



By-Laws
Of
Local 194
International Federation
Of
Professional
And
Technical Engineers
AFL/CIO, CLC

Article I- Name

1. This organization shall be known as the New Jersey Turnpike Employee's Union, Local 194, International Federation of Professional and Technical Engineers, AFL/CIO.

Article II- Jurisdiction

2. The jurisdiction of this Local shall include all (*non-supervisory*) employees of the New Jersey Turnpike Authority, and any subsequent group (s) organized by the Local.
- 2.1. The Local shall consist of two Divisions: Regular, which covers all full-time employees and Auxiliary, which covers all part-time employees. In the event the Local organizes private sector workers, a third Division will be established in for that unit.

Article III- Objectives

3. The objectives of this Local shall be found in the International Constitution and shall unite into one labor organization all workers eligible for membership, to secure improved wages, hours, working conditions, and other economic advantage for the members through collective action, through advancement of our standing in the community, and in the labor movement, to provide educational advancement and training for the officers, employees and members, to safeguard and promote the principle of free collective bargaining, the rights of workers and the security and welfare of all the people, and to protect and preserve the Union in the performance of its obligations.

Article IV- Eligibility

4. Eligibility to membership in this Local shall be all (*non-supervisory*) current and former employees and associates of the New Jersey Turnpike Authority, and any subsequent group(s) organized by the Local.

Article V- Officers

5. The Officers of this Local shall consist of a President, First Vice-President, Second Vice-President, Third Vice-President, Secretary, Secretary-Treasurer, Sergeant-at-Arms. These Officers together with the Tolls, Maintenance, and Office Grievance Chairpersons shall constitute the Executive Board of this Local.
- 5.1. Officers and all Executive Board members may be removed from office as provided for under Article 26 of these By-laws, except the appointed positions may be removed by the President with the advice and consent of the Elected Officers of the Executive Board.
- 5.1a All members of this local holding an elected or appointed position are required to attend all Membership Meetings scheduled by the Local, such as General Membership, Executive Council, Executive Board and Chapter Meetings unless excused by the (*Local Union Excuse Committee*) President for good cause.

Failure of any elected or appointed official to comply with the above attendance rules may result in automatic removal from their respective office or position and they shall not be permitted to run or hold any position for the balance of the term (except as delegate to the Convention). Any Member removed from office under this provision may appeal to the General Membership in January or June providing there is a quorum of 10% of the Membership.

Article VI- President

6. It shall be the duty of the President to preside at meetings of the Local, of the Executive Board, and of the Executive Council; to preserve order therein and enforce the International Constitution and the Local By-Laws; to see that all Officers perform their respective duties and to appoint committees. The President shall also have the right to serve on all committees by virtue of his/her office.

- 6.1. The President shall decide all questions of order subject to an appeal of the Membership; shall have the right to vote in the election of Officers; shall cast the deciding vote when a tie occurs in any question; shall announce the results of all votes and enforce all fines and penalties; and shall have the power to call special meetings when he/she deems it necessary or when requested in writing by 20% of the Membership for a Membership Meeting, 20% of the Executive Council for the Executive Council Meeting, or three (3) elected Officers of the Local for an Executive Board Meeting.
- 6.2. The President, or in his/her absence the Vice-President, together with the Secretary-Treasurer, shall sign all checks on bank accounts and, together with the Secretary-Treasurer, be the only representatives of this Local to handle and make payments from the funds of this Local. The President shall have the authority to interpret these By-Laws and to decide questions of law thereunder between meetings of the Executive Board and Executive Council.
- 6.3. In those years where either a President and/or Secretary-Treasurer are not re-elected, no checks shall be disbursed the following year until the first Friday until the newly-elected officers are installed.
4. The President shall have supervision of the conduct and affairs of the Union, its Officers, and employees, including without limitation, the right to appoint Members to the Union to chair meetings and preserve order therein. The President shall have the Authority to interpret these By-Laws and to decide questions of law thereunder between meetings of the Executive Board and Executive Council.

Article VII- Vice-Presidents

7. It shall be the duty of the First Vice-President to preside at Union Meetings in the absence of the President, and of the Second Vice-President to preside in the absence of both the President and First Vice-President and the Third Vice-President to preside in the absence of all three. The First Vice-President, Second Vice-President and Third Vice-President shall perform such other duties and render such assistance as may be directed by the President.

Article VIII-Secretary-Treasurer

8. The Secretary-Treasurer shall perform all duties imposed upon him/her by the International Constitution. He/she shall make a quarterly report of the financial standing of the Local and shall keep itemized records showing the source of monies received and to whom monies were disbursed; he/she shall keep records, vouchers, books, and accounts to verify the correctness of any report.
- 8.1. The Secretary-Treasurer shall upon request make available a copy for inspection of any annual report to any Member. Upon request made in writing setting forth good and sufficient cause for requesting examination of any books, records, and accounts necessary to verify any report filed in compliance with any statutory requirement. He/She shall make arrangements to have the records desired available for inspection at a convenient time and place. In the event that he/she believes that just cause does not exist for the request made, the Member shall have the right to appeal the matter within ten (10) days in writing to the Executive Board, mailed to the Union's current address.
- 8.2. The Secretary-Treasurer shall receive all monies paid the Local and place same in the bank in the name of the Local except when order or directed otherwise by the executive Board.
- 8.3. The Secretary-Treasurer has no authority to proceed with the writing of a check until the required signed voucher has been received, and neither the President or the Secretary-Treasurer should sign a check which is not accompanied by a properly executed, signed voucher. It is the duty of the Secretary-Treasurer to question any out of the ordinary expense and to make sure all receipts tally with the total on the voucher. The only exception to this rule requiring a signed voucher are to pay the bills, obligations, and indebtedness of this Local Union. Under no circumstances shall a check be made out to "Cash" or any Officer or Representative of this local other than expenses mandated by these By-Laws. No Officer of this Local shall have the authority to issue credit cards to employees of this Union.
- 8.4. Whenever a Secretary-Treasurer's term of office shall expire or otherwise be terminated, he/she shall give to the successor all papers, documents, records, vouchers, reports, money and other union property that may have been entrusted to him/her by virtue of their office. Such records, etc. shall be retained for a period of six (6) years.

- 8.5 The Secretary-Treasurer shall, at the end of each calendar year, submit all necessary financial records to an auditor selected by the Executive Board for that year, and said auditor shall be required to return such records together with an audit and financial statement.

Article IX- Secretary

9. It shall be the duty of the Secretary to attend meetings of the Local, the Executive Board, and the executive Council, to keep minutes of the proceedings (which need not be verbatim), to keep a record of the names of the Members comprising each committee, to handle the correspondence of the Local where required, and to maintain an up-to-date list of the names and addresses of the Membership of the Local, said list not to be opened to inspection by any Members except by a bonafide candidate for office in connection with an election under these By-Laws.

Article X- Sergeant-At-Arms

10. The Sergeant-at-Arms shall attend all meetings of the Local, the Executive Board and the Executive Council, and shall assist the Presiding Officer in maintaining order. He/She shall perform such duties and render such assistance as may be directed by the Presiding Officer. The Sergeant-at-Arms will take a roll call vote at all Executive Council, and shall have the authority to challenge or inspect any Member's eligibility to attend any meeting of the Local.
- 10.1 Grievance Chairpersons shall attend all meetings of the Local, the Executive Board, and the Executive Council. Each Grievance Chairperson shall be responsible for the pursuit of grievances and the defense of disciplinary actions in his/her group; Tolls, Maintenance, or Office, and each may assist the other. Grievance Chairpersons shall be responsible for the co-ordination of all union activities between the Local and the Stewards. Grievance Chairpersons shall perform such other duties and render such assistance as may be directed by the President. Grievance Chairpersons will be appointed for one (1) year and reappointed on a yearly basis with the advice and consent of the Executive Board.

Article XI- Grievance Chairpersons

11. Grievance Chairpersons shall attend all meetings of the Local, the Executive Board, and the Executive Council. Each Grievance Chairperson shall be responsible for the pursuit of grievances and the defense of disciplinary actions in his/her group: Tolls, Maintenance, and Office, and each may assist the other.

Grievance Chairpersons shall be responsible for the co-ordination of activities between the Local and the Stewards. Grievance Chairpersons shall perform such duties and render such assistance as may be directed by the President. Grievance Chairpersons will be appointed for one (1) year and re-appointed on a yearly basis with the advice and consent of the Executive Board. Each Grievance Chairperson will keep a detailed record of their activities and turn a copy into the Union President. Grievance Chairpersons will only be appointed if he/she is a member in good standing.

Article XII- Chapter Officers

12. The duties of Chapter Officers shall be consistent with the duties of each office enumerated and defined above except that said responsibilities shall apply only to the specific Chapter in which each Officer is elected.

XIII- Executive Board

13. Except as may be otherwise provided in these By-Laws, the Local Executive Board is authorized and empowered to manage, invest, expend, contribute, use 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 By-Laws.
- 13.1 Union Funds are held in sacred trust for the benefit of the Membership. The Membership is entitled to assurance that Union funds are not dissipated and are spent for proper purposes. The Membership is also entitled to reasonably informed as to how Union funds are invested and used. Local 194 shall not permit any of the Union's funds to be invested in a manner which results in personal profit or advantage or any Officer or Representative of the Local. The Local shall not make loans to its Officers, Representatives Employees, or Members of their families for advancing the private business of such person(s).

- 13.2 Any disbursements of money for any reason other than monies necessary to pay bills, obligations, and indebtedness of the Local must be approved by the Executive Board.
- 13.3 The Executive Board is hereby empowered, in addition to other such powers as are set forth herein or conferred by law, to:
- a. Provide for the salaries, allowances, direct and indirect disbursements, expenses, and reimbursement of expenses of Officers, agents and employees;
 - b. Provide for the employment and payment of attorneys, accountants, and other such special or expert services as may be required by the organization;
 - c. On behalf of the Local, its Officers, and employees or members, to initiate, defend, compromise, settle, arbitrate, or release or to pay the expenses and costs of any legal proceedings, desirable to protect, preserve, or advance the interest of the organization;
 - d. Transact all business and manage and direct the affairs of the Local between Executive Council meetings and membership meetings;
 - e. Be the Negotiating Committee on all Agreements between the Union and the Employer except those involving Auxiliary Members;
 - f. Have full participation through discussion and vote on any agreements that affect the membership;
 - g. No member of the Executive Board, consultant or business manager can serve on the Labor Relations Committee due to the appearance of conflict of interest.

Article XIV-Executive Council

14. Except as may otherwise be provided in these By-Laws, the Local Executive Council shall do all acts, subject to the ratification of the membership whether or not expressly authorized herein, which the Council may deem necessary or proper for the protection of the property of the Local and for the benefit for the organization and members.
- 14.1 The Executive Council shall pass on all agreements between the Local and the Employer except those involving Auxiliary members prior to recommendation to the Membership.
- 14.2 The Executive Council shall have the power by majority vote, to over-rule any act of the president or other Local Officers, or Chapter, or Chapter Officers or the Executive Board, except those involving Auxiliary members, subject to appeal to the membership;

- 14.3 The Executive Council shall meet at least twice a year, and not more than sixth (6) months from the date of the last meeting with a two (2) weeks grace period, at the call of the President, or at the request, in writing, of 20% of its members.

Article XV- Expense Reimbursement

15. Recognizing that the Officers of this Local must participate in cultural, civic, political, fraternal and educational activities in addition to their specific duties provided in the Constitution and By-Laws, that such activities benefit the organization and the members; that the time spent in such activities is unpredictable; such officers and employees may be granted allowances in such amount (daily, weekly, or monthly) as the Executive Board may determine.
- 15.1 On all assignments which require travel outside the normal work area, Officers and employees may receive a travel and expense allowance in such amount as is reasonable and necessary.
- 15.2 In addition 'to the allowances set forth above, all Officers and employees may be reimbursed for all expenses incurred in connection with their activities.
- 15.3 When a representative of the organization is engaged in activities in the interest of or for the benefit of the organization and its members, he/she shall be reimbursed for expenses incurred provided he/she presents the Secretary-Treasurer a satisfactory voucher for such expenses.

Article XVI- Use of Automobile

16. The Local shall provide its representatives with automobiles or in lieu thereof, shall pay mileage allowance in such amount or at such rate as shall be determined by the Executive Board. In such instances where the Local provides an automobile, it is recognized that such Officers or employees are responsible for its safekeeping at all times. Accordingly, for the convenience of the Union and as partial compensation for such additional responsibilities, such Officers and employees shall be permitted private use of such car on a 'round-the-clock' basis, including such private use when the car is not required on Union business.

Article XVII- Nominations and Elections

17. Nominations of Local Officers shall be held by mail with nomination forms to be mailed to each member at their last known address on or before the 15th of September in election years. Nomination forms shall be returnable on or before September 30th. Beginning with the election of Officers in 2006, elected Executive Board Officers will serve three (3) year terms.
- 17.1 A nomination for President shall also contain nominations for First Vice-President, Second Vice-President, and Third Vice-President. They will be placed in such order as the nominator wishes them to serve. A member can be a candidate for only one office.
- 17.2 The Nomination Form and Ballot shall, after the word "President" read:
"/Delegate to the (-) IFPTE Convention"
And after the word "Secretary-Treasurer" read:
"/Delegate to the (-) IFPTE Convention."
In parenthesis will be placed the number of the next upcoming Convention. For example, the 2012 will have the "57th" where the parenthesis are. Each subsequent election will contain the number of the subsequent IFPTE Convention.
- 17.3 Persons being nominated for office must sign their nomination form. Any person signing to more than one office shall be declared not to be a candidate for any office. Persons nominated shall have until October 3rd to withdraw as a candidate. Should a person or two persons withdraw from a grouping of President and Vice-Presidents, the remaining candidate(s) in the same grouping shall have until October 5th to submit the name(s) of a substitute or substitutes who must be otherwise qualified according to these By-Laws.
- 17.4 All mail ballot elections as mandated by the By-Laws shall be conducted by a certified, independent outside agency or firm such as the Honest Ballot Association.
- 17.5 Official ballots shall be mailed to each member at the last known address no later than October 15th in election years and shall be returnable on or before October 31st. There shall be a period of fifteen (15) calendar days from the date of the mailing to the date of the return. No one has the Authority to collect or mail ballots for any other member of the Local.
- 17.6 A postage-paid return-addressed envelope shall accompany each Official Ballot.

- 17.7 Notice of Rules for Nomination must accompany each nomination form and Notice of Rules of Election must accompany each Official Ballot. In addition, Nomination of Officers must be announced in the Local 194 newspaper. Voting shall be by Secret Ballot and members shall not be required to mark or identify, nor shall the Official Ballot contain any indentifying marks, and any such ballots shall be void.
- 17.8 Every member in good standing, by payment of his/her dues, and who has been in such continuous good standing for each month in the nine (9) months period immediately prior to nominations, shall be eligible to hold office if that person is otherwise qualified under the International Constitution and these By-Laws. Every member in good standing as of October 1st of the Election year shall be eligible and entitled to vote.
- 17.9 Persons who leave the Bargaining Unit for a period in excess of six (6) months or longer shall not be eligible to hold any office until their return to the Bargaining Unit for a period of three (3) years.
- 17.10 Newly-elected Officers shall take office on the first Friday of January following their election.
- 17.11 Chapter Officers shall be nominated and elected at regular Chapter Meetings in November of election years, in the following order: President, Vice-President, Secretary, and Sergeant-at-Arms.
- 17.12 Newly-elected Chapter Officers shall be installed in advance of the January Executive Council meeting following their election.
- 17.13 In the event of a vacancy occurring in the office of President, the First Vice-President shall succeed, the Second Vice-President shall become the First Vice-President, and the Third Vice-President shall become the Second Vice-President. In the event of a vacancy occurring in the office of First Vice-President, the Second Vice-President shall succeed to First Vice-President, and the Third Vice-President shall succeed to Second Vice-President. In the event of a vacancy occurring in the office of Second Vice-President the Third Vice-President shall succeed. In the event of a vacancy occurring in the office of Third Vice-President, Secretary-Treasurer, Secretary, or Sergeant-at-Arms, such vacancy shall be filled by nomination at the next General Membership Meeting followed by a mail ballot election. A notice of vacancy containing the date, time, and location of the meeting must be published in advance of the meeting.
- 17.14 In the event of a vacancy, the President may make an interim appointment in order to carry out the duties and responsibilities of the vacant office but in no such event shall such appointee have a vote on the Executive Board, Executive Council, or Negotiating Committee by reason of such appointment.

- 17.15 Auxiliary Division (Part-time) members shall nominate and elect an Auxiliary Area Representative from the Auxiliary Division at each Chapter of the Operating Unit. The Auxiliary Area Representatives, along with the Union President and Auxiliary Division (Part-time) Vice-President will serve as the Negotiating Committee for the Auxiliary Unit.
- 17.16 Any member convicted of misrepresenting returns, altering, mutilating, or destroying deposited ballots, voting fraudulently or of intimidating others by threats or otherwise interfering with a member in the exercise of his/her rights to cast a ballot in a Local Union election shall be punished in accordance with the Trial procedures outlined in the International Constitution and these By-Laws. The member so convicted shall be disqualified from either appointed or elected office within the jurisdiction of this Local.

Article XVIII- DELEGATES

18. Delegates to Convention shall be elected at the first General Membership Meeting following the election of Officers.
- 18.1 The President shall be the First Delegate and the Secretary-Treasurer shall be the Second Delegate. The Business Manager, if elected at the General Membership Meeting, shall be the Third Delegate.
- 18.2 Six (6) additional Delegates and three (3) Alternates shall be elected. The Office unit member receiving the highest number of votes will be the fourth Delegate, or Third Delegate if the Business Manager is not elected. The member receiving the highest number of votes will be the Fifth Delegate, and the member receiving the second highest amount of votes will be the Sixth Delegate, etc.
- 18.3 The number of Delegates shall be determined by the number of Delegates who will attend the Conventions. Attendance at any Convention will be in rank order according to the number of votes each Delegate received.
- 18.4 Protests and Appeals concerning the rulings of eligibility of voters and the conduct and validity of the election shall be filed within four (4) days with the President who, or his designee, shall decide such protests or appeals within (7) days. Decisions of the President shall be binding, subject to appeal as provided in the International Constitution.
- 18.5 When there are more than (2) two candidates for an office, the candidate receiving the most votes shall be declared elected. There shall be no write-in candidates for Officers.

- 18.6 The Secretary-Treasurer shall be responsible for reviewing the qualifications of a candidate as to his/her current membership status and continuous membership.
- 18.7 All nominations and election records shall be preserved for a period of at last one (1) year.

Article XIX- DUES

19. The regular dues of this organization shall be determined by the Membership in a Secret Ballot vote mailed to each member at his/her last known address at least seven (7) days prior to the date such ballot is returnable. A postage-free return-addressed envelope shall be enclosed with the ballot. In no event shall the dues be less than the minimum established by the International Constitution.
- 19.1 Any change in the rate of dues must be by a majority of the votes cast. Any mark on a Ballot which may identify the voter, shall void the ballot. Intention to have dues increase referendum must be announced by the Executive Board. A special notice may be substituted in lieu of notice, through the Local Union newspaper.
- 19.2 Members who are former employees of the New Jersey Turnpike Authority must continue to pay the same monthly rate in dues as they would have if they were still an employee of the New Jersey Turnpike Authority, unless they belong to a newly established Private Sector Division. In that case, they pay the same percentage of salary each pay period as all other Members. If the dues are increased or decreased by a vote of the Membership, all Members dues will be increased by the same percentage.

Article XX- INITIATION FEE

20. Initiation fees for membership in this organization shall be determined by vote of the Membership at the regular meetings of the Chapters or at a Membership meeting statewide, such vote to be ayes and nays, showing of hands for or against, standing for or against, or by Secret Ballot.

XXI- MEETINGS

21. The six (6) Chapters for members shall consist of the North, North Central, Central, South Central, South, and Office.
- 21.1 Regular meetings shall be held in each Area and in the Woodbridge Area for the Office at such times and in such places as determined by the Area or Office Membership. Meetings will be held in March, May, September, and November, except those months in which General Membership Meetings are held, Chapter meetings may be suspended.
- 21.2 Full-time members cannot vote on issues particular to the Auxiliary Division. Auxiliary Division members cannot vote on issues particular to the Full-time members.
- 21.3 A minimum of two (2) General Membership meetings will be held in the months of January and June of each year.
- 21.4 Members in attendance at meetings shall have the right to express their views, arguments or opinions upon any business properly brought before the meeting. Subject to these By-Laws and the rules and regulations adopted pertaining to the conduct of meetings, but no member in exercising such rights shall evade or avoid his/her responsibility to the organization as an institution or engage in or advocate any conduct that would interfere in the Union's performance of its obligations, or engage in any conduct personally which is unruly or boisterous.
- 21.5 Upon the failure of the President to call any special meeting within a reasonable time after a petition, properly containing an adequate number of signatures, has been submitted therefore, a majority of the Executive Board may call such meeting by action of a duly-called Executive Board meeting.
- 21.6 There shall be no quorum requirements for membership meetings.
- 21.7 No alcohol shall be permitted at Union Meetings.
- 21.8 Every member has the democratic right to speak out freely when recognized by the Chairperson. Everyone has the equal right with everyone else to have their say in the operation of the Union.

Article XXII- Membership

22. There shall be two types of Member: 'Regular' and 'Auxiliary'. A Regular member is one who is scheduled to work on a full-time basis. An Auxiliary member is one who is scheduled to work on a part-time basis. Limits on hours of work shall be indicated in the Agreements between Local 194 and the Employer. In the event the Local organizes private sector workers, a third Division will be established for that unit.

- 22.1 An applicant shall be considered a member when he/she submits an application for membership together with a Dues Deduction Authorization form and, when required, a initiation fee, and same has been accepted by the Union, such acceptance to be indicated by issuance of a current Membership Card.
- 22.2 Each member shall have full freedom of speech and the right to participate in the democratic decisions of the Union, subject to the reasonable rules and regulations. Each member shall have the right to criticize freely the policies and personalities of the Union Officials, however, that does not include the right to undermine the Union as an institution. The Local shall maintain adequate safeguards so that all its operations shall be conducted in a democratic procedure shall ever be permitted under any circumstances.
- 22.3 A member shall lose good standing next following withdrawal of Dues Deduction Authorization, by suspension or expulsion from Membership after appropriate proceedings consistent with the By-Laws and the International Constitution, or by terminating employment.
- 22.4 No member shall engage in dual unionism or espouse dual unionism or disaffiliation in the course of any meeting, shall not slander or libel the Union, its Members, or its Officers or Representatives, shall not be party to any activity to secure disestablishment of the Union as the collective negotiating agent, or interfere with any business representative or officer in the performance of his/her duties.
- 22.5 No member shall be permitted at any assembly or meeting of other members to engage in any conduct herein before described.
- 22.6 No member who is in an intoxicated condition (such condition to be determined by the Presiding Officer) shall be permitted to attend or participate in a union meeting and no member shall use intemperate, profane or abusive language during the course of a meeting, under penalty of being ejected and otherwise subjected to disciplinary proceedings.
- 22.7 Members shall process their grievances through the Union channels and be represented through the Union in disciplinary procedures. Failure to comply with this provision shall constitute conduct contrary to the best interests of the Local as defined in Article XVI of the International Constitution.

Article XXIII- STEWARDS

23. Stewards are not Officers and shall have only such duties as the Executive Board may direct. Stewards shall be selected by vote of the group whom they will represent.

- 23.1 Stewards shall serve a term of one (1) year beginning each February and from year to year thereafter unless a request is submitted to the Executive Board for a new election. Such requests shall be in writing, signed by at least forty percent (40%) in the group, on or before January 15th of each year.
- 23.2 Alternates shall be appointed by the Stewards in each group.

Article XXIV- AUXILIARY DIVISION

24. The Auxiliary Division shall house those Part-time Members not otherwise covered under the 'Regular' Membership provisions of these By-Laws.
- 24.1 Each Part-time work location should attempt to be represented by a Steward through election of the Auxiliary Members at their respective locations. Such Steward shall serve as long as he/she remains at the location. If a request for a change in Steward is received, signed by at last thirty percent (30%) of the Members, a nomination and election will take place for a new Steward, however the incumbent Steward may be a candidate and the person receiving the largest number of votes will be Steward.
- 24.2 In the event of a vacancy of Auxiliary Area Representative, the Alternate Auxiliary Area Representative will move up to Auxiliary Area Representative. Elections to fill the vacancy of Alternate Auxiliary Area Representative will be at the next Chapter meeting. Terms of office shall be three years.
- 24.3 All Auxiliary Division General Membership meetings will b held at a central location during the week, and not on weekends.

Article XXV- CONFLICTS OF INTEREST

25. Any person who represents the Local and its Members, whether elected or appointed, has a sacred trust to serve the best interest of the members and their families. Therefore, every Officer and Representative must avoid any outside transaction which ever gives the appearance of a conflict of interest. The special fiduciary nature of union office requires the highest loyalty to the duties of Office.

25.1 The Mailing list of Local 194 is a valuable asset. In order to protect the interest of our entire membership, Union Officers, and Representatives shall not, under any circumstances, turn over a Union mailing list to any outsider for use in the promotion or sale of any goods or services that benefit an individual or a private concern.

Mailing lists are to be used only to promote the necessary, legitimate functions of the Union. It is improper for an Officer or Representative of the Local to permit the use of the mailing list by any Third Party to promote the sale of furniture, appliances, automobiles, insurance, eyeglasses or any other item. However, the Union can promote vendors who offer professional services and discounts to the Members and may conduct a mailing containing a vendor's solicitation if the vendor pays the Union the entire cost to the Union for the mailing. No Officer or Representative shall accept "kickbacks" under the table, payments, valuable gifts, or any personal payment of any kind from any vendor doing business with the Union other than the regular pay and benefits for work performed.

XXVI- HEARINGS

26. Each member of this Union shall have the right to fair treatment in the application of union rules and law in accordance with the International Constitution and these By-Laws. In application, of all rules and procedures relating to the union discipline the essential requirements of due process of law-notice, hearing, and judgment based upon the evidence-shall be observed without, however, requiring technical formality followed in courts of law.

26.1 Members shall have the right to be represented by any member in good standing but no lawyers shall be permitted to appear on behalf of members in internal union proceedings.

26.2 Members of the Local may be charged only with offenses specified in the International Constitution and may be tried in accordance with procedures there specified. Any action by a member which cause embarrassment or results in the disciplining of another member by the employer, or causes a member ridicule by other members or workers shall constitute conduct contrary to the best interest of the Local as defined in Article XVI of the International Constitution.

Article XXVII- INTERNATIONAL CONSTITUTION

27. The Local Union acknowledges that the Constitution of the International supersedes any provision of these By-Laws, which are inconsistent with such Constitution. If any provision of these By-Laws shall be declared invalid or inoperative by any competent authority, such provision is suspended and the Executive Board shall submit to the membership a substitute in its place. If any such provision is so declared, the remainder of these By-Laws shall not be affected thereby, but shall continue to be in full force and effect.

Article XXVIII- AMENDMENTS

28. Any proposed By-Law Amendment(s) to these By-Laws shall be submitted in writing to the Local signed by a minimum of fifteen members in good standing.

Such Amendments shall be promulgated in the local union publication next following their receipt by the Local and shall be voted upon at the next ensuing membership meeting statewide.

Note: These By-Laws originally took effect January 1, 1969. This edition contains all revisions up to and including those voted on by the Membership at the January 29, 2011 General Membership meeting.