

CONSTITUTION

FOR

PHOENIX, ARIZONA, CITY EMPLOYEES

LOCAL 2384

ARTICLE I
NAME

The name of this organization shall be Phoenix, Arizona, City Employees Local Number 2384 of the American Federation of State, County and Municipal Employees, AFL-CIO.

ARTICLE II
AFFILIATIONS

This local union shall be affiliated with the American Federation of State County and Municipal Employees.

ARTICLE III
OBJECTIVES

The objectives of this local union shall be:

Section 1. To promote the organization of workers in general and public employees in particular and to promote the welfare of the membership and to provide a voice in the determination of the terms and conditions of employment. We are committed to the process of collective bargaining as the most desirable, democratic and effective method to achieve this objective. Both as union members and as citizens, we shall employ available legislative and political action.

Section 2. To promote civil legislation and career service in government.

Section 3. To cooperate with other labor organizations, in particular, and other segments of our society, in general, towards the end that the material riches of American Society be more justly distributed and the moral promise of American life be realized.

Section 4. To work with our brothers and sisters in other lands towards the improvement of the conditions of life and work in all countries, towards the diminution of International tensions and a reduction in the use of armed forces to resolve disputes, and towards genuine fraternity of all workers.

ARTICLE IV
MEMBERSHIP AND DUES

Section 1. All blue-collar employees of the City of Phoenix, Arizona are eligible for membership in this local union, subject to the requirements of the Constitution of the International Union.

Section 2. Application for membership shall be made on a standard application form. Unless such form includes a valid authorization for payroll deduction of dues, the application shall be accompanied by the current month's dues.

Section 3. The monthly membership dues of the local union shall be \$24.00 per member, for all members including the local's share, adjusted by whatever amount necessary to comply with the minimum dues provision of the International Union Constitution. This amount shall be rounded off to the next dollar for any amount of increase that is less than \$1.00.

Section 4. Membership dues shall be payable monthly in advance to the local secretary-treasurer and in any event shall be paid not later than the 15th day of the month in which they become due. Any member who fails to pay dues by the 15th day of the month in which they become due shall be considered delinquent, and upon failure to pay dues for two successive months shall stand suspended. Provided, however, that any person who is paying dues through a system of regular payroll deduction shall for so long a such person continues to pay through such deduction method, be considered in good standing.

Section 5. A member suspended under the above section may be reinstated to membership in the local on payment of all arrearages or upon payment of a reinstatement fee of \$25.00 plus the current month's dues.

ARTICLE V MEETINGS

Section 1. Regular general assemblies of this local shall be held every month at a place and time to be fixed by the membership or the local executive board.

Section 2. Special meetings may be called by the local president, the local executive board, or by petition filed with the president and signed by fifty (50) members of the local. Special meetings may also be called by the International President or by an authorized representative of the International President. Local members shall be notified at least ten (10) days prior to the special meeting.

Section 3. The executive board shall meet monthly, at a time and place to be fixed by the executive board.

ARTICLE VI OFFICERS, NOMINATIONS, AND ELECTIONS

Section 1. The officers of this local shall be a president, a vice-president, a secretary, a treasurer, and three executive board members, and these seven (7) shall constitute the local union executive board. In addition, there shall be elected three (3) members who shall serve as trustees. The trustees shall be elected to three-year (3) overlapping terms of office. In November, 1999, officers shall be elected for a three-year term ending in the year 2002. Thereafter, all other officers shall be elected for a term of two (2) years in the even-numbered years.

Section 2. Nominations shall be made at a regular general assembly in the month of October. At least fifteen (15) days' advance notice shall be given the membership prior to the nomination meeting by the local's treasurer. Nominations shall be closed at the adjournment of the October general assembly.

Section 3. An election committee of at least three (3) or more members in good standing shall be appointed for the purpose

Section 3. An election committee of at least three (3) or more members in good standing shall be appointed for the purpose of conducting the election. Two (2) of the election committee members shall be appointed by the local president and one (1) shall be appointed by the local vice-president. No candidate for office shall be eligible to serve on the election committee. The appointments shall be made at the general assembly in the month of October and must be approved by the majority of the members present.

Section 4. To be eligible for office, a member must be in good standing for one year immediately preceding the election. No retired member shall be a candidate for office.

Section 5. Officers shall be elected by secret ballot vote, on the first Wednesday in the month of November. The time and place shall be set by the election committee. At least fifteen days' advance notice shall be given the membership prior to the holding of the election.

Section 6. All matters concerning nominations and elections in this local union shall be subject to the provisions of Appendix D, entitled Elections Code, of the International Union Constitution.

Section 7. Vacancies in office shall be filled for the remainder of the unexpired term by vote of the executive board.

Section 8. Every officer shall, upon assuming office, subscribe to the Obligation of an Officer contained in Appendix B of the International Union Constitution.

Section 9. The secretary and/or treasurer shall preserve all ballots and records pertaining to all elections held by secret ballot for one (1) year.

Section 10. Any officer missing three (3) consecutive union meetings without having been excused by the executive board shall be considered to have resigned and a successor shall be elected for the remainder of the unexpired term, by vote of the executive board.

ARTICLE VII
DUTIES OF OFFICERS AND EXECUTIVE BOARD

Section 1. The president shall preside at all meetings of the local union and of the executive board. He shall be a member of all committees. He shall countersign all checks drawn against the funds of the local union. He shall appoint, subject to the approval of the executive board, all standing committees and all special committees of the local union. He shall sign all documents required by the local and International Union for the protection and welfare of the membership. By virtue of his office, the president shall serve as a delegate to all conventions to which the membership votes to send delegates. He shall, once a year, subject to the approval of the executive board, appoint delegates to the Central Arizona Labor Council, AFL-CIO. Inactive Central Arizona Labor Council delegates shall be subject to the removal by a vote of the executive board. The president shall report periodically to the membership and the executive board regarding the progress and standing of the local and his official acts.

Section 2. The vice-president shall assist the president in the duties of his office. The vice-president shall perform all duties of the president in the event that the president is incapacitated. The vice-president shall act as the guard at all meetings and allow no one to enter who has not the proper credentials and shall assist the president in maintaining order at the meetings. He shall be charged with the responsibility of the visitation program for sick members on behalf of the local union.

Section 3. The treasurer shall receive and deposit all monies in the name of the local union in a bank or banks selected by the executive board. Money so deposited shall be withdrawn only by check signed by the president and the treasurer, or their designees in the event of their incapacitation. The treasurer shall prepare and sign checks for such purposes as are required by the constitution or are authorized by the membership or the executive board. He shall prepare and submit the monthly membership report to the International Union office and see that a check is drawn in payment of the local's per capita tax each month and sent to the International Secretary-Treasurer. He shall keep an accurate record of receipts and disbursements and shall, once each month, submit to the membership a monthly operating statement of the financial transactions of the local union for the previous month. He shall act as custodian of all properties of the local union. He shall, at the expense of the local union and through the International Union, secure a surety bond for an amount to be fixed by the executive board of the local union. He shall see that any financial reports required by the International Union Constitution to be submitted to the International Union are submitted in accordance with the International Union Constitution.

Section 4. The secretary shall keep a recording of the proceedings of all members and all executive board meetings. he shall carry on the official correspondence of the local union, except as the executive board may direct otherwise. he shall perform such other duties as the executive board may require.

Section 5. The executive board shall be the governing body of the local union except when a general assembly is in session. A report on all actions taken by the executive board shall be made to the membership at the subsequent general assembly. A simple majority of the executive board shall constitute a quorum. All proposed expenditures, other than routine operating expenses, shall first be referred to the executive board for their recommendation. This recommendation shall be subject to membership approval by majority vote of the members assembled.

Section 6. The trustees shall be the custodians in law of all physical properties of the local union and shall audit the books of the treasurer each month. If necessary, the trustees shall have the authority to employ a certified public accountant for the purpose of examining the records of the treasurer. This expense shall be borne by the local union. The trustees shall report on the financial condition of the local union and submit an itemized inventory of all physical properties of the local to the membership annually.

ARTICLE VIII
MISCELLANEOUS PROVISIONS

Section 1. This local union shall at all times be subject to the provisions of the constitution of the American Federation of State, County and Municipal Employees.

Section 2. Except to the extent specified in this constitution, no officer of the local union shall have the power to act as agent for or otherwise bind the local union in any way whatsoever. No member or group of members or other person or persons shall have the power to act on behalf of or otherwise bind the local union except to the extent specifically authorized in writing by the president of the local union or by the executive board of the local union.

Section 3. Robert's Rules of Order, Revised, shall be the guide in all cases to which they are applicable and in which they are not inconsistent with the constitution and special rules of this local union or of the American Federation of State, County and Municipal Employees.

Section 4. The president may appoint a chaplain to open and/or close the general assembly with prayer.

Section 5. All members shall buy union goods whenever possible and ask for the union label on every occasion.

Section 6. Union buttons shall be worn on the job at all times and shall be worn in a conspicuous place.

Section 7. Ten (10) members, including one (1) office to preside, shall constitute a quorum for the transaction of all business at a general assembly.

Section 8. Members shall be expected to attend all meetings of the local union whenever possible and to take an active interest in the affairs of the local union.

Section 9. All union site steward shall be elected by the members working under the jurisdiction of that steward. The jurisdictions shall be designated by the executive board of the local union.

Section 10. Delegates to all conventions shall be elected by secret ballot. Notice of delegate nominations and elections shall be carried out in accordance with Article VI of this Constitution.

Section 11. Wherever a masculine pronoun occurs in this constitution, it shall be deemed to include the feminine pronoun.

ARTICLE IX
AMENDMENTS

This constitution may be amended, revised, or otherwise changed by a two-thirds (2/3) vote of the members voting on such proposed change(s) and such change(s) shall take effect only upon written approval of the International President. Proposed amendment(s) to this constitution must be read at a regular or special meeting of the local union and read and voted on at a subsequent meeting of the local union, adequate and proper notice having been given to the membership prior to the date on which the vote is taken. A written copy of the proposed amendment(s) shall be furnished to every eligible voter at the meeting at which the vote is taken.

APPROVED BY:


GERALD W. MCENTEE
International President

Date 5/6/99