ to protect, promote, and advance the interests of clerical and technical employees Yale University, and to uphold our dignity and the dignity of our work.
- ⇔ to maintain the vision, leadership, and organization necessary to ensure that Local 34 is an effective, democratic, and united organization.
- ⇔ to work with Local 35, FUE, UNITE HERE, and other Yale employees, to strengthen unionism on the Yale campus, and to ensure that all employees of Yale University are respected for their contribution to the University’s success.
- ⇔ to join with students, faculty and others at Yale, and with the Greater New Haven community, to promote justice at Yale and to encourage the University to be a good citizen of the community.
- ⇔ to cooperate with other working people to advance the interests of workers generally and working women in particular, to repay in full measure the solidarity of the labor movement and the community which helped give birth to Local 34, and to assist in the organization of unorganized workers.
- ⇔ to fight against racism and sexism and for the equality of all working people.

ARTICLE II MEMBERSHIP

Section 1. Membership in the Union is open to employees of Yale University employed in the bargaining unit represented by the Union or seeking such representation, and to employees of organizations in and around the Yale campus related to Yale University, including such employees who are on layoff, leave of absence, child-rearing absence, or similar status, and to retired employees, and to employees of the Union. All such individuals who apply for membership, and who become and remain in good standing through the payment of the required initiation fees, dues, and assessments and who agree to abide by the bylaws of this Union and the Constitution of the International Union, as presently in effect or as hereafter amended, shall have the rights and privileges of membership.

Section 2. Retired employees who were in good standing at the time of retirement and who agree to abide by the bylaws of this Union and the Constitution of the International Union, as presently in effect or as hereafter amended, may participate in Union meetings and may receive Union publications. Such members shall not be required to pay dues nor shall they be allowed to vote. However, retired members may retain full membership rights for two years after last working by paying regular dues for this period.

ARTICLE III MEETINGS

Section 1. The regular membership meetings of the Union shall be held quarterly per calendar year in New Haven, Connecticut, at a time and place reasonably convenient for the membership and each meeting shall be announced reasonably in advance. The membership shall be appropriately notified of the meeting schedule.

Section 2. Special membership meetings may be called by the President, by majority vote of the Executive Board, upon the written request of two hundred fifty (250) members or by vote of the Union. All members shall be appropriately notified of any such special meetings. A special meeting called by the written request of members shall be held within thirty (30) days.

Section 3. Ten (10) percent of the total number of members shall constitute a quorum for the transaction of business at a membership meeting.

Section 4. Regular or special membership meetings shall be conducted according to the agenda established by the President/Chair or the Executive Board. The President may limit debate on any pending question to two and one-half minutes per speech and two

speeches per member. (Responses to parliamentary inquiries and points of information are not subject to the limits so imposed.) If disputes arise regarding the conduct of any regular or special membership meeting, Robert's Rules of Order shall prevail.

Section 5. Any proposed strike or other major job action, and the proposed acceptance or rejection of any collective bargaining agreement, shall be decided by a majority vote of those present and voting at a special or regular membership meeting. All members shall be appropriately notified that such proposals may be the subject of voting. The Executive Board may make provisions for absentee ballots for such votes.

ARTICLE IV OFFICERS, EXECUTIVE BOARD, STAFF DIRECTOR AND TRUSTEES

Section 1. The officers of Local 34 shall be the President, four (4) Vice Presidents (two from the Medical area and one each from the Central and Science areas of the Yale University campus), the Secretary-Treasurer, the Recording Secretary, three (3) Chief Stewards, and three (3) Organizers. The officers plus fifty (50) additional Executive Board members and the Staff Director shall constitute the Executive Board of Local 34, provided that if the Staff Director is not an elected officer or member of the Executive Board, the Staff Director shall be permitted to attend and be counted for the quorum but not to vote at meetings of the Executive Board.

Section 2. The officers and Executive Board members and Staff Director shall have as their principal responsibility the leadership and organization of the Union. In addition to any specific duties of a particular officer, Executive Board member or the Staff Director provided by these bylaws or assigned by the Executive Board or the membership, each officer, Executive Board member and the Staff Director shall have as her or his primary responsibility at all times the leadership of the Union, the planning of the Union's program, and continual organization of the Union's members to plan, understand, support and participate in carrying out the Union's program. To fulfill its purposes, the Union requires a clear program, rooted in the needs of the members and the situation confronting the members at any time. The major responsibility of the Union leadership is the planning of such programs and the organization of the membership to carry them out.

Any member who serves as an officer, Executive Board member, or Staff Director shall be willing and able to undertake such leadership and organizing responsibilities. Reasonable efforts (e.g., child care when possible) shall be made to ensure that persons with family responsibilities are not hereby prevented from serving as officers, Executive Board members, or Staff Director.

Section 3. In addition to the principal responsibilities of leadership and organization described in Section 2 of this Article, and in addition to any assignments made by the Executive Board or membership, officers, Executive Board members and the Staff Director shall also have the following responsibilities and authority:

- a) President. The President shall:
- (1) preside at all regular and special membership meetings and at all meetings of the Executive Board; have the authority to call special meetings of the membership and Executive Board; and have the authority to take such reasonable action as he or she deems necessary to preserve order at meetings.
 - (2) co-sign all checks for payment of money from Union funds.
 - (3) sign all documents required by the Union and the International Union or by law.
 - (4) by virtue of office, be a delegate to the International Union Convention and a delegate to all other bodies with which the Union affiliates.
 - (5) be a full-time, paid employee of the Union and shall take a full-time leave of absence from University employment in order to fulfill the duties and responsibilities of the office.
 - (6) not have responsibility for supervising staff.
- b) Vice Presidents.
- (1) One of the four Vice Presidents, beginning with the Vice President with the greatest Yale University seniority and in descending order of Yale University seniority among the Vice Presidents, shall preside over meetings in the absence of the President or more senior Vice President(s).
- c) Secretary-Treasurer. The Secretary-Treasurer shall:
- (1) keep or cause to be kept a complete and accurate set of books to show all of the Business transactions of the Union, including its income and expenditures and its assets and liabilities.
 - (2) make a financial report to the membership at each regular membership meeting, giving an official accounting of all monies collected and expended by the Union. A copy of such reports shall be available for examination by any member of the Union. A financial meeting will be held prior to each membership meeting. Such meetings will be open to any interested member and will be announced to the membership in advance and in an appropriate manner.
 - (3) collect or cause to be collected all dues and any other monies owed to the Union and give official receipt for all monies collected; to pay the routine operating expenses of the Union or other authorized disbursements by check; co-sign all checks for payments of money from Union funds; make or cause to be made prompt deposits of all monies in a bank designated by the Executive Board, except for an amount of petty cash to be determined by the Executive Board.
 - (4) have charge of and attend to all official correspondence of the Union, and keep on file a copy of all such correspondence; attend to all

- clerical work of the office unless otherwise provided for; and sign all documents required by the Union or the International Union or by law.
- (5) compile or cause to be compiled monthly reports to the International Union as required by Article 18, Section 3 of the International Constitution.
 - (6) preside over all meetings in the absence of the President and all four Vice Presidents.
 - (7) by virtue of office, be a delegate to the International Union Convention and a delegate to all other bodies with which the Union affiliates.
- d) Recording Secretary. The Recording Secretary shall:
- (1) keep a complete record of all committees and officers of the Union; ensure that all committee members are notified of their appointment; take or cause to be taken a true and faithful record of the proceedings of the Union's meetings which shall be transcribed in the minute book provided for that purpose; call the roll of all officers present at all meetings and record the attendance in the minute book.
 - (2) preside over all meetings in the absence of the President, all four Vice Presidents, and the Secretary-Treasurer.
- e) Chief Stewards and Organizers. The Chief Stewards shall work on the affairs of the Union, consistent with the terms of the collective bargaining agreement between the Union and Yale University. The Organizers shall be salaried employees of the Union. The Chief Stewards and the Organizers shall:
- (1) be responsible for making plans and recommendations to the Executive Board for the Union's program and organizing.
 - (2) carry out such responsibilities as are designated for them by the collective bargaining agreement between the Union and the University.
 - (3) carry out such other responsibilities as may be assigned by the Executive Board or the membership.
 - (4) by virtue of office, be delegates to the International Union Convention and delegates to all other bodies with which the Union affiliates.
 - (5) during any strike or other job action approved by the Union membership, Chief Stewards and Organizers shall receive no salary or strike benefit greater than received by rank and file members of the Union.
- f) Executive Board. The Executive Board shall meet no less than monthly and a majority of the Executive Board shall constitute a quorum for the transaction of all business. Special meetings of the Executive Board may be called by the President, upon written request of a majority of the Executive Board or by

vote of the Executive Board. The Executive Board shall perform the following duties:

- (1) Between regular meetings, the Executive Board shall be the governing body of the Union. It shall have complete authority between meetings of the Union as may be exercised by the Union under the International Constitution and these bylaws.
- (2) All applications for donations and all proposed expenditures, other than routine operating expenses, shall be referred to the Executive Board for their recommendation; which recommendation shall be subject to membership approval by majority vote of the membership present and voting at a regular or special meeting.

Any single expenditure of \$2000 or more except for IU per capita payments, staff salary and benefit payments to Yale, and arbitrator's fees will be placed on the appropriate agenda and brought to a vote by the membership prior to the monies having been committed in principle or in fact.

All salaries, wages, compensation or expense allowances for officers, Executive Board members, employees, delegates or members of the Union shall be recommended by the Executive Board and shall be subject to approval by majority vote of the membership present and voting at a regular or special meeting.

- (3) All plans for the ownership or long-term lease of real estate or the use of any funds of the Union or its members for such purposes shall be first recommended by the Executive Board and submitted to the membership for final approval by a two-thirds majority of those members present and voting at a regular or special membership meeting.

Whenever this Union, a trust fund, corporation, or other entity created directly or indirectly from funds derived from the Union or its members enters into a plan for the ownership, sale, encumbrance, remodeling, or long-term lease of real estate or uses any of its own or its members' funds for such purposes, the entire plan, including any trust agreements, articles of incorporation, corporate bylaws, contracts and leases, shall be subject to approval of the Presidents of the International Union before becoming effective.

This Union or other such entity may not establish or participate in a plan to hold real estate which does not permit the International Union to audit fully the building funds in the same manner as the Union's assets are audited.

- (4) The Executive Board shall have general charge of all collective bargaining with employers for wages and working conditions. Subject to the approval of a majority of members present and voting at a regular or special membership meeting, the Executive Board may

delegate its negotiating authority to a representative of the Union, who shall act under its direction and supervision.

g) Staff Director. Immediately following each election under Article VI, the officers shall meet to select a Staff Director for the Union, subject to ratification by the Executive Board. The person chosen to be Staff Director may but need not be an elected officer or Executive Board member. The Staff Director shall:

- (1) direct, assign or coordinate the activities of the staff in order to carry out the Union's program.
- (2) hire and terminate employees of the Union other than those who are employed by virtue of their offices, subject to ratification by the Executive Board.
- (3) provide for the maintenance of reasonable hours for the Union office.
- (4) carry out such other responsibilities as may be assigned by the Executive Board or the membership.

Section 4. Trustees. Three (3) Trustees shall be elected according to Article VI. The Trustees shall have only the duties and powers in this Section and shall not be on the Executive Board or otherwise participate in the government of the Union except as members. The Trustees shall supervise the property of the Union and shall submit an itemized inventory thereof each year. They shall audit the books of the Secretary-Treasurer and verify the financial reports and annual audit required by Articles 18 and 20 of the International Constitution. They shall certify that the books of all bonded officers, Executive Board members, employees or stewards desiring to resign are properly balanced and audited and that any of the Union's business which might have been entrusted to such individuals has been properly completed and accepted by the Union before a resignation can be accepted. All books, papers, documents, and money belonging to the Union which officers or members of the Union might have in their possession shall be made available to the Trustees for inspection at the direction of the Trustees.

Section 5. All officers, agents, shops stewards, and other representatives or employees of this Union or of any trust in which the Union is interested, who handle funds or other property, shall be bonded for the faithful discharge of their duties in accordance with the requirements of applicable Federal and state law and Article 21, Section 3 of the International Constitution. If the premiums on said bonds are not paid by the International Union, then they shall be paid by the Union.

Section 6. Any officer or employee paid by this Union entitled to a vacation shall be required to take such vacation within two years of becoming entitled to same. If such officer or employee fails to take such vacation, he or she shall be deemed to have waived the right to same.

Section 7. Every member, officer and Executive Board member shall have the right of free speech in Union matters, including the right to disagree with decisions of the majority. To the extent that individual consciences permit, members shall abide by majority decisions of the membership of Local 34.

ARTICLE V COMMITTEES

Section 1. Department Stewards. Department Stewards for each area (Medical, Central, Science) shall be elected by the Union members, or, in the absence of an election, appointed by the Executive Board to represent departments of the University, portions of departments, or other groupings of Union members which the Executive Board may deem appropriate. Department Stewards shall be trained by the Union and certified if they successfully complete the training.

Each Department Steward shall be responsible for working with the Stewards and Organizing Committee (see Section 4 for definition) members in her or his area, and shall, in addition, carry out the responsibilities designated for Department Stewards in the collective bargaining agreement between the Union and Yale University.

Section 2. Area Teams. The Department Stewards, together with the officers, Executive Board members, and such other Union members as the Executive Board may designate, shall constitute the Area Teams. The Area Teams shall meet regularly, either campus-wide or in other groupings, on a schedule to be established by the Executive Board. The Area Teams shall advise the Executive Board on all Union affairs, and shall work with the Executive Board to provide the leadership and organizing to develop and carry out the Union's program.

Section 3. Stewards. All members of the Executive Board who are not employed by the Union shall serve as Stewards for the areas they represent. Additional Stewards to represent the members in an office, laboratory or other grouping that the Executive Board may deem appropriate shall be elected by the Union members represented by that Steward or, in the absence of an election, appointed with the advice of the appropriate Department Steward. Stewards shall be trained by the Union and certified if they successfully complete the training.

Each Steward shall, in addition, carry out the responsibilities designated for Stewards in the collective bargaining agreement between the Union and Yale University.

Section 4. Organizing Committee. The Stewards, together with the Department Stewards, officers, Executive Board members, and such other members as the Executive Board may designate, shall constitute Organizing Committee. The Organizing Committee shall advise the Area Teams and the Executive Board and shall have the responsibility to provide the leadership and organizing at the work unit level to develop

and carry out the Union's program, and to ensure the fullest possible communication among Union members and leaders.

Section 5. Other Committees. The members of any other Committee of the Union, or Union members of any Joint Committee with the University, shall be appointed by the Executive Board pursuant to procedures adopted by the Executive Board. Any member may appeal any such appointment to a regular or special membership meeting.

Section 6. The Executive Board shall have the authority to remove any Department Steward, Steward or Committee member for cause, including in the case of Department Stewards or Stewards for failing to take the training provided by the Union or to qualify for certification to perform their required duties. Removal may be appealed to a membership meeting.

Section 7. Committees of the Union shall meet as determined by the Executive Board, which may delegate its authority to schedule Committee meetings to the Chairperson(s) of a Committee.

ARTICLE VI NOMINATION AND ELECTION

Section 1. The election of officers, Executive Board members and Trustees shall be held by secret ballot in the month of May 1988, and every three (3) years thereafter. Nominations of officers shall be received in the month of April of each election year. The officers (President, Vice-Presidents, Secretary-Treasurer, Recording Secretary, Chief Stewards and Organizers) and Trustees shall be elected at large by a plurality of all of the members voting. Each Executive Board member shall be elected by a plurality of the members voting in the district represented by that Executive Board member.

Section 2. Only members in good standing in the Union may be nominated for any office in Local 34. No member may be nominated for more than one office if he or she cannot occupy such offices at the same time. In order for any member to be eligible to be nominated for office in this Union, she or he must be present at the nominating meeting or must have submitted a written statement to the Recording Secretary prior to the opening of nominations indicating her or his willingness to accept the nomination if proposed.

Section 3. The four (4) Vice-Presidents shall be elected respectively two (2) from the Medical area and one (1) each from the Central and Science areas. To be eligible for nomination to the vice-presidential position allocated to one of these areas, a member must work in the area. Members who normally work in an area but are on leave of absence, temporarily unemployed or on temporary transfer to another area shall be eligible for nomination and election in the area where they normally work. The three

areas must comprise the entire membership of the Union so that every member has the same opportunity to run for this office.

Section 4. (a) The Executive Board members, other than the officers, shall be elected from the districts listed in Appendix I by the members who work in each district. In order to stay current with the structure of the University and ensure that the Executive Board most accurately represents the distribution of the bargaining unit employees, the districts in Appendix I may be amended by the Executive Board by a two-thirds vote, but districts must be kept roughly equal in numbers of bargaining unit employees, every bargaining unit employee must be included in a district, and the number of Executive Board members may not be increased.

(b) Nominations for Executive Board shall be made by district from those listed in Appendix I. Nominations for one district shall be completed before moving on to nominations for the next. To be eligible for nomination, a member must work in the district for which she or he is nominated. Members who normally work in a district but who are on leave of absence, temporarily unemployed or on temporary transfer to another district shall be eligible for nomination and election in the area where they normally work. Nominations shall be made in writing and signed by at least ten (10) members in good standing from the nominee's district, which may include the nominee, and must be received by the Recording Secretary no later than the day before the nominating meeting. No additional nominations for Executive Board shall be received at the meeting for nomination of officers and Trustees.

Section 5. (a) Any group of candidates which wishes to appear on the ballot as a slate shall submit a written request for such designation to the Election Committee at least ten (10) days before the election. If the election is to be conducted by mail ballot, any such request shall be submitted at least ten (10) days before the ballots are scheduled to be mailed to the members.

(b) A request for designation as a slate shall be approved by the Election Committee provided that the slate: (i) includes a candidate for at least two-thirds of the separate categories of offices or positions to be filled at the election (including categories which may have been filled by acclamation), and (ii), where two or more places are to be filled in a category of elective offices or positions, includes at least one-half of the number of persons to be elected to each such office or position.

(c) Permission may be withheld by the Recording Secretary if the slate designation requested is so similar to that selected by another slate as to mislead voters.

(d) Any candidate in an election may appeal to the President from a decision granting or denying designation as a slate.

(e) If a request for designation as a slate is approved, the ballot shall provide space at the head of the list of candidates so that one vote may be cast for all candidates appearing under such slate. Each candidate in such slate, however, shall in addition have printed opposite her or his name, a space or box in which an individual vote for him or her may be cast and recorded.

Section 6. Election Committee. An Election Committee of seven (7), three (3) appointed by the President and one (1) appointed by each Vice President, shall ensure fair and efficient voting procedures in membership votes and general elections. No candidate for office or any officer or Executive Board members serving out a term of office shall be eligible to serve on the Election Committee. The Committee shall pass on the eligibility of all candidates and the Committee's decision shall be subject to appeal to the Presidents of the International Union. The Committee will meet as needed prior to a membership meeting or general election to plan the logistics of expected balloting. Only a member who is eligible to be an officer or Executive Board member may be a member of the Committee.

Section 7. Each qualified candidate shall be entitled to have an observer present in the polling place during the voting and the final tally and count of the votes. Where there is more than one polling place, the Election Committee shall determine the number of observers required for adequate coverage of the polling places, and each qualified candidate shall be entitled to such number. However, where slate voting has been authorized, the election committee shall fix an adequate and reasonable number of observers for each group. Each slate shall be entitled to the same number of observers, regardless of the number of candidates nominated as part of its ticket. A candidate may be an observer. All observers must be members in good standing of the Union. The names of all observers must be designated in writing to the Election Committee. An observer may not electioneer within the polling place and shall be subject at all times to the authority of the election committee to conduct and supervise the election.

Section 8. Proxy, write-in, telephonic, fax, email or sticker votes shall not be permitted to be counted. The votes shall be counted immediately after the polls close. The votes cast shall be counted under the supervision of the Election Committee and the results for each office shall be announced and published separately. The Secretary-Treasurer shall preserve for one year the ballots and all other records pertaining to the election.

Section 9. Any appeal concerning the conduct of an election shall first be made to the Election Committee. An appeal from a decision of the Election Committee may be made by a member of the Committee or by a candidate or any other member adversely affected by the decision.

Section 10. The installation of all newly-elected officers, Executive Board members, and Trustees shall take place within one month following the election.

ARTICLE VII RESIGNATIONS

Section 1. Officers and Executive Board members, with the exception of bonded officers and Executive Board members, may resign in writing at any time.

Section 2. A bonded officer or Executive Board member desiring to resign shall present the resignation reasonably in advance of the next regular membership meeting. The resignation shall be accepted at the membership meeting provided that there is a finding by the Trustees and Executive Board that the financial accounts of the Union are in proper order.

Section 3. Any officer, Executive Board member, Trustee, Department Steward, Steward, Committee member or any member holding a position in or on behalf of the Union who resigns that position shall immediately surrender to the President or Secretary-Treasurer any books, records, or other property or information of any kind belonging to the Union.

ARTICLE VIII VACANCIES

Section 1. Vacancies in an officer, Executive Board or Trustee position shall be filled for the unexpired term by majority vote of the Executive Board. An officer or Trustee appointee shall be subject to the approval of the members present and voting at a regular or special membership meeting. An Executive Board appointee shall be subject to the approval of the members from the district represented by that position present and voting at a regular or special membership meeting.

ARTICLE IX DELEGATES

Section 1. In addition to officers of Local 34 who are delegates by virtue of office, additional or substitute delegates to the Convention of the State AFL-CIO, the Greater New Haven Central Labor Council, or to any other body with which the Union votes to affiliate shall be appointed by the Executive Board, which appointment may be appealed to a regular or special membership meeting.

Section 2. Delegates to the International Convention may be nominated and elected at the same time as the regular nomination and election of officers is held if there is an International Convention scheduled during that term of office. In any event, delegates to the International Convention shall be elected not less than forty-five (45) days prior to the date of the Convention.

Section 3. The procedures and requirements, including the notice pertaining to the nomination and election of officers as set forth in these bylaws, shall apply equally to the nomination and election of delegates to the International Convention.

ARTICLE X FINANCES

Section 1. Monthly Dues. The monthly dues of this Union shall be in accordance with the following:

- (1) All employees regularly scheduled for thirty (30) hours per week or more shall pay an amount equal to two and one-quarter (2.25) times the employee's regular hourly rate of pay.
- (2) All employees regularly scheduled for twenty (20) to twenty-nine (29) hours per week shall pay an amount equal to one and eight-tenths (1.8) times the employee's regular hourly rate of pay.
- (3) Dues are payable on the first day of each month beginning with the month following the completion of the employee's probationary period.

Section 2. Initiation Fees. The initiation fee of the Union shall be three (3) times the monthly dues rate for all employees hired by the employer on or after May 1, 1989.

Section 3. Any member being two (2) calendar months in arrears for the payment of any dues shall be considered automatically suspended. The provisions of Article XI of these bylaws shall not apply to such suspension.

Section 4. Reinstatement to membership in this Union shall be made in accordance with the procedures set forth in Article 13, Section 6, Article 14, Section 5, and Article 17, Sections 6 and 7 of the International Constitution.

ARTICLE XI TRIALS AND APPEALS

Section 1. No member of this Union may be fined, suspended, expelled, or otherwise disciplined by the Union, except for non-payment of dues, unless such member has been (a) served with written specific charges, (b) given a reasonable time to prepare a defense, and (c) afforded a full and fair hearing as set forth in this Article.

Section 2. A member of this Union, including an officer, Executive Board member, or Trustee shall be subject to charges and to stand trial when charged with violating these bylaws or the International Constitution. The procedures and requirements of said charges, trials and appeals shall be as set forth in Article 16 of the International Constitution.

Section 3. The President and the Vice Presidents shall appoint one (1) member each to a trial board of five (5) from the membership to hear the charges and render a written decision. If the accused member is found guilty, the penalty may be a fine for

strikebreaking, suspension, expulsion from the Union, limitation to hold office, any combination of the foregoing or such other penalty as the trial board may deem appropriate.

Section 4. The Secretary-Treasurer shall notify the accused member of the charges by sending a copy of the charges to the member by certified mail or by delivering a copy of the charges to the accused personally. The accused shall be notified of the time, date, and place of the trial and shall be allowed not less than thirty (30) days from the time of such notice for the preparation of a defense. Each side shall procure the attendance of its witnesses.

Section 5. The decision and penalty of the trial board shall be approved or modified at the next regular membership meeting of the Union before becoming effective.

ARTICLE XII INTERNATIONAL CONSTITUTION

Section 1. Proposed amendments to these bylaws must be in writing, proposed by the Executive Board or signed by two hundred fifty (250) members in good standing. Such proposed amendments shall be read at a regular or special membership meeting and voted upon at the next regular or special membership meeting. After the first reading, the proposed amendment must be posted on the bulletin board at the Union office until final action has been taken. A reasonable effort shall be made to notify the membership of the proposed amendment prior to the next membership meeting. A two-thirds majority vote of members present and voting at the second meeting shall be required to adopt an amendment. No amendment shall become effective until approved by the Presidents of the International Union.

Section 2. The procedure outlined in Section 1 above shall be fully applicable to amendments providing for an increase in dues or initiation fees or any financial assessment of the membership, except it shall require a majority vote by secret ballot at the first meeting after reasonable written notice of intent to vote on the increase or assessment is given to the membership. Such an amendment, as set forth in the notice is given not if such change results in an increase or assessment greater than that for which the notice was given.

- End -