

# *Constitution*



## **ASSOCIATION OF WESTERN PULP AND PAPER WORKERS**

Revised January, 1968

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## **PREAMBLE**

The purpose of this constitution is to provide, within the framework of this Association, autonomy to its membership through democratic processes; to preserve ethical practices; to promote economic growth; to insure freedom of action of the affiliate membership individually and collectively.

# *The Association*

## **NAME AND EMBLEM**

The name of this organization shall be: Association of Western Pulp and Paper Workers.

The emblem of the Association shall be the emblem in use by the Association at the time of the Constitutional Convention.

## **GENERAL PURPOSE**

The purpose of the Association is to unite the efforts of the affiliated local unions; to seek establishment of political and social equality; to promote mutual respect in their working relations between labor and industry, and labor and government. The Association and its members are dedicated to promoting and joining in the efforts of clean union leadership and shall continue to uphold the concepts of clean and democratic unionism.

It shall be our practice and code to protect our Association from all corrupt influences and from the undermining

efforts of communist, fascist and nazi agencies and all others opposed to the basic principles of our democracy and free and democratic unionism.

## **JURISDICTION**

The jurisdiction of the Association of Western Pulp and Paper Workers shall include all workers in the pulp and paper and related industries.

## **FISCAL YEAR**

The fiscal year of the Association shall begin January 1 and end December 31.

# *The Constitution*

## **CONTRAVENTION OF LAW**

If any provision of this constitution is, or shall be, in contravention of the laws or regulations of the United States or of the state in which the members covered by this constitution are located, such provision shall be superseded by the appropriate provision of such law or regulation.

In the event any provision is found to be in contravention of such law, the Executive Board shall have the authority to amend the provision to be in compliance with such law, until the next Association convention.

## **CHANGES IN CONSTITUTION**

This constitution may be changed only by resolutions adopted by a majority vote of delegates present and voting at a con-

vention and approved by a majority of the membership voting on a referendum ballot.

## *Local Unions*

### **RESPONSIBILITIES**

The local union shall be the primary unit of the organization. The local union shall be responsible for administering the collective bargaining agreement at the plant or plants it covers and be responsible for administering the constitution and conducting day to day business.

It is the aim of the Association to consistently strengthen local unions and wherever possible to carry out the purposes and functions of the Association through the local unions.

### **CONSTITUTION AND BYLAWS**

Each local union shall adopt its own constitution and bylaws. The local union constitution and bylaws shall be consistent with and not in conflict with the AWPPW Constitution. A sample constitution and bylaws shall be prepared by the Association for use of local unions. The local union constitution and bylaws must provide, at a minimum, for the following things:

The amount of dues or other payments required regularly of the members, and a method for changing these payments.

Offices to be filled by election.

Duties of these offices.

The amounts paid to any officers or other officials of the local union, and a method for changing these payments.

Procedures for electing officers.

Procedures for determining the local union's bargaining demands, either for use in bargaining or for submission to a bargaining conference on a multi-plant basis.

Procedures for accepting or rejecting an employer's offer in single plant collective bargaining and for voting in a multi-plant bargaining arrangement.

Procedures for selecting plant representatives, committee members, and other local union officials.

Provision for financial reporting and auditing of accounts.

Provision for the use of due process in the disciplining of members, including written charges and a trial procedure.

These constitutions and bylaws shall be subject to the approval of the Association President.

### **CHARTER**

A local union shall be chartered by the President, subject to approval of the Executive Board. A charter may be issued to any group of five or more employees working within the jurisdiction of the Association at one plant or group of plants within one town, city or county.

Within any one town, city or county, no more than one charter shall be issued to cover less than 100 employees, except in

unusual circumstances and then only with approval of the Executive Board.

## **LOSS OF CHARTER BY LOCAL UNION**

If a local union loses its charter, whether by revocation or withdrawal, it shall pay per capita tax and bills legally due the month of revocation or withdrawal. All other funds and properties shall remain with the local union.

# *Conventions*

## **REGULAR CONVENTIONS**

Conventions of the Association shall be the supreme authority in the organization. A convention shall be held at least once every three years. The date (year) and location of the next convention shall be determined by the delegates at each convention.

The convention announcement shall be issued by the Association President not less than three months prior to the date of the convention. The Executive Board shall budget appropriate funds for each convention.

## **SPECIAL CONVENTIONS**

A special convention shall be called by the Association President when so instructed by a majority of the Executive Board or when such convention is requested by forty (40) per cent or more of the local unions.

If a special convention has been called, all local unions shall be given at least

thirty (30) days notice together with a statement of the particular subject(s) to be considered at such convention.

## **CONVENTION RULES**

Prior to the convention, the President shall appoint the following committees from the roster of convention delegates: Credentials, Rules, Constitution, and all necessary Resolutions committees. The appointments shall be subject to the approval of the Executive Board.

## **PARLIAMENTARY PROCEDURES**

Robert's Rules of Order shall govern the parliamentary procedures of the Association convention. The President shall name a parliamentarian from the ranks of the delegates. The parliamentarian shall do whatever research is necessary on parliamentary issues in dispute and report his finding to the convention for decision.

## **ORDER OF CONVENTION BUSINESS**

The business of the convention shall proceed in the following order:

1. Call to Order.
2. Report of the Credentials committee.
3. Report of the Convention Rules committee.
  - (a) Rules committee shall be responsible for the complete order of business at the convention.

## **CONVENTION RESOLUTIONS**

Local unions shall send convention resolutions to the Secretary-Treasurer not less than twenty (20) days prior to the

convention. Resolutions submitted by locals must bear the local seal. However, any late resolutions, with or without the seal of a local union, must be signed by one or more accredited convention delegates from ten different local unions before it may be offered for consideration by the convention.

## REPRESENTATION

Local Unions shall be entitled to convention delegates on the following basis:

Two (2) delegates up to 299 members.

Three (3) delegates from 300 up to 599 members.

Four (4) delegates from 600 up to 999 members.

Five (5) delegates from 1,000 up to 1,499 members.

Six (6) delegates from locals of 1,500 members or more.

Membership for determining delegates shall be based on a local union's average membership for the 12-month period preceding the quarter immediately prior to the convention. The average membership shall be determined from the total number of members, including exempt members, shown by the local union on its monthly per capita tax report.

In all voting, each delegate shall be entitled to one vote. There shall be no voting by proxy.

To be eligible to seat delegates at conventions, a local union shall have paid its per capita tax in full up to within two (2) months prior to the month in which the convention is held.

However, no local union shall be denied the right to seat its delegates if it is in arrears on per capita tax payments for one or more of the following reasons:

1. Lengthy lay offs (mills operating less than 40 hours per month).
2. A strike or lockout.
3. Newly affiliated local unions (six (6) months or less).

All elected officers of the Association shall be entitled to be seated at the convention having a voice but no vote. No elected official of the Association shall be a member of any convention committee.

Trustees may serve as elected delegates with full voice and vote. If they are not present as elected delegates the above provisions governing officers shall apply.

All elected officials shall attend all conventions, unless excused by the Association President. The Association shall pay expenses of these officials, except in cases of Trustees who are elected delegates. Expenses of Trustees who are elected delegates shall be borne by their local unions.

The Secretary-Treasurer shall furnish local unions with Convention Credential forms at least sixty (60) days prior to the Association convention date.

Credential forms, bearing names of the delegates, the signature of the local secretary and the seal of the local, shall be returned to the Association Secretary-Treasurer no later than twenty (20) days prior to the opening date of the convention. Delegates not bearing credentials may be seated only by majority vote of the delegates assembled.

# *Elected Officials*

## **OFFICES AND TERMS**

The elected officials of this Association shall be:

- President
- Executive Vice President
- General Vice President
- Secretary-Treasurer
- Five (5) Area Representatives
- Six (6) Trustees

Terms of office of all elected officers shall be three (3) years.

All elective positions shall be filled and the oath of office administered immediately prior to the January Executive Board meeting following each election.

## *Duties of Officers*

### **PRESIDENT**

The President shall be the chief executive officer of the Association. He shall preside over all general meetings of the convention and all meetings of the Executive Board. He shall preside over all conferences until conference officers, if any, are elected and seated.

He shall be responsible for enforcing all provisions of the constitution. He shall direct all other officials of the Association. He shall arrange for all contract negotiations with employers. He shall call Executive Board meetings and also shall call conventions in accordance with the provisions of the constitution.

He shall carry out and be governed by decisions of the convention and Executive Board at all times.

Upon the request of ten per cent (10%) or more of the members of a local union, the President of the AWPPW shall order the Secretary-Treasurer of the AWPPW, or a qualified representative designated by the Secretary-Treasurer, to immediately audit all books of that local union. The results of the audit shall be made public to the membership of the local in which the audit was requested.

### **EXECUTIVE VICE PRESIDENT**

The Executive Vice President shall assist the President. He shall assume the duties of the President when the President is unable, for any reason, to perform his duties.

He shall be responsible for the Research and Education Program of the Association.

He shall be responsible for publication of the Association paper, "The Rebel," and journals.

He shall be responsible to the President for the performance of his duties. He shall carry out and be governed by decisions of the convention and Executive Board at all times.

### **GENERAL VICE PRESIDENT**

The General Vice President shall be responsible for organizing activities. He shall conduct negotiations with unions wishing to affiliate with the Association, and in other ways work to enlarge the

Association membership. To this end, he shall work in close cooperation with Area Representatives and business agents.

He shall be responsible to the President for the performance of his duties. He shall carry out and be governed by decisions of the convention and Executive Board at all times.

### SECRETARY-TREASURER

The Secretary-Treasurer shall keep a correct record of all conventions and conduct all correspondence pertaining to the Association to the best of his ability. He shall receive all monies due from local unions or from other sources and return receipts for same. He shall pay all bills presented which, to his personal knowledge, are due and shall receive receipts for same. He shall conduct all business in a prompt and systematic manner, keeping files of all documents and copies of all correspondence.

He shall procure all printing required by officers in conducting official correspondence and other business of the Association. He shall procure all necessary supplies for local unions. He shall provide local unions with these supplies at the rate fixed by law, this rate not to exceed the per unit cost of the material to the Association. All funds thus derived shall go into the general fund.

He shall prepare a charter outfit consisting of one (1) treasurer's cash book, fifteen (15) dues books, fifteen (15) constitution and bylaws, and all other necessary bookkeeping forms required by newly

organized local unions, together with a local seal and chairman's gavel.

He shall have prepared books to be known as member's dues books. These books shall contain a space for every month of the year with the name of the month imprinted in the proper space, which will be used for affixing the monthly dues stamp.

Local unions having check-off of dues and using the check-off card system, rather than dues books and stamps, must remit monthly to the Secretary-Treasurer the proper per capita tax for each member on forms approved by the Executive Board.

He shall prepare a form which, when properly filled out by each local union, shall constitute a complete audit of all records of said local union. This form shall be furnished in duplicate, one copy for the Association office and one for the local union's file, at no cost to the local union.

He shall have on hand buttons or pins to be presented to new members upon initiation. Cost of these buttons or pins shall be borne by the local union.

He shall have on hand membership cards and honorary membership cards.

He shall record, print, and distribute promptly proceedings of conventions to all local unions.

He shall send to each local union, once each quarter, a report of receipts and expenditures. This report shall reveal all significant financial transactions of the Association in a manner readily compre-



hended by the members. This report shall include, among other things, receipts from each local union, all salaries and expenses paid to any person, and an itemization of all other receipts or expenditures larger than \$100.

He shall turn over to the Trustees, once each quarter, all financial records necessary for a full review of the financial transactions of the Association. He shall take no part in deliberations of the Trustees or in the preparation of their report.

He shall send a copy of the Trustees' report to each local union.

He shall be in charge of the seal, and affix said seal to all documents and letters of the Association.

All checks must be signed by at least two of the following: Secretary-Treasurer, President, or Executive Vice President.

He shall keep a complete and up to date roster of all members of the Association.

He shall be responsible to the President for the performance of his duties. He shall carry out and be governed by decisions of the convention and Executive Board at all times.

The Secretary-Treasurer shall be headquarters office personnel manager. He shall employ headquarters office personnel subject to the approval of the Executive Board.

### TRUSTEES

Six (6) Trustees will be elected from the rank and file. They shall serve as members of the Executive Board and have full voice and vote.

The Trustees, following the issuance of

the Secretary-Treasurer's quarterly report, immediately will verify the correctness of this report. They shall, at their discretion, engage the services of a certified public accountant. It is not expected that the services of a C.P.A. normally will be required.

The Trustees will make certain that the Association officers fulfill the obligations of their offices and that the constitution is adhered to at all times.

One (1) Trustee shall be elected from each of the areas established for election of Area Representatives. The sixth Trustee shall be elected by members residing in the two areas north of the Oregon area boundary.

Trustees shall carry out and be governed by decisions of the convention and the Executive Board at all times.

### AREA REPRESENTATIVES

Area Representatives shall be responsible to the President in carrying out their duties.

Area Representatives will be obligated when requested by the locals to lend all possible assistance to the locals in their area.

They shall carry out and be governed by decisions of the convention and Executive Board at all times.

## *Election Areas*

For purposes of election of Area Trustees and Area Representatives, the following shall be the boundaries of the five areas:

### **NORTHERN WASHINGTON**

Northern Washington shall consist of all that portion of the State of Washington north of the 46 degrees, 57 minutes, 14.5 seconds parallel and including the State of Alaska.

### **SOUTHERN WASHINGTON**

Southern Washington shall consist of all of that portion of the State of Washington south of the 46 degrees, 57 minutes, 14.5 seconds parallel and including the states of Idaho and Montana.

### **OREGON**

Oregon area shall consist of the State of Oregon.

### **NORTHERN CALIFORNIA**

Northern California shall consist of all of that portion of the State of California north of the 36th parallel.

### **SOUTHERN CALIFORNIA**

Southern California shall consist of all of that portion of the State of California south of the 36th parallel and including the State of Arizona.

### **ADDITIONAL AREAS**

When a minimum of 1500 dues paying members shall have been organized in an area other than those defined above and the organizing of additional members in such area appears feasible, the AWPPW Executive Board is empowered to:

- (1) Establish a suitable area, conforming in population and size to those already established, which is able to bear its share of the expense of maintaining an Area Representative and Area Trustee(s).

- (2) Submit the proposal for inclusion of the new area to a referendum vote of the AWPPW members.
- (3) At the same time, submit changes required in the constitution to accommodate addition of the new area for referendum vote of the members.

However, should it be determined that an area meets all requirements at a time falling within six months of a convention, the proposal to admit the area and all other required constitutional changes shall be drafted by the convention and submitted to membership vote following the convention.

## *Area Councils*

Each area defined above shall have an Area Council. This Council shall be composed of delegates from the local unions within its area. Local representation shall be governed by the Area Council constitution and bylaws.

Each Area Council shall be issued a charter and seal by the AWPPW.

Each Area Council shall select its own officers and adopt its own procedures, which shall not be in conflict with the AWPPW Constitution.

Each Area Council shall take direction only from local unions within its area.

Area Councils shall have the right to submit resolutions to AWPPW conventions.

Area Councils shall not have the right to submit resolutions to pre-wage conferences.

# *Executive Board*

## **MEMBERSHIP, ETC.**

The Executive Board shall consist of:

President  
Executive Vice President  
General Vice President  
Secretary-Treasurer  
Six (6) Trustees

The Executive Board shall meet at least four times a year. Additional meetings may be held at call of the President or of any three (3) members of the Executive Board.

Notices of all Executive Board meetings shall be sent to each board member and local union by registered, special delivery mail. Whenever possible, three (3) weeks' notice shall be given.

The Executive Board shall not have authority to over-rule the vote of delegates at a convention or wage negotiation, unless such vote has been contrary to law.

The Executive Board shall act as a trial and appeal board for all charges brought in accordance with the sections of this constitution entitled "Rights of Members—Due Process."

Any local union member in good standing may, at no expense to the Association, attend Executive Board meetings, provided notice of intention to attend such meeting reaches the office of the President one week prior to the date set for the meeting. Members attending shall have neither voice nor vote.

Seven (7) members of the Executive Board shall constitute a quorum for the transaction of business.

Decisions shall be reached by a majority vote.

The Secretary-Treasurer, or his designee, shall record, print and distribute promptly minutes of all Executive Board meetings to all local unions. These shall include in reasonable detail all issues discussed and the vote of each member on all issues.

## **AFFILIATIONS**

To further the aim of union harmony, solidarity and progressive bargaining rights, the Association Executive Board shall be empowered to investigate and study areas of cooperation with other unions.

Under no circumstances shall the Association Executive Board enter into any contractual or affiliation agreements with other unions except after proper referendum vote by the members of the Association of Western Pulp and Paper Workers.

## **BONDING**

All officers or officials responsible for or handling monies shall be adequately bonded.

## **PUBLICATIONS**

The Association shall publish a semi-monthly paper to be known as "The Rebel." The editorial and general news policy shall be directed by the Executive Board.

The Association shall be responsible for

mailing a copy of the paper to each paid-up member and retiree, whose address will be furnished by his respective local union.

"The Rebel" shall publish the official sample ballot for all Association elections.

## Vacancies In Office

### EXECUTIVE OFFICIAL

If any vacancy occurs in an Executive office between conventions, the Association Secretary-Treasurer shall notify all local unions within seventy-two (72) hours of such vacancy.

If more than six (6) months of the term of office remains, a special election shall be held to fill this vacancy within ninety (90) days.

If less than six (6) months term of office remains and it is found necessary to temporarily fill the vacancy, or during the interim period before special election it is found necessary to temporarily fill the vacancy, the following procedure shall apply:

The Association President shall name one of the Executive Officers to assume the duties of the vacant office, along with his regular duties. To share the additional work load, a Trustee may be selected by the Executive Board. This Trustee shall serve only until the vacant office is permanently filled.

The Trustee so selected shall declare in writing, prior to his appointment, that he will not be a candidate for the vacant

office at the convention which will fill the vacancy.

### AREA REPRESENTATIVE OR TRUSTEE

Should a vacancy occur in the position of either Area Representative or Area Trustee, the Association Secretary-Treasurer, within seventy-two (72) hours following the vacancy, shall notify all local union secretaries in the area concerned.

The Council chairman shall call an Area Council meeting within twenty-one (21) days after such notification to nominate candidates for the unexpired term. Should a vacancy occur in the Trustee at Large position, the Councils in the areas concerned shall nominate candidates at their respective or joint Council meetings.

If an Area Representative or Area Trustee position becomes vacant sixty (60) days before a convention, the Area Council concerned shall appoint a temporary replacement for the interim period.

## Pay, Expenses, Etc.

### SALARIES OF EXECUTIVE OFFICERS AND AREA REPRESENTATIVES

Salaries of Executive Officers and Area Representatives shall be:

	Per Month	Per Year
President .....	\$1050	\$12,600
Exec. Vice President.....	1000	12,000
Gen. Vice President.....	975	11,700
Secretary-Treasurer .....	975	11,700
Area Representatives .....	917	11,004

While working for the Association, each temporary staff member, temporary job analysis representative, committee member, organizer, Trustee, etc., shall be paid a salary equal to his regular straight time hourly rate of his job in the mill, eight (8) hours per day for each day required.

He shall receive the same per diem as Executive Officers and other staff members.

### **EXPENSE ALLOWANCE**

Anyone drawing expenses from the Association must submit an itemized expense account.

Ten (10) cents per mile shall be paid for travel expenses of temporary staff members, temporary job analysis representatives, Association officers and employees using their own cars on approved business of the Association.

An Executive Officer or Area Representative, who as part of his duties is required to be away from home overnight, shall receive a per diem of \$20.00.

Trustees and committeemen shall be reimbursed for normal travel expense when on Association business.

Airline credit cards and telephone credit cards shall be issued to the four Executive Officers and the five Area Representatives.

Expense allowances for all airline travel shall be by air coach.

In selecting the mode of transportation to be used on trips while working for the Association, all factors, such as time, need for auto transportation upon arrival at

destination, and required side trips calling for other means of transportation, shall be considered and the most economical mode or combinations of transportation shall be selected.

The Association may lease and insure automobiles as required for performance of Association business. Gasoline credit cards shall be issued for the operation and maintenance of these vehicles.

### **VACATIONS**

Annual vacations of Executive Officers and Area Representatives shall be three (3) weeks, or the equivalent of what they had been receiving upon being elected to position in the Association, whichever is longer. Executive Officers and Area Representatives shall receive additional week(s) vacation at the time they would have qualified for the additional week(s) vacation had they remained in the mill. These vacations must be taken each year. During vacations no Executive Officer or Area Representative shall receive either expenses or per diem. Vacation schedules shall be approved by the Executive Vice President.

### **HEALTH AND WELFARE**

The Executive Board shall provide a health and welfare plan for elected officials equal to, but not to exceed, Exhibit B of the Uniform Labor Agreement. Relative to Exhibit B, ULA, any temporary employees shall be reimbursed for premiums they personally pay while on leave of absence due to union business. Also, the Executive Board shall provide similar

health and welfare coverage for members on leave of absence while working for the Association who are dropped from the company plan.

## *Recall Procedure*

### **RECALL OF ELECTED OFFICIALS**

All elected officials shall be subject to the following recall provisions:

#### **EXECUTIVE OFFICERS**

Upon receipt of a petition signed by twenty-five (25) per cent of the members of affiliated locals and a file of written charges against said officer, the Executive Board shall initiate proceedings to sanction a recall vote.

Within twenty-one (21) days of receipt of the recall petition by the Executive Board, the written charges against said officer and a file of said officer's rebuttal shall be mailed by registered mail to all affiliated locals.

Within twenty-one (21) days of the date of mailing said files to the affiliated locals said locals shall hold a referendum vote by secret ballot on the recall. An affirmative vote of a majority of the local unions shall be required to effect recall.

Upon certification of the affirmative action previously stated the Executive Board shall declare the office vacant.

#### **AREA REPRESENTATIVES AND TRUSTEES**

Upon receipt of a petition signed by thirty (30) per cent of the members of affiliated locals in the area from which he

is elected and a file of written charges against said Area Representative or Trustee, the Executive Board shall initiate proceedings to sanction a recall vote. Within twenty-one (21) days of receipt of the recall petition by the Executive Board, the written charges against said Area Representative or Trustee and a file of said Area Representative or Trustee rebuttal shall be mailed by registered mail to all affiliated locals of the area.

Within twenty-one (21) days of the date of mailing said files to the affiliated locals said locals shall hold a referendum vote by secret ballot on the recall. Two-thirds ( $\frac{2}{3}$ ) majority of the members voting shall be required to effect the recall.

Upon certification of the affirmative action previously stated, the Executive Board shall declare the office vacant.

## *Election Provisions*

### **QUALIFICATIONS FOR OFFICE**

Every Association member in good standing shall be eligible to run for or to hold any elective position, except that no one shall be eligible to run for any elective position in the Association if his 65th birthday will occur sooner than six months after the date of election.

No member may run for more than one (1) elective office at one (1) election.

### **DEFINITION OF GOOD STANDING**

Any applicant who applies for membership in a local union and whose application is accepted, shall be regarded as a member of that local union.

No applicant who has been accepted into the local union shall be regarded as a member in good standing, with full rights and privileges, until the full amount of the initiation fee and dues have been paid to the local union where application for membership was accepted and the obligation administered.

## **NOMINATION OF CANDIDATES**

Nominations of candidates for all elective positions in the Association shall be made by accredited delegates at a convention called in accordance with provisions of this constitution.

Elective positions of the Association must be filled by referendum vote of qualified members in good standing of local unions at elections conducted by the local unions. No member shall be allowed more than one vote for any candidate.

Upon completion of nominations of the Association Officers, the convention shall be divided into area caucuses at which time Area Representatives and Trustees will be nominated.

If a member's name is placed in nomination for an elective position and the nominated member is not present at the convention, the nomination must be accompanied by a letter from the nominee stating his intent to be a candidate for that elective position.

Association Officers, Area Representatives and Trustees shall be elected by referendum vote within forty-five (45) days following conclusion of a convention.

Locals are required to notify each member at his last known home address not less than fifteen (15) days prior to the election date.

The referendum vote shall be on a plurality basis.

Delegates from each designated area shall nominate candidates for Area Representative and Trustee for that specific area.

The Washington and Alaska delegates at their respective or joint caucus(es) shall nominate candidates for Trustee at Large.

The names of candidates for the position of Trustee at Large shall appear only on the ballots of these two areas.

Names of candidates for elective positions for the designated areas shall be limited to appearing on the ballot within the area they represent.

Area Representatives and Trustees shall be elected by referendum vote of the members of the local unions in the area that they are to represent.

Election of Area Representatives and Trustees will be held at the same time and at the same place as the election of Executive Officers.

## **LOCAL PROCEDURE**

Each local union shall receive from the Association an official certificate of election and sufficient ballots for the current membership of the local.

Each local union shall appoint a tabulating committee to serve with two local union officers in counting the ballots. The



two local union officers shall certify the results of the election on the official certificate of election. The official certificate of election and all ballots shall be mailed to the Association office postmarked not later than fifty (50) days following the conclusion of the convention.

### **ABSENTEE BALLOT**

Absentee ballots, if requested, will be issued to members who are on leaves of absence or vacations. To be counted, ballots must be returned prior to closing of election polls.

### **ASSOCIATION TABULATING COMMITTEE**

The Association tabulating committee shall be composed of three (3) members appointed by the Association President before the conclusion of the convention. Committee members shall not be candidates for elective positions. The duties of the Association tabulating committee shall be to expedite the ballot count, at a time and place determined by the convention, and to certify results of the election for all elective positions.

It shall announce results of the election to all local unions within seventy-two (72) hours after the certification of the election.

Results of the election for all positions shall be certified by the Association tabulating committee.

No amendments to the Association constitution shall become effective and no Executive Officers, Area Representatives, or Trustees shall be installed until the Association tabulating committee has certified the election.

Final results of the election, local by local, shall be published in the official Association publication, "The Rebel," as soon as practicable after the certification of the election.

All ballots shall be retained until ordered destroyed by the next Association convention.

## *General Provisions*

### **REVENUE**

The primary source of revenue of the Association shall be a per capita tax on members of the local unions. This shall be in the amount of \$2.00 per month, payable within fifteen (15) days of the end of that month.

Per capita tax will not be collected from members working less than forty (40) hours per month due to illness, lay-offs, or strike.

Any local union three (3) months in arrears in payment of per capita tax to the Association shall be subject to loss of its charter and loss of its rights to function as a local union of the Association. This shall include its right to administer the collective bargaining agreement under which its members work. The Executive Board shall take action against any local union which defaults on its payments to the Association.

The Association may accept donations from affiliated locals or from members of affiliated locals to be used for its legitimate debts or business.

The Association also may receive income



in the form of interest or other returns on funds of the Association which are invested or placed in banks for safe keeping. This income shall be reported in complete detail by the Association. The income shall be available for use by the Association for its legitimate purposes and operations. The Association shall not accept any other forms of income from any other sources, except that in event of strikes the support of other organizations in the form of contributions may be accepted. Such contributions must be administered separately from other income and used exclusively in support of the strike. Surplus strike contributions shall be placed in the defense fund.

The Association shall receive no part of initiation fees charged by local unions.

### **COLLECTIVE BARGAINING**

There shall be no bargaining on behalf of any members of the Association by any representative or officer except with the advice and consent of the local union committee in independent contracts, or of a caucus of local unions in multi-plant contracts.

Offers presented to the bargaining group by management may be rejected or referred to a referendum vote of local(s) involved as determined by a majority vote of the bargaining group delegates. Delegates' vote will be by roll call. No agreement may be signed by the President or any other authorized representative of the union until it has been approved by a referendum vote of the bargaining unit involved.

Delegate representation at multi-employer wage conferences shall be on the same basis as that specified for conventions.

Delegate representation at all other contract negotiations shall be decided by the local union(s) involved in the negotiations.

Should the local(s) fail to agree on the number of delegates to single-employer contract negotiations, the AWPPW Executive Board shall make the decision.

### **STRIKES**

Should strike action appear necessary, the following procedure shall govern:

1. In single employer, single or multi-plant units or in multi-employer, multi-plant units the bargaining group delegates, having reached agreement, by a majority of those voting on the necessity of such action, may authorize a strike vote in a single mill or local(s) to settle local problems and/or a strike vote in the entire bargaining unit. Voting of delegates shall be by roll call.

2. The local union(s) involved shall conduct a strike vote. A majority of those voting shall be required to approve strike action. In the event the local union(s) has members covered by a contract not being bargained, those members shall not participate in the strike vote.

3. All strike votes shall be taken by all affected local union(s) and the ballots returned to the bargaining group requesting strike authority expeditiously and in no event later than six (6) days after the

request for the vote is received by the local union(s) affected.

4. The bargaining group shall, if the majority is agreed upon the continued necessity for strike action, exercise the authority granted by the strike vote by serving strike notice upon the employers and by calling a strike.

5. Strike action shall be terminated only by a majority of the striking members voting.

### **REFERENDUM BALLOT COUNTING**

When a referendum vote involves more than one local union of the AWPPW, those local unions involved shall count their ballots on the same date. Delegates of the local unions involved in the voting shall establish the date for the counting of ballots.

### **HIRING PRACTICES**

Hiring of employees of the AWPPW, other than headquarters office personnel, shall be by the President subject to the approval of the AWPPW Executive Board.

In hiring employees of the AWPPW, consideration shall be given to members of the AWPPW who are qualified for the job involved.

### **TRANSFER AND WITHDRAWAL CARDS**

Transfer and withdrawal cards will be supplied by the Association and issued by the local unions. Withdrawal cards will be honored according to local union bylaws. All Association transfer cards must be honored by the local unions. A member

must be paid up in his dues and assessments through the current month to be eligible for a withdrawal or transfer card.

### **MEMBER'S OBLIGATION**

The applicant will stand, raise his right hand while the President reads the following obligation to him:

Do you pledge your word of honor, in the presence of these witnesses, that you will faithfully abide with the regulations and decisions of this local union in affiliation with the Association of Western Pulp and Paper Workers, and that:

1. You will participate in local union activities.
2. You will purchase and use union label goods and services.
3. You will join your efforts with your brothers and sisters to uphold and expand clean, democratic trade unionism.

### **OFFICER'S OBLIGATION**

I solemnly pledge, on my word of honor, in the presence of this membership, that I will, to the best of my ability, discharge all the duties incumbent on me as an officer of \_\_\_\_\_  
Local No. \_\_\_\_\_ affiliated with the Association of Western Pulp and Paper Workers.

## ***Rights, Charges***

### **RIGHTS OF MEMBERS—DUE PROCESS**

Members shall have the right to participate in all the decisions of the organiza-

tion, within the framework of the constitution and bylaws. They also shall have the right to run for office, to hold office and to criticize organization policies and officers.

Charges may be preferred against a member by any other member in good standing of the Association in accordance with the procedures prescribed below:

Charges may be brought for any of the following reasons, and no others.

- a. Violation of a provision of this constitution.
- b. Willful failure to perform the duties of office.
- c. Embezzlement or other misuse of union funds.
- d. Violation of a collective bargaining agreement.
- e. Spying for or otherwise colluding with management.
- f. Crossing a picket line established in compliance with provisions of the constitution.

### **CHARGES**

When charges are made by a member against another member of the same local union, the charges shall be filed with the local union secretary, and the procedures outlined below shall govern the conduct of the trial and any appeal.

When charges are made by a member against a member in a different local union or against Association Officers or Area Representatives, the charges shall be filed with the Association Executive Board

and the procedures outlined below shall govern the conduct of the trial and any appeal.

### **LOCAL UNION PROCEDURE**

A. Upon receipt of charges, the secretary of the local union shall mail a copy to the accused via registered mail. His letter shall state the time and place of a hearing, which shall be held not sooner than twenty-one (21) days nor later than thirty-five (35) days after receipt of charges. He will also forward a copy of the charges and letter to the chairman of the local trial board.

B. The local trial board will be a permanent body elected by the membership for a term of three (3) years. It will consist of eleven (11) men who will immediately elect a chairman from among them. Before a hearing, the accuser and accused each will strike three (3) men from the list. The five (5) remaining will hear the case. A vote of three (3) will be necessary for conviction, except in expulsion cases, when four (4) will be required.

C. Both accuser and accused shall be permitted to present relevant witnesses, and to be represented by counsel of their choice. Neither the Association nor local union shall be liable for the cost of this counsel.

Both accuser and accused shall be entitled to confront and cross examine all witnesses.

Upon conclusion of the hearing, the trial board shall deliver its decision within five (5) days.

If the trial board, in considering the evidence, finds the charges are false and have been maliciously brought in bad faith, the board then shall institute trial procedure against the accuser.

The trial board shall, upon reaching a decision as to the guilt or innocence of the accused, decide upon one or more of the following penalties: reprimand, fine, suspension, or expulsion.

The trial board then shall report its findings and recommendations to a regular meeting of the local or at a special meeting called for this purpose. The local then shall first vote on sustaining the trial board report as to the guilt or innocence of the accused, and then upon the penalty assessed by the trial board.

D. Appeal may be taken to the Association Executive Board by the accused or accuser if he is dissatisfied with the decision of the local union.

Appeals shall be made within fifteen (15) days of the decision of the local union, and must be accompanied by the minutes of the hearing. These shall be made available by the trial board chairman. Execution of all penalties will be stayed pending appeal.

E. The decision of the Association Executive Board may be appealed to the Public Review Board.

#### **ASSOCIATION EXECUTIVE BOARD PROCEDURE**

A. Upon receipt of charges, the appeal shall be heard not later than the next regular meeting of the Association Executive

Board. The provisions of paragraph (C) of Local Union Procedures above shall apply to the conduct of the hearing. The Association Executive Board will deliver its decision within three (3) days after conclusion of the hearing.

B. If a member of the Association Executive Board is either plaintiff or defendant, he must vacate his position on the appeal board until disposition of the case.

C. The decision of the Association Executive Board may be appealed to the Public Review Board.

#### **PUBLIC REVIEW BOARD**

Within thirty (30) days of an appeal decision by the Executive Board, a final appeal may be made to an impartial Public Review Board.

This board shall be composed of three (3) impartial persons of good public repute who are not working under the jurisdiction of the Association. This board shall be selected by the Association Executive Board.

The Public Review Board shall base its decision on whether or not the union's constitution and bylaws were faithfully followed and whether or not the trial was conducted and the decision rendered without unfairness to the accused. The Public Review Board shall have the power to reverse, modify or uphold the decision of the local or the Association Executive Board.

The Public Review Board shall render a decision on cases submitted to them within ninety (90) days of the date of appeal.

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