



BYLAWS
of
**GENERAL DRIVERS,
WAREHOUSEMEN AND
HELPERS**
LOCAL UNION NO. 89

Affiliated with
International Brotherhood of Teamsters



BY-LAWS

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WAREHOUSEMEN AND
HELPERS
LOCAL UNION NO. 89**



Affiliated with

**INTERNATIONAL
BROTHERHOOD OF TEAMSTERS**



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Name

ARTICLE I

The name of the organization shall be GENERAL DRIVERS, WAREHOUSEMEN AND HELPERS, LOCAL UNION No. 89.

Location

ARTICLE II

Its principal place of business is 3813 Taylor Boulevard, Louisville, Kentucky 40215.

Membership & Obligation; Purpose

ARTICLE III

Its membership shall be composed of persons associated together under general membership rules, as set forth in Article II, Section 2, of the International Brotherhood of Teamsters Constitution, and shall consist of such persons as are qualified and invited to be members thereof for the purpose of engaging in organizing workers to provide the benefit of unionism to all workers and to protect and preserve the benefits obtained for members of the organization, as well as improving the conditions of its members by general education, and securing for them improved working conditions, the best wages available for the quality of work performed, health and welfare provisions for the members and their families and pensions for retired and disabled members, regardless of religion, race, creed, color, national origin, age, physical disability, mental disability,

sex, sexual orientation, or gender identity or any other legally protected group or class. The organization shall at all times be conducted upon the highest recognized equitable principles for the benefit of its members. It is further recognized that the problems with which this labor organization is accustomed to deal are not limited to unionism or to organization and collective bargaining alone, but encompass a broad spectrum of economic and social objectives.

Admission to membership may be denied and members may be suspended or expelled as provided by the International Brotherhood of Teamsters Constitution and these Bylaws. The members pledge themselves to the support of the principles of loyalty to good unionism and to helping one another achieve the goals hereinafter set out, and bind themselves by the obligation of the Teamsters ritual. The good standing of members shall be determined under the provisions of Article X, Section 5, of the International Brotherhood of Teamsters Constitution.

All members of this Local Union shall be required to take the Oath of Obligation prescribed by the International Brotherhood of Teamsters and/or International Constitution. The Oath shall be administered as follows:

Fellow worker, you will now take an obligation that will bind you to the International Brotherhood of Teamsters and this Local Union, and that will in no way conflict with your religious belief or your duties as a citizen:

I, _____, Pledge my honor to faithfully observe the Constitution and the laws of the International Brotherhood of Teamsters and the Bylaws and laws of this Local Union.

I pledge that I will comply with all rules and regulations for the government of the International Union and this Local Union.

I will faithfully perform all duties assigned to me to the best of my ability and skill.

I will conduct myself at all times in a manner as not

to bring reproach upon my Union.

I shall take an affirmative part in the business and activities of the Union and accept and discharge my responsibilities during any authorized strike or lockout.

I pledge not to divulge to non-members the private business of this Union, unless authorized to reveal the same.

I will never knowingly harm a fellow member.

I will never discriminate against a fellow worker on account of race, color, religion, sex, age, physical or mental disability, national origin, sexual orientation, gender identity, or any other legally protected group.

I will refrain from any conduct that would interfere with the Union's performance of its legal or contractual obligations.

I will at all times bear true and faithful allegiance to the International Brotherhood of Teamsters and this Local Union.

Supervisory employees shall not be permitted to become members and/or hold office unless permitted by state, federal, local or provincial law.

Affiliation With International

ARTICLE IV

a. This organization shall be affiliated with the International Brotherhood of Teamsters.

b. All officers of this Local Union when installed shall be required to take the oath of office prescribed by the International Brotherhood of Teamsters and/or International Constitution.

Action Against International

c. Suits or orders against said International shall not be enforceable or effective against this organization unless this organization is a party to the suit, in an action brought in a

Court having venue of this organization and upon service of proper summons upon the President of this organization or such other persons as provided in these Bylaws.

Process

d. Service or summons or process of any Court or Agency upon a member of this organization shall not be acknowledged as service upon the International Union or any affiliate thereof. Service of summons or process of any Court or Agency upon this organization shall be by service upon the President thereof, or in his absence, upon the Secretary-Treasurer, and this Bylaw shall be made known to the Secretary of State of the Commonwealth of Kentucky.

Officers

ARTICLE V

a. (1) This organization shall have the following elective officers:

President and Business Agent (Principal Officer), Vice President, Secretary-Treasurer, Recording Secretary and Three (3) Trustees.

a. (2) Said officers shall comprise the Executive Board of this organization. The term of office of all officers shall commence on the first of January in the year following the election.

a. (3) All officers of this Local Union when installed shall be required to take the following oath of office:

I, _____, do sincerely promise, upon my honor as a trade unionist and a Teamster, that I will faithfully use all of my energies and abilities to perform the duties of my office, for the ensuing term, as prescribed by the Constitution and Bylaws of this Union. As an officer of this great Union, I will, at all times, act solely in the interests of our members, devote the resources of our Union to furthering their needs and goals, work to maintain a Union that is free of corruption, to

preserve and strengthen democratic principles in our Union, and to protect the members' interests in all dealings with employers. I will never forget that it is the members who put me here, and it is the members whom I will serve. I further promise that I will faithfully comply with and enforce the Constitution and laws of the International Union and Bylaws of this Union, that I will, at all times, by example, promote harmony and preserve the dignity of this Union. I also promise that at the close of my official term, I will promptly deliver any money or property of this Union in my possession to my successor in office.

a. (4) The Elected officers of this Local Union shall be delegates to other subordinate bodies and Conventions thereof, by virtue of their office or elected position.

President and Business Agent (Principal Officer)

b. (1) President and Business Agent.

The office of President and Business Agent shall be held by one and the same person and the election to one office shall constitute election to the other.

b. (2) The President shall cause to be made and the Secretary-Treasurer shall make all reports required by law to be made by organizations of this type.

b. (3) The President shall preside over all meetings of this organization and over all meetings of the Executive Board of this organization, and in his absence he shall designate the person who shall so preside.

b. (4) He shall sign all checks, vouchers, purchase orders, deeds for real property, contracts of all types, all reports and all instruments necessary or convenient for the operation of this Organization.

The President may delegate his authority to sign checks to any member of the Executive Board, provided said Board member is not required by these Bylaws to also sign said checks under the following conditions:

b. (5) Where the President is out of Jefferson County, Kentucky, and such delegation is made by written order of the President.

b. (6) The President and Business Agent may employ such number of Assistant Business Agents and other persons as may be necessary to the operation of his office. He shall fix the salary and such other remuneration and grant such expense allowances as he believes to be necessary and proper. Assistant Business Agents shall be appointed and may be removed at will only by the appointing authority. He is also authorized to discharge any such person as may be under his direction. He shall likewise fix the salary of all elective officers, except his own, and direct the payment of such other remuneration and expenses to elective officers as he believes to be necessary and proper.

Any such allowances must be of a reasonable amount, based upon the financial condition of the Local Union and the expenses the allowance is expected to cover. All policies adopted by the Executive Board shall be written and included in the Policies and Procedures Manual. Where allowances are provided, officers and employees may not be reimbursed for additional expenses for items intended to be covered by the allowance without specific additional authorization by the Executive Board and approval by the membership. In no event shall an officer or employee receive more than one payment for the same expense.

b. (7) He shall have the authority to fix other remuneration for himself in keeping with such other remuneration as may be directed to other persons under his direction, including necessary expenses.

b. (8) The President and Business Agent shall have such other duties and authority as shall, from time to time, be provided by the Bylaws or any amendments thereto or by resolution of the Executive Board in the event of decisions to be made not provided for in the Bylaws or by resolution of the Executive

Board, the President and Business Agent is hereby authorized to make such decisions and they shall be carried out as fully as though provided by these Bylaws or Resolutions of the Executive Board.

b. (9) Upon completion of an election of officers that results in a new principal officer, the incumbent principal officer or designee shall meet with the principal officer-elect during the period between the date of the election and the end of the term of officer to review pending grievances, or contract negotiations and the Local's financial records.

Vice President

c. It shall be the duty of the Vice President to assist the President/Business Agent in his duties if requested by the President/Business Agent.

Secretary-Treasurer

d. (1) The Secretary-Treasurer shall employ all necessary persons to perform the duties of his office and he shall fix the remuneration for services for all employees under his direction.

d. (2) He shall deposit all monies in a reliable bank in the name of this organization at least once a week or more often.

d. (3) He must pay all bills by check, signed by any two (2) of the following: The President and Business Agent, the Secretary-Treasurer.

d. (4) He must balance his day book and cash books monthly, showing the exact balance on hand on the first (1st) day of the coming month, and have his bank book balance on the last day of the month or get a bank statement from the bank on the last day of the month, showing the exact amount of money in the bank, so that the Trustees of the organization may verify the bank statement and the books.

d. (5) He must keep the International Union bookkeeping

system, consisting of a day book ledger records and cash book, or any other mechanical system approved by the General Secretary-Treasurer, and must issue dues books, or receipts.

d. (6) He must keep the applications of all new members initiated filed monthly.

d. (7) He must keep all of the part paid applications on hand properly filed.

d. (8) He must keep all receipted bills filed monthly.

d. (9) He must attach all returned checks to the stub in the check book of the organization each month when he receives his cancelled checks from the bank or adopt other procedures approved by the General Secretary-Treasurer.

d. (10) He must pay to the General Secretary-Treasurer per capita tax in accordance with the International Constitution.

d. (11) He must report the names and addresses of all new members coming into this organization to the General Office.

d. (12) He shall send to the General Secretary-Treasurer a revised list on a current basis of the names and addresses of all members in good standing.

d. (13) He cannot and must not carry any men on his books as members of the organization and mark them exempt from paying dues.

d. (14) On the monthly audit he shall see that the Trustees sign his books, if the Trustees have found them correct and the bank balance verified with the balance on the books.

d. (15) He must forward a copy of the monthly audit, properly signed by the Trustees, showing the balance on hand to the General Secretary-Treasurer.

d. (16) When his term of office expires and his successor is elected to take his place, he must see that his successor is properly bonded and a copy of the bond sent to the General Office before he transfers the funds of this organization to his successor in office.

d. (17) The Secretary-Treasurer shall provide each new member with a free copy of the International Constitution, upon request. The Secretary-Treasurer shall provide any member with a copy of the International Constitution and of these Bylaws.

d. (18) The Secretary-Treasurer shall provide two (2) copies of all proposed collective bargaining agreements with a company in an industry in which there is an area standard established by pre-existing agreements or amendments thereto, or otherwise directed to do so by the Joint Council, for approval before submission to the employer. If no Joint Council exists, such proposals shall be submitted to the State Conference for its approval. In those cases where the proposed agreement is for operations which are already subject to an area-wide agreement, or a prospective area-wide agreement is already planned, the proposed agreement shall be submitted to the Director of the appropriate Trade Conference or Division for approval before submission to the employer.

d. (19) The Secretary-Treasurer shall provide to the Economic and Contracts Department of the International Union true copies of final bargaining agreements within sixty (60) days after execution, together with a list of the names and locations of employers and number of employees covered by such agreements.

d. (20) The Secretary-Treasurer shall make available to the Trustees all documents necessary for them to verify and complete monthly Trustee's reports.

d. (21) The Secretary-Treasurer shall make available for inspection by the International Auditor any documents necessary for the Auditor to complete the audit schedules or to complete assignments from the General Secretary-Treasurer.

Recording Secretary

e. (1) The Recording Secretary shall record and keep the minutes of all meetings in a book provided by this organization.

He shall make a roll call of all officers at the meeting and note any absentees and report the same.

e. (2) He shall keep his records in the office of the Secretary-Treasurer at this organization's principal place of business.

e. (3) Minutes shall accurately record the motions made at meetings and shall include the names of the members making and seconding a motion, whether the motion was adopted or rejected, and the results of any division of the house or secret votes.

Executive Board

Except as may be otherwise provided in these Bylaws, the Local Union Executive Board is authorized and empowered to conduct and manage the affairs of this organization, and to manage, invest, expend, contribute, use, borrow, lend and acquire Local Union funds and property in the pursuit and accomplishment of the objectives set forth in the Constitution of the International Union and these Bylaws and resolutions adopted in furtherance thereof. However, the Local Union Executive Board shall not have the authority to bind the Local Union for personal services to be rendered to the Local Union or its Executive Board, such as, but not limited to, legal, accounting, consulting, public relations, and editorial services, by contract, agreement or otherwise, beyond the expiration of the term of the Executive Board in office at the time such action is taken.

As to all matters requiring action by the Executive Board when the Executive Board is not in formal session, the Executive Board may act by telegram, facsimile, letter, electronic mail, or telephone. Said actions taken in this manner while the Executive Board is not in formal session must be recorded in the minutes of the Executive Board and ratified by a majority of the members of the Executive Board at its next meeting.

The Local Union Executive Board, in addition to such

other general powers conferred by these Bylaws, is hereby empowered to:

f. (1) The Executive Board shall pass such resolutions as are necessary to the operation and government of this organization so long as the same are not contrary to these Bylaws of Federal or State Laws pertaining to organizations of this type, and such resolutions shall be reported at the first (1st) general meeting following such resolutions.

f. (2) The Executive Board shall fix the salary of the President and Business Agent, as well as fill all vacancies in office which occur during the term of such office for the entire remainder of the unexpired term in the manner provided in Article XXII, Section 9 of the International Constitution.

f. (3) The Executive Board on behalf of the Local Union, its officers, employees or members, initiate, defend, compromise, settle, arbitrate or release or pay the expenses and costs of any legal proceeding or actions of any nature subject to certain provisions of the International Constitution, including Article IX, Section 9(c), if in its judgment, it shall be necessary or desirable to protect, preserve, or advance the interests of the organization.

f. (4) The Executive Board is not prohibited from entering into a bona fide collective bargaining agreement with another Union covering Local Union employees; provided, however, that if the Local Union employees form a union following the Local Union officer election, or a new collective bargaining agreement covering such employees is negotiated after the Local Union officer election, the newly organized unit shall not be voluntarily recognized, or the new collective bargaining agreement shall not be entered into on behalf of the Local Union, until such action is approved by the officers-elect.

f. (5) Officers who are fulltime employees of the Local Union shall not receive additional payments for attendance at Executive Board or membership meetings.

f. (6) Policies establishing benefits, including, but not limited to, sick leave, vacation, travel and car allowances for officers and employees shall be written and compiled in a Policies and Procedures Manual maintained and updated by the Executive Board.

f. (7) If a settlement cannot be reached in connection with the negotiation or modification of a collective bargaining agreement between the members of this Local Union and an employer after the officers have used reasonable means of achieving a settlement through the process of collective bargaining, the matter shall be subject to the strike procedure, conditions and qualifications set forth in the Constitution. The Local Union Executive Board may, in its discretion, provide that the strike vote be limited to the members employed in a particular division, craft or place of employment. In such case where area-wide, conference-wide or national agreements are involved, it is understood that the specified majorities of the members covered by such agreements must vote to strike as set forth in Article XII, Sections 1 or 2 of the Constitution, and in such event, such strike vote shall apply to this Local Union, irrespective of the individual vote of this Local union on that question.

Strike votes shall not be required in any case where a collective bargaining agreement then in existence authorizes such strike for the purpose of enforcing the terms of such agreement. Nor shall a strike vote be required for a strike in support of demands that an employer agree to the terms and conditions of an agreement already negotiated and approved on a state, multi-state, multi-area, multi-employer, or national, company-wide or area basis of which unit such employer is a member. In either case, the Local Union Executive Board, subject to the approval of the General President, and call the strike in support of its position, and may also, with the approval of the General President, terminate such strike without vote.

Trustee

g. (1) The Trustees shall examine the books of the Local Union quarterly and the results submitted to the membership at the next regular scheduled general membership meeting. The report shall be sent to the General Secretary-Treasurer as required by the International Constitution.

g. (2) The Trustees shall sign the books of the Secretary-Treasurer if found to be correct and the bank balance verified. A disagreement with a properly authorized expenditure by the Executive Board or membership shall not be a valid basis for refusing to sign the books.

g. (3) If a Trustee declines to sign the books, he shall advise the Secretary-Treasurer and the General Secretary-Treasurer in writing of the reasons for so doing and shall also advise the General Secretary-Treasurer of those reasons. A trustee disagreement with an expenditure properly authorized by the Executive Board or membership shall not be a valid basis for refusing to sign the books.

g. (4) Trustees shall not sign blank reports.

Conduct of Meetings

ARTICLE VI

The following order of business shall be followed:

1. Roll call of officers.
2. Opening ritual where new members are present.
3. Reading of minutes of the previous meeting.
4. Reading of minutes of Executive Board meetings.
5. The Financial report to be made by the Secretary-Treasurer or by such person as he shall designate.
6. The report of the President and Business Agent or his report may be made by such person as he shall designate.
7. The consideration of old business as recorded in the minutes of a previous meeting and designated in said previous

minutes to be considered at a future meeting.

8. New business, including nominations for officers or delegates where such nominations are in order.

9. The presiding officer shall recognize members from the floor for the purpose of motions or seconding of the same, or for discussion, or for remarks of the members under old or new business.

10. Unless by motion duly made and seconded, and carried by a majority of the members present for the extension of time, each member shall be limited to five minutes time. No member shall be permitted to take the floor on more than one occasion upon any question upon the floor.

11. After a question has been discussed or considered for one hour, any member may move to terminate further debate, discussion, or consideration and the motion shall be immediately voted upon and if carried by a majority of the members present and voting, the discussion, debate or consideration shall cease, and if a motion is upon the floor it shall be forthwith voted upon.

12. The presiding officer may call a member out of order if said member is disorderly. If the member persists, the presiding officer may call for a vote of the members present as to whether or not the member is out of order, and if he is sustained by a majority of the members present and voting, and the member declared out of order, does not abide by the vote and persist in his conducts, said member shall be expelled from the meeting and disciplinary charges may be preferred against said member in accordance with these Bylaws and if found guilty at his hearing, shall be fined not to exceed \$100.00 or expelled from membership. Any person so fined under this provision who refuses to pay any fine levied, shall stand expelled from membership until said fine is paid. No member shall advocate conduct contrary to law or in violation of the terms of any contract which may exist between the organization and any other person, and if a member does so upon having such condition called to this attention, and said

member does not cease, he shall be subject to being declared out of order by the presiding officer, and subject to the out of order procedures as heretofore set forth.

13. Only members in good standing shall be permitted to vote or make or second a motion, or enter into debate or discussion at a meeting, unless invited into the discussion or debate by the presiding officer, but under no conditions may a member not in good standing vote on any question.

14. Speakers not members of the organization may be invited to meetings and to address the members upon subjects of interest to them, provided the invitation is extended by the Executive Board or by the President and Business Agent.

Group Meetings

ARTICLE VII

Membership meetings shall be general or special.

(1) General membership meetings shall be held quarterly on the second Friday in the last month of each quarter of the year at such place and time as shall be designated by the Local Union Executive Board subject to disapproval by the membership, except where otherwise approved by the General Executive Board. The General Executive Board shall establish such conditions relative to the holding of meetings as in its judgment it deems advisable.

(2) Members in attendance at membership meetings shall have the right to express their views, arguments, or opinions upon any business properly before the meeting subject to Local Union Bylaws and the rules and regulations adopted by the Local Union Executive Board pertaining to the conduct of meetings, but no member in exercising such rights shall evade or avoid his responsibility to the organization as an institution or engage in or instigate any conduct which would interfere with the Local Union's performance of its legal or contractual obligations.

(3) The Local Union Executive Board is authorized to permit membership meetings to be held on a division, craft, place of employment or other similar basis as it shall consider appropriate considering the special needs of the organization so as to permit the membership to attend meetings and to express their views and otherwise exercise their rights as members. There shall be no limitation on the right of any member to be heard at any such separate meeting provided herein on all matters which apply to the general membership, but such member shall be permitted to vote only at such separate division, craft or place of employment meeting to which he has been assigned. Membership meetings permitted under this subsection shall be subject to all of the requirements of subsections (A)(1) and (2) above.

The quorum of a general or special membership meeting shall be fifteen (15). The Local Union Executive Board shall establish the number constituting the quorum for division, craft or place of employment meetings.

When the Local Union Executive Board authorizes such meetings by division, craft, or place of employment, each such meeting shall be conducted by the officers of the Local Union or by their designees and under the same procedure and rules as a general membership meeting, excepting only special meetings for limited purposes, such as voting on contracts, or strikes, handling of grievances, etc.

On all matters which apply to the general membership, the votes of the meeting of each particular division, craft or place of employment shall be totaled to determine the action of the Local Union in such matter.

Members at each separate division, craft or place of employment authorized to hold separate meetings may vote separately on dues and assessments which may apply to them alone, if higher than the minimum applicable to the general membership, and may, when authorized by the Local Union Executive Board, vote separately on approval or disapproval of, or on

matters arising under, contracts applicable only to them, and strikes or other activities in which only they will participate.

The presiding Chairman can detail members or other persons to remove persons who have been ordered removed, or to prevent attendance of members who are "under the influence" or disorderly without calling upon the police first.

Stewards

ARTICLE VIII

a. Stewards elected after the adoption of these Bylaws shall be elected by a secret ballot vote of the members in good standing who work at each place of business. There may be a Steward at each place of business wherein this organization has a contract covering twelve (12) members and there may be more than one (1) Steward at any place of employment, if, in the opinion of the Executive Board, more than one (1) Steward is needed.

b. At any time a vacancy occurs in the office of Steward, the agent in charge, where such vacancy exists, may appoint a Steward or Stewards until such time as an election can be had, but in no event shall any Steward serve for a term longer than six (6) months without being elected thereto. Secret ballot votes in the election of Stewards may be by referendum or by ballots or by the writing of the name of the proposed Steward on a slip of paper and depositing it with the agent in charge who shall conduct the election. The members in good standing employed at the place where the election is being conducted shall select three (3) from their number, by open vote, to assist in the counting of the ballots. A majority vote shall be required and if no person has a majority, then the person with the lowest number of votes shall be dropped and the voting continued until a majority is had. If more than one (1) Steward is to be elected, separate elections shall be held.

c. Stewards shall have no authority to represent this orga-

nization in any manner whatsoever except as provided in the contract under which he is employed and he may not, at any time, call a work- stoppage at his place of employment and he may not, under any circumstances, collect any money for dues, initiation fees or special assessments.

d. A Steward's meeting may be called at any time by the President and Business Agent or by the Agent-in-Charge. A meeting of the Stewards may be called of a group less than the whole number.

e. Any Steward who misses more than three (3) consecutive meetings, general or special, shall be automatically removed from office and his replacement shall be elected within a reasonable time.

f. Benefits shall be paid to the Steward in an amount equal to their monthly dues and said sums shall be remitted to them on a quarterly basis.

Trials and Appeals Trials of Local Union Officers and Members Procedure

ARTICLE IX

This Local Union adopts the following procedures which supplement the requirements of Article XIX of the International Constitution.

1. (a) A member or officer of a Local Union charged by any other member of the Local Union with any offense constituting a violation of the International Constitution shall, unless otherwise provided in this Constitution, be tried by the Local Union Executive Board. No member of the Local Union Executive Board involved in the subject matter of the charge, shall sit on the trial board. If the member charged or preferring the charges is a member of such Board, then the President of the Local Union shall appoint an uninvolved member as a substitute. If the President of the Local Union is charged or is preferring the charges, the Local Union Secretary-Treasurer shall ap-

point the substitute. In no event shall any involved officer or member serve on a hearing panel, participate in the selection of a substitute member of a hearing panel, or participate in the decision making process of the trial body.

If both the President and Secretary-Treasurer of the Local Union are charged or are preferring the charges, the remaining members of the Local Union Executive Board shall appoint the substitutes. Charges against a majority of the members of the Local Union Executive Board shall be filed with the Secretary-Treasurer of the Joint Council for trial by the Joint Council Executive Board.

(b) Whenever charges are preferred against any member or officer of a Local Union the charges shall be filed in writing in duplicate with the Secretary-Treasurer of the Local Union, Joint Council or General Executive Board which is to try the case. No member or officer of Local Union shall be tried unless he or she shall be served by the Secretary-Treasurer, personally or by registered or certified mail, with a written copy of such charges specifying the nature of the offense of which he or she is accused. Thereupon, the accused shall be required to stand trial at the time and place designated, which shall not be less than ten (10) days from the date the charges are served upon the accused. The accused may appear in person, and with witnesses, to answer the charges preferred against him or her. The charging party, the accused, and the Local Union Executive Board may select only a member in good standing of his Local Union to represent him in the presentation of his case, evidence and/or defense before any trial or appellate body; and the charging party may select only a member of his Local Union to assist him in the presentation of the evidence in support of the charges. The Local Union Executive Board shall have the authority to determine the manner of reporting the proceedings and shall have the authority to exclude any method not authorized by it, however, any request by a party that a verbatim record be made must be received by the Executive Board not later than

five (5) business days prior to the scheduled commencement of the hearing and shall be honored.

(c) A member of one Local Union shall have a right to file charges against a member of another Local Union. Such charges must be filed with the Executive Board of the Local Union of which the accused is a member. The Executive Board may, at its discretion, decline to process the charges. However, a decision of the Executive Board not to process the charges may be appealed in accordance with the provisions of Section 2.

Any charge based upon alleged misconduct which occurred more than five years before the discovery of the conduct giving rise to the charge is barred and shall be rejected by the Executive Board except for charges based upon the nonpayment of dues, assessments, or other financial obligations.

In order to be sustained, the charges must be supported by a preponderance of reliable evidence and a majority of the members of the panel must vote to find the charged party guilty.

(d) If the charges, or any portion thereof, are sustained, then the trial body shall render judgment and impose disciplinary actions as provided for in the International Constitution. If the charges are not sustained, the same shall be dismissed.

(e) Upon filing of such charges and if the same are of such magnitude and seriousness as to jeopardize the interests of the Local Union or International Union, then, and in that event the General President, if the matter is brought to his attention, may, if he deems it advisable, immediately suspend such member or officer from membership or office in the Local Union until a decision has been rendered in the case.

(f) No member or officer shall be required to stand trial on charges involving the same set of facts as to which a decision was rendered on those prior charges; or if the member is facing criminal or civil trial until his final court appeal has been concluded.

Appeals of Local Union Officers and Members

2. (a) In the event disciplinary action is taken against the accused, he or she may take an appeal from the decision of the Local Union Executive Board to the Executive Board of the Joint Council, if one exists; otherwise the appeal shall be taken to the General Executive Board. Appeals from decisions of the Executive Board of Joint Councils may be taken to the General Executive Board. In all matters involving officers of subordinate bodies and individual members there shall be no further appeal from the decision of the General Executive Board. All manner of appeals shall be taken within fifteen (15) calendar days from the date the decision is placed in the mail or otherwise transmitted to the interested parties.

(b) The appellant shall mail a written notice of such appeal to the Secretary of the body to which the appeal is directed. No specific form or formality shall be required, except that such notice shall clearly state an appeal is being taken from the particular decision rendered in the particular case. Pending any appeal, the decision appealed from shall remain in full force and effect. Appeals shall be heard either on the record made before the trial tribunal or by a retrial, at the discretion of the body hearing the appeal. Decisions on appeals shall be rendered as promptly as possible after the appeal has been heard. The date when an appeal will be considered by the appellate body may be fixed by it, but it shall proceed without unnecessary delay. Notice of the date when the appeal will be heard shall be served personally or by registered or certified mail on the parties interested in the particular case, and such parties may, at the discretion of the appellate body, be accorded the right to appear before the appellate body and present argument on the case.

(c) If a member of the Executive Board of the Joint Council or of the General Executive Board is interested in the case as a party thereto, then the President of the Joint Council or the General President of the International Union, as the case may be, shall appoint a substitute.

(d) Failure of any interested party in any case to appear before any trial or appellate body at the time and place designated in the notice shall constitute a waiver of appearance and the trial shall proceed or the appeal be heard regardless of the absence of such party. If the charging party fails to appear in person and/or present evidence before any trial or appellate body on the date set for trial or hearing, the charges shall be dismissed; such dismissal shall constitute a final adjudication from which there can be no appeal and after such dismissal the accused may not be retried on the same charges.

(e) Any party to a case, regardless of whether such party is the accused or not, being aggrieved of a decision rendered in the case shall be entitled to the same rights of appeal as are hereinbefore provided for accused.

Trials and Appeals of Local Unions, Other Subordinate Bodies and Elective International Union Officers.

3. (a) Whenever charges are preferred against a Local Union or against a Joint Council or other subordinate body, such charges shall be filed in writing in duplicate with the Secretary of the trial body, and shall be served personally or by registered or certified mail to the Secretary-Treasurer of the Local Union or the Joint Council or other subordinate body so charged. If the charges are against the Local Union the trial shall be by the Executive Board of the Joint Council, provided that if a Local Union is not affiliated with a Joint Council due to the fact that no Joint Council exists with which such Local Union can affiliate, the trial shall be by the General Executive Board. If the charges are against a Joint Council or other subordinate body, the trial shall be before the General Executive Board. The provisions of this Section shall also be applicable when the Executive Board of the subordinate body is charged or is the charging party.

(b) A Local Union shall be accorded fifteen (15) days time in which to appeal for trial and submit its defense. In the case

of Joint Council or other subordinate body the time of trial shall be fixed by the General Executive Board.

(c) Appeals from decisions on charges against Local Unions or Local Union Executive Boards shall be taken to the General Executive Board and from it to the Convention. Appeals from decisions on charges against Joint Councils or other subordinate bodies shall be taken to the Convention by only the Joint Council or other subordinate body involved. In all other respects the procedure on appeals shall be the same as provided in Section 2.

Whenever the words "Joint Council" appear in this or other sections of these Bylaws, they shall mean Joint Council or State or Multi-State Joint Council and include State and Multi-State Conferences in all matters relating to disputes and appeals where there is not a chartered Joint Council.

Grounds for Charges Against Members, Officers and Subordinate Bodies.

4. The basis for charges against Members, Officers, Business Agents, Local Union, Joint Councils or other subordinate bodies, for which he or it shall stand trial, shall consist of but not be limited to the following:

(1) Violation of any specific provision of the International Constitution or Local Union Bylaws or failure to perform any of the duties specified thereunder.

(2) Violation of the oath of loyalty to the Local Union and the International Union.

(3) Embezzlement.

(4) Secession or fostering the same.

(5) Abuse of fellow members and officers by written or oral communication.

(6) Abuse of fellow members or officers in the meeting hall.

(7) Filing charges in bad faith or out of malice.

(8) Any action which is disruptive of or interferes with the performance or obligations of other members or Local Unions under collective bargaining agreements.

Specific Offenses

5. Any member who (1) knowingly goes to work or remains in the employment of any persons, firm or corporation, whose men are on strike or locked out, unless he has permission of the International Union, the Joint Council or his Local Union, may be tried by the Executive Board of his Local Union. Any member who (2) knowingly gives or attempts to give directly or indirectly, any information to any employer on an unfair list or whose men are on strike or locked out, or whose men are trying to secure an agreement or an improvement in their working conditions or whose men are trying to prevent an increase in hours of labor or a decrease in wages, for the purpose of assisting such employer, or for any gain or promise of gain, or who (3) knowingly goes to work or remains in the employment of any person, firm or corporation on an unfair list of the International Union without permission from the International Union, the Joint Council or his Local Union, may be tried in the manner provided for the trial of other offenses.

Refusal to Return Records.

6. Any member (1) who wrongfully takes or retains any money, books, papers or any other property belonging to the International Brotherhood of Teamsters, any Joint Council, Local Union, or other subordinate body or (2) who destroys any books, bills, receipts, vouchers, or other property of the International Brotherhood of Teamsters, any Joint Council, Local Union or other subordinate body, may be tried in the manner provided for the trial of other offenses.

Decisions and Penalties

7. (a) Decisions and penalties imposed upon individual members, officers, Business Agents, Local Unions, Joint Councils or other subordinate bodies found guilty of charges may consist of reprimands, fines, suspensions, expulsions, revocations, denial to hold any office permanently or for a fixed period or commands to do or perform, or refrain from doing or performing, specified acts. If the penalty is by way of fine, then the same must be paid pending an appeal, if one is taken, unless the General President upon request waives payment pending appeal. A Local Union ordered to reinstate a member or perform an act other than the payment of a fine must comply therewith as a condition precedent to taking an Appeal unless the General President or the General Executive Board suspends such order pending the appeal. If the fine is against a member or officer of a Local Union, assessed by the Local Union, it shall be paid into the treasury of the Local Union. If a fine is assessed against a Local Union by a Joint Council, the payment shall be to the treasury of the Joint Council.

(b) If the fine is assessed when the General Executive Board has assumed original jurisdiction, it shall be paid to the treasury of the International Union.

(c) When such penalty consists only of a fine and an appeal is taken, such fine shall be deposited as above provided; thereupon such Member, Business Agent, Officer or Local Union shall be permitted to continue in the Local Union with full rights and privileges in accordance with the laws of the International Union. If on appeal the decision is reversed and the fine disallowed, then the same shall be returned to the party depositing the same. Whenever a decision is handed down by any trial or appellate body and an appeal is taken, such decision shall stand and remain in full force and effect until reversed by a higher body unless the General President upon request stays the effectiveness of the decision pending appeal.

(d) In the event of non-compliance with the decision handed

down by a trial or appellate body the Member, Business Agent, Officer, Local Union, or Joint Council shall stand suspended from all privileges of the International Union until the provisions of the decision have been complied with, unless the General President has waived payment of a fine, stayed the effectiveness of the decision pending appeal. If, however, the decision carries with it an order of expulsion, then such order of expulsion shall immediately take effect, unless the General President has stayed the effectiveness of the decision pending appeal.

(e) Any expelled member may be subsequently reinstated to membership in the Local Union from which expelled, or permitted membership in another Local Union, only by the action of the General Executive Board.

(f) Any member or Local Union that is tried by the General Executive Board cannot be tried for the same offense by a Local Union or Joint Council.

(g) The General Executive Board may send a case back to the Joint Council, the Local Union, or other hearing body or officer for further hearing, production of additional testimony or for further consideration with or without such further hearing.

Delinquent Dues

ARTICLE X

(a) Any member who shall be three (3) months in arrears in the payment of dues, fines, assessments, or other charges, shall automatically stand suspended at the end of the third month and shall not be entitled to any rights or privileges of membership. Any member who has been automatically suspended for failure to pay dues and other charges shall be under a continuing obligation to pay dues and charges during the period of his suspension. Upon payment of the delinquent dues and reinitiation fee, the member shall be restored to good standing status. However, payment of dues shall not restore good standing status if fines and other charges due are not

paid. The Local Union Executive Board shall have the power to waive, or reduce, on a non-discriminatory basis, the payment of delinquent dues, assessments and/or reinitiation fees.

(b) A member working under a check-off agreement for the payment of his dues shall be considered paid up as of the date said dues are withheld, or could have been withheld, by his employer.

Dues, Fees and Assessments

ARTICLE XI

(a) The minimum monthly dues, assessments and other charges to members of this organization shall be calculated on the basis of the formula set forth in Article X, Section 3(d) of the International Constitution. In no event shall the monthly dues be less than the minimum established in the International Constitution.

Initiation fees for Local Union members shall be \$100.00, provided, however, that such sum may be reduced or waived in connection with the organization of the unorganized by majority vote of the Executive Board of the Local Union.

The first money received from an applicant for membership must be applied to the payment of dues for the month in which the applicant is first obligated to pay dues. If the Local Union permits an applicant to pay an initiation fee on a deferred basis, the installment payments must be allocated to first satisfy the member's dues obligation. All new members presenting themselves for initiation shall receive upon request a free copy of the International Constitution and Local Union Bylaws from the Local Union. However, any alleged failure to receive such a copy shall not excuse a member from violation of any duty or obligation imposed upon him by his oath of office, initiation or membership.

(b) Increases in dues, assessments and other charges to members shall be made by a majority vote by secret ballot of

the members in good standing voting at a general or special membership meeting after reasonable notice of the intention to vote upon such question, or by majority vote of the members in good standing in a membership referendum conducted by secret ballot.

(c) Smaller units within this organization representative of a recognized group may by a majority vote by secret ballot of the members of said unit in good standing, at regularly scheduled or at a special meeting, of which reasonable notice has been given stating the intent thereof, increase dues, assessments or other charges to members within said unit of said increases may be made by majority vote of the members in good standing of such a unit voting in a membership referendum conducted by secret ballot.

(d) Voluntary contributions for any cause may be made by any member at any time. Such voluntary contributions shall be kept in separate account and expended in accordance with the direction of the contributor expressed by said member at the time the contribution is made.

Dues, initiation fees, assessments and other charges to members, above referred to, but excluding voluntary contributions, shall be spent only for the best interest of this organization.

(e) A member shall have signed a dues checkoff authorization permitting the initiation fee to be withheld from earnings. If no dues checkoff authorization is signed, membership shall date from the first month for which dues are paid, once full payment of the initiation fee is completed.

(f) Payment of dues shall not restore good standing if fines and other charges are not paid. The Local Union Executive Board shall have the power to waive, or reduce, on a non-discriminatory basis, the payment of delinquent dues, assessments and/or fees.

(g) No member seeking to resign from membership in this Local Union may do so except by submitting such resignation

in writing to the Secretary-Treasurer of the Local Union. Any member who resigns before he has paid his dues, assessments, fines, or other financial obligations owing to any subordinate body shall be obligated to pay such obligations to this Local Union. All members acknowledge that any obligations owing at the time of resignation shall be collectible by the Local Union in any appropriate form. This shall not relieve any member of any obligation to comply with any other provision of these Bylaws regarding acquisition or maintenance of membership in good standing.

Expenditures

ARTICLE XII

(A). The President shall have the primary responsibility for the payment from the general fund of all financial obligations, commitments and expenditures of the Local Union. Requests or requirements for payments from the general fund shall be submitted to the President, supported by a written authorization in the form of a statement, bill, invoice, voucher, disbursement authorization, or similar written instrument. All such requests or requirements for payment from the general fund shall, prior to payment, be reviewed and approved as to the validity of such claim and its adequacy of the supporting data by the President, Secretary-Treasurer, or representative duly appointed by each, provided they are appropriately bonded. Following approval, the President and Secretary-Treasurer shall make payment by check for:

1) Routine or recurring expenditures incurred in the operation of the Local Union, such as general office expenses, administrative and clerical salaries, including fringe benefits; building maintenance expense; salaries and compensation of officers, organizers, or representatives of the Local Union, including fringe benefits and necessary expenses; real or personal property taxes and other types of taxes; interest payments; and all other similar regularly recurring expenses of the Local,

including use of professional services of an attorney at law or certified public accountant.

2) To pay expenses of the operation of the automobile of officers and employees of this organization in the amount which the President believes to be necessary for such operation for the benefit of this organization and to such officers and employees as the President believes necessary.

3) This organization shall pay or reimburse any portion of the insurance premium on all automobiles operated by officers and employees for the business of this organization in such amounts as to amply protect this organization against all claims arising out of the use of said automobiles. The Local Union Executive Board is authorized, at its discretion, to determine the amount to pay or reimburse for automobile insurance premiums. It shall be the duty of the Secretary-Treasurer to determine that such insurance policies are in effect and said policies shall be kept in the possession of the Secretary-Treasurer.

4) This organization may own real and personal property in its own name, or in the name of a Trustee, to the extent as may be necessary or convenient to its operation.

5) The President is authorized to make such purchases as he deems necessary for the use and benefit of this organization not to exceed One Thousand Dollars (\$1,000.00); he may make purchases in amounts not to exceed Ten Thousand Dollars (\$10,000.00) with the approval of a majority of the Executive Board. Purchases in excess of Ten Thousand Dollars (\$10,000.00) must be approved by the membership at a general or specially called meeting.

6) Expenditures, authorized by the President or Executive Board, for the attendance at International, National, Joint Council, State Conferences, grievance or educational meetings, or seminars, or other such meetings as may be of benefit to this organization of any individual designated by the President; contributions to educational and charitable organizations; costs and fines as may be levied against the Local; charges by

the International, Joint Councils, State Conferences, or other organizations necessary to maintain the Local as a member in good standing of that organization.

7) The Secretary-Treasurer shall also expend the sum of fifty cents (.50) per month from each member's dues for the purpose of life insurance for the benefit of said members. Any dividend or refund from such insurance company shall be placed in the general fund of its organization.

8) The President shall also make additional expenditures of funds from time to time by resolutions passed in a general meeting of the membership.

9) The President and Secretary-Treasurer shall review all grievances to be arbitrated and they shall not be arbitrated without their approval.

B. All persons required by law to be bonded by a corporate surety shall be bonded in the amount required by law, and the premiums thereof shall be paid by this organization.

Nominations

ARTICLE XIII

Nominations for the offices to be filled shall be made at a special or general meeting to be held in the November preceding the election which is to be held in the following December, not earlier than thirty (30) days after the nomination meeting. These Bylaws shall be notice of the right to make such nominations, and in addition thereto, the announcement of the special or general meeting shall state that nominations for office will be received at said November meeting. Nominations for office shall be deemed to be closed at the conclusion of said special or general meeting. Said nominations and election shall be held every third (3rd) year. Notice of said nominations meeting shall be given at least twenty (20) days prior to the date of said meeting, wherein the date, time and place of such nominations meeting shall be stated, by mailing said notice to the last known

home address of each member. Nominations shall be taken at the scheduled time and date even if there is no quorum present as required by these Bylaws.

Qualifications for Conditions for Office

ARTICLE XIV

Eligibility to hold office shall be governed by Article II, Section 4, of the International Brotherhood of Teamsters Constitution. To be eligible for election to any office in this Local Union, a member must be on continuous good standing in this Local Union and actively employed at the craft within the jurisdiction of this Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold the office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5 of the International Constitution concerning the payment of dues for a period of twenty-four (24) months, together with no interruptions in active membership in this Local Union because of suspensions, expulsions, withdrawals, transfers or failures to pay fines or assessments. Provided, however, that if a member on withdrawal deposits his card in the month immediately following the month for which it was effective and pays his dues for both months in a timely manner as provided in Article X, Section 5(c), such period of withdrawal shall not be considered a break in continuous good standing in the Local Union.

The Secretary-Treasurer shall comply with requests from members to determine their eligibility if made prior to the nomination meeting.

All officers where a candidate is nominated for an office and has no opposition, shall be deemed to be elected by acclamation and that candidate's name need not appear on the official ballot, and shall take the oath of office with all other elected officers.

Payment of dues after their due date shall not restore good standing status for such month or months in computing the continuous twenty-four (24) months good standing status required by the International Constitution as a condition of eligibility for office. No Member shall lose his good standing status for any month in which his dues have been withheld by his employer for payment to the Local Union pursuant to his voluntary authorization provided for in a collective bargaining agreement by reason of delay or default in the payment of such dues by the employer to the Local Union. However, a member on dues checkoff whose employer fails to make a proper deduction during any month in which the member has earnings from work performed during the month from which the dues could have been deducted, or has earnings from which the employer normally makes a dues deduction pursuant to the contract or established practice, shall not lose good standing status for that month. In such an event the Local Union shall notify the member of his employer's failure and payment shall be made by the member within thirty (30) days of said notice in order to retain good standing status.

Members in a reserve component of the military or National Guard who are called to active service lasting more than thirty (30) days but not more than twenty-four (24) consecutive months, may have their eligibility determined in accordance with Article II, Section 4(a)(4) of the International Constitution.

Voting Procedure

ARTICLE XV

Subsequent to the nominations meeting, but not less than twenty (20) days prior to the election, specific notice of the date or dates, time and place of the election and of the offices to be filled shall be mailed to each active member at his last known home address. The election shall be held at such place or places and at such times, not earlier than thirty (30) days after the nomination meeting, as may be designated by the

Local Union Executive Board. Each member in good standing shall be entitled to one (1) vote and such vote must be by secret ballot. A Local Union may extend voting hours if necessary to accommodate work schedules and provide members a reasonable opportunity to vote.

Every member whose dues are paid up through the month prior to the month in which the nominations or election is held shall have the right to nominate, vote for, or otherwise support the candidate of his choice. No member whose dues have been withheld by his employer for payment to the Local Union pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to nominate, or vote for, a candidate for office in the Local Union, by reason of a delay or default in the payment of dues by the employer to the Local Union.

Private voting booths shall be provided and locked ballot boxes shall be provided to deposit said secret ballot. Each candidate shall have a right to have an observer at the polls during the period of time the polls are open and said candidate shall designate who his observer shall be by filing the name of said observer with the Secretary-Treasurer of this organization seven (7) days prior to the election. In addition to the right to be personally present, each candidate shall have the right to have one person present at the counting of the ballots and such person's name shall be filed with the organization not less than seven (7) days prior to this election. Said observer and/or persons to be present at the counting of the ballots must be members in good standing of this organization. The ballots shall be opened and counted immediately following the close of the polls by the election committee. Said election committee to consist of three (3) persons selected by the Executive Board and at least one of said members of the election committee shall be a member in good standing of said organization, provided however, that all of said election committee may be members in good standing. Any expenses or funds paid to observers or

persons present at the counting of said ballots shall be paid by the candidate so selecting the same. The members of the election committee shall be paid such sum as the Executive Board may direct.

The Secretary-Treasurer of this Organization shall be responsible for providing sufficient persons from his staff to check the eligibility of voters, to supply the voters with proper ballots, which ballots, shall be printed at the expense of this organization, and to provide the voting booths and ballot boxes, and to preserve order and to see that all persons remain at least thirty (30) feet from the polling place and the ballot boxes at all times except for the person casting his ballot. At least two (2) members of the election committee shall be present at all times while the polls are open and challenge of a right of a voter to cast his ballot shall be referred to said election committee. The election committee shall permit the challenged voter to cast a ballot, challenged for cause, and place it in a challenged ballot envelope, which shall be kept separate from all other ballots and available thereafter be opened and counted should the circumstances so warrant. A majority decision of the election committee on the eligibility of a voter shall be final and binding. The election committee shall post the results of the election as soon as the ballots are counted.

Upon reasonable request of any declared and eligible candidate for office, the Secretary-Treasurer shall arrange for the distribution of any campaign literature by mail, or otherwise, provided that such candidate pays the reasonable estimated cost involved in advance. Candidates may make such requests a reasonable period of time prior to the conducting of the nomination meeting. The Secretary-Treasurer shall not delay the distribution of any candidate's mailing period. Any reduced rate mailing permit is available to all candidates on an equal basis. The Secretary-Treasurer may require that all campaign literature shall be presented to him at the principal office of the Local Union not later than a reasonable number

of days prior to the election, and all candidates shall be given reasonable notice of that cut-off date. The Secretary-Treasurer may, wherein his judgment it appears necessary, provide for a consolidation of such distribution, in which case the cost of such distribution shall be assessed upon the candidates involved on a pro rata basis.

The Secretary-Treasurer shall retain copies of the notices of nominations of the election, the mailing list of the membership, the voter register, a copy of the ballot, the official tally sheet submitted by the tellers, all voted and unused ballots, ballot return envelopes and such other records including election rules as shall relate to the conduct of the election. All copies and records shall be retained for one year.

In the event of a tie, the candidates shall resolve such tie by lot, except for the office of President and Business Agent, which shall be determined by a run-off election between only the candidates who have tied for the highest number of votes and only for that principal office. Except as provided above, no run-off election shall be held.

Election shall be by plurality of the votes cast except in the case of Trustees, in which case the three (3) candidates receiving the highest number of votes shall be elected.

During the period between the date of the election and the end of the term of office no extraordinary expenditures of Local Union funds shall be made, and no action shall be taken that commits the Local Union to make such extraordinary expenditures in the future, without the approval of the officers-elect and the membership. Expenditure shall be considered extraordinary if it falls within the definition set forth in Article XXII, Section 4(e) of the International Constitution. In the event the election results in a new complement of officers, the outgoing officers must comply with the restrictions in Article XXII, Section 2(b) of the International Constitution regarding entering into contracts for personal services.

No officer may run for another office in this Local Union, the term of which covers part of his current term, unless he resigns from his current office, effective upon the certification of the results of the election.

All Local Union officer election protests shall be processed and resolved pursuant to the International Constitution Article XXII, Section 5. Any member who desires to challenge a ruling on eligibility to run for office shall appeal, in writing, within forty-eight (48) hours after receipt of the ruling to the General President or his designee. The decision of the General President shall be appealable to the General Executive Board pursuant to the provisions of Article VI, Section 2 of the International Constitution. In the event there shall be any protest or charges made concerning any election by any member prior to the holding of the election, such protest or charge shall be made in writing by such member within forty-eight (48) hours of his knowledge of the event complained of and shall specify the exact nature and specifications of the protest. Such protest or charges shall be made to the Local Union Secretary-Treasurer who shall refer the protest or charges to the Local Union Executive Board for disposition. The decision of the Local Union Executive Board shall be appealable to the General President, pursuant to the provisions of Article VI Section 2 of the International Constitution.

In the event there shall be any protest or charge by any member concerning the conduct of the election after the election has been held, such protest or charge shall be made in writing by such member within seventy-two (72) hours setting forth the exact nature and specifications of the protest and his claim as to how it has affected the outcome of the election. Such protest or charge shall be made to the Secretary-Treasurer of the Joint Council, or State Conference, if there is no Joint Council, with which the Local Union is affiliated and the protest or charge shall be referred to the Executive Board for disposition. The decision of the Executive Board shall be

appealable to the General Executive Board for final decision, which is not appealable to the Convention.

Removal of Office

ARTICLE XVI

Elected officer against whom charges of serious misconduct are filed shall be preceded against as provided in Article IX.

Delegates

ARTICLE XVII

Delegates to International Conventions, Joint Councils, Conferences and such other meetings to which Delegates are to be sent shall be elected in accordance with the provisions of law and in such manner as shall be directed by the body issuing the notice of the meeting to which Delegates are to be sent.

The elected officers of this Local Union shall be delegates to other subordinate bodies and conventions thereof, by virtue of their office or elected position. The President shall have the first priority. After the President, the remaining delegates shall be selected from the salaried elected officers in the following priority: Secretary-Treasurer, Vice President, Recording Secretary, Trustees in order of the number of votes received by the most recent election.

Savings Clause

ARTICLE XVIII

If any provision of these Bylaws shall be declared invalid or inoperative by operation of law or by any tribunal of competent jurisdiction, the remainder of said Bylaws shall remain in full force and effect. The General Executive Board of the International Union is authorized to adopt any plan or arrangement relating to such requirements and obligations which may be imposed by applicable law.

Amendments

ARTICLE XIX

These Bylaws may be amended by the presentation to the Executive Board, of this organization, the proposed amendment, and the Executive Board shall present the same with its recommendations to a meeting of the membership, either general or special, provided that notice of the intention to amend the Bylaws is stated in the notice of the meeting. The proposed amended Bylaws shall be read at said meeting and discussed. At the next general meeting or specially called meeting, said amendment to said Bylaws shall be voted upon. Said amendments may be adopted by a majority vote of those present and voting. Any special called meeting to vote upon an amendment to these Bylaws shall not be called for a period of time less than thirty (30) days from the date of the meeting at which the proposed amendment was first read. Any number of amendments may be proposed at the same time.

International Constitution

ARTICLE XX

The Local Union acknowledges that the Constitution of the International Brotherhood of Teamsters supersedes any provisions of these Bylaws herewith or hereinafter adopted which may be inconsistent with such Constitution. The Local Union incorporates herein the provisions of the International Constitution, as they may be interpreted, modified, or amended from time to time, which are applicable to Local Union matters and affairs, and shall perform all duties imposed upon a Local Union by such Constitution.

THESE BYLAWS HAVE BEEN REVIEWED
BY THE INTERNATIONAL BROTHERHOOD OF
TEAMSTERS AND APPROVED.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES P. HOFFA
General President

25 Louisiana Avenue, NW
Washington, DC 20001



C. THOMAS KEEGEL
General Secretary-Treasurer

202 624 6800
www.teamster.org

June 30, 2008

Mr. Fred Zuckerman, Secretary-Treasurer
Teamsters Local Union No. 89
3813 Taylor Boulevard
Louisville, KY 40215-2695

Re: Approval of Local Union 89's Bylaws Amendments

Dear Sir and Brother:

I am in receipt of your letter indicating that the revisions requested in my letter of April 21, 2008, have been completed. The Bylaws submitted now contain all mandatory and recommended changes as well.

Pursuant to your submissions and the authority vested in the office of the General President by Article VI, Section 4 of the International Constitution, Local 89's Bylaws are hereby approved.

Fraternally yours,

A handwritten signature in cursive script that reads "James P. Hoffa".

James P. Hoffa
General President

JPH:jb

cc: International Audits and Affiliates Financial Reports Department

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES P. HOFFA
General President

25 Louisiana Avenue, NW
Washington, DC 20001



KEN HALL
General Secretary-Treasurer

202.624.6800
www.teamster.org

September 27, 2013

Mr. Fred Zuckerman, Secretary-Treasurer
Teamsters Local Union No. 89
3813 Taylor Boulevard
Louisville, KY 40215-2695

Re: Approval of Local Union 89's Bylaws Amendments

Dear Sir and Brother:

I am in receipt of your letter submitting an amendment to Article XII, Section (A)(3) of the Local Union's Bylaws. You have provided documentation verifying that the amendment was properly approved in accordance with the procedures set forth in the Local Union's Bylaws.

Pursuant to your submissions and the authority vested in the office of the General President by Article VI, Section 4 of the International Constitution, the amendment to Article XII, Section (A)(3) is hereby approved.

Fraternally yours,


James P. Hoffa
General President

JPH:jb

cc: International Audits and Affiliates Financial Reports Department

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES P. HOFFA
General President

25 Louisiana Avenue, NW
Washington, DC 20001



KEN HALL
General Secretary-Treasurer

202-624-6800
www.teamster.org

April 7, 2017

Mr. Fred Zuckerman, Secretary-Treasurer
Teamsters Local Union No. 89
3813 Taylor Boulevard
Louisville, KY 40215-2695

Re: Approval of Local Union 89's Bylaws Amendments

Dear Sir and Brother:

I am in receipt of Local Union 89's revised Bylaws. The Bylaws have been reviewed to check for the inclusion of all new mandatory language as requested in my letter of December 9, 2016.

Pursuant to your submissions and the authority vested in the office of the General President by Article VI, Section 4 of the International Constitution, the amendments to Article III, Article V(b)(6), Article V(b)(9), Article V(d)(20), Article V(d)(21), Article V(e)(3), Article V(f), Article V(f)(6), Article V(g)(4), Article XIII, Article XIV, and Article XV are hereby approved.

Fraternally yours,

A handwritten signature in black ink that reads "James P. Hoffa".

James P. Hoffa
General President

IPH:jb

