

**PAPER, ALLIED-INDUSTRIAL, CHEMICAL AND
ENERGY INTERNATIONAL UNION
LOCAL 6-0001**

BYLAWS

ARTICLE I

MEMBERS

SECTION 1 - QUALIFICATIONS

All employees of bargaining units represented by Local 6-0001, PACEIU, irrespective of color, sex, race, religion or other distinguishing criteria, except those employees in supervisory, administrative, clerical or professional capacities, shall be eligible for membership.

If an employee is qualified for membership, he/she will become a member in good standing upon his/her payment of the prescribed initiation fee; such fee to be in conformance with the International Constitution.

A member in good standing will continue in such status as long as:

- (A) He/she has not voluntarily withdrawn from membership;
- (B) He/she has not terminated his/her payroll deduction authorization or until that member is three (3) months in arrears for dues;
- (C) He/she has not received a leave of absence except, however, that said leave of
absence is for Union business, military leave, or family leave, all of which shall avoid disqualification. ("Leave of Absence" means a period during which a member is not drawing wages from an Amoco facility represented by Local 6-0001, PACEIU); or
- (D) He/she has been suspended or discharged and the propriety of such suspension or discharge has been challenged by the Union, in accordance with the grievance procedure of the collective bargaining contract, or in accordance with applicable law.

The termination of the status of being a member in good standing shall occur automatically upon the failure to meet any of the qualifying factors cited above. However, the provisions of this bylaw shall also be construed with the last paragraph of Article II, Section 1, hereof.

If an individual's application for membership is rejected by majority vote of the local Union meeting, he/she shall be ineligible to apply again for a period of three (3) months

ARTICLE I (continued)

MEMBERS

(Section 1 - Qualifications)
(continued)

This local Union shall not accept into membership any person against whom charges have been preferred or fines or assessments levied, until he or she has been cleared of such charge, or has paid such fines or assessments.

All persons not in good standing in the local Union are prohibited from participating in meetings and may attend meetings only when invited to do so by vote of the local Union.

Rules and regulations covering initiation fees, dues, per capita tax, defense fund monies, monthly financial reports, charter fee and supplies, annual audits, withdrawal and out-of-work and honorary and military services cards, transfers of membership, rights and privileges of membership and reinstatement shall be in conformance with Article VIII, Sections 1 through 11 of the International Constitution.

The local Union will follow uniform and nondiscriminatory practices in the administration of the above rules and regulations.

SECTION 2 - REGULAR MEETINGS

There shall be regular monthly meetings of the membership on the last Wednesday of the month at 4:00 p.m. Failure to call a meeting at least once a month, unless specifically authorized by the International Union, shall cause forfeiture of the local Union charter.

No notices of regular meetings shall be necessary, but the Secretary-Treasurer, when practicable, shall cause notice of such meetings to be given in the manner prescribed in Section 3 of this Article I.

Rules of membership meetings shall be as follows:

- Rule 1 The membership meeting will be called to order promptly at 4:00 p.m. provided there is a sufficient number of members present in accordance with local Union bylaws.
- Rule 2 Members shall be recognized to speak on motions while they are open for discussion alternately for or against the motion.
- Rule 3 Should two (2) or more members rise to speak on a motion at the same time, the chair shall decide who is entitled to the floor.
- Rule 4 A member shall, upon being recognized by the chair, stand and state his or her name.

ARTICLE I (continued)

MEMBERS

(Section 2 - Regular Meetings)
(continued)

- Rule 5 A member recognized to speak shall be allowed to have the floor for a period not to exceed ten (10) minutes.
- Rule 6 No member shall interrupt the remarks of another, except to raise a point of order.
- Rule 7 A member shall not be allowed to speak more than once upon a question until all other members who wish to speak have had an opportunity to do so. No member shall be allowed to speak more than twice upon the same question, except by consent of the majority of the members present.
- Rule 8 A motion shall not be open for discussion until duly made, seconded, and stated by the chair.
- Rule 9 It shall require a vote of the majority of the members present to order the previous questions.
- Rule 10 When a show-of-hands vote has been started, no adjournment shall take place until the vote has been completed and the result has been announced. Once a hands vote has been started, no one may enter the hall while the vote is being counted.
- Rule 11 When a show-of-hands vote has been taken and all members present have had an opportunity to record their votes, that ballot shall be declared closed.
- Rule 12 When a question is pending before the membership, no motion shall be in order except to adjourn, to refer for previous question, to postpone indefinitely, to postpone for a certain time, to divide, amend or substitute; which motion shall have precedence in the order named.
- Rule 13 A motion to lay on the table shall not be debatable.
- Rule 14 A motion to reconsider shall not be entertained unless made by a member who voted with the majority.
- Rule 15 No motion or resolution shall be voted upon until the mover or introducer has a chance to speak on it, if he or she so desires.
- Rule 16 The revised Robert's Rules of Order shall be the guide on all matters not herein provided for.

SECTION 3 - SPECIAL MEETINGS

Special meetings of the membership may be called by a majority of the Board of Directors or by a petition signed by not less than ten percent (10%) of the members in

ARTICLE I (continued)

MEMBERS

(Section 3 - Special Meetings)
(continued)

good standing, filed with Secretary-Treasurer. Upon such calling or the filing of such petition, the Secretary-Treasurer shall give notice of such meeting by proper posting within twenty-four (24) hours, which notice shall state the time, place, and purpose. No other business other than that for which the special meeting is called shall be transacted.

SECTION 4 - QUORUM

Thirty (30) members shall constitute a quorum at any general membership meeting, and shall be capable of transacting business brought before such meeting. In the event that there is less than a quorum present at the time such general membership meeting is scheduled to commence, the chairman of the meeting may, at his/her discretion, do one of the following:

- (A) Recess the said meeting to a later date that he/she may deem advisable; or
- (B) Declare that no meeting be held prior to the next general membership meeting, or a special general membership meeting be called, in

accordance

with Article I, Section 3, of the bylaws.

In the computation of a quorum, directors and/or officers shall be counted.

SECTION 5 - ORGANIZATION

The President and, in his absence, the Vice President and, in his absence, any member of the Board of Directors chosen by the board members present, shall call meetings of the members to order and shall act as chairman, and the Secretary-Treasurer shall act as secretary; but, in the absence of the Secretary-Treasurer, the presiding officer may appoint any member to act as secretary of the meeting.

SECTION 6 - VOICE

International officers and staff personnel may attend local Union meetings with the right to speak, and local Union officers and international officers and staff personnel may attend group meetings with the right to speak. Local Union members in good standing may attend other group meetings but may speak only upon consent of the majority. Only those members of a unit group shall have the right to vote.

ARTICLE II

BOARD OF DIRECTORS

SECTION 1 - QUALIFICATIONS

Any member, to be eligible for election to the Board of Directors and to serve thereon if elected, must:

- (A) Be a citizen of the United States;
- (B) Be twenty-one (21) years of age, or over;
- (C) Have permanent job rights in the Union division from which he/she is a candidate;
- (D) Have at least two (2) years of employment service within the bargaining units represented by Local 6-0001, Inc., PACEIU, immediately prior to such election; and
- (E) Have been a member in good standing for at least two (2) years immediately prior to the date of such election;
 - 1. Membership in good standing, for the purpose of this Article, shall not be terminated if an employee has been suspended or discharged, and if the propriety of such suspension or discharge has been challenged by the Union, in accordance with the grievance procedure of the collective bargaining contract, or in accordance with applicable law.

Failure to comply with the provisions of any of the above subsections shall entitle the election committee, which shall be the exclusive judge of all matters relating to these subsections, to reject any petition and/or determine the eligibility of any candidate.

SECTION 2 - NUMBER OF DIRECTORS

The Board of Directors shall consist of eight (8) members and those officers, if any, who are not directors elected from Union divisions. Union divisions, for purpose of the election of their directors, are as follows:

DIVISION #1 - (One Representative)

DEPARTMENTS: Electrical and Machine

CONSOLIDATED GROUPS: Instrument Mechanics; Electricians; I & E Apprentices; Machinists; Machinist Apprentices

ARTICLE II (continued)

BOARD OF DIRECTORS

(Section 2 - Number of Directors)
(continued)

DIVISION #2 - (One Representative)

DEPARTMENTS: Catalytic; Oil Movement

CONSOLIDATED GROUPS: 500 and 600 CATS; #3UF and #4UF;
CRU; ISOM; BOU; Xylene; DDU; Hydrogen; VRU 100 and 200; OMD
North and South

DIVISION #3 - (One Representative)

DEPARTMENTS: Crude and Asphalt; Marine and Marketing

CONSOLIDATED GROUPS: Asphalt, #11 Pipestill; #12 Pipestill;
VRU 300; SRU; PCU; Alkylation; Sluicers

DIVISION #4 - (One Representative)

DEPARTMENT: Metals

CONSOLIDATED GROUPS: Pipefitters; Welders; Tanners; Metals
Department Apprentices

DIVISION #5 - (One Representative)

DEPARTMENTS: Material Handling; Equipment Handling; Technical
Service; Engineering Assistants

CONSOLIDATED GROUPS: Materials Handlers; Drivers; Truck and
Track Mechanics; Cranemen; Lab Technicians; Inspection; Field
Surveyors

ARTICLE II (continued)

BOARD OF DIRECTORS

Section 2 - Number of Directors)
(continued)

DIVISION # 6 - (One Representative)

and DEPARTMENTS: Utilities Operations; Mechanical Builders; Service
Plant Security; Environmental

CONSOLIDATED GROUPS: Powerhouse Operators; Steam and
Air Operators; Lakefront Operators; Technical Service Operators;
Builders, Maintenance Men; Casuals and College Casuals; Laborers;
Plant Guards; Fire Department; Environmental Inspectors

DIVISION #7 - (One Representative)

DEPARTMENT: Chemical Plant Operations

CONSOLIDATED GROUPS: Maintenance, Operations, Laboratory,
Clerks

DIVISION #8 - (One Representative)

DEPARTMENT: Pipelines/Marketing Groups

SECTION 3 - ELECTION OF DIRECTORS

- (A) With the exception of resignation, removal, established incapacity, or death, elected directors shall serve as indicated in Section 3 (N) of this Article.
- (B) The election of directors from the even-numbered divisions will be held on the third (3rd) Thursday of May. Even-numbered divisional directors so elected shall take office and assume the discharge of their duties on the first day of June following their said election. They shall serve for a period of three (3) years. Directors may succeed themselves.

ARTICLE II (continued)

BOARD OF DIRECTORS

(Section 3 - Election of Directors)
(continued)

The election of directors from the odd-numbered divisions will be held on the third (3rd) Thursday of May. Odd-numbered divisional directors so elected shall take office and assume the discharge of their duties on the first day of June following their said election. They shall serve for a period of three (3) years. Directors may succeed themselves.

- (C) A member desiring to become an elected director shall file, in the office of the Secretary-Treasurer, either in person or by certified mail or other reasonable means, his/her petition to run for election. Petition forms may be obtained from, and when completed must be filed in, the office of the Secretary-Treasurer not earlier than the first (1st) Monday of the month of April preceding the date of the election and not later than the third (3rd) Friday of the month of April preceding the election, and prior to the usual close of business in both instances. No petition shall be sufficient unless it contains, on filing, the signatures of at least twenty-five (25) members in good standing. Division #7 petitions will require five (5) signatures of members in good standing. Division #8 will require one signature of a member in good standing. Ballots will be mailed to Division #8 Union members and they will vote by return mail. All Division #8 ballots must be received at the Union office by the close of the polls on the last specified day of voting in the director election.
- (D) At least fifteen (15) days before the first Monday in April, a notice thereof shall be posted on all designated plant bulletin boards and shall be mailed to each member at his/her last known home address.
- (E) All elections shall be held by secret ballot under the direction of a rank-and-file election committee consisting of four (4) members, one of whom may be a full-time employee of the Union appointed by the President.
- The election committee may be changed from time to time as the President may deem reasonably necessary.
- (F) Any member otherwise eligible to vote, but who is unable to be present at the time and place of the election, may vote by absentee ballot. Absentee ballots may be obtained and must be cast at Union headquarters, 2045

ARTICLE II (continued)

BOARD OF DIRECTORS

(Section 3 - Election of Directors)
(continued)

Schrage Avenue, Whiting, Indiana, 46394, on any of the last fifteen (15) business days immediately preceding the date of the election.

- (G) A ballot shall be provided listing the names of the candidates, in alphabetical order. Each member in good standing may vote for one of the candidates as the director for his/her Union division, indicating his/her preference by placing a mark opposite the name of the candidate of his/her choice. One (1) candidate shall be elected for each Union division. The candidate receiving the highest number of votes shall be elected.
- (H) Each voter shall deposit his/her own ballot in a box provided for that purpose, and the ballot shall be counted under the supervision of the election committee. Voting locations shall be designated by the election committee.
- (I) In the event of a tie vote, a run-off election shall be held within five (5) days for the contestants so tied. Such election shall be held in the same manner as the previous election.
- (J) In the event that there are no candidates for the directorship of any particular division who file within the time prescribed, the election committee may extend the period for filing, as to the applicable division or divisions only, for an additional period not to exceed one (1) week. If such extension is granted, it shall be the duty of the Secretary-Treasurer to notify employees working in such division or divisions by any reasonably appropriate method.
- (K) Any member in good standing may nominate candidates for office.
- (L) The Secretary-Treasurer of the local Union shall preserve the ballots and all other pertinent records of the election for one year.
- (M) In the event that any member or group of members questions the results of an election, such question must be reduced to writing and delivered to the

ARTICLE II (continued)

BOARD OF DIRECTORS

(Section 3 - Election of Directors)
(continued)

President of the local within seven (7) calendar days from the time of the announcement of the election results, whereupon the President shall appoint a special committee for the purpose of investigation and report on their findings.

- (N) The directors so elected shall take office as prescribed in Section 3, Sub-section (B), of this Article II. Thereafter, all directors shall serve for a period of three (3) years.
- (O) The following oath of office shall be administered by the President to the incoming board of directors.

OATH OF OFFICE

I, (name) , do hereby accept the office of Director for the Paper, Allied-Industrial, Chemical and Energy International Union, Local 6-0001 and do solemnly swear to faithfully discharge the duties of my office and, without fear or favor, uphold the Constitution and Bylaws of the Paper, Allied-Industrial, Chemical and Energy International Union, Local 6-0001.

SECTION 4 - DUTIES

The corporate powers of this corporation shall be vested in the Board of Directors who shall have the management and control of the business of the corporation. It shall employ such agents and servants as it may deem advisable, and fix the rates of compensation of all agents and employees.

Failure of an elected director to comply with the provisions of Article II, Section 1, during his/her term of office, will subject that director to the provisions of Article II, Section 6, of these bylaws.

ARTICLE II (continued)

BOARD OF DIRECTORS

(Section 4 - Duties)

(continued)

By virtue of their elected offices, the divisional representatives shall become members of the Local 6-0001 Board of Directors and standing delegates to conventions, district council, or other bodies with which the local may be affiliated.

SECTION 5 - RESIGNATION

A director may resign at any time by filing his/her written resignation with the Secretary-Treasurer.

SECTION 6 - REMOVAL OF ELECTED DIVISIONAL DIRECTORS

- special
- the
- (A) If any elected divisional director becomes unsatisfactory to the members of his/her division, the members of such division may, upon petition filed with the Board of Directors signed by not less than one-half(1/2) of all members in good standing in such division, ask for the recall and removal of such director. The Board of Directors shall, thereupon, call for a referendum to be held in that division within thirty (30) days, at which time a secret ballot shall be taken to determine whether or not such director shall be recalled. If two-thirds (2/3) of all votes so cast are for recall of said director, he/she shall thereupon cease to be a director, and the vacancy thus created shall be filled by a special election, in the manner prescribed by the Board of Directors. Any replacement director shall, subject to the provisions of the bylaws, serve as a director for the balance of the one term.
- (B) If it shall be believed by a director that any other director, during his/her term of office, shall have violated his/her oath, as the same is prescribed in Subsection (O) of Section 3 of this Article II, the removal of the offending director may be accomplished by a proceeding held in accordance with the following provisions:
1. The facts constituting the alleged violation shall be reduced to writing by the director who alleges that the violation has occurred, and this writing shall, thereupon, be signed by the charging

ARTICLE II (continued)

BOARD OF DIRECTORS

(Section 6 - Removal of Elected Divisional Directors)
(continued)

director and by two (2) other directors who share his/her belief, which writing shall thereupon be presented to the President.

2. The President shall thereupon forthwith appoint a special committee of not less than three (3) directors, none of whom shall have signed the charge, and shall refer the charge to said committee. The President shall, at the same time, deliver a copy of the charge to the director charged with the violation.

3. The said committee shall forthwith investigate the truth or falsity of the alleged facts and shall make its written report to the President within three (3) days of its appointment.

4. Upon receipt of the report of the said committee, the President shall thereupon forthwith call a special meeting of the Board of Directors to consider the charge, the report of the said committee, and the possible removal of the director against whom the charge was made. At such meeting, the charged director may be present, but not by or with legal counsel, and may state his/her position with reference to the charge. He/she may be interrogated by other members of the Board of Directors. Thereupon, the matter shall be submitted to a vote which shall be a roll call vote. A two-thirds (2/3) vote of all directors (as distinguished from directors present) shall be required for removal.

5. If the alleged violation is sustained, the President shall forthwith declare the said director removed, and he/she shall no longer participate as director.

6. The removed director shall have the right to appeal to the entire local Union membership for either confirmation or revocation of the removal. Any appeal request must be presented, in writing, to the Board of Directors within ten (10) days after the removal, and the membership vote must be taken within twenty (20) days after such presentation. A two-thirds (2/3) vote of the membership,

ARTICLE II (continued)

BOARD OF DIRECTORS

(Section 6 - Removal of Elected Divisional Directors)

(continued)

voting by secret ballot, will be required to sustain the removal and, in default thereof, the director previously removed shall be reinstated forthwith.

SECTION 7- VACANCIES

(A) Permanent Vacancies.

Except in the case of officer directors, any permanent vacancy in the Board of Directors made through resignation, removal, or otherwise, shall be filled by special election. A special election will be held in the manner prescribed by the Board of Directors. The replacement director shall, subject to the provisions of the bylaws, serve as a director for the balance of the one term.

(B) Temporary Vacancies.

Except in the case of officer directors, any temporary vacancies, as declared by the Board of Directors and made as a result of long-term illness, military leave or family leave, shall be filled by an interim director

appointed by the President subject to the approval by the Board of Directors. The appointed interim director shall be subject to the provisions of the bylaws and serve as an interim director:

1. For the balance of the one (1) term; or
2. Until the return of the duly-elected director; or
3. Until removed by the Board of Directors pending a roll call

vote

by the board.

The interim director shall have no vote on the Board of Directors nor be a delegate to conventions, district council, or other bodies with which the local may be affiliated.

SECTION 8 - REGULAR MEETINGS

Regular meetings of the Board of Directors shall be held at the office of the corporation immediately following the annual election by the membership and on the second (2nd) and

ARTICLE II (continued)

BOARD OF DIRECTORS

(Section 8- Regular Meetings)
(continued)

fourth (4th) Mondays of each month. No notice of regular meetings of the Board of Directors is necessary.

SECTION 9 - SPECIAL MEETINGS

Special meetings of the Board of Directors shall be held at the call of the President. All directors shall be notified, by mail or telephone or in person, of the time and place of holding any such meeting.

SECTION 10 - MEETINGS BY CONSENT

Meetings of the Board of Directors may be held at any time or place where all of the directors are present and consent to the holding of such meetings.

SECTION 11 - QUORUM

A majority of the directors shall constitute a quorum for the transaction of business. Each director, whether a division director, officer director, or both, shall be entitled to one (1) vote.

SECTION 12 - ORGANIZATION

The President or, in his/her absence, the Vice President or, in their absence, any director chosen by the directors present, shall call meetings of the Board of Directors to order, and shall act as chairman of such meetings. In the absence of the Secretary-Treasurer, the presiding officer may appoint any director to act as secretary of the meeting.

SECTION 13 - ORDER OF BUSINESS

The order of business at all meetings of the Board of Directors shall be as follows:

1. Roll call;
2. Reading the minutes of the preceding meeting and acting thereon;

ARTICLE II (continued)

BOARD OF DIRECTORS

(Section 13 - Order of Business)
(continued)

3. Lost wages;
4. Finance reports (the previous month's expenses and the next month's budget);
5. Consideration of second-stage proposals;
6. Correspondence;
7. Old business;
8. New business; and
9. Adjournment.

ARTICLE III

GENERAL OFFICERS

SECTION 1 - OFFICERS

The officers of this corporation shall consist of a President, a Vice President, and a Secretary-Treasurer. No member shall be eligible to serve in more than one (1) office at one (1) time.

By virtue of their elected offices, the officers shall become members of the Local 6-0001, Board of Directors and standing delegates to conventions, district council, or other bodies with which the local may be affiliated.

SECTION 2 - MANNER OF ELECTION

Officers shall be elected by secret ballot, by the membership at large, in the manner prescribed by these bylaws and in compliance with applicable law.

SECTION 3 - TERMS OF OFFICE

Each such officer shall serve for a period of three (3) years, commencing with the first day of June following his/her election.

ARTICLE III (continued)

GENERAL OFFICERS

(Section 3 - Terms of Office)

(continued)

SECTION 4 - QUALIFICATIONS

Any member, to be eligible for election as an officer and to serve if elected, must:

- (A) Be a citizen of the United States;
- (B) Be twenty-one (21) years of age or over;
- (C) Have at least two (2) years of employment service within the bargaining units represented by Local 6-0001, PACEIU, immediately prior to such election; and
- (D) Have been a member in good standing for at least two (2) years immediately prior to the date of such election.
 - 1. Membership in good standing, for the purposes of this article, shall not be terminated if an employee has been suspended or discharged and if the propriety of such suspension or discharge has been challenged by the Union in accordance with the grievance procedure of the collective bargaining contract in accordance with applicable law.

Failure to comply with the provisions of any of these subsections shall entitle the election committee, which shall be the exclusive judge of all matters relating to these subsections, to reject any petition and/or determine the eligibility of any candidate.

SECTION 5 - ELECTION OF OFFICERS

Officers shall be elected pursuant to the following requirements:

- (A) With the exceptions of resignation, removal, established incapacity or death, elected officers will serve for a period of three (3) years, commencing with the first day of June following their election.
- (B) A member desiring to become an elected officer shall file, in the office of the Secretary-Treasurer either in person or by certified mail, his/her petition to run for election. Petition forms may be obtained from and, when completed, must be filed in the office of the Secretary-Treasurer, not earlier than the first Monday of the month of April preceding the date of **ARTICLE III** (continued)

GENERAL OFFICERS

(Section 5 - Election of Officers)
(continued)

the election, and not later than the third (3rd) Friday of the month of April preceding the election, and prior to the usual close of business in both instances. No petition shall be sufficient unless it contains, on filing, the signatures of at least twenty-five (25) members in good standing.

thereof (C) The election of officers shall be conducted on the third Thursday in May. At least fifteen (15) days before the first Monday in April, a notice shall be posted on all designated plant bulletin boards, and shall be mailed to each member at his/her last known address.

The (D) All elections shall be held by secret ballot under the direction of a rank-and-file election committee consisting of four (4) members, one of whom may be a full-time employee of the Union appointed by the President. election committee may be changed from time to time, as the President may deem reasonably necessary.

(E) Any member otherwise eligible to vote but who is unable to be present at the time and place of the election, may vote by absentee ballot. Absentee ballots may be obtained, and must be cast, at Union Headquarters, 2045 Schrage Avenue, Whiting, Indiana, 46394, on any of the last fifteen (15) business days immediately preceding the date of the election.

(F) A ballot shall be provided listing the names of the candidates, in alphabetical order. One (1) candidate shall be elected for each Union office. The candidates receiving the highest number of votes shall be elected.

(G) Each voter shall deposit his/her own ballot in a box provided for that purpose and the ballot shall be counted under the supervision of the election committee. Voting locations shall be designated by the election committee.

(H) In the event of a tie vote for any office, a run-off election shall be held within five (5) days for the contestants so tied. Such run-off election shall be held in the same manner as the previous election.

(I) In the event there are no candidates for one or more offices who file **ARTICLE III** (continued)

GENERAL OFFICERS

(Section 5 - Election of Officers)

(continued)

within the time prescribed, the election committee may extend the period for filing as to the applicable office or offices only, for an additional period not to exceed one (1) week. If such extension is granted, it shall be the duty of the Secretary-Treasurer to notify employees by posting on all designated plant bulletin boards, but no mailing to members shall be required.

- (J) The officers so elected shall take office and assume the discharge of their duties on the first day of June following their election.
- (K) Any member in good standing may nominate candidates for office.
- (L) The Secretary-Treasurer of the local Union shall preserve the ballots and all other pertinent records of the election for one year.
- (M) In the event that any member or group of members questions the results of an election, such question must be reduced to writing and delivered to the President of the local within seven (7) calendar days from the time of the announcement of the election results, whereupon the President shall appoint a special committee for the purpose of investigation and report on their findings.
- (N) The following oath of office shall be administered to the elected officers by an appropriate person designated by the Board of Directors:

OATH OF OFFICE

I, (name) , do hereby accept the office of Officer for the Paper, Allied-Industrial, Chemical and Energy International Union, Local 6-0001, and do solemnly swear to faithfully discharge the duties of my office and, without fear or favor, uphold the Constitution and Bylaws of the Paper, Allied-Industrial, Chemical and Energy International Union, Local 6-0001.

ARTICLE III (continued)

GENERAL OFFICERS

SECTION 6 - DUTIES OF OFFICERS

- (A) The President shall preside at all meetings of the membership and of the Board of Directors. He/she shall create and dissolve, as necessary, all standing and temporary committees, including election committees. He/she shall perform such additional duties as may be prescribed from time to time by the Board of Directors or by the bylaws.

The President shall be responsible for the supervision of all activities of the local Union and shall enforce compliance with the International Constitution and the policies and programs of the International Union.

- (B) The Vice President shall discharge the duties of the President in the event of his/her absence or disability. He/she shall also perform such additional duties as may be prescribed from time to time by the Board of Directors, or as may be prescribed from time to time by the bylaws.

- (C) The Secretary-Treasurer shall keep records of the proceedings of all meetings of the corporation. He/she shall keep a record of all matters presented to the employer for adjustment, the progress made in adjustment, and the final disposition of such matters. He/she shall also maintain complete and true records of any and all money received or paid out by the corporation and he/she shall pay out monies only on the authority of the Board of Directors.

He/she shall affix the official seal of the corporation to all papers requiring such seal, and shall keep a true and correct record containing the names of all members of this corporation, showing their places of residence, and shall sufficiently and systematically keep all books, records, and papers belonging to the corporation or in anywise pertaining to the business thereof. He/she shall cause to be published all notices of the corporation for meetings of the Board of Directors or the membership in the manner and/or form as provided in these bylaws for the giving of such notices.

He/she shall, in general, perform all of the duties which are incidental to the office of the Secretary-Treasurer of a corporation, subject to the Board of Directors' approval. He/she shall perform such additional duties as may be prescribed from time to time by the Board of Directors, or as may be

ARTICLE III (continued)

GENERAL OFFICERS

(Section 6 - Duties of Officers)
(continued)

prescribed from time to time by the bylaws. Whenever necessary, he/she shall endorse (on behalf of the corporation) all checks, notes, or other obligations and evidences of the payment of money payable to the corporation or coming into his/her possession, such endorsement to be countersigned by the President or Vice President of said corporation, and shall deposit the funds arising therefrom, together with all other funds of the corporation coming into his/her possession, in such banks as may be selected as the depositories of the corporation, or properly care for them in such manner as the Board of Directors may direct.

The Secretary-Treasurer, together with either of the other officers of the corporation, shall sign all checks or other instruments used to disburse the funds of the corporation. Whenever required by the Board of Directors to do so, he/she shall exhibit a true and complete statement of his/her cash account and of the securities and other funds in his/her custody and control and shall, at all reasonable times, exhibit the books and accounts to any director. The Secretary-Treasurer shall designate both the President and Vice President the authorization to endorse all checks, notes, obligations of money, payable to the corporation or disbursement by the corporation in the event of his/her absence.

He/she shall be responsible for keeping the local Union in compliance with the International Constitution and currently in good standing by submitting each month a report of business transacted by the local Union to the International Secretary-Treasurer. The full report due for the preceding month must be received in the International Secretary-Treasurer's office post-marked no later than the last day of the month. This report shall be made on forms provided by the International office. He/she shall forward to the International Secretary-Treasurer and to affiliated councils the per capita due without the necessity of a vote by the local Union.

He/she shall make a report at each regular meeting of all monies received and expended and report on all official correspondence. He/she shall deposit all money in the bank or depository as directed by the local Union.

ARTICLE III (continued)

GENERAL OFFICERS

(Section 6 - Duties of Officers)
(continued)

Upon approval by the membership, the Secretary-Treasurer shall pay all bills and claims by check in the order in which they have been allowed.

The Secretary-Treasurer shall make available to the local Union Board of Directors and the International Staff, upon demand, all books and records for the purpose of audit. He/she, as well as every other person required by applicable law, shall be bonded as prescribed by the International Executive Board in amounts as fixed by the International Executive Board.

Such

bonds shall be procured through the International headquarters office and paid for by the local Union.

He/she shall cause any necessary governmental reports to be filed.

- (D) The Secretary-Treasurer, the President, and the Vice President shall furnish bond in accordance with law, for the faithful performance of their duties, and for the safe custody of the property coming into their possession.
- (E) Failure of an elected officer director to comply with the provisions of Article III, Section 4, during his/her term of office, will subject that officer director to the provisions of Article III, Section 9, of these bylaws.
- (F) It shall be the duty of the Board of Directors to keep watch over all monies and property of this local Union.

They shall approve the Secretary-Treasurer's reports each month. The Board of Directors serving during the preceding year and the newly-elected Board of Directors shall compile or cause to be made, as soon as possible after January 1 of each year, an annual audit for the year ending December 31. This audit shall be on forms provided by the International Secretary-Treasurer and shall be submitted before February 15 of the succeeding year.

SECTION 7 - RESIGNATION

An officer may resign at any time by filing his written resignation with the Secretary-Treasurer.

ARTICLE III (continued)

GENERAL OFFICERS

SECTION 8 - VACANCIES

If and when a vacancy occurs, such vacancy shall be filled by the Board of Directors forthwith, and the person so selected shall serve in such office for the unexpired term.

SECTION 9 - REMOVAL

- (A) If any officer becomes unsatisfactory to the members of the Union, the members may, upon petition filed with the Board of Directors, signed by not less than one-half (1/2) of all members in good standing, ask for the recall and removal of such officer. The Board of Directors shall thereupon call a special referendum to be held within thirty (30) days, at which time a secret ballot shall be taken to determine whether or not such officer shall be recalled. If two-thirds (2/3) of all votes so cast are for recall of said officer, he/she shall thereupon cease to be an officer and the vacancy thus created shall be filled by the Board of Directors.

- (B) If it shall be believed by a director that any officer, during his/her term of office, shall have violated his/her oath, as the same is prescribed in Sub-section N of Section 5 of this Article III, the removal of the offending officer may be accomplished by a proceeding held in accordance with the following provisions:
 - 1. The facts constituting the alleged violation shall be reduced to writing by the director who alleges that the violation has occurred and this writing shall thereupon be signed by the charging director and by two (2) other directors who share his/her belief, which writing shall thereupon be presented to the Board of Directors.

 - 2. The Board of Directors shall thereupon forthwith appoint a special committee of not less than three (3) directors, none of whom shall have signed the charge, and shall refer the charge to said committee. The Board of Directors shall, at the same time, deliver a copy of the charge to the officer charged with the violation.

 - 3. The said committee shall forthwith investigate the truth or falsity of the alleged facts and shall make its written report to the Board of Directors within three (3) days of its appointment.

ARTICLE III (continued)

GENERAL OFFICERS

(Section 9 - Removal)
(continued)

4. Upon receipt of the report of said committee, the Board of Directors shall thereupon forthwith call a special meeting of the Board of Directors to consider the charge, the report of said committee, and the possible removal of the officer against whom the charge was made. At such meeting, the charged officer may be present, but not by or with legal counsel, and may state his/her position with reference to the charge. He/she may be interrogated by members of the Board of Directors. Thereupon, the matter shall be submitted to a vote which shall be a roll call vote. A two-thirds (2/3) vote of all directors (as distinguished from directors present) shall be required for removal.

5. If the alleged violation is sustained, the Board of Directors shall forthwith declare the said officer removed, and he/she shall no longer participate as an officer of the corporation.

6. The removed officer shall have the right to appeal to the entire local Union membership for either confirmation or revocation of the removal. The appeal request must be presented, in writing, to the Board of Directors within ten (10) days after the removal, and the membership vote must be taken within twenty (20) days after such presentation. A two-thirds (2/3) vote of the membership voting, by secret ballot, will be required to sustain the removal

and,

in default thereof, the officer previously removed shall be reinstated forthwith.

ARTICLE IV

MISCELLANEOUS

SECTION 1 - SEAL

As of August 19, 1972, the official seal of the corporation shall bear the name, "Paper, Allied-Industrial, Chemical and Energy International Union, Local 6-0001." The seal shall be in the charge of the Secretary-Treasurer.

ARTICLE IV (continued)

MISCELLANEOUS

SECTION 2 - FISCAL YEAR

The fiscal year of this corporation shall begin on January 1st and shall terminate on December 31st of each calendar year.

SECTION 3 - AMENDMENTS

Bylaws may be adopted, amended, or repealed at any meeting of the Board of Directors by a vote of a two-thirds (2/3) majority of the directors, subject to ratification of a two-thirds (2/3) majority of rank and file present at a special meeting called for purposes of said changes. All amendments, supplements, additions or deletions to this local Union Constitution and Bylaws shall become effective only after receiving approval of the Inter- national Union.

(Any addition to this local Union Constitution and Bylaws must be in the form of either a new section or subsection under the proper article or a new article.) All requests for International approval must be submitted in duplicate, with changes clearly indicated, and signed by the local Union officer attesting to the date of local Union approval and bearing the local Union seal. Space should be provided for signature of approval by the International President.

Notwithstanding anything to the contrary herein, this Constitution and Bylaws and approved amendments thereto shall be subject to and shall not in any way be construed to supersede any of the provisions of the International Constitution.

SECTION 4 - FINANCES

- (A) Membership Dues: Membership dues consist of per capita tax and defense fund monies collected for the International Union, but shall not include fines, assessments, or penalties payable by a member. Monthly dues shall be determined by the local Union within the limits set by the International Constitution but shall be not less than two (2) times the hourly wage rate of each member. Membership dues shall be payable monthly by means of a payroll deduction. Membership dues adjustments shall become effective immediately following the effective date of wage rates in accordance with each contract.

ARTICLE IV (continued)

MISCELLANEOUS

(Section 4 - Finances)
(continued)

special

Monthly dues and initiation fees may be changed by majority vote by secret ballot of the members in good standing voting at a general or

membership meeting, after reasonable notice, or by majority vote of the members in good standing voting in a membership referendum conducted by secret ballot.

- (B) Per Capita Tax: Effective October 1, 1991, and each October 1st thereafter, per capita tax will be established on the weighted hourly rate computed by the International Union and in accordance with Article X, Finances, Sections 1 and 2, of the International Constitution. Per capita tax is to be paid to the International Union on each month's dues collected from each member of the corporation.
- (C) Initiation fees for new members shall not be less than one (1) month's dues and not more than two (2) month's dues. In no instance shall dues be charged for the month in which a member's application is accepted and initiation fee paid.
- (D) Any member who becomes delinquent in the payment of dues shall be deemed expelled, except where the member is on layoff, military leave or family leave of absence, or on strike. Any member so expelled may be reinstated by the payment of dues beginning with the month in which he/she is reinstated.
- (E) A petty cash fund of \$500.00 shall be maintained for the purpose of paying minor expenses. This fund shall be audited by the finance committee, and restored to its original amount each month.
- (F) A mileage rate allowance for out-of-town travel will be established by the Board of Directors which rate shall be in compliance with current Internal Revenue Service standards.
- (G) Reasonable out-of-town travel expenses shall be provided for any member of the Board of Directors, subject to board approval. Such board member shall file a report of said expenses in the office of the Secretary-Treasurer upon his/her return.

ARTICLE IV (continued)

MISCELLANEOUS

(Section 4 - Finances)
(continued)

- (H) No officer of this local Union shall have the power to incur any indebtedness on its behalf or appropriate any money without authority from this Constitution and Bylaws or from the local Union.

SECTION 5 - COMPENSATION OF DIRECTORS & OFFICERS

- (A) Any elected director or officer shall be compensated out of corporation funds, at his/her regular rate of employment, for lost wages, as determined by the Board of Directors.
- (B) Each director of the corporation shall be paid a monthly salary of \$350.00 per month.
- (C) The compensation of the officers of this corporation shall be as follows:
 - President.....\$375.00/month
 - Vice President.....\$350.00/month
 - Secretary-Treasurer.....\$350.00/month

SECTION 6 - RATIFICATION OF AGREEMENTS

- (A) All contracts negotiated by the Board of Directors with the employer, on behalf of the membership, shall be referred to the applicable membership for ratification. This shall be done by secret ballot, in a special referendum vote held for that purpose. A majority vote of the secret ballots cast shall determine whether or not the proposed contract is ratified or rejected.
- (B) Any agreement reached by the Board of Directors may be ratified by the said board. However, such agreements shall be reported to the membership at the next regular membership meeting.
- (C) The Board of Directors may call a special meeting of the membership, if they determine the agreement justifies calling a special membership meeting.

ARTICLE IV (continued)

MISCELLANEOUS

SECTION 7 - COMMITTEES

- (A) A bylaws committee shall be appointed each February 1st by the President. The committee shall consist of two (2) rank-and-file members, and two (2) members of the Board of Directors. This bylaws committee shall meet a minimum of two (2) times per year.
- (B) A finance committee shall be appointed each February 1st by the President. The committee shall consist of five (5) members. There shall be two (2) rank-and-file members, and two (2) members of the Board of Directors, together with the Secretary-Treasurer who shall be chairperson of the finance committee.

SECTION 8 - DATA

- (A) As of March 1, 1994, the legal address of the corporation is:
2045 Schrage Avenue
Whiting, Indiana 46394
- (B) As of June, 1996, the regular business days of the corporation are: Monday to Friday, inclusive. The regular business hours are: 7:30 a.m. to 4:00 p.m., prevailing local time.

ARTICLE V

REAL AND PERSONAL PROPERTY

SECTION 1

All officers, at the expiration of their terms of office, when removed from office, or when their office is declared vacant, shall deliver to their successors all books, paper, monies, and other property in their possession belonging to the Union, and they shall not be released from their bonds or obligations until this section is complied with.

ARTICLE V (continued)

REAL AND PERSONAL PROPERTY

(Section 1 - continued)

All members or employees who hold or have in their possession any monies, books, records, or other property of the local Union during any period when such member or employee is designated to perform duties on behalf of the local Union shall deliver all such monies, books, records, and other property to the Secretary-Treasurer of the local Union upon completion of such assignments.

SECTION 2

The President, Vice President, Secretary-Treasurer, Divisional Directors, and their successors shall constitute a Board of Directors for the purpose of holding title to both personal property and real estate taken in the name of the Paper, Allied-Industrial, Chemical and Energy International Union, Local 6-0001.

Upon prior approval of the local Union, the Board of Directors shall be authorized to buy, sell, transfer, lease, and contract for personal property and real estate of the local Union.

SECTION 3

Upon the dissolution or abandonment of the charter or function of this organization, all undisposed property, both real and personal, of this organization shall revert to and become the property of the Paper, Allied-Industrial, Chemical and Energy International Union to be held in trust for the benefit of the members of this local Union for a period of six (6) months.

If this local Union is not reestablished within said period of six (6) months, then said property shall become the exclusive property of the Paper, Allied-Industrial, Chemical and Energy Workers International Union. However, if at any time after the expiration of said six (6) months such local Union is reestablished, such property or any remuneration received from the sale of such property will revert to the local Union, provided the local Union is reestablished within a period of five (5) years.

ARTICLE V (continued)

REAL AND PERSONAL PROPERTY

SECTION 4

A member whose membership is terminated shall have no right or interest in any property of the local Union or of the International Union, including any dues,

assessments or other financial obligations paid by him/her in advance of the effective date of such termination, except that this provision shall not apply in the case of local Union benefit plans which may specifically provide otherwise.

ARTICLE VI

DISCIPLINE, TRIALS, AND PENALTIES

SECTION 1

The local Union is hereby empowered to provide for the forfeiture of membership of a delinquent member for the nonpayment of dues without the necessity of proceeding by the filing of charges and the conduct of a trial.

SECTION 2

The local Union may establish rules governing membership attendance at regular meetings. Small fines of \$1.00 or less may be imposed by the presiding officer to assure an orderly meeting.

SECTION 3

The local Union shall be empowered, through proper trial procedure, to fine, disqualify for eligibility to hold office for a specified period of time, suspend or expel members for violation of the local and/or International Constitutions.

ARTICLE VI (continued)

DISCIPLINE, TRIALS, AND PENALTIES

SECTION 4

The following violations are considered grounds upon which charges may be filed:

- (A) Neglect of duty or breach of the International and/or local Union Constitutions and Bylaws.

- (B) Advocating or soliciting membership in a rival organization or attempting to transfer the affiliation of any bargaining unit from the jurisdiction of the Paper, Allied-Industrial, Chemical and Energy International Union.
- (C) Accepting office in a rival labor organization. (Violation of this Subsection C shall be punishable by expulsion only and reinstatement of such person following expulsion for this violation may be obtained only by action of the International Executive Board or the International Convention.)
- (D) Providing a complete or partial membership list to persons other than those whose official business requires such a list. (Violation of this Subsection D shall be punishable by expulsion for six (6) months only and such person is debarred from holding office in the organization for a period of two (2) years.)
- (E) Misappropriation or embezzlement of funds or assets of this organization.

(Violation of this Subsection E shall debar any person convicted of such violation from holding office thereafter.)
- (F) Tampering with ballots or interfering with the fair and proper conduct of elections.
- (G) Maliciously or falsely slandering officers or members of the Paper, Allied-Industrial, Chemical and Energy International Union.
- (H) Engaging in acts which tend to hinder the prosecution of a properly recognized and authorized strike conducted by the Paper, Allied-Industrial, Chemical and Energy International Union.
- (I) Instigating or engaging in a strike or work stoppage which violates a working agreement.

ARTICLE VI (continued)

DISCIPLINE, TRIALS, AND PENALTIES

(Section 4 - continued)

- (J) Engaging in conduct detrimental to the welfare and interests of the membership of the Paper, Allied-Industrial, Chemical and Energy

International Union.

SECTION 5

Charges against a member must be made in writing and filed with a duly-elected officer of the Union by a member within ninety (90) days of the time that knowledge of the alleged offense comes to such member. The officer shall cause a copy of the charges to be served upon the member accused and such charges must be presented to the membership at a regular or special meeting called for that purpose. A majority of the members present and voting at a Union meeting thereafter shall determine whether or not the charges warrant a trial and, if so, whether the trial shall be referred to an investigating committee or be held before the membership as a whole. Any officer of a local Union against whom charges have been referred by the local Union to an investigating committee shall be relieved of his duties and responsibilities until a determination of the charges has been arrived at.

SECTION 6

If it is decided that the charge be referred to an investigating committee, the presiding officer shall appoint, subject to approval of the membership, three (3) or five (5) members to hear the same. The member filing the charge or the accused shall not be eligible to serve on the investigating committee.

SECTION 7

No evidence shall be considered by the investigating committee or the Union except such as shall be offered at a hearing of which the accused shall have been notified and given a reasonable opportunity to be present. The accused shall be given every reasonable opportunity to be heard and to present evidence in his/her defense. He/she may be assisted by counsel of his/her own choosing selected from the membership of his/her local Union, or he/she may waive any or all of the rights set forth herein.

ARTICLE VI (continued)

DISCIPLINE, TRIALS, AND PENALTIES

SECTION 8

The investigating committee shall report its findings at a regular or a special meeting called for that purpose, provided the accused shall have been notified and given a

reasonable opportunity to be present. Both the charge and the findings of the investigating committee, if any, shall be read at such meeting and the accused shall be permitted a reasonable opportunity to argue his/her case before it is put to a vote of the membership, which vote may be taken at the same or subsequent meeting.

SECTION 9

Upon the conclusion of a trial or consideration of the investigating committee's findings, a secret ballot shall be conducted among the members present at such or subsequent meet-ing. The question will come on "guilty or not guilty as charged." If more than one charge shall be made, the vote will be taken separately as to each charge.

A two-thirds (2/3) majority vote of those voting shall be necessary to convict.

If the charges or any one of them be sustained or if the accused pleads guilty, the vote shall be taken as to the penalty, if any, unless the penalty is described by either the International or local Union Constitutions.

A reprimand or a fine (not to exceed a reasonable amount for each offense) may be imposed by a majority vote.

A three-fourths (3/4) majority vote of the members voting thereon is necessary to disqualify to hold office, suspend, or expel.

SECTION 10

All reasonable expenses incurred by the accused in defending himself/herself shall be borne by the Union in the event of acquittal, upon approval of a majority of the members present and voting thereon. Any member bringing charges against another which he/she fails to sustain may, by a two-thirds (2/3) vote, be censured.

ARTICLE VI (continued)

DISCIPLINE, TRIALS, AND PENALTIES

SECTION 11

If convicted, the accused shall have the right to appeal to the Executive Board of the International Union, provided such appeal is made within three (3) months after such conviction. If the accused is not satisfied with the decision of the Executive Board, or upon their failure to act, he/she shall have the right to appeal to the first convention of the

International Union after such conviction. The decision of the Executive Board shall be binding unless reversed by such convention.

SECTION 12

The local Union shall maintain a complete record of the trial procedures and, in case of an appeal by the accused or upon request of the International President, shall transmit to the International Union a complete and detailed report.

3/31/99

**PAPER, ALLIED-INDUSTRIAL, CHEMICAL AND ENERGY
WORKERS INTERNATIONAL UNION
LOCAL 6-0001**

BYLAWS

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