

**BYLAWS
OF
UNITE HERE LOCAL 2
SAN FRANCISCO, CALIFORNIA
REVISED 11/20/13**

ARTICLE I **NAME AND OBJECT**

Section 1 This organization shall be known as Hotel Employees and Restaurant Employees Union, Local 2, of San Francisco, California, affiliated with UNITE HERE.

Section 2 The purpose of this organization shall be to organize all persons working under its jurisdiction; to establish and maintain equitable wage scales and working conditions; to elevate the moral, social and intellectual standing of its members; to guard their financial interests; to promote their general welfare and the Local's cardinal principles of truth, justice and morality; to secure employment of its members and to uphold the dignity of Labor; and to assist employers in the hotel, motel and restaurant industries in all legitimate ways.

Section 3 Wherever a masculine pronoun occurs in these bylaws, it shall be deemed to include the feminine pronoun.

ARTICLE II **MEMBERSHIP**

Section 1 Membership of this organization shall consist of an unlimited number of workers in the hotel, motel and restaurant industries, who agree to abide by the bylaws of this Local, the Ritual and the Constitution of UNITE HERE International Union, as now in effect or as they may hereafter be amended.

Section 2 Acquiring Membership. A person eligible for membership and working within the jurisdiction of this Local Union, making application for membership, shall become a member of this Local and the International Union upon receipt of the membership application and the dues and fees which may be required.

Section 3 Whenever a member of this Local becomes a manager not working in the craft of this International Union, an owner or proprietor *or* a working member of another international union, and not employed under the jurisdiction of this International Union, he may be accepted for or hold membership in this Local Union only as a passive member, provided such person maintains no affiliation with a proprietors' organization hostile to this International Union.

(a) Passive members shall not be entitled to voice or vote or to attend meetings of the Local Union. They shall be ineligible for election to any office in the Union or any position as a delegate representing the Union.

(b) Passive membership is hereby declared a privilege, revocable at will by the Local Union Executive Board.

(c) Any member desiring to change his membership status from passive to active or active to passive must appear before the Executive Board and such change of status can only be granted upon the approval of the Executive Board.

ARTICLE III **MEETINGS**

Section 1 Meeting Schedule. The monthly meetings of this Local shall be held on the third Tuesday of each month at 4:30 p.m. All membership meetings of this Local shall be held in accordance with Roberts Rules of Order.

Section 2 Special meetings may be called upon the written request of 200 members in good standing or by call of the President or by vote of this Union. In any case, all members shall be notified of such meeting by the Financial Secretary-Treasurer. No business shall be transacted other than that for which the meeting may have been called.

Section 3 One hundred (100) members, including one qualified to preside, shall constitute a quorum for the transaction of all business.

Section 4 Members shall be expected to attend all meetings, when possible, and to take an active interest in the affairs of the Union.

ARTICLE IV **OFFICERS**

Section 1 Officers of this Local shall be President, Vice President, Financial Secretary-Treasurer and three (3) Trustees. The first three (3) named officers and ten (10) elected Executive Board members shall constitute the Executive Board of the Local Union.

Section 2 All officers, agents, shop stewards and other representatives or employees of this Local Union or of any trust in which the Local 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. The premiums on said bonds shall be paid by the Local Union. These premiums shall be paid to the International Union for so long as the International Union obtains bonding for this Local.

ARTICLE V

NOMINATION AND ELECTION

Section 1 (a) Election of officers shall be held every three (3) years. To be eligible to be nominated for office, a member must have been an active member in continuous good standing with this Local Union for a period of twenty-four calendar months immediately preceding nominations and employed, or available for employment, in the jurisdiction of this Local Union.

(b) In order for any member to be eligible to be nominated for any office in this Local, he must be present at the nominating meeting or must have submitted, in writing, a statement to the Financial Secretary-Treasurer prior to the opening of nominations, indicating his willingness to accept the nomination if his name is proposed. A nominee can only be nominated for one office. Members of the Union who are enjoying retired status shall be eligible to run for or hold a non-salaried office only.

Section 2 A reasonable opportunity shall be given to the members to nominate candidates for office. Nominations of officers shall be received at a nominating meeting to be held at 3:00 p.m. on the third Tuesday in April 1997, and every three years thereafter.

Section 3 The election shall be held by secret ballot in the month of May 1997, and every three years thereafter among the members in good standing of this Local Union. No write-in votes shall be permitted. The polls shall be open from 7:00 am to 8:00 pm.

Section 4 The Financial Secretary-Treasurer, not less than fifteen days prior to the date of nominations, shall mail to each member in good standing to his last known home address a notice of the offices to be filled and the time, date, place and manner of submitting nominations, as well as the time, date and place of the election. The notice shall bear the signatures of both the President and the Financial Secretary-Treasurer.

Section 5 The election notice and the ballot shall state that the President, Vice President and Financial Secretary-Treasurer shall serve, by virtue of their offices, as delegates to any International Conventions which take place during their terms.

Section 6 In March of an election year, an Election Committee of five members in good standing who are eligible to be elected as officers or Executive Board members, the majority appointed by the President and the minority appointed by the Vice President, shall take charge of the election and provide safeguards to ensure a fair election. No candidate for office or any officer serving out his term of office shall be eligible to serve on the Election Committee. The Election Committee shall pass on the eligibility of all candidates and their decision shall be subject to appeal to the International Presidents.

Section 7 Designation as a Slate

(a) Any group of candidates that 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 Election Committee 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 General 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 8 Any candidate shall have the right to have an observer at the polls and at the counting of the ballots. All observers must be active members in good standing of Local 2.

Section 9 The votes cast by members of the Local shall be counted and the results for each office shall be announced and published separately. The Election Committee shall preserve the tally of ballots for one year and the Financial Secretary-Treasurer shall preserve for one year the ballots and all other records pertaining to the election.

Section 10 The installation of all officers-elect shall take place at the next regular or special meeting following the election. The new officers shall take the pledge set forth in UNITE HERE's Constitution, Article 8, §8. The outgoing officers shall immediately turn over all books, records, property and assets belonging to the Local to the newly installed officers. Any officer-elect, failing to make an appearance at

the installation meeting, unless he has been excused by the Executive Board because of illness or other justifiable reason, may be removed from office pursuant to a decision on charges filed under these Bylaws, Article XI.

ARTICLE VI **VACANCIES**

Section 1 Vacancies in any office shall be filled for the un-expired term by appointment of the President, subject to approval of the Executive Board.

Section 2 In the event of a vacancy in the office of the President, such vacancy shall be filled for the un-expired term by appointment of the Executive Board, subject to approval by the membership.

ARTICLE VII **RESIGNATIONS**

Section 1 Officers, with the exception of bonded officers, shall have the privilege of resigning at any regular meeting, provided no charges are pending against them and their resignations are submitted in writing.

Section 2 Resignations of bonded officers shall be presented in writing at least one meeting before they are acted upon and, if the Board of Trustees reports the financial accounts of the Local are in proper order and there are no charges pending, the resignations may be accepted.

ARTICLE VIII **DELEGATES**

Section 1 Where permitted, delegates to all bodies with which the Local votes to affiliate shall be appointed by the President, subject to approval of the Executive Board and ratification by the membership.

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 tenure 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, where necessary, apply equally to the nomination and election of delegates to the International Convention and all other bodies.

ARTICLE IX **DUTIES OF OFFICERS**

Section 1 President. The President shall be the chief executive officer of the Union. He shall perform the following duties:

- (a) He shall be a fulltime salaried officer of the Union.
- (b) He shall preside at all regular and special membership meetings and at all meetings of the Executive Board. He shall take such action as he deems necessary to preserve order and decorum.
- (c) He shall assign tasks and direct the organizational work of all staff members. He shall visit, or cause to be visited under his direction and supervision, all establishments under contract with this Local. He shall do his utmost to enlarge the membership of the Union and to maintain congenial relations between employers and members of the Union.
- (d) He shall employ or terminate Organizers and Field Representatives and other employees needed by the Union, whose remuneration shall be set by the Executive Board subject to membership approval.
- (e) He shall appoint the majority of all committees. He shall be a member ex officio of all committees, except trial and election committees.
- (f) He shall be the official representative of the Local Union in all collective bargaining with employers for wages and working conditions. He shall serve as chairman of all negotiating committees. He may delegate his negotiating authority to a duly authorized representative of the Local Union who shall act under his direction and supervision. The President shall sign all collective bargaining agreements after they have been approved by the majority of the affected members voting.
- (g) He shall co-sign all checks for payment of money from Union funds. He shall sign all documents required by the Union and the International for the protection and welfare of the members.
- (h) He shall, by virtue of his office, be a delegate to the International Union Convention and a delegate to all other bodies with which the Local Union affiliates.

Section 2 Vice President. The Vice President shall aid and assist the President in the discharge of his duties and in preserving order and decorum in the Local. In the absence of the President, he shall preside over all meetings and, for the time being, be invested with the same power as though he were President. In the absence of either the President or the Financial Secretary-Treasurer, he shall co-sign checks and documents. He shall perform such other duties as may be consistent with his office. He shall appoint the minority of all committees. He shall, by virtue of his office, be a delegate to the International Union Convention and a delegate to all other bodies with which the Local Union affiliates.

Section 3 Financial Secretary-Treasurer. The Financial Secretary-Treasurer shall perform the following duties:

- (a) He shall be a fulltime salaried officer of the Union.
- (b) He shall keep, or cause to be kept, a complete and accurate set of books in such a manner that they will show all of the business transactions of the Union, its income and expenditures, its assets and liabilities.
- (c) He shall make a monthly financial report to the membership at each regular meeting, giving an official accounting of all monies collected and expended by the Union.
- (d) He shall, when feasible, keep regular office hours for the convenience of the members, as well as the employers, and perform such other duties as may be required of him.
- (e) He shall collect, or cause to be collected, all fines, dues, assessments and any other fees due this Union and give official receipt for all the monies collected. He shall pay the routine operating expenses of the Local by check. All checks must be signed by the Financial Secretary-Treasurer and by the President or, in the absence of either, by the Vice President of the Union.
- (f) He shall arrange daily deposits in a bank designated by the Executive Board of all funds of the Local Union, except an amount of petty cash to be determined by the Board.
- (g) He shall have charge of and attend to all official correspondence of the Union, impress the seal thereon and keep a copy of all such correspondence. He shall attend to all clerical work of the office, unless otherwise provided for. He shall counter-sign all working, traveling and withdrawal cards.
- (h) He shall compile, or cause to be compiled under his direction and supervision, the roster of the Local Union as required by Article 5, Section 10 of the International Constitution.

- (i) He shall notify all committee members of their appointment.
- (j) He shall compile, or cause to be compiled under his direction and supervision, monthly reports to the International Union, as required by Article 18, Section 3 of the International Constitution.
- (k) In the absence of the President and the Vice President, he shall call meetings to order and preside until a temporary chairman is elected by the membership.
- (l) He shall keep a complete record of all committees and officers of the Local Union. He shall take a true and faithful record of the proceedings of this Local Union's meetings and transcribe them in the minute book provided for that purpose by the Local. He shall call the roll of all officers present at all meetings and record the attendance in the minute book.
- (m) He shall, by virtue of his office, be a delegate to the International Union Convention and a delegate to all other bodies with which the Local Union votes to affiliate.

Section 4 Trustees. The Trustees shall supervise the property of the Local and shall submit an itemized inventory thereof on the first day of each year. They shall audit the books of the Financial Secretary-Treasurer each month and verify the monthly financial reports required by UNITE HERE's Constitution, Article 18, §3(a).-They shall certify that the books of all officers desiring to resign are properly balanced and audited and that any of the Local's business which might have been entrusted to them has been properly compiled and accepted by the Local before the resignations can be accepted.

All books, papers, documents and money which officers or members of the Local might have in their possession shall be made available to the Trustees for inspection at designated times.

Section 5 Executive Board. The Executive Board shall consist of the President, Vice President, Financial Secretary-Treasurer, and ten (10) elected Executive Board members. The Executive Board shall perform the following duties:

- (a) The Executive Board, between regular meetings, shall be the governing body of this Union. It shall have complete authority between meetings of this Union as may be exercised by this Union under the International Constitution and these bylaws. A majority of the Executive Board shall constitute a quorum. The Executive Board shall meet monthly.
- (b) All applications for donations and all proposed expenditures, other than routine

operating expenses, shall first be referred to the Executive Board for their recommendation; which recommendation shall be subject to membership approval by a majority vote of the membership present at a regular or special meeting.

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

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

Any such plan, including any trust agreements, articles of incorporation, corporate bylaws and contracts, shall be subject to the approval of the International President before it is executed.

This Local may not establish a plan for holding real estate which does not permit the International Union to fully audit the building funds in the same manner as the Local's assets are audited.

(d) Local 2 employees shall accrue no more than two years vacation time.

(i) Any Local 2 employee accumulating two years vacation time shall stop accruing vacation time until the employee uses vacation time to reduce the employee's accrual below two years.

(ii) Any Local 2 employee, with accrued vacation time exceeding two years on this section's effective date, may use all vacation time accrued until the effective date, but shall accrue no additional vacation time until the employee uses vacation time to reduce the accrual below two years.

(iii) Any employee, whose vacation entitlement would otherwise increase (e.g. whose annual entitlement would increase from two weeks to three weeks) while the employee has two or more years accrued vacation time, shall use accrued vacation at the old rate until the accrued vacation falls below two years, after which time only newly accrued vacation shall accrue at the increased rate.

(iv) Employees shall not be paid in lieu of taking paid vacation time off, except upon separation.

ARTICLE X

DUTIES OF MEMBERS

Section 1 Members shall observe secrecy in regard to the business transacted by this Local and shall not discuss the affairs of the Local with nonmembers.

Section 2 Members shall obey all lawful orders of the officers of both this Union and of the International Union or its representatives.

Section 3 Members shall report vacancies in jobs to the Financial Secretary- Treasurer and shall use their influence to have a good standing member of the Local fill the job.

Section 4 Members should report to the Local Unions headquarters for employment.

Section 5 Members shall not work for wages less than the scale adopted by the Union and shall abide by all working conditions contained in the working agreement adopted by the Union. Members must ascertain the wages and conditions to be received and shall immediately report all violations of the contract to the Union office.

Section 6 Members compelled to terminate their employment for any reason shall notify the Local Union.

Section 7 All active members should do such picket duty as may be necessary to bring successfully to conclusion any strikes or organizing programs, or carry out any unfair labor practice or informational picketing program declared by the Union.

Section 8 Members have the right to ratify any contract made with their employers. All members of the bargaining unit who are currently employed, on layoff status or fired with a grievance pending are eligible to vote.

ARTICLE XI **TRIALS AND APPEALS**

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

Section 2 A member or officer of this Local 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 Vice President shall appoint a Trial Board of five from the membership to hear the charges and to render a decision. If the accused is found guilty, the penalty may be a fine for strikebreaking, suspension, expulsion, limitation to hold office or to attend meetings or any combination of the foregoing or such other penalty as the determining authority may deem appropriate.

Section 4 The Financial Secretary-Treasurer shall notify the accused of the charges by sending him a copy thereof by registered 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 ten 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 meeting of the Local before becoming effective.

ARTICLE XII

FINANCES

Section 1 The Initiation Fees, effective 2/1/14, of this Local shall be (SF and San Mateo):

Bar Department	-Bartenders (SF)	\$130.00
	-Bartenders (San Mateo)	\$130.00
	-Bartenders (Gate Gourmet, Sky Chef)	\$130.00
Kitchen Department	-Cooks, Cooks Helper, Pantry Persons, (SF)	\$130.00
	-Cooks, Pantry Persons (San Mateo)	\$130.00
Dining Room Department	Server, Bus Person, Room Service, Cashier, Host (SF)	\$105.00
	(San Mateo)	\$85.00
Miscellaneous Department	-Dishwashers, Bar Backs, Mini Bar (SF)	\$85.00
	(San Mateo)	\$85.00
Housekeeping Department	-Room Cleaners, PBX, Bell, Housepersons and Banquet Housepersons (SF)	\$85.00
	(San Mateo)	\$85.00

Section 2 The monthly dues of this Local, effective 2/1/14 shall increase in accordance with Article 13, Section 2 or in accordance with the amounts mandated by the International Union Constitution, unless this Local obtains appropriate waivers.

(a) San Francisco County

Bar Department	-Bartenders (Class A Hotels, Hiring Hall, Officers and Staff)	\$65.80
	-Bartenders (All others)	\$50.80
Kitchen Department	-Cooks, Cooks Helper, Pantry Persons, (Class A Hotels, Hiring Hall, Officers and Staff)	\$62.20
	-Cooks, Cooks Helper, Pantry Persons, (all others)	\$47.20
Dining Room Department	Server, Bus Person, Room Service, Cashier, Host (Class A Hotels, Hiring Hall, Officers and Staff)	\$61.60
	Server, Bus Person, Room Service, Cashier, Host (all others)	\$46.60
Housekeeping and	-Bar Helper, Barback, Mini Bar, Housekeeper, PBX,	
Miscellaneous Department	Dishwasher, Stewards, Misc. (Class A Hotels, Hiring Hall, Officers and Staff)	\$60.95
	-Bar Helper, Barback, Mini Bar, Housekeeper, PBX, Service, Dishwasher, Stewards, Misc. (all others)	\$45.95

(b) San Mateo County Dues:

All except Gate Gourmet/Sky Chef	\$44.46
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Dues increases shall only be made in accordance with the provisions of these bylaws and by the provisions of the International Constitution. Dues are payable on the first day of each month. All assessments are due and payable the same as dues. Members of Local 2 who pay their dues one full year in advance shall receive a \$6.00 credit on their dues for that year.

Section 3 All members of the Union who have attained the age of 62 years, and have retired or become disabled, shall pay \$14.00 per month dues effective 10/1/07. In the event the retiree or disabled member accepts one or more days of employment in any month, they shall pay full dues. Retired or disabled members shall be exempt from the payment of any assessments.

Section 4 Four dollars (\$4.00) per member per month of the current monthly dues set forth in Article XII, Section 2, shall be directed to special funds and projects.

(a) Effective February 1, 1999, two dollars (\$2.00) per member per month shall be directed to an organizing fund. This fund shall be used exclusively for organizing campaigns and shall have a separate accounting.

(b) Effective February 1, 1999, two dollars (\$2.00) per month shall be directed to the Strike Benefit Fund, with the exception of members employed by Gate Gourmet and Sky Chef where the amount will be two dollars (\$2.00) per month. Disbursements from the Strike Benefit Fund shall be solely for picket's strike benefits and shall be reviewed on a case-by-case basis by the Executive Board of the Union in accordance with these Bylaws.

(c) Retirees' dues are exempted from this provision.

(d) On a temporary basis and effective June 1, 2008, and continuing through September 2009, a special and additional \$25.00 a month Strike Benefit Fund dues increase shall be applicable to members employed at all hotels, as well as hiring hall members, with the exception of any hotels newly organized subsequent to February 1, 2008. This \$25 a month, special and temporary dues increase shall not apply to members in restaurants, clubs, etc. or members employed solely in San Mateo County.

(e) Effective October 1, 2009, this increase shall be reduced by \$23.00 per month for those affected and the remaining additional \$2.00/month shall be permanently allocated to the Strike Benefit Fund. Newly organized hotel members, all non Hotel members in San Francisco and all

members from San Mateo County, with the exception of those members employed by Gate Gourmet and Sky Chef, shall have their dues increased in the amount of \$2.00 per month effective October 1, 2009. Said additional \$2.00 shall be permanently allocated to the Strike Benefit Fund, for a total of \$4.00/month.

(f) Effective December 1, 2010, for a period of twelve (12) months, the Executive Board shall be authorized to transfer up to one million dollars (\$1,000,000.00) from the Strike Fund to the General Fund for expenses related to the hotel contract campaign. Specifically, such expenses include costs related to advancing boycotts, research and corporate campaign activity and internal and external organizing.

(g) Effective January 1, 2005, and in each succeeding year, at the discretion of the Executive Board, up to 10% of the strike Fund may be reallocated to the Organizing fund if the balance of the Strike Fund exceeds three million dollars (\$3,000,000). This can occur only once each year.

(h) Effective **August 1, 2014**, the dues of members working in San Francisco small hotels and Moscone Center, shall be increased by \$15.00 per month. The dues of all other Local 2 members, except those members whose dues were increased \$15.00 in 2014 and those working at Gate Gourmet, SkyChef and Flying Foods (SFO Airline Catering companies), shall be increased by \$2.00 per month.

(i) Effective **February 1, 2015**, on February 1, 2016, on February 1, 2017 and on February 1, 2018, the dues of all members, except those working at SFO Airline Catering companies and those members whose dues were increased \$15.00 in 2014, shall be increased by \$2.00 per month.

(j) Effective **February 1, 2016**, the dues of all members whose dues were increased by \$15.00 in 2014 shall be increased by an additional \$5.00 per month.

(k) Effective **August 1, 2016**, \$6.00 per month of the current monthly dues of all Local 2 members shall be directed to the Strike Fund. **This is not an increase of any member's dues.**

(l) Effective **February 1, 2017 and on February 1, 2018**, the dues of all members working in SFO Airline Catering companies shall be increased by \$2.00 per month.

(m) Newly organized members: The monthly dues for newly organized members shall be the then-current monthly dues for the type of property organized. The initiation fee shall be waived for those newly-organized members who are employed in a new union property as of the first effective date of the Collective Bargaining Agreement for that property.

(n) Reinstatement fee: The reinstatement fee paid by members to deposit a withdrawal card shall be the amount of the then-current monthly "per capita" fee paid by the Local to the International Union.

Section 5 Any member being two calendar months in arrears for the payment of dues, assessments or fines shall be considered automatically suspended. The provisions of Article XI herein shall not apply to such suspension.

Section 6 Reinstatement to membership in this Local Union shall be made in accordance with the procedures set forth in **Article 13, Sections 6 and 11, and Article 17, Section 6** of the International Constitution.

Section 7 The Local shall continue Local 340's practice of contributing monthly to the Health & Welfare Fund for medical coverage for former Local 340 staff members upon their retirement dates. Contributions shall be terminated for any individual upon Medicare eligibility at age 65, but such individuals may continue coverage by contributing themselves to the Fund. The following individuals, and these individuals only, shall be covered by this provision:

1. Harry Young
2. Diane Jorgensen
3. Nancy Connolly
4. Joseph Griffin
5. Jessica Hinckel
6. Kathy Dreith

Michael Menicucci may continue to obtain medical coverage by making his own contributions to the Fund.

ARTICLE XIII

AMENDMENTS

Section 1 All proposed amendments to these Bylaws must be in writing, signed by 150 members in good standing with the Local or submitted by the Union's Executive Board, and read at the next regular meeting. After the first reading, the proposed amendment must be posted on the bulletin board until final action. The amendment shall be voted upon at a special all-day meeting convened on the day following the next scheduled regular meeting, regardless of whether that regular meeting is convened. No quorum shall be required to conduct this special meeting, the business of which shall be limited solely to conducting an all-day, secret-ballot vote on the proposed amendment. Notification by mail to the membership of such special meeting to vote on a Bylaw Amendment shall not be required except as provided for in Section 2 of Article XIII. The polls shall be open from 7:00 a.m. until 7:00 p.m. A two-

thirds majority vote of members voting shall be required to adopt an amendment. No amendment shall become effective until approved by the International Presidents.

Section 2 The procedure outlined above in Section 1 shall be fully applicable to increases in dues, initiation fees or a special or general assessment, except that it shall require a majority vote by secret ballot on such amendment after reasonable written notice of intent to vote on the increase or assessment is given to the membership. The amendment as set forth in the notice is not subject to change after the notice is sent.

Section 3 Rules of order, or order of business, may be amended by a two-thirds vote of the membership present at a regular meeting.

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