

## PREAMBLE

These by-laws are intended to be a supplement to the National Constitution for the Government of Subordinate and Federal Branches. Copies of the National Constitution can be obtained by contacting your shop steward or the National Headquarters. There may be a nominal fee.

We, the letter carriers of Branch 3825, in order to form a more perfect Union, establish this Constitution.

We, who come from all walks of life, believe that in unity there is strength.

We believe that all postal workers and all poor and working people have the right to economic, political and social justice.

We believe that every person has the inherent right to a job and to be justly paid for the services they perform.

That all postal workers have the right to decent shelter, food and clothing. That they have the right to see that their children have the best of education. The investment of the workers' lifeblood in giving service gives them that right.

We further believe that all are born equal with the right to determine their own destiny and to participate in the forces and events that affect them.

We believe that all postal workers have the right, regardless of race, color, creed, sex, national origin and religious belief to hold their heads high and to be respected as individuals.

We believe therefore, that in the spirit of the Declaration of Independence and the Bill of Rights, that all men and women are free and have the right to come together to promote the common cause of all.

We also believe that all members have the basic rights within our Union and shall be secure in those rights. In order to give life to this Constitution, the members' Bill of Rights has been established.

## MEMBERS' BILL OF RIGHTS

1. Every member has the right to be respected as a human being.
2. Every member has the right to be respected as a sister or brother of this Union.
3. Every member has the right to freedom of speech and the right to be heard.
4. Every member has the right to freedom to listen.
5. Every member has the right to freedom of the press.
6. Every member has the right to participate in the activities of this Union, to have a voice and a vote on all matters of importance to the work of this Branch.
7. No member shall be denied the right to seek any office or the right to vote in this Union because of race, color, creed, sex, age, national origin, religious belief or political affiliation.
8. Every member has the right to support the candidate of his/her choice and to participate in that right with others.
9. Every member has the right to a fair trial, to be represented by an individual of his/her choice and to proper appeal procedure.
10. Every Member has the right to be secure in his/her basic rights without fear of political, economic, physical or psychological intimidation.

## Article 1.

Section 1. This Branch shall be known as Rockville, Germantown, Cabin John, MD Branch 3825 of the National Association of Letter Carriers of the United States of America.

## Article 2.

Sections 1, 2, 3. (See National Constitution.)

## Article 3.

### Meetings

Section 1. Regular Branch meetings shall be held on the first Wednesday of every month at 7:00p.m. at the Rockville Senior Center, 1150 Carnation Drive, Rockville, Maryland. If the first Wednesday of the month falls on a holiday, the following Wednesday will be the union meeting date. Roberts Rules of Order will govern the meetings.

Section 2. The President upon written request of 10 members shall call special meetings in good standing. Notification of such meeting, stating the reason shall be given by the Recording Secretary, who shall post notification at all offices at least eight hours in advance of meeting.

Section 3. No business shall be transacted at a special meeting other than that for which it may have been called. A quorum must be present as prescribed in section 4 below.

Section 4. The Branch shall be called to order at the time prescribed in the by-laws if a quorum be present. A quorum will constitute 3% of the membership in good standing with at least 3 of these members being from the Executive Board.

Section 5. In the absence of the President and Vice President, any member in good standing may be elected to preside by a majority of those present.

Section 6. The Executive Board will meet at least once a month.

#### Article 4. Officers

Section 1. The elected positions of our Branch are President, Vice President, Recording Secretary, Financial Secretary Treasurer, Sergeant-at-Arms, Health Benefits Representative, Mutual Benefits Representative, Editor, Distributor, and five Trustees.

Section 2. All officers shall be elected for a term of one year or until their successors are elected or duly installed. The Branch President shall appoint any member in good standing to fill any vacancy that may occur. All officers shall be present at all meetings unless excused by a voice vote of the Branch.

Section 3. With the exception of the office of President, Branches may consolidate the offices of the Branch. However, if there are less than ten (10) active members, the office of President may be combined with other offices.

Section 4. All Candidates for office or delegate must be present at the meeting when nominated, or signify in writing their willingness to serve if elected. All candidates must be nominated at the Branch meeting.

Section 5. All stations shall have the opportunity to elect Shop Stewards and their alternates, subject to the approval of the Branch Executive Board.

Section 6. Branch Executive Board members are elected positions by our entire Branch.

Section 7. The President, Vice President, Recording Secretary, Financial Secretary-Treasurer and Editor shall automatically be delegates to the State and National Conventions by virtue of their elected positions if they choose to attend said conventions.

Article 5.  
Elections

Section 1. Nominations will be held at the regular Branch meeting in September and elections will be held by secret mail ballot in accordance with Article 5 of the National Constitution. Ballots will be counted at the regular Branch meeting in November.

Section 2. Officers will be installed at or before the regular December Branch meeting.

Section 3. Delegates must attend at least 75% of the regular Branch meetings, from the previous year, prior to the convention in order to be reimbursed for any convention. Excused absences by delegates of Union meetings will not be counted against them for purposes of reimbursement to the convention.

Article 6.  
Duties of Officers

Section 1-10. (See National Constitution.)

Section 11. The Editor of the Branch Newsletter shall be solely responsible for the preparation and content of our Branch newsletter Unity. The purpose of this Newsletter is to inform and educate our members, as well as provide a forum to exchange ideas and concerns. No such articles or editorial will be refused unless defamatory or unlawful. Articles in Unity do not necessarily reflect the views of the editor or of this local.

Section 12. The distributor of the Branch Newsletter will provide a copy of the Editors Mock-up of the Newsletter to the President, Vice President, and Recording Secretary for their perusal. The distributor shall then bring the mock-up to the printer with the Editor's instructions in it's preparations. He/She

shall distribute and keep tally of the Newsletter to the stewards of each unit for their subsequent distribution to the Branch members. He/She shall maintain an address listing of retired Branch members and send them Newsletters by First Class post. He/She shall maintain the official mailing list of the Branch and send the Newsletters by Non-profit post.

#### Article 7.

##### Fees, Dues, Fines and Assessments

Section 1. (See National Constitution.)

Section 1a. Regular members in an official non-pay status after 30 days shall be exempt from paying dues for up to a year while in a non-pay status.

Section 2-5. (See National Constitution.)

#### Article 8.

##### Sick Relief and Funeral Benefits

(See National Constitution.)

#### Article 9.

##### Committees

Section 1. The President of the Branch shall appoint a committee of (the number to be fixed by the Branch) on organization. Such committee shall work in conjunction with and subordinate to the National Executive Council to secure such benefits as the National Association may desire.

Section 2. (see National Constitution.)

#### Article 10.

##### Charges

(See National Constitution.)

#### Article 11.

##### Appeals

(See National Constitution.)

Article 12.

Funds

Section 1. All funds of the Branch will be deposited in the ALLFIRST BANK OF MARYLAND.

Section 2. (See National Constitution.)

Section 2a. The pecking order for signing Branch checks is as follows, President, Financial Secretary-Treasurer, Vice President, Recording Secretary.

Section 3a. The President may spend up to \$1000.00 per month to run the Branch. This would include pay for work at the Union office, food and refreshments at the meetings, routine office expenses, etcetera.

Section 3b. The President has the authority to allocate up to \$1500.00 per month for unanticipated expenses.

Section 4a. Branch officers and stewards will be paid only if they attend the regular Branch meetings. You must be present for at least 75% of the meeting. Absences will only be permitted and expense allowances will only be approved by the Branch at that, or the following Branch meeting.

Expense Allowances are as follows: (Monthly)

President.....	\$300.00
Vice President.....	\$150.00
Recording Secretary.....	\$125.00
Financial Secretary.....	\$160.00
Editor.....	\$125.00
Distributor.....	\$50.00
Sergeant-At-Arms.....	\$30.00
MBA Representative.....	\$15.00
Health Benefits Representative.....	\$30.00
Trustees.....	\$15.00
Trustees.....	\$15.00
Trustees.....	\$15.00
Trustees.....	\$15.00
Trustees.....	\$15.00
Chief Stewards.....	\$125.00

Shop Stewards.....\$75.00  
Alternate Shop Stewards.....\$20.00

Section 4b. The President and Vice President will receive 5 days paid leave per calendar year.

Section 4c. The President shall be reimbursed for the time spent in a LWOP status doing Union business.

Section 4d. The Vice President shall be reimbursed for up to 8 hours a week for time spent in an LWOP status while doing Union business.

Section 4e. All Union representatives shall be paid at the rate of Level 6, Grade 2, Step 0 for all lost time approved by the Branch.

Section 4f. Members losing leave for doing Union business for time spent in a LWOP status will be reimbursed for that leave at their straight rate.

### Article 13.

#### Indemnification

The Branch is authorized, upon affirmative vote of the membership, to pay all the expenses for investigating services, employment of counsel, and other necessary expenditures in any cause, matter, case or cases where an officer, representative, employee, agent or one charged with acting in behalf of the Branch and/or its affiliates is charged with any violation or violations of any law, or is sued in any civil actions with respect to any matter arising out of his/her official duties except if such officer, representative, employee or agent is charged with a breach of his/her trust to the Branch or any subordinate body or member thereof. This provision does not apply to suits brought against the Branch or any of its officers, representatives, and agents by the National Association.

### Article 14.

#### Amendments

Section 1. By-Laws of this Branch may be amended at any regular meeting of the branch, provided the

amendment has been submitted in writing at the last previous regular branch meeting, and suitable notification to members shall be made at least ten (10) days before the regular meeting at which the vote is to be taken. It shall require a 2/3 vote of those present and voting at such meeting to alter or amend any of these by-laws.

Section 2. By-Laws and amendments thereto, fixing the amount of initiation fees, dues, and reinstatement fees, or the time and place of meetings, shall become effective at the time determined by the Branch. All other by-laws must be submitted in duplicate to the Chairperson of the Committee of Laws and shall not become effective until approved by the Committee of Laws as provided in Article 11, Section 3, of the National Constitution.

#### Article 15 Order of Business

1. Roll Call.
2. Reading of the Minutes of Previous Meetings.
3. Reading of Communications, Notices, Bills, etc.
4. Application for Membership.
5. Balloting for Candidates.
6. Initiation of Elected Candidates.
7. Reports of Standing and Special Committees.
8. MBA.
9. Health Benefits Plan.
10. Unfinished Business.
11. New Business.
12. Good of the Association.
13. For the Improvement of the Service.
14. Financial Secretary's Report of Receipts.
15. Treasurer's Report of expenditures.
16. Adjournment.

A subordinate Branch may, at its discretion, by a majority vote, change its regular order of business so that unfinished business and new business shall precede the reports of Standing and Special Committees.