



April 29, 2026

Ryan Siegel
Recording Secretary, USW Local Union 4-00200
[REDACTED]
East Brunswick NJ 08902

Dear Ryan Siegel:

We have reviewed the proposed additions and/or amendments to additions to the Standard By-Laws of Local Union 4-00200 and they have the approval of the International Union. **Your Local Union must submit a complete set of By-Laws to the International after incorporating the approved changes.**

Please be advised that the Department of Labor requires all local unions to submit two complete copies of their By-Laws after approval by the International Union. This requirement is in accordance with Section 201(a) of the Labor-Management Reporting and Disclosure Act of 1959.

Your Local Union must submit two copies of your By-Laws to the Department of Labor on either Form LM-2, LM-3 or LM-4 once changes have received International approval.

In solidarity,

A handwritten signature in black ink that reads "Myles Sullivan".

Myles Sullivan
International Secretary-Treasurer

MS/ALH/av

c: Dave Wasiura, Director
Joe Arico, Staff Representative
Jennifer Kwock, USW Local Union 4-00200 President

**By-Laws
Of
Local 4-200
United Steelworkers International**

**USW Local 4-200
1440 How Lane, North Brunswick, NJ 08902
732-977-9230 (Phone) 732-346-3775 (Fax)**

**ARTICLE I
NAME**

Section 1. This organization shall be known as United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers (USW) International Union Local 4-200 (hereafter called the "Local")

Section 2. This local has been established and exists by virtue of a charter issued to it by the USW International Union (hereinafter called the "International") pursuant to the International Constitution.

**ARTICLE II
OBJECTS**

Section 1. The object of this Local Union chartered by the International is to unite all nurses within its jurisdiction:

- a) to improve their wages, hours of work, job security and other conditions of employment and the work environment; including but not limited to those which are conducive to safety, good health and full enjoyment of life;

- b)** to promote the profession of nursing within the facility and to the public; to strive to ensure high standards of quality patient care; and, to promote educational, professional, and political opportunities for the members;
- c)** to promote their social, political, cultural and economic interests, and to encourage their participation in political activities, and to urge the exercise of their responsibilities as citizens, and as patient advocates;
- d)** to safeguard, protect and extend freedom, civil liberties and democracy; to strive for equality regardless of race, color, creed, sex, gender identity or national origin;
- e)** to engage in collective bargaining, to support stability and prosperity in the industry and to maintain harmonious relations between RWJUH management and the nurses represented by this International Union;
- f)** to promote company and industry-wide bargaining;
- g)** to organize workers and assist in the organization of all working people;
- h)** to aid and cooperate with free trade unions and healthcare unions everywhere and such professional nursing organizations, whose purposes are in accord with and approved by the International, and to affiliate with and become a part of such organizations;
- i)** to engage in political activities and secure beneficial legislation and regulations and obtain the defeat and repeal of harmful legislation or regulations and keep this Local Union free from any and all corrupt and subversive influences.

Section 2. This Local shall endeavor to accomplish the foregoing objects by organizing the unorganized workers within its jurisdiction, educating its membership, negotiating collective bargaining agreements with employers, securing progressive legislation, and by all other appropriate lawful ways and means.

ARTICLE III HEADQUARTERS

The headquarters and main office of Local 4-200 shall be in New Brunswick, New Jersey or other such place as may be designated by the Executive Board.

ARTICLE IV MEETINGS

Section 1. The Local meeting is the highest authority of the Local. All officers, the Executive Board, and all committees of the Local are accountable to the membership of the Local and are subject to membership approval at Local Meetings except as may be otherwise provided.

Section 2. The Local shall hold regular meetings. The Local shall meet monthly on the first Thursday of each and every month, at the headquarters of the Local or at such other place as the Local or Executive Board shall decide. No notice of regular meetings held at the headquarters of the Local shall be required. The meetings will be held at 8:00PM in January, March, May, July, September, and November. The meetings will be held at 8:00AM in February, April, June, August, October, and December. The minutes of all membership meetings will be readily available upon request to any officer with access to the Local office. No copies may be made. The meeting minutes may not be removed from the premises.

Section 3. The President may call a special meeting of the Local. The President shall call a special meeting at the request of the International President or his authorized Representative, the Executive Board or by written request of ten members in good standing. Two weeks written notice of a special meeting shall be given to the members. Notice of special meetings will be placed on the Union Bulletin boards in the hospital, and on the Local web page. The written notice shall state the agenda, date, time and place of meeting. No business other than that for which the special meeting is called may be transacted.

Section 4. A regular meeting may transact any and all business coming before it without prior notice of the business to be transacted at such meeting, except as otherwise specifically provided in the By-Laws. Unless otherwise specifically provided by the By-Laws, all decisions of a Local meeting shall be by a majority of the members present and voting.

Section 5. The order of business at regular meetings shall be:

1. Call to Order
2. Roll Call of Officers
3. Reading of the minutes of the previous meeting
4. Reading of Communications
5. Report of the Officers
 - a. Financial Secretary
 - b. Treasurer
 - c. Trustees
6. Report of Organizer or International Representative
7. Initiation of New Members
8. Report of Special Committees
9. Report of Standing Committees
 - a. Grievance Committee
 - b. All others
10. Unfinished Business
11. New Business

12. Good and Welfare

13. Adjournment

Section 6. The rules of order not specifically covered by the By-Laws or the International Constitution shall be in accordance with Robert's Rules of Orders.

Section 7. International officers and representatives may attend any meeting of the Local Union, its Executive Board, or any of its committees with a voice but no vote.

ARTICLE V LOCAL UNION OFFICERS

Section 1. The officers of the Local Unions shall consist of a President, 2 Vice President(s), Recording and Corresponding Secretary, a Financial Secretary and a Treasurer, 2 Chief Shop Stewards, and three (3) Trustees. Members of the Executive Board shall not serve as shop steward during their term of office, with the following exceptions: the Chief Stewards; the Trustees; and other executive board members so long as there is not already a full roster of shop stewards.

Section 2. NOMINATIONS AND ELECTIONS

All officers shall be elected for a term of three (3) years at the last general membership meeting in April following the end of this three (3) year term by a plurality vote of the members participating in a referendum vote. The International Executive Board shall establish procedures which permit members who are prevented from appearing at the polls because of service in the armed forces or vacation to vote by absentee ballot.

The date of elections must be advertised among members at least fifteen (15) days previous to the date of the election by mailing notice of the date, place and hours of the election to each member in good standing at the member's last known home address. The notice must also specify the Local Union offices to be filled. Nominations shall be made at the immediately preceding meeting. Notice of the nominations meeting shall be given to the membership at least one (1) week in advance of the meeting.

No member shall at the same time be a candidate for or hold more than one office.

Section 3. ELIGIBILITY

- a) No member shall be eligible for nomination or election to any office in this Local, or as a delegate to the International Convention unless he/she shall have been a member in good standing in this International Union continuously for a period of twenty-four (24) months immediately preceding the month in which the election is held.

- b) The member is employed within the jurisdiction of this Local Union.
- c) In order to be eligible for election as a Local Union officer in any regular election or election to fill a vacancy, a member shall have attended at least one-third (1/3) of the regular meetings held by the member's Local Union during the twenty-four (24) month period immediately preceding the month in which the election is held.

Meetings which a member was prevented from attending because of such member's Union activities, working hours, service in the armed forces of the United States, sickness which confines, childbirth (if the meeting occurs within twelve (12) weeks of the date of birth), death in the immediate family, or jury duty, shall not be counted as meetings held in determining such member's eligibility under this section; provided, that the member shall have the burden of proving inability to attend for one of the prescribed reasons, in accordance with procedures to be specified in the Local Union Elections Manual.

- d) In the event none of the members nominated for a particular office is eligible, then both Sections 3(a) and 3(c) will be considered waived automatically for that office and the election for that office will be conducted among those members nominated who meet the requirements of Section 3(b) of this Article."

Section 4. TERM OF OFFICE- All officers shall hold office until their successors are elected and installed. Installation of officers shall be held at the next meeting after the election. The outgoing officers shall immediately turn over all papers, money, rights, titles, chattels, books, records, property and assets belonging to the Local to their successor.

Section 5. VACANCIES- In the event of death, resignation or removal of any officers, it shall be the duty of the Local Executive Board to elect a replacement for the unexpired term, except in the case of a vacancy in the office of President, which shall be filled by the 1st Vice-President for the unexpired term, and the 1st Vice-President shall be filled by the 2nd Vice-President for the unexpired term.

Section 6. DUTIES OF THE PRESIDENT- He/she shall preside at all the meetings of the Local and of the Executive Board and shall rule on all questions of law and order at such meetings. He/she shall sign all checks, bank withdrawal slips or other authorization for the withdrawal of the funds, money, and properties of the Local when countersigned by the Treasurer. He/she shall endorse the provisions of the International Constitution, these By-Laws, and all duly adopted rules, resolutions and regulations of the Local. He/she shall be an ex-officio member of all special and standing local union committees and shall appoint such committees as are not otherwise provided herein. He/she shall have the authority to inspect the books and records of the Financial Secretary. He/she shall be the Chief Executive Officer of the Local and shall transact such business as is usual to the office of President, subject, however, to the

disapproval of the Local Executive Board or the membership. He/she may vote on questions of membership and other matters voted on by secret ballot, but as Chairperson of meetings he or she may cast only the deciding vote on other matters.

Section 7. VICE-PRESIDENTS

- a. **DUTIES OF FIRST VICE-PRESIDENT-** The 1st Vice-President shall assist the President in the performance of his/her duties and shall act for the President in his/her absence including presiding at meetings. In case of a vacancy in the office of President, due to a death, resignation or removal or any other reason, the 1st Vice-President shall assume the office of President for the unexpired term. He/she shall be an appointed member of all special and selected standing local union committees. The 1st Vice President will be responsible for oversight and support of the negotiating committee.
- b. **DUTIES OF SECOND VICE-PRESIDENT-** The 2nd Vice-President shall assist the President in the performance of his/her duties and shall act for the President and/or 1st Vice-President in his/her absence including presiding at meetings. In case of a vacancy in the office of 1st Vice-President, due to death, resignation or removal or any other reason, the 2nd Vice-President shall assume the office of 1st Vice-President for the unexpired term. He/she shall be an appointed member of all special and selected standing local union committees. The 2nd Vice-President will sit on the Finance Committee.

Section 8. DUTIES OF RECORDING AND CORRESPONDING SECRETARY- The Recording and Corresponding Secretary (or Recording Secretary) shall keep correct minutes of all meetings in a permanent book and it shall be his/her responsibility to see that each set of minutes is signed by him/her after same has been approved. He/she shall call the roll of officers at meetings. He/she shall receive all communications to the Local and bring them to the attention of the membership at a Local meeting and to the appropriate officer before the meeting. He/she shall be the official record keeper of the Local (except for financial records and records of grievances) and shall keep a file of all correspondence and incoming communications. He/she shall be in charge of and be responsible for the safekeeping of the Local's seal and shall ensure that it is used only as authorized. He/she shall fill out all vouchers related to member approved expenditures and countersign them. He/she shall submit such reports and information to the International President as the International President may require.

Section 9. DUTIES OF FINANCIAL SECRETARY- The Financial Secretary shall collect all monies paid to the Local, including dues, initiation fees, fines and assessments, giving receipts where appropriate and deliver it to the Treasurer. He/she shall keep true and accurate accounts of all his/her transactions as Financial Secretary, and shall make monthly reports thereon to the Local Executive Board and the Local. He/she shall at the same time, report the number of members in good standing and the number in arrears. He/she shall keep a record of the names and

addresses of all members of the Local Union and their status. He/she shall also submit a written report of the finances and the membership of the Local Union to the International Union in such a manner and at such times as the International President or Secretary-Treasurer may require. On demand of the International President, he/she shall make all of his books and records available for examination and audit. A dues paying member may request an appointment to review the books in the presence of the Financial Secretary during regular business hours. No copies may be made. The financial books may not be removed from the premises.

Section 10. DUTIES OF THE TREASURER- The Treasurer shall receive all monies from the Financial Secretary and all other securities, funds, and other valuables of the Local and shall deposit it in the name of the Local in such bank or banks as the Executive Board may direct. He/she shall countersign all checks, bank withdrawals or funds, money and properties of the Local, provided, however, that such withdrawals and disbursements have been approved by the members or the Executive Board. He/she shall give receipts when appropriate and shall be the custodian of the entire Local's bankbooks and other written evidence of the Local's property and accounts. He/she shall keep true and accurate accounts of all his/her transactions as Treasurer and shall make monthly reports thereon, including the balance on hand in the Local treasury, to the Local Executive Board and the Local. He/she shall preserve an index of all bills for which checks have been issued and shall keep all stubs and vouchers for all bills paid. No bill shall be paid other than by check and all checks shall bear the signature of the Treasurer and the President. He/she shall also submit a written report of the finances and the membership of the Local Union to the International Union in such manner and at such times as the International President or Secretary-Treasurer may require. On demand of the International President, he/she shall make all of his books and records available for examination and audit. He or she shall cause any necessary governmental reports to be filed timely. A dues paying member may request an appointment to review the books in the presence of the Treasurer during regular business hours. No copies may be made, nor may the books be removed from the premises.

Section 11. DUTIES OF GUARDS AND/OR SERGEANT(S)-AT-ARMS- Two sergeants-at-arms may be appointed by the Executive Board to serve during contract negotiations. The Guards and/or Sergeant(s) shall be at their appointed posts before the meeting of the Local of the Executive Board is called to order. They shall guard the door, see that all persons present are qualified to remain at the meetings and preserve order and decorum at the meetings of the Local and the Executive Board and shall perform such other duties as are usual to their office.

Section 12. DUTIES OF CHIEF SHOP STEWARDS: Two Chief Shop Stewards shall be elected to the Executive Board, for three year terms.

CHIEF SHOP STEWARD #1. Chief Steward #1 shall be the Local Grievance Chairperson and lead the Grievance Committee. The Grievance Chair will be responsible for establishing an adequate training program for all Shop Stewards and presenting all grievances/arbitrations and their results to the membership meeting the Executive Board. Chief Steward #1 will also handle all Protest of Assignment forms and present the results of these at least quarterly at the Membership and Executive Board meetings.

CHIEF SHOP STEWARD #2. Shall be the lead union member on any Labor-Management committee, for example the Nurse Practice Committee, and shall present the Local's agenda for all meetings with the employer. Chief Steward #2 shall recruit members from around the workplace for the Rapid Response program and shall be responsible for all communication between the Executive Board and the members.

Shop Stewards. The shop stewards will provide a direct means of communication between the members and the Executive Board of the Local and will channel concerns or information to the appropriate person or place. The shop stewards will, on a regular basis, evaluate floor and unit needs that should be brought to the attention of the Executive Board and shall present their findings monthly to the appropriate Chief Shop Steward. The Shop Stewards are encouraged to attend Executive Board meetings. Said stewards are responsible for participation at step one of the grievance procedure and shall present the details of all grievances to the appropriate Chief Steward for timely disposition.

Section 13. DUTIES OF TRUSTEES- The Trustees shall examine and audit the books and records of the local every three (3) months and submit a written report of each audit to the Local Union within thirty (30) days following the close of each quarter. An Annual Financial Report must be submitted to the International Secretary-Treasurer within ninety (90) days of the end of the Local Union's fiscal year, which may or may not coincide with the calendar year. They shall supervise the safekeeping, good condition and security of all of the Local's property and the maintenance of proper financial books and records by the officers required to maintain such books and records. Trustees are accountable to the membership, not the Executive Board.

Section 14. Before entering upon his/her duties the Financial Secretary and the Treasurer (or the Secretary-Treasurer) and every other local union officer, employee or representative charged with the handling or safeguarding of funds or other property shall be bonded in an amount required by law. The International President may require the amount of such bond to be increased, or the form and/or nature of the bond changed whenever in his judgment it is sufficient or is required by law. The premium on such bonds shall be paid by the Local Union but shall be secured by the International Union on behalf of the Local Union. The amount of the bond shall be reviewed by the Executive Board prior to each term renewal by International.

ARTICLE VI
EXECUTIVE BOARD

Section 1. The Local Union shall have an Executive Board consisting of the officers and such additional members as these Local By-Laws may provide.

Section 2. The Executive Board shall be the highest governing authority within the Local between meetings of the Local and shall exercise general supervision over its business and affairs. It shall have power, subject to the approval of the Local and the provisions of the International Constitution, to invest funds and properties of the Local, to authorize the expenditures of the Local or the use of the property of the Local for the effectuation of any of its objects, to borrow money and to pledge any property or securities of the Local as security thereof. They can buy, sell, exchange, rent, lease, or otherwise acquire or dispose of real or personal property, and shall fix the salaries or honorariums, if any, of the elective officers and any employees, subject to the approval of the Local.

Section 3. The Executive Board shall serve as the Trial Board under Article XIII

Section 4. The Executive Board Shall have such powers as are necessary and appropriate to effectuate the purposes of the Local. It shall present a report of its activities to each meeting of the Local for its approval.

Section 5. All requests for contributions or donations to individuals or organizations shall first be submitted to the Executive Board for its consideration and recommendation, before being received by the Local. Requests for contributions, donations or financial aid from a Local of the International shall require the endorsement of the International President before consideration shall be given to it.

Section 6. It shall be the duty of the Executive Board to cause the provisions of the International Constitution, and the By-Laws, rules and regulations of this Local to be faithfully executed; and to preserve, promote and safeguard the best interests and general welfare of the International, this Local and the members. The Executive Board may adopt such rules and regulations not in conflict with the International Constitution and the By-Laws as it may deem necessary and advisable.

Section 7.

- a. The Executive Board shall meet at least once a month, at such times and places, as it shall determine
- b. Special meetings of the Executive Board may be called at any time by the President or by three (3) members of the Board upon not less than 72 hours verbal or written notice

to the Executive Board members of the time and place of the meeting and of the business to be transacted at the meeting

- c. A majority of the members of the Executive Board shall constitute a quorum for the transaction of business.

Section 8. The Executive Board shall have the power to determine that any decision affecting a limited group of members within the Local (including but not limited to, the election of shop and departmental stewards, and questions regarding the application of a collective bargaining agreement to a particular facility, department or group) shall be made by the members directly affected.

ARTICLE VII COMMITTEES

Section 1. STANDING COMMITTEES- The Local shall have the following standing committees:

- a. **CIVIL RIGHTS COMMITTEE** It shall be the duty of this Committee to study and report to the Local on proposed or existing legislation affecting the welfare of the public, the Local or the members. It shall also take an interest in political activities and advise the members as citizens and trade unionists. Provide legislative updates at general membership meetings. A legislative and political education representative may be appointed by the Executive Board in lieu of an actual committee.
- b. **NEXT GENERATION COMMITTEE** It shall be the duty of the Educational Committee to organize, promote, develop, supervise and direct labor education, as well as updates on nursing/patient care issues, among the members of the Local. Workers shall be informed on labor history, labor economics, industrial unionism and current events, to the end that the members shall be able to intelligently seek to improve their conditions. This committee shall insure the scheduling of appropriate training courses for Board members and appointees, shop stewards, and negotiators.
- c. **WOMEN'S COMMITTEE.** It shall be the duty of this committee to encourage activism, leadership development and greater understanding of gender issues in the workforce.
- d. **ORGANIZING COMMITTEE.** It shall be the duty of this committee to assist in organizing unorganized workers in the geographic area in which the Local Union is situated.
- e. **VETERAN'S COMMITTEE.** It shall be the duty of this committee to encourage activism and advocacy for issues affecting veterans.
- f. **SAFETY, HEALTH, AND WORKER'S COMPENSATION COMMITTEE.** This committee shall have a minimum of three members. A member of this committee will sit on the

hospital's Environment of Care (EOC) Committee. This Committee will track all Workers Comp. injuries and review incident report summaries provided by the EOC in order to identify possible areas of safety concern in the facility. The Committee will review monthly minutes of the Nursing Safety Committee and will update members on health and safety issues at general membership meetings.

- g. BY-LAWS COMMITTEE.** This Committee shall have a minimum of three members, and will perform an annual review of existing constitution and by-laws provisions in September or as needed. It will receive and review recommended by-laws changes from the membership, and present its recommendation regarding proposed changes to the Local's Executive Board, for possible presentation to the membership for approval.
- h. FINANCE COMMITTEE.** The Committee shall have a minimum of three members in addition to the 2nd Vice President and the Financial Secretary of the Local. It will prepare an annual budget in September each year. It will identify additional financial needs of the Local, and report such financial needs and all expenditures at general membership meetings.
- i. PUBLIC RELATIONS COMMITTEE.** The Committee shall have a minimum of three members. It will plan and implement communications, internally and externally, as well as activities to promote a favorable relationship with the public. It will promote the image of nursing to the public, as well as the role of nursing in health care delivery. It will organize public activities/rallies in support of negotiations and patient care issues.
- j. GRIEVANCE COMMITTEE.** The Committee shall be comprised of Chief Shop Steward #1 and five shop stewards. It will follow up monthly on all grievances in progress, investigate the pattern of grievances, and present updates at Board and general membership meetings. It will make recommendations to the Executive Board as to whether cases should proceed to Arbitration or not.

ARTICLE VIII CONDUCT OF ELECTIONS

Section 1. The election of officers (and Executive Board members) and delegates and alternates to the International Convention shall be by majority vote of the votes cast in a secret ballot election. The election notice shall be mailed to each member at his last known home address 15 days prior to the election or publicized in The Quarterly Publication of the USW International Union and mailed to the member at his last known home address 15 days prior to the election. Any candidate may have an observer at the polls and at the counting of the ballots. In the event no candidate for office receives a majority of the votes cast, the candidate receiving the least

number of votes cast at the meeting shall be eliminated and the balloting shall continue at the next regular meeting until a candidate receives a majority of the votes cast.

Each member shall be entitled to one vote. There shall be no voting by proxy, write-in or sticker.

Section 2.

- a.** At the meeting for nominating officers, the membership shall elect an Elections Committee of 5 members who shall not be candidates, whose duty it shall be to safeguard the secrecy and honesty of the election, prepare and count the ballots, and announce the results of the election in a signed statement. The election Committee shall preserve all ballots and other records pertaining to the election for one year after the election. In cases of an election complaint, the complaining member or candidate shall submit their complaint in writing to the Recording and Corresponding Secretary prior to or at the membership meeting at which the report of the Election Committee is read. The complaint shall be heard and determined promptly by the Membership. A new election may be ordered only if it is promptly by the Membership.
- b.** An appeal from the decision (or failure to act) of the Membership shall be in writing, shall contain a brief statement of the facts and the grounds for the appeal. This may be filed by an aggrieved person with the Executive Board of the International by filing it with the International President (with a copy of the appeal to the Recording and Corresponding Secretary of the Local) within five days following the decision (or failure to act) appealed from.

The Executive Board of the International, upon notice in writing to the Recording and Corresponding Secretary of the Local, may remove the complaint to itself for decision; in such event, no action upon the charge shall thereafter be taken by the Local or its Executive Board.

ARTICLE IX MEMBERSHIP

Section 1. ELIGIBILITY

- a.** All persons employed within the jurisdiction of this Local Union shall be eligible to apply for membership in this Local.
- b.** No person shall hold membership simultaneously in this Local and another Local of the International.

c. Any person applying for membership, who is rejected by a majority vote at the Local Union meeting, shall thereafter be ineligible for membership for a period of three (3) months. Any member who, for disciplinary reasons, has been suspended or expelled from membership in any Local Union shall be ineligible for membership in any Local Union without the consent of the International Executive Board.

Section 2. REVENUE

a. The initiation fee for membership in the Local is \$100.

b. The amount of membership dues shall be determined by each local union in accordance with Article VI, Section J of the PACE/USW Merger Agreement, April, 2005, per month and payable in advance.

c. Any member who is three (3) months or more in arrears in the payment of dues, fines or assessments shall be automatically suspended or dropped from the rolls notwithstanding and other provision to the contrary.

d. Any provisions of the Article shall not be construed to relieve any member of his/her obligation to make payment of monthly dues as a condition of employment under the terms of a valid union security clause in any applicable collective bargaining agreement.

e. Any member who has been suspended for non-payment of dues, fines or assessments may be reinstated upon payment(s) of a new initiation fee, and all unpaid monies due at the time of his/her suspension or expulsion.

f. A member who has been suspended for non-payment of dues, fines or assessments shall be afforded a hearing before the Executive Board upon written request of such member and he/she shall have the right to appeal the decision in the manner provided in Article XIII.

ARTICLE X

TRANSFERS AND WITHDRAWALS

Section 1. Any member who has paid his/her dues through the month in which a transfer is requested, may transfer his/her membership to another Local of the International with its approval and in accordance with Article XV, of the USW Constitution.

Section 2. Any member who has paid his dues through the month in which withdrawal is requested, may withdraw from membership, upon leaving employment within the jurisdiction of the Local Union, and shall receive a withdrawal card upon his or her request. Thereafter, the withdrawing member shall lose all rights and privileges of a member of this Local and the International and shall be exempt from payment of further dues and assessments.

A member who has been withdrawn may subsequently be reinstated without any break in his membership standing and without payment of an initiation fee, provided, however, that during the period of withdrawal, such person has not engaged in activities detrimental to the best interests of the Local and the International and that he/she follows the applicable procedures in Article XI of the USW Constitution.

Section 3. The Local shall not issue a transfer card or a withdrawal card to a member against whom charges have been preferred.

ARTICLE XI PROPERTY

Section 1. No funds of property of any Local Union shall be directly or indirectly loaned, given, or expended to assist any seceding, dual or antagonistic organization, or to any Local Union of this International Union which is in violation of the International Constitution. No funds or property of this Local shall be loaned, given, or expended to promote, support, endorse, assist or oppose directly or indirectly the candidacy of a member seeking office or seeking to retain office in the International or any of its Locals. The funds and property of this Local shall be used only to effectuate the purposes and objectives of this Local under and subject to the provisions of the International Constitution.

Section 2. The funds and property in the possession of or under the control of the Local may be used and expended in fulfillment of the purpose and objectives of the organization as set forth in the International Constitution and these By-Laws. Such funds and property shall not be liquidated or disposed of, in whole or in part, by dividing among the members, directly or indirectly, or by expending or diverting it in any manner for purposes or objectives not set forth in the International Constitution and these By-Laws.

ARTICLE XII USW INTERNATIONAL UNION CONSTITUTION

All the terms and provisions of the International Constitution shall be deemed as part of these By-Laws.

In the event of a conflict between these By-Laws and the provisions of the International Constitution, the International Constitution shall be controlling

This Local has no power to make any contract or incur any liability binding upon the USW International Union without the written consent of the International President or the approval

of the International Executive Board. The International shall not be liable under any contract or for any acts of this Local, its officers or its members unless they have been authorized in writing to enter into such contract or perform such acts.

ARTICLE XIII DISCIPLINE, TRIALS AND APPEALS

All trials and appeals of members and Local Union Officers will follow the discipline procedure as it is established by Article XII sections 1 through 4 and Article XIII sections 1 through 9 of the USW Constitution, and will be followed to the letter.

ARTICLE XIV ASSESSMENTS

The Local Union may levy a per capita assessment, in addition to dues, upon its membership, provided that the amount and method of payment of such assessment has been approved.

1. By a majority vote by secret ballot of its members in good standing at a regular or special meeting after reasonable notice of the intention to vote up such question and in accordance with such further procedure as this Local Union shall require by its By-Laws or otherwise, or;
2. By a majority vote of the members in good standing voting in a membership referendum conducted by secret ballot in accordance with such further procedure as this Local Union shall require by its By-Laws or otherwise.

ARTICLE XV REPRESENTATION

The Union shall be the exclusive representative of each member for the purposes of collective bargaining, and the negotiation and execution of collective bargaining agreements with employers. The Union is irrevocably authorized and empowered by each member to present, negotiate and settle any and all grievances, complaints, and disputes arising out of the relationship between the member and his employer.

ARTICLE XVI COMPENSATION AND INVESTMENTS

Section 1. COMPENSATION

- a) The members of the Executive Board will receive compensation at the hourly rate of **\$80/hour** or percentage thereof for less than one hour of work while performing the duties of the Union on their own time, after filing the appropriate lost time voucher. The applications for compensation will be subject to Executive Board approval at its next meeting and paid in the next month, unless prior approval is received at the Board meeting before the occurrence.
- b) The stewards will be compensated at **\$60/hour** or percentage thereof for less than one hour for doing the duties of the Union on their own time, subject to the direction of the Local President, and the approval of the Executive Board.
- c) Adjustments of these rates will be subject to the approval of the general membership meeting following the year end budget with a 2/3 majority vote of those members present at the meeting.

ARTICLE XVII

BY-LAWS

ADOPTION AND AMENDMENTS

Section 1. These By-Laws shall become effective when ratified by a two-thirds (2/3) majority of the members present at a meeting and approved by the International President.

Section 2. As used in these By-Laws, the masculine gender shall be deemed to include the feminine wherever necessary or appropriate and the singular shall include the plural except where otherwise indicated.

Section 3. Any provision of these By-Laws may be modified, amended or repealed, or new By-Laws may be adopted, by affirmative vote of two-thirds (2/3) majority of the members voting on the question, at a regular meeting, or special meeting called for that purpose, however, that notice of the proposed amendment, modification or repeal has been given to the members at the previous regular meeting; and further provided that if an amendment shall alter the amount of the initiation fee or dues as fixed by Article IX of these By-Laws, the vote must be taken by secret ballot and, after at least ten days' notice of the intention to vote upon the question. This Local has no power to modify, amend or repeal any of the terms and provisions of the International Constitution.

Section 4. Where a conflict exists between these By-Laws and the USW Constitution, the Constitution will prevail.

RITUAL
Standing Rules

THE PRESIDING OFFICER

Section 1. The Order of Business at the regular meetings shall be:

1. Call to Order
2. Roll Call of Officers
3. Reading of the minutes of the previous meeting
4. Reading of Communications
5. Report of the Officers
 - a. Financial Secretary
 - b. Treasurer
 - c. Trustees
6. Report of Organizer or International Representative
7. Initiation of New Members
8. Report of Special Committees
9. Report of Standing Committees
 - a. Grievance Committee
 - b. All others
10. Unfinished Business
11. New Business
12. Good and Welfare
13. Adjournment

Section 2. Presiding officer is empowered to and shall preserve order and decorum. If any member transgresses the rules, the presiding officer shall, or any member may, call him/her to order. The member called to order shall immediately resume his or her seat until the presiding officer has decided the point of order, or if appealed, by the Local Union.

Section 3. The presiding officer shall have the right to rule on all questions of law and order, subject to an appeal from the Chair.

Section 4. The presiding officer shall appoint all committees and delegates to central bodies subject to the disapproval of the Local Union unless otherwise provided by the By-Laws of the Local Union.

Section 5. Installation of Officers

Installing Officer: Mr. President and Officers. You have been selected by your fellow members to fill the different offices of this Local Union. We shall now proceed to the installation of the officers.

OBLIGATION TO LOCAL UNION OFFICERS

I, _____, do hereby sincerely pledge my honor to perform the duties of my office as prescribed by the Laws of the organization, and to bear true allegiance to the United Steelworkers. I will deliver to my successor in office all books and other property of this Union that may be in my possession at the close of my official term. All of this I solemnly promise, with full knowledge that to violate this pledge is to stamp me as a person devoid of principle and destitute of honor.