

AS AMENDED April 2016
(changes in bold italics, items deleted by strike through)

**CONSTITUTION AND BY-LAWS
AMERICAN POSTAL WORKERS UNION
OF WISCONSIN, AFL-CIO**

ARTICLE 1 - TITLE

This body shall be known as the American Postal Workers Union of Wisconsin, AFL-CIO.

ARTICLE II - OBJECTIVES

SECTION 1. The objectives of the American Postal Workers Union of Wisconsin, AFL-CIO, shall be to unite the postal employees in one brotherhood for their social and economic advancement, and to aid in the perfection of the Postal Service. It has been demonstrated by past experience that the trade union movement as exemplified in the American Federation of Labor, Congress of Industrial Organizations is the best and most practical method for advancing the interests of all wage earners; therefore, we desire to be and to remain in full affiliation with that body.

SECTION 2. It shall be the purpose of the American Postal Workers Union of Wisconsin, AFL-CIO, to advance the interests of all career Postal Union Workers through collective bargaining, legislation, organization, representation and education.

SECTION 3. We recognize the fact that through organization we can provide proper representation for postal workers and can help to enact legislation of benefit to postal workers.

SECTION 4. The work in the field be accelerated so that remaining MAL's (Members at Large) and Locals be contacted and brought into Area Locals as soon as possible.

SECTION 5. It shall be the obligation of the American Postal Workers Union of Wisconsin to provide the educational opportunities that assure the necessary representation required on the workroom floor.

ARTICLE III - MEMBERSHIP

SECTION 1. Any postal bargaining unit employee in Wisconsin, who is a member of the American Postal Workers Union AFL-CIO, can be considered for membership in the American Postal Workers Union of Wisconsin, AFL-CIO. Any postal bargaining unit employee serving on the Executive Board, who accepts a PMS or PES or EAS position, shall immediately submit his resignation from office, in writing to the President.

SECTION 2. Membership in the American Postal Workers Union of Wisconsin, AFL-CIO, is predicated on membership in the American Postal Workers Union AFL-CIO, and no person may be a member of the State Organization who is not a member of the National Organization.

SECTION 3. Honorary Members - Any person may be elected to honorary membership subject respective Union.

SECTION 4. Retention of Membership - To Local Unions shall be granted the right to allow members of their organization who have separated themselves from the service, or who may have been promoted to the supervisory grades, the right to retain their membership; providing, that such members shall not be eligible to State Office and cannot be seated as delegates at convention. Retirees who pay full organizational dues would be eligible for State Office and delegates to State Convention.

Section 5. The career members of the Wisconsin Locals of the APWU of Wisconsin will be 100% affiliated with the Wisconsin AFL-CIO. Those locals not located in the State of Wisconsin who belong to the APWU of Wisconsin will 100% affiliate their members whose workplaces are in the State of Wisconsin. The 100% affiliation with the Wisconsin AFL-CIO is contingent upon the National APWU continuing to pay 50% of the Wisconsin AFL-CIO per capita tax.

The local' portion of the Wisconsin AFL-CIO per capita tax will be billed quarterly to the locals along with the APWU of WI per capita tax.

ARTICLE IV - TIME OF CONVENTION

SECTION 1. This organization will convene biennially at such places as shall be determined by majority vote of the delegates assembled in Convention and such Convention shall be held on a date to be determined by the host city and the Executive Board of the APWU of Wisconsin, AFL-CIO. The date selected shall be publicized in the official state organ one year prior to the convention date. The State Convention shall convene biennially at 10:00 am on the first day and conclude on the second day after all business has been conducted.

As soon as possible after the ratification of each new National Agreement, the American Postal Workers Union of Wisconsin, AFL-CIO, under the supervision of the President, shall conduct an orientation seminar, on the contract, to be held at a centrally located city.

ARTICLE V - REPRESENTATION

SECTION 1. The voting power of member locals of the APWU of Wisconsin, AFL-CIO, at State Convention shall be as follows:

Each Local Union and Area Local shall be entitled to representation in State Convention of one (1) delegate and one (1) vote for each twenty (20) members or fraction thereof:

SECTION 2. The convention can at its pleasure give visiting members at large a vote. Providing not more than three members at large attend the convention. If more than three attend, the chairman of the Credentials Committee, with consent of the Convention, shall apportion one-third (1/3) vote to each member at large.

SECTION 3. Proxies - No local shall be represented by proxy. A delegate must be a member in good standing of the Local, which he represents.

SECTION 4. Method of voting - Each member shall be entitled to cast one full vote except members at large, whose voting strength shall be determined by the provisions of Article V, Section 2. No delegate can cast less than one full vote, except noted in Section 2 this article.

SECTION 5. Per Capita Tax - Voting delegates shall be based on the average amount of per capita tax paid quarterly by each local or area local during the two (2) preceding calendar years of the convention year. Any local, whose charter has not been in existence for this period, shall receive voting delegates based upon average per capita one month previous to the month the convention is held.

SECTION 6. Alternate delegates may be seated in permanent absence of regular delegates upon presentation of proper credentials.

ARTICLE VI - OFFICERS, COMMITTEES AND ELECTIONS

SECTION 1. Officers of this organization shall consist of the following:

1. General President
2. Secretary-Treasurer
3. Director of Legislation
4. Director of Human Relations, Education and Organization
5. *Director of Members at Large*

Such officers shall be elected by the duly accredited delegates at each convention. They shall hold office for their term or until their successors are elected and qualified. State officers shall have one vote in convention and shall not be permitted to vote by proxy.

SECTION 2. Executive Committee - Executive Committee shall consist of the General President and all other elected officers of this organization.

SECTION 3. Finance Committee - Finance Committee shall consist of two members appointed by the President. The duty of this committee shall be to audit the accounts of the officers and financial records of the Organization. They shall meet as soon as possible after the close of each fiscal year. The reports/audits shall be included in the state convention booklet. In the event of change other than election an audit will be conducted as soon as possible but no later than 21 days.

SECTION 4. Rules Committee - The Rules Committee consisting of two convention delegates will be appointed by the President. It shall meet at a time determined by the President on the morning of the Convention.

SECTION 5. Resolutions Committee - The Resolutions Committee shall consist of three Delegates appointed by the President. He may appoint no more than one member from each Sectional Center and no more than two who served at the previous Convention on the Resolutions Committee. It shall meet on the day prior to the start of the convention, at a time to be determined by the President, dependent upon the anticipated volume of business for this Committee. All resolutions to be presented at the Convention must be in the hands of the Secretary-Treasurer at least four (4) weeks prior to the opening of the Convention in order to be printed in the printed resolution book. The Secretary-Treasurer shall date stamp and return a copy of said resolution to the submitting party of any resolutions sent for submission at the State Convention.

SECTION 6. Constitution and By-Laws Committee - The Constitution and By-Laws Committee shall consist of three delegates appointed by the President. They shall meet on the day prior to the start of the convention, at a time to be determined by the President, dependent upon the anticipated volume of business, for the purpose of keeping the constitution current. All proposed constitutional changes must be in the hands of the Secretary-Treasurer at least four weeks prior to the opening of the Convention in order to be printed in the Convention Book. Proposed constitutional amendments of the Constitution Committee shall be printed and in the delegate's hands prior to the official opening of the convention. The Secretary-Treasurer shall date stamp and return a copy of said resolution to the submitting party of any resolutions sent for submission at the State Convention.

SECTION 7. Credentials Committee - The Credentials Committee shall consist of a minimum of two delegates appointed by the President. The Credentials Committee shall be responsible for verifying credentials.

SECTION 8. Nomination and Election Committee

1. The President shall on the opening day of Convention appoint at least three (3) Delegates to serve as the Nomination and Election Committee.
2. On the afternoon of the opening day of Convention, the chairman of the Committee shall declare the Convention open for nomination for all offices and the Convention City at which the next Convention is to be.
3. The Nomination and Election Committee shall assume full control of the Election and shall have the ballots printed containing the names of all duly nominated candidates and the Convention City. No write-in candidates shall be allowed. Nominations shall proceed as listed in Section 1 of this article.
4. On the second day of the Convention, the Nomination and Election Committee shall provide each duly accredited delegate the number of ballots to which he is entitled. Each delegate shall be entitled to one vote with the remaining ballots to go to the ranking officer of the local.
5. The delegates shall then proceed to a separate room and shall secretly mark the Ballots received. The two largest locals/area locals of the APWU of Wisconsin, as determined by the number of entitled delegates, shall be allowed to begin their voting first and continue the voting process while other delegates vote. The two largest locals shall be allowed to vote in alphabetical order. The ballots shall be deposited in a sealed ballot box provided by the committee.
6. The election shall be declared officially closed as soon as each delegate has had an opportunity to vote. If a delegate or delegates have been passed over in their absence during the ballot distribution, the Election Committee will then hold the election open for one-half hour after the last delegate has been called.
7. The candidates receiving the greatest number of votes shall be declared elected and officers so elected shall assume their office at the close of Convention.
8. The city receiving the highest number of votes shall be declared the next Convention City.
9. The Nomination and Election Committee shall as soon as possible after tallying the vote's, post in predominate place the results of the elections. They shall officially report such results on the

SECOND day of the Convention.

10. All ballots cast in the election shall be kept by the Secretary-Treasurer until the following convention - in the event of a protest of an election. The Nomination and Election Committee shall turn over said ballots at the close of the convention.

11. Electioneering - There shall be no speeches for or against any candidate except as provided in the convention rules. No campaign material shall be allowed in the voting room.

SECTION 9. EXPENSES OF COMMITTEES -All committee expenses are as follows: Finance Committee, Resolution Committee, Constitution Committee and Credentials Committee, expenses commensurate with volume of business for that committee. (Refer to Section 3, 5, 6 and 7 above.) The days pay will be uniform and at the prevailing rate of level 7, step O. Any expenses including lodging must be submitted to the Executive Board for approval. State Officers shall not receive expenses of committees. The day of pay shall be in lieu of any reimbursement by any local or area local.

SECTION 10. Editor for the Official Publication (Badger Bulletin) of the APWU of Wisconsin, AFL-CIO- The editor shall be appointed by the President to serve during the tenure of the incumbent President unless removed by the majority vote of the Executive Board. He shall edit a minimum of *five (5)* issues of the Official Publication and perform other related duties as requested by the Executive Board. He shall attend the State Convention, Postal Press Association Conference and he may attend meetings of the Executive Board at the expense of the Union. He shall publish the call of the Convention at least forty-five (45) days prior to the convening of said biennial Convention.

He shall notify all member locals and Members at Large of the election of officers and shall list those offices, which shall become available at said Convention. He shall be paid sixty *five (65)* hours per annum at Level 8 Step O and all reasonable expenses incurred by the editor shall be approved by the Executive Board. He will be authorized up to three (3) days LWOP per annum to attend the PPA Conference and up to 3 days LWOP to attend the State Convention.

SECTION 11. COMMITTEE ASSIGNMENTS - All delegates except the Nomination and Election Committee shall be notified of their committee assignments ten (10) days prior to the opening of the convention.

SECTION 12. ELIGIBILITY TO OFFICE - Any member in good standing shall be eligible to any of the offices and to any membership on any committee.

SECTION 13. DUAL MEMBERSHIP - No postal employee holding membership in any other postal organization whose ostensible aims are identical with the APWU of Wisconsin, AFL-CIO, can be seated as a delegate to a convention or elected as an officer of the APWU of Wisconsin, AFL-CIO.

SECTION 14. CONVENTION COMMITTEES - In securing articles for official use, (free gifts or otherwise), the convention shall whenever possible obtain articles bearing the union label.

ARTICLE VII - DUTIES OF OFFICERS AND COMMITTEES

SECTION 1. PRESIDENT - It shall be the duty of the President to preside at all conventions and meeting of the Executive Committee. He shall be a member of all committees. He shall

appoint all necessary committees for each convention. He shall fill all vacancies from any cause whatsoever, until such vacancy is filled by election, bearing in mind the provisions of Article VI, Section 1. He shall submit an article for publication in each issue of the Badger Bulletin. He shall submit to each convention a written report of his official acts during his term in office. He shall perform such duties as the organization may require of him. The President will be an automatic delegate to the National Convention of the APWU and shall attend other union functions directed by the Executive Board. The President shall notify all Locals within the State Organization, at least thirty (30) days in advance of the Council of Locals meeting, of the date time and agenda of the Order of Business.

He shall be paid one hundred *twenty five (125)* hours at Level 8 Step O per annum, payable monthly, plus 105 days LWOP per term of office as necessary to carry out the duties of his office. He shall also receive reimbursement for lost annual and sick leave due to the use of LWOP. He shall be empowered to call Executive Board Meetings, as he may deem necessary.

The President is authorized to spend up to two hundred fifty dollars (\$250.00) per month for the day to day operation of the Union and will report said expenditures at the next scheduled meeting of the Executive Committee.

The President will cast the tie breaker vote in the case of a tie vote of the Executive Board.

He shall serve as a steward as needed for Members at Large.

SECTION 2. SECRETARY-TREASURER - Duties shall be as follows:

- a.** The Secretary-Treasurer shall keep a record of all proceedings and all other records of this organization.
- b.** He shall keep a record of the membership of each local union and the name and address of each member at large.
- c.** He shall send notice to all locals and members at large when their per capita tax in the State Organization falls due.
- d.** He shall submit a written report of all his official acts during his term in office.
- e.** He shall receive and deposit all monies from all local unions and members at large. He shall also be the official custodian of all money of this organization. He shall disburse all monies by check. He shall submit a written report to the State Convention of all monies received and disbursed.
- f.** He shall consult with the State President and call, arrange and attend a pre-convention meeting to help the next year's Convention Chairman with information he needs, and/or requests, for arranging said Convention.
- g.** He shall attend all State Conventions as a delegate with a minimum of one vote and shall attend other functions he may be appointed to by the President. He shall prepare written reports to the State Organization members, via the Badger Bulletin, on all conventions and events. He shall remit written financial quarterly reports and approved Executive Board meeting minutes to any affiliated local Presidents upon request. He will serve as first alternate delegate to the National Convention.
- h.** He shall receive *one hundred (100)* hours at Level 8 Step O salary annually, payable monthly, and in addition, he shall receive twelve (12) days LWOP per annum with an additional seventy two (72) hours in convention years as is necessary to carry out the duties of his office. He shall also receive reimbursement for lost annual and sick leave due to the use of LWOP.
- i.** The Secretary-Treasurer of the state auxiliary shall submit a financial statement to the

Secretary-Treasurer of the APWU of Wisconsin, AFL-CIO by the first of September each year.

j. The Secretary-Treasurer is authorized to spend up to two hundred fifty dollars (\$250.00) per month for the day to day operation of the Union and will report said expenditures at the next scheduled meeting of the Executive Committee.

k. He shall serve as a steward as needed for Members at Large.

SECTION 3. DIRECTOR OF LEGISLATION - He shall direct and coordinate the Legislative Program of the State Organization under the direction of the State President. He shall assist any local in the preparation and development of seminars as requested. He shall submit an article for publication in each issue of the Badger Bulletin. He shall arrange for, as needed, and shall provide all supplies for a brief legislative writing session at all State Conventions, Conferences and Board meetings, as is necessary. He will serve as third alternate delegate to the National Convention. He shall be authorized up to four (4) days LWOP to attend the State Convention. He shall be paid *thirty (30)* hours per annum at Level 8 Step O. *He shall serve as a steward as needed for Members at Large.*

SECTION 4. DIRECTOR OF HUMAN RELATIONS, EDUCATION AND ORGANIZATION. -He shall direct and be responsible for maintaining and/or increasing the membership in the Union and direct the organization of the unorganized. He shall promote, encourage and advise membership committees in all phases of membership recruitment programs. He shall direct and coordinate educational seminars and meetings throughout the State and encourage the formation and expansion of area locals. He shall submit an article for publication in each issue of the Badger Bulletin. He will serve as *second* alternate delegate to the National Convention. He shall be authorized up to four (4) days LWOP to attend the State Convention. He shall be paid *thirty (30)* hours per annum at Level 8 Step O. He shall prepare and direct programs in the area of equal opportunity civic programs, community service programs, retirement programs and all other programs related to APWU members and their families. *He shall serve as a steward as needed for Members at Large.*

SECTION 5. DIRECTOR OF MEMBERS AT LARGE. - *He shall serve as steward for Members at Large. He shall coordinate Member at Large representation with the Executive Board. He shall coordinate non-member sign up with the Executive Board. He will serve as fourth delegate to the National Convention. He shall be paid up to four (4) days of LWOP to attend the State Convention. He shall be paid thirty (30) hours per annum at Level 8 Step O. He shall submit an article to each issue of the Badger Bulletin.*

SECTION 6-A. EXECUTIVE COMMITTEE. - The Executive Committee, consisting of the President and elected officers, shall ex officio constitute the Board of Trustees. Their several duties shall be to administer all the personal property of the American Postal Workers Union of Wisconsin, AFL-CIO, other than funds in the treasury, with full power to administer the estate of the APWU of Wisconsin, AFL-CIO, for the sole use to behoove and benefit of the APWU of Wisconsin, AFL-CIO.

The Executive Committee shall supervise all of the APWU of Wisconsin's business otherwise not provided for. Three (3) members shall constitute a quorum. The Executive Committee upon the close of convention shall make provision for an Executive Board meeting the following year.

Upon written request of at least three (3) members of the Executive Board, the President shall be required to conduct an Executive Board Meeting within a period of 30 days of such request. In the event of death, removal or resignation of the President, the Secretary-Treasurer shall replace him or her until the next called general election as prescribed in Article VI of this constitution.

SECTION 6-B. In the event that the President is temporarily unable to perform his duties, the Secretary-Treasurer shall assume the President's duties until such time as the President can return. If it is determined by the Executive Board that the President will be unable to return, then the procedure as stated in Article VII Section 6-A shall be followed.

SECTION 7. EXPENSES OF OFFICERS - Officers of this organization shall be allowed their authorized necessary expenses incurred in attending to official business. Mileage reimbursement for approved travel shall be paid at the rate allowed by the Internal Revenue Service. LWOP reimbursement shall be paid to the State Directors, Secretary-Treasurer and/or State Editor for travel and attendance at functions or in the exercise of Official State Organization business when authorized by the State President.

All State Officers at the end of each calendar quarter submit to the Executive Board, a listing of the days of lost time, and PS form's 3971's and what business was conducted on those days, and that they give a listing at each State meeting. All reasonable expenses incurred due to attendance at the state convention by outgoing officers shall be paid.

SECTION 8. REPORTS OF OFFICERS - Reports of Officers shall be ready and in the hands of the Secretary-Treasurer four (4) weeks previous to the opening of the Convention. The Secretary-Treasurer shall have the composite report mimeographed and a copy presented to each Officer and delegate at the opening of the Convention.

ARTICLE VIII - REVENUES -FISCAL YEAR

SECTION 1. FISCAL YEAR - The fiscal year of this Organization shall begin on January first and end on December thirty-first. (January 1 -December 31).

SECTION 2. REVENUES - The revenues of the Organization shall be derived as follows:
Per capita tax shall be paid based upon the previous quarterly average of state membership. Local/Area locals shall be billed and shall pay per capita tax four (4) times a year on dates calculated by the Secretary-Treasurer. All per capita tax payments shall be paid within thirty (30) days from receipt of billing.

950 members 51 cents per member per pay period
1150 members 42 cents per member per pay period
1350 members 36 cents per member per pay period
1550 members 32 cents per member per pay period
1750 members 28 cents per member per pay period
1950 members 26 cents per member per pay period
2150 members 23 cents per member per pay period
2350 members 22 cents per member per pay period
2550 members 20 cents per member per pay period
2750 members 19 cents per member per pay period
2950 members 18 cents per member per pay period
3150 members 17 cents per member per pay period

All locals in the State of Wisconsin be 100% affiliated with the APWU of Wisconsin. All locals not located in the State of Wisconsin who belong to the APWU of Wisconsin affiliate 100% of their members whose workplaces are in Wisconsin.

Thirty percent (30%) of the monthly National per capita rebate shall be allocated to the State Auxiliary of the American Postal Workers Union of Wisconsin. Such monies to be remitted to the treasurer of the auxiliary when rebates are received from the national office of the APWU.

SECTION 3 - ASSESSMENTS - Special assessments may be levied by the Executive Committee whenever it becomes absolutely necessary to carry on the work of the American Postal Workers Union of Wisconsin, AFL-CIO.

SECTION 4. - DELINQUENT LOCALS - Any local affiliated with this Organization which fails to pay its per capita tax three (3) months after due date, shall be notified by the Secretary-Treasurer, and if at the end of six (6) months it is still in arrears, it shall become suspended from membership. Any local remaining suspended for six (6) months shall forfeit all privileges in the American Postal Workers Union of Wisconsin, AFL-CIO.

SECTION 5. SUSPENDED LOCALS - A Suspended local may be reinstated in this Organization upon payment of all arrearages, provided, however, that the State Executive Board shall, in exceptional cases, have the power to omit such arrearages when circumstances warrant such action.

SECTION 6. A. EXECUTIVE COMMITTEE - The Executive Committee is hereby vested with authority to cancel membership of any local whenever, upon evidence satisfactory to a majority of the Executive Committee, it is shown that a local is guilty of disloyalty or where its actions have been adverse or detrimental to the welfare of the rank and file of the American Postal Workers Union of Wisconsin, AFL-CIO. The Executive Board shall report in detail all evidence upon which actions were based and the local involved shall have the right of appeal to the Convention of the American Postal Workers Union of Wisconsin, AFL-CIO, to have such action of the Executive Board set aside.

Section 6. B. Election Appeals - Any delegate, who feels aggrieved in connection with the conduct of the election including nominating procedures, shall file his grievance with the Election Committee within seventy-two (72) hours of the close of the election, in writing. The Election Committee shall hear the grievance and issue a decision on the matter.

Election Committee Appeal - A member may appeal from the decision of the Election Committee to the National Appeals Committee under Article 12 of the National Constitution. The Appeal must be in writing, shall set forth the relevant facts on which the appeal is based and shall be filed with the National Elections Appeals Committee within five (5) days from the date of the decision appealed from. Pending appeal the decision of the Election Committee will not be in effect.

Officers elected through the election procedures shall assume and hold office pending final determination under the appeals procedures of this Article and of Article 12 of the National Constitution.

Section 6. C. If charges are made against a member pursuant to Article 15 of the National Constitution the President shall appoint a three- (3) man hearing committee to hear charges. If the charges being brought are against the President, the Executive Board will assign a Board Member to appoint a hearing committee. The Board Member so assigned shall in no way be involved in the charges.

a. The person preferring the charges shall do so by writing specific and detailed Charges and presenting them to the Hearing Committee.

b. The persons appointed by the President shall be in no way involved in the Incident being presented to the Committee.

c. Any officer or member against whom charges are levied shall be given at least fifteen (15) days in which to prepare his defense or a longer period if it is proved necessary in order to prepare an adequate defense.

d. After a reasonable time to prepare a defense, a full and fair hearing is to be conducted by the Hearing Committee.

e. The Hearing Committee shall report their decision to the next regularly called Meeting of the Executive Board or specially called meeting of the Board. The Board meeting shall accept or reject the Committee's decision.

f. This decision may be appealed under the provisions of Article 15, Section 4, of the National Constitution. Assistance or advice on this appeal shall be provided by the State if requested by the appellant.

SECTION 7. COUNCIL OF LOCALS - There shall be a Council of Locals. Each local shall have one (1) delegate with one (1) vote. This Council shall meet annually, expenses to be borne by the Locals attending, to approve of the schedule of events presented by the State Board, for the coming year. This agenda of functions should address issues related to current problems of members in the field of Legislation, Human Relations, Education and Organization. At this meeting, the Executive Board shall be required to submit a financial report and a report and schedule of their activities. To enhance participation, the Council of Locals should be held in conjunction with seminar or scheduled function of the State Organization.

ARTICLE IX - MEMBERS-AT-LARGE

SECTION 1. Any postal employee eligible to membership in the organization may become a member-at-large, provided, that no such membership is granted from offices where a Local or Area Local is certified.

SECTION 2. -DELINQUENT MEMBERS-AT-LARGE- Any member-at-large affiliated with this organization who fails to pay his or her per capita tax three (3) months after due date, shall be notified by the Secretary-Treasurer and if at the end of six (6) months he is still in arrears, he shall become suspended from membership. Any members-at-large suspended for six (6) months shall forfeit all privileges of this Organization.

SECTION 3. - SUSPENDED MEMBERS-AT-LARGE- A suspended member-at-large may be reinstated in the organization upon payment of all arrears, provided, however, that the State Executive Board shall in exceptional cases, have the power to omit such arrears when circumstances warrant such action.

~~**SECTION 4.** There will be five (5) Regional Representatives appointed by the State President, subject to the approval of a majority of the Executive Committee, to represent Members at Large. These Officers will serve as the steward for the offices in their respective regions and will be paid ten (10) hours at Level 8 Step 0 per annum, payable quarterly. Regional Representatives will be reimbursed for necessary mileage and LWOP with the prior approval of State President. The regions are as follows:~~

~~Region 1 530-534~~

~~Region 2 535-539, 546~~

~~Region 3 540, 547, 548~~

~~Region 4 544, 545~~

~~Region 5 541-543, 549~~

ARTICLE X - PROHIBITED

No criticism, reflection, argument or debate touching on any member's race, color, creed, sex, sexual orientation, nationality, handicap, political affiliation, age or religion, shall be allowed at any meeting of the American Postal Workers Union of Wisconsin, AFL-CIO.

ARTICLE XI - INITIATIVE

SECTION 1. Any local of the APWU of Wisconsin, AFL-CIO, may prepare and circulate a petition for the purpose of causing a question of National importance or amendment to the Constitution to be brought to a vote of the whole Organization. The question or amendment may be wholly new or be one rejected by the previous Convention, or partly rejected. If partly rejected, only the rejected part is to be brought to a vote.

SECTION 2. Before circulating such petition, the Secretary-Treasurer of the APWU of Wisconsin, AFL-CIO, shall be notified in writing of such action and furnished a copy or draft of The proposed question, resolution or amendment. If such petition is subscribed to by a majority Referendum vote, or signatures of ten (10) locals from four (4) postal SCF's the State Secretary-Treasurer must submit such amendment or question to the constitution for a referendum vote.

SECTION 3. After submission of such amendment or question, the Secretary-Treasurer shall be allowed at least ninety (90) days to prepare and notify locals and conduct such referendum vote. The State Secretary-Treasurer shall notify the different locals so that the secretaries of the units may make requisition for as many ballots as their per capita tax entitles them to.

ARTICLE XII - RECALL

There shall be no recall provision in this Constitution and Bylaws. Removal of officers is governed by Article VII of this Constitution and Article 15 of the APWU National Constitution.

ARTICLE XIII - AMENDMENTS

This constitution shall not be amended except by a two-thirds (2/3) vote of all delegates present and voting at any State Convention or by a referendum of the whole membership.

If the National Convention comes up with any changes in State Organizations, such as, national dues, re-structuring of officers, change of status, or other changes that will directly involve the American Postal Workers Union of Wisconsin, AFL-CIO, the President shall call a special Executive Board Meeting. The Executive Board shall have the authority to make necessary changes in the constitution to comply with the mandates of the National Convention. These changes shall be published in the Badger Bulletin for all the membership to know what changes were made. These changes shall become a permanent part of the constitution.

BY-LAWS

ARTICLE 1 - ORDER OF BUSINESS

SECTION A-

1. Roll call of Officers
2. Report of Committees on Credentials
3. Rules Committee
4. Announcement of Nomination and Election Committee
5. Report of Constitution Committee
6. Nomination of Officers and Convention City
7. Report of Resolutions Committee
8. Unfinished Business
9. New Business

SECTION B - The Order of Business may be transposed at any time by a majority vote of delegates in convention. Nominations for all officers shall occur on the afternoon of opening day of the convention in the following order:

President
Secretary-Treasurer
Director of Legislation
Director of Human Relations, Education and Organization

Election of officers shall be on the second (2nd) day in the afternoon. Officers thus elected shall assume their duties at the close of the convention.

ARTICLE II - QUORUM

Fifteen delegates representing eight (8) locals shall constitute a quorum, but less than that number may adjourn to meet at a future specified time.

ARTICLE III - RULE OF ORDER

In the absence of the other authority, the deliberation of this Organization shall be governed by Robert's Rules of Order, Revised.

ARTICLE IV - AMENDMENTS

Amendments to these By-Laws may be made in the same manner as prescribed for amendments to the constitution.

FOOTNOTE: Committee Recommendation - Adopted - Wherever the word he or him appears in this Constitution, it shall be construed to also mean she or her.