

# CONSTITUTION AND BYLAWS

OF THE

## AMERICAN POSTAL

## WORKERS UNION

## AFL-CIO



GREENSBORO BMC LOCAL

AS AMENDED

March 23, 2023

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**\*Changes are in Bold Type**

CONSTITUTION AND BYLAWS  
OF THE  
GREENSBORO, NORTH CAROLINA BMC LOCAL 7035  
AMERICAN POSTAL WORKERS UNION AFL-CIO  
ADOPTED AS AMENDED  
**March 23, 2023**

PREAMBLE

Recognizing that progressive benefits to the Postal Worker can be achieved by securing beneficial legislation, a union shop, area bargaining, the right to strike and the prompt resolution of grievances, these elements are the key to better salary and working conditions. This is possible through the organized efforts of Postal Workers. We devote ourselves to the building of a Democratic Union in the United States Postal Service and pledge ourselves to the function of a single union of all postal workers, affiliated with the American trade union movement.

**ARTICLE ONE  
NAME**

The local union, herein after referred to as the "Local" shall be known as the Greensboro Bulk Mail Center Local 7035, an affiliated local of the American Postal Workers Union, AFL-CIO, herein referred to as the "National Union".

The Local shall also add the APWU 7035 Logo to all letterheads and the Constitution.

**ARTICLE TWO  
OBJECTIVES**

- 1 The objective of the Local shall be to unite the Postal Workers in the Greensboro Installation as a bona-fide labor union for the workers social and economic advancement, safe work and health environment as well as workers, mutual protection and welfare.
2. A goal of this Local is the complete elimination of discrimination in the Postal Service and the establishment of seniority as the basis for advancement and preference.

3. This Local affirms its belief in a single union of all Postal workers in a non-supervisory capacity. This Local will make every effort to bring into being a single union of all Postal Workers by merger with other postal unions, and initiating intensive all-out organizing campaign reflecting the APWU philosophy.
4. This Local is established as an Industrial Union, including in its membership, employees of all crafts and non-mail processing units or sections who are not classed as Supervisors. This administrative structure is consistent with the organizational structure at the State and National Levels of the APWU.
5. This Constitution and Bylaws will be in compliance with the National Constitution and Bylaws and in the absence of any governing laws, the National Constitution and Bylaws will prevail.

### **ARTICLE THREE MEMBERSHIP**

1. Any Postal Office employee not exercising supervisory authority Within jurisdictional claim of the APWU is eligible for membership.
  2. Membership shall consist of the following
    - (a) Members in good standing shall be career employees, transitional employees and retirees who pay full dues to the Local.
    - (b) Associate member is a Federal classified employee accepted as associate members for Health Plan participation only. They, shall pay per annum amount for this privilege as designated by the National Constitution and Bylaws.
    - (c) Any person whose name has been submitted to the Secretary/Treasurer at least 30 days prior to the Membership meeting may be elected to honorary membership (\*) by a majority vote of the Local membership
- (\*) Associate and Honorary members will not be considered as members in good standing having either voice or vote
3. Application for membership must be made by completion of form 1187.

**ARTICLE FOUR  
JURISDICTION**

The jurisdiction of this Local includes all postal and mail handling operations, including, but not limited to all work and operations directly or indirectly related to postal and mail handling operations, whether performed by employees of the U.S. Postal Service or any other employer, and including any operations that transmit messages by electronic or other means.

**ARTICLE FIVE  
REVENUES**

1. The revenues of this Local shall be derived from local dues of Ten Dollars and Thirty cents (\$10.30) per member per pay period. In addition, the National Per Capita will be withheld in accordance with Article 16, Section 2 of the National Constitution and Bylaws. Dues shall also be withheld for affiliation with the North Carolina Council, American Postal Workers Union (NCCAPWU) and the NC State AFL-CIO.
2. Retirees shall be afforded full voting membership in the Local for a reduced Local dues of \$18.00 per calendar year, plus Per Capita dues for NCCAPWU and NC State AFL-CIO affiliation. Membership in the National Union is separate and must be applied for to the APWU National Retirees Department.
3. All members of this Local shall be enrolled in the Accident Benefit Association. Low option fee will be withheld from the Per Capita dues overage received from the National Union.

**ARTICLE SIX  
EXECUTIVE BOARD**

1. The executive Board shall consist of;
  - (a) President/Delegate to National and State conventions
  - (b) Executive Vice-President
  - (c) Secretary/Treasurer
  - (d) Health plan/OWCP Dir
  - (e) Human Relations/Retiree Dir
  - (f) Legislative Director
  - (g) Retiree Counselor

- (h) Craft Director, one from each craft, Clerk, Maintenance and Motor Vehicle; and
  - (i) Parliamentarian/Sgt@arms
- 2 The Executive Board shall meet prior to each membership meeting and at the direction of the President.
  - 3 The Executive Board shall prepare for presentation to the membership, at the first meeting of each year, a budget for that year to be voted on at that meeting.
  - 4 The Executive Board may approve expenses up to Two Thousand Five Hundred Dollars (\$2,500.00) between membership meeting, in addition to the expense for the President to attend National and State Conventions. Any expenditure above the specified amount must be approved through a special or general membership meeting. Any expenditure over One Thousand Dollars (\$1,000.00) must have majority approval of the executive Board.
  - 5 Any officer absent from three (3) executive board meetings or 3 membership meetings (excluding December) unless excused by the President, may be given written notice that their office will be declared vacant.

**ARTICLE SEVEN  
CONVENTION AND SEMINARS  
LOCAL, STATE, REGIONAL, NATIONAL AND BMC**

1. The President and/or the Executive Vice-President or designee will attend National and State conventions of the American Postal Workers Union, AFL-CIO. The Craft Directors or elected replacements will attend National and State conventions of the American Postal Workers Union, AFL-CIO. The President shall have the authority to appoint additional personnel and members to attend National Conventions or seminars with the approval of the Executive Board. Excluding the President and Craft Directors all delegates to the State Convention must be elected by secret ballot (FLSA Regulations). Any member elected to hold a State office shall be considered a duly elected local delegate to the following State Convention (no cost to the local). The appointment and election of the number of delegates to conventions or seminars shall be based on the following order of importance,
  - (a) Benefit to the Local;
  - (b) Status of Treasury funds available; and
  - (c) A need to know

2. Delegates to the State and National conventions or any seminar shall be paid the following expenses or have the same provided;
  - (a) Actual coach fare for the mode of transportation designated plus one bag that does not exceed the specified carrier's weight limit, or;
  - (b) The mileage rate for P.O.V. use paid at the current IRS mileage rate, or less as approved by the Executive Board.
1. Charges for bags over the carrier's weight limit will be the responsibility of the delegate
2. Mileage will be paid upon return from the conference for the mileage from the delegate's home to the conference/seminar. Delegates are responsible for submitting a MapQuest map for their travel indicating the mileage with their claim. If two or more members carpool, only the driver/owner of the vehicle will be recompensed.
  - (c) Actual registration fee;
  - (d) Per Diem as per the GSA Schedule;
  - (e) Lodging at or within walking distance of the host hotel, depending upon room rate and at the discretion of the Executive Board;
  - (f) Payment of Lost wages (Annual leave or LWOP) when normally scheduled to work (with a signed copy of their 3971 designating Annual Leave or LWOP is being used), at the discretion of the Executive Board;
  - (g) Any other expenses as deemed necessary by the Executive Board.
  - (h) A rate for expenses may be less than, but never more than, the above.

## **ARTICLE EIGHT REPRESENTATION**

This Local shall be entitled to representation at National Conventions, State Conventions, other meetings and seminars as required by the Local, State and National constitutions.

**ARTICLE NINE  
GENERAL OFFICERS**

**1. President/Delegate to National and State Conventions**

- (a) It shall be the duty of the President to preside over all membership meetings and Executive Board meetings
- (b) Countersigns all checks discharged by the Local along with the Secretary/Treasurer.
- (c) Directs and supervises, through coordination with General Officers, Craft Directors and other departmental Officers, all activities of the local.
- (d) Review all incoming and outgoing mail to and from this Local. All outgoing mail concerning activities of this Local shall carry the President's approval by signature and date.
- (e) Works in close liaison with the Executive Vice-President on all matters concerning this Local.
- (f) The President shall be a delegate to all conventions, Local, State and National. (The amount of money for expenses to attend and convention or seminar must be approved in advance by the Executive Board).
- (g) Shall examine and sign all contracts to which the Local is a party.
- (h) Shall insure that the rights of non-supervisory employees within the bargaining group, covered by the National Agreement, are duly protected and that the Collective Bargaining Agreement and this constitution and Bylaws are enforced. The President shall have the power and authority reasonably necessary for this purpose.
- (i) Shall appoint a Chairperson to set up and appoint and direct the work of committee members.
- (j) In the event of termination, illness or if for any other reason the office is vacated the duties and responsibilities of this office will be assumed with full powers and authority by the Executive Vice-President. The Executive Board only shall determine vacancy.
- (k) The President shall be bonded at the expense of the Local.
- (l) The President shall have the authority to authorize usage of up to eight (8) hours of paid LWOP to Local Officers for the purpose of completing their duties. (Any LWOP over the specified (8) hours must be approved by the Executive Board.
- (m) The President shall have the authority to approve up to sixteen (16) hours of code 84 leave for the technical advisor, as designated for preparation and execution of Local arbitrations.
- (n) The President or an Executive Board member shall have the authority with the approval of the President to spend funds when the need arises for meetings held during meal time; i.e. Craft Director meets with steward from another tour at a restaurant.(cost must be reasonable and not extreme per IRS standards).



- (o) Will maintain communications to Regional and/or National Headquarters on a regular basis, as to the status of grievances in those areas.
- (p) The President or his designee shall maintain bulletin boards.
- (q) The President shall certify all stewards in writing.

## **2. Executive Vice-President**

- (a) In the absence of the President, the Executive Vice-President will assume the duties of the President.
- (b) Shall maintain all grievances and shall keep the President advised at all times of all the information received by and for this Local. Shall receive through the Local's Post Office and other depository's incoming mail, recording date of receipt, as requested by the President.
- (c) Shall maintain close liaison with all Craft Directors and serves in an advisory capacity, reporting directly to the President in all matters affecting the Local.
- (d) Shall be bonded at the Locals expense.
- (e) In the event of termination, illness or if for any reason this office is vacated (The Executive Board will determine vacancy), the President, subject to approval of the executive Board, shall appoint a member to the vacant position with full powers and authority, from a list of candidates supplied by the general membership.
- (f) Shall report to and perform any other duty as assigned by the President.
- (g) All out going correspondence from officers of this Local shall be processed directly to the Executive Vice-President in order for it to be approved by the President, to include review of step 2 grievance appeals to step 3.
- (h) Shall receive from the President on a regular basis grievance updates. This information is to be distributed to the Craft Directors involved.

## **3. Secretary/Treasurer**

- (a) Shall be responsible for the recording of the Local membership, with current information at all times of name and last known address of each member of this Local.
- (b) Shall disburse all monies authorized as payable by check.
- (c) Shall report to the General membership meetings the status of all monies received and disbursed by this Local.
- (d) Shall maintain a liaison with the General Officers on all financial transactions affecting this Local. Shall report directly to the President.

- (e) Shall maintain accurate and detailed minutes of proposals made on all issues, as well as general topics discussed at all membership and Executive board meetings, through use of written records to be kept on file for a period of Five (5) years.
- (f) Shall post, through written records, all financial records and transactions of this Local. Shall submit financial records to the audit committee on a semi-annual basis for their review and as outlined in section 1, Article 12 of this constitution and Bylaws.
- (g) Shall file all required Department of Labor and IRS forms.
- (h) Shall be bonded as the expense of the Local.
- (i) In the event of termination, illness or if any other reason this office is vacated (the Executive Board will determine vacancy), the President shall appoint a member to the vacated position, with full powers and authority, from a list of candidates supplied by the General membership.
- (j) Shall receive, deposit and record all monies for this Local and deposit same to the appropriate bank accounts.
- (k) Shall be paid a salary of Three Hundred and fifty dollars (350.00) per quarter.

## ARTICLE TEN

### DEPARTMENTAL OFFICERS

#### **1. Parliamentarian / Sargent at arms**

- (a) Reviews meeting minutes and agendas before the meeting.
- (b) Advises the President during the meeting as needed as far as questions and disputes over Roberts rules of order, Constitution and Bylaws wording and other procedural issues that may arise.
- (c) Maintains order during the meeting
- (d) Shall be a member of the constitution committee.
- (e) In the event of termination, illness or if for any reason this office is vacated (The Executive Board will determine vacancy), the President, subject to approval of the executive Board, shall appoint a member to the vacant position with full powers and authority, from a list of candidates supplied by the general membership.
- (f) Shall report to and perform any other duty as assigned by the President.

## **2. Health Plan Director**

- (a) Shall be responsible for all matters relating to member's enrollment in the APWU Health Plan, and serves as OWCP Representative.
- (b) Will be available to the membership
- (c) Shall report directly to the President and will be a member of the Executive Board
- (d) Shall have the authority to appoint one assistant per tour
- (e) In the event of termination, illness or if for any reason this office is vacated (the Executive board will determine vacancy), the President, subject to the approval of the Executive board, shall appoint a member to the vacated position, with full powers and authority, from a list of candidates supplied by the General membership. If no candidate is available the office may remain vacant.

## **3. Human Relations/ Retiree Director**

- (a) Shall prepare and direct programs in the following areas;
  - 1. Employees unity and social activities
  - 2. Community service, in and out of the plant facilities
- (b) Shall assist other Departmental Officers as needed
- (c) Shall have the authority to appoint an assistant from each tour
- (d) Shall report directly to the President and will be a member of the executive Board.
- (e) In the event of termination, illness or if for any reason this office is vacated (the Executive board will determine vacancy), the President, subject to the approval of the Executive board, shall appoint a member to the vacated position, with full powers and authority, from a list of candidates supplied by the General membership. If no candidate is available, the office may remain vacant
- (f) Shall report directly to the President and will be a member of the Executive Board
- (g) In the event of termination, illness or if for any reason this office is vacated (the Executive Board will determine vacancy), the President subject to the approval of the Executive board, Shall appoint a member to the vacated position, with full powers and authority, from a list of Candidates supplied by the General Membership. If no candidate is available, the office may remain vacant.

### **3. Legislative Director**

- (a) Shall develop publicity programs and be editor of the official organ of this Local, the bi-monthly newsletter. The Editor shall be guided per American Postal Press Association Guidelines for Editors.
- (b) Shall be charged with the responsibility of directing all activities with regard to legislation of interest to members and their families
- (c) Shall report directly to the President and will be a member of the executive Board.
- (d) In the event of termination, illness or if for any reason this office is vacated (the Executive board will determine vacancy), the President, subject to the approval of the Executive board, shall appoint a member to the vacated position, with full powers and authority, from a list of candidates supplied by the General membership. If no candidate is available the office may remain vacant.

### **4. Safety and Health Director**

- 1 Shall develop and promote programs relating to safety in the workplace, safe workplace and a culture of safe practices.
- 2. Shall work to enforce safety rules and regulations, local, state, National or International.
- 3. Shall report directly to the President and shall be a member of the Executive Board's departmental officers
- 4. Shall have the authority to appoint one assistant per tour.
- 5. This position is not associated with the Health Plan, that falls to the Health Plan/OWCP director.
- 6. Some of the items of safety and health that will be covered under this position are, Industrial safety, electrical, mechanical, biological, fire, asbestos, ergonomics, climate, disasters ( natural and man-made), accidents and their investigations and other items as assigned by the President.
- 7. In the event of termination, illness or if for any reason this office is vacated (the Executive board will determine vacancy), the President, subject to the approval of the Executive board, shall appoint a member to the vacated position, with full powers and authority, from a list of candidates supplied by the General membership. If no candidate is available the office may remain vacant.

## ARTICLE ELEVEN CRAFT DIRECTORS

1. The Craft Director shall be a member of all committees within their craft and shall serve on the Executive Board.
2. The Craft Directors shall be a delegate to all conventions, Local, State and National. (The amount of money for expenses to attend and convention or seminar must be approved in advance by the Executive Board.
3. Shall report directly to the President and shall work in close liaison with the Executive Vice-President.
4. Will be responsible for that Craft, insuring that all Union policies are implemented under the direction of the President and shall perform such other duties as may be assigned by the President.
5. Will ensure that total communications exist from the Grievant up to the President. Shall see that other stewards are completely informed on all matters relating to this Local, and more importantly, on those items of concern affecting their Craft.
6. Will normally appoint stewards for each tour within the Craft. Shall ensure that the steward are kept advised on the status of all grievance at all levels of grievance processing on a regular basis.
7. May appoint a chief steward for each tour, who will be responsible for the other stewards on that tour.
  - (a) The chief steward will be responsible for the other stewards on the tour and will serve as chief liaison to the Craft Director of the problems within the tour. Will also discuss all step II grievances with the Craft Director before presentation to the Step II of the grievance process.
8. Craft Directors and Chief Stewards will insist that all information pertaining to step I grievances (research papers, documents, affidavits and information sheets) are attached, along with the step I form, to the step II form, when this information is filed as steps II and III.
9. Will control the grievance files as the property of this Local and as such, they will be maintained as records in the Local office.
10. In the event of termination, illness or if for any reason this office is vacated (the Executive board will determine vacancy), the President, subject to the approval of the Executive board, shall appoint a member to the vacated position, with full powers and authority, from a list of candidates supplied by the General membership.

11. The Craft Director or his designee will meet with the BMC Manager or his designee to discuss and resolve all Step II grievances.

## ARTICLE TWELVE APPOINTED COMMITTEES AND STEWARDS

1. **Audit Committee:** Shall consist of the Trustees and other appointed members. The Audit Committee will audit the books of the Secretary/Treasurer on a semi-annual basis. In addition, an audit must take place during the transition period on any election and in the event the office of Secretary/Treasurer is vacated. The report of the Audit Committee shall be maintained as a permanent part of the Local.
2. **Human Relations Committee:** Shall be chaired by the Human Relations Director. Shall assist the Human Relations Director in all duties as outlined in Article 10, Section 2.
3. **Stewards**
  - 1 The effective representation of the members of this Local; The enforcement of their rights under the Collective Bargaining Agreement and under the Local and National Constitutions; the capacity of the Local and its Officers to carry out their assigned responsibilities depend to a major extent on the proper functioning of a sound steward system.
  - 2 The maintenance of an effective, sufficient steward system with reasonable representation for each segment of the membership shall be the primary responsibility of the President, within the guidelines of the National Agreement.
  - 3 Steward shall be appointed for a renewable term of six (6) months at the discretion of the Craft Director.
  - 4 Stewards within their division, section or assigned territories, shall build the Union; diligently represent the members in handling grievances (Ref Article 9, Item 7) (Under the guidelines of the National Agreement, the steward, after investigation of a possible grievance, will determine whether or not there is grounds for filing a grievance); publicize and carry out the Unions policies; help maintain the Union's bulletin boards and assist the members whenever possible in their postal and welfare problems; shall submit all unresolved grievances in writing with all pertinent back up information, documents, etc., relative to the case to the Craft Director for processing at step II of the grievance procedure. They shall, in addition, perform such other duties as may be assigned by the Craft Director or President.

- 5 The President, under authority of the Executive Board, may remove and Steward for just cause. The President must notify the Steward stating the reason, in writing, by certified mail, return receipt requested. Any removed Steward my appeal his or her removal in writing or in person at the following general membership meeting. It shall require a majority vote of the general membership voting to reinstate a removed Steward.
- 6 The Craft Director will meet regularly with the Stewards to review and discuss grievance procedures and case actions. The Craft Director will be responsible for the training of their stewards.
- 7 **The Local will refund the monthly portion of the Union dues to all Stewards, Officers and/or Alternate stewards that have met the eight (8) month minimum General Membership Meeting Attendance requirements. The meeting requirements will include anytime (during the calendar year) that the individual became a Steward, Officer and/or Alternate Steward. Any Steward, Officer, and/or Alternate Steward that has to miss a meeting due to required USPS training or APWU events(s) will have that meeting counted as a attended meeting for dues rebate purposes. Payment will be made in December of the Year in question.**

**At the beginning of the calendar year or (by the next membership meeting in 2023, for this year 2023) the decision will be made by the member of their choice of code 84 or dues rebate. Each person will have to decide whether they want to receive Code 84 or dues rebate for attending meetings, they cannot receive both.**

## ARTICLE THIRTEEN MEMBERSHIP MEETINGS

1. The General membership meeting will convene on a day designated in the third (3<sup>rd</sup>) week of the month (excluding holidays) at the time and place posted on the bulletin boards.
2. A special membership meeting may be called for a specifically stated purpose as follows;
  - a. By the President, with approval of the Executive Board and a majority vote of the membership present at a regular membership meeting, or;
  - b. By petition signed by ten (10) percent of the members in good standing.
3. Such special meeting shall be held within fifteen (15) days of the action taken pursuant to Section 2. The Executive Vice-President shall be responsible for the necessary arrangements and posting of notice of such meetings, starting date, time, place and purposes, on the Union bulletin board at least five (5) days prior to the stated date. No business other than that stated in the original motion or petition shall be transacted at such meeting.
4. Eight (8) members shall constitute a quorum for the transaction of Union business at any regular or special membership meeting.

5. The order of business at regular meeting shall be as follows:

- (a) Roll call of Officers
- (b) Reading of minutes of the previous meeting and finance report
- (c) Reading Communications
- (d) Applications for membership
- (e) Officer reports
- (f) Committee reports
- (g) Unfinished business
- (h) New business
- (i) Good for the organization
- (j) Adjournment

(The order of business may be transposed, reopened or suspended by a two-thirds (2/3) vote of the membership present).

## ARTICLE FOURTEEN NOMINATIONS AND ELECTIONS

### SECTION 1

1. During the election year, the President shall appoint with the approval of the Executive Board, an Election committee of five (5) members, none of whom being an officer or Board member, or any potential candidate for any Local office. The appointment of the Election Committee must be at least one (1) month prior to the General membership meeting at which the nominations are to be held. The Election committee shall properly meet, elect among themselves a Chairperson, and draw up proposed rules for the election. The rules shall be designed to provide reasonable opportunity for all in good standing to vote for the candidates, to observe the election procedures and to ensure the secrecy of the ballot. These rules must also include whether the ballots are to be mailed back or a polling place (ballot box) is to be used. The issuing of replacement ballots must also be addressed in these rules.
2. A copy of the rules for the election shall be posted on the Union bulletin boards and in the official organ of this Local two (2) weeks prior to the General Membership meeting at which nominations are to be held.
3. Nominations for all Officers shall be at the July General Membership meeting at the election year and posted in the official organ of this Local and on Union bulletins boards.



4. Any postal employee eligible to be a member of the American Postal Workers Union (APWU), who voluntarily holds a managerial, supervisory or EAS position with responsibility for issuing or recommending discipline, or applying or interpreting the National Agreement, for the equivalent of one pay period, shall be ineligible to hold office in any level of the APWU or any subordinate body of the APWU, so long as the employee continues to serve in such a position and for a period of one (1) year from the time the employee vacates such position. Any postal employee who has submitted an application to a managerial, supervisory, or EAS position with responsibility for issuing or recommending discipline, or applying or interpreting the National Agreement shall withdraw such application prior to acceptance of nomination for any office in the APWU.

Any postal employee who shall voluntarily, after August 31, 1984 hold, accept or apply for any managerial or supervisory position, EAS position or the PASS program, for any period of time, whether one day or a fraction thereof, either detailed or acting, probationary or permanent, shall immediately vacate any office held by that member in the National, area local, district council, state or regional organization, or any sub-ordinate body of the APWU which received financial support or uses the name of the APWU.

5. Any eligible member may be nominated by any member in good standing. The Nominee must make his decision of acceptance known within 48 hours either verbally or in writing to the selected Chairperson of the Election Committee, the 48-hour deadline expiration time will be announced by the President at the Nomination meeting. The name of any candidate shall not appear more than once on the official ballot. In the event that only one (1) eligible candidate is nominated for each office and elective position and balloting would consequently be an expensive and useless formality, the Election committee shall so report to the Executive Board which shall instruct the Secretary to cast one (1) ballot for each nominee duly elected to their respective position.
6. The term of office shall be two (2) years. The Officers, with exception of the Craft Directors shall be elected by the membership of the Local at large. The Craft Directors and Trustees shall be elected from members of their respective crafts.
7. The election of Officers shall be held by secret referendum. Write-in votes shall not be counted.
8. The Secretary/Treasurer shall certify and deliver during the month of August of each election year the names and addresses last known of all members in good standing to the Election Committees. Such a list shall be made available to any candidate during the first calendar week of August of the election at the office of the Local for the sole purpose of checking the accuracy of such list. Any objection to the accuracy of the list shall be made in writing to the Election Committee by registered mail postmarked no later than Aug 10 of the election year. Not later

9.

10. than August 15 the Election Committee shall certify its approved list and make same available at the office of the Local for the sole purpose of checking by any candidate or their representative.
11. Each candidate may designate one (1) member in good standing to be a watcher, at no expense to the Local.
12. Prior to the election, the Secretary shall circulate sample ballots for posting; these sample ballots shall be so marked and shall be of a color other than that of an official ballot.
13. No later than August 30 of the election year, the Election Committee shall mail out the ballot to each member in good standing at his or her last known good address. Accompanying such ballot shall be a notice advising the member of the last date on which the ballot has to be mailed back, or as directed by the Election Committee, placed in a ballot box in order to be counted. Such date of return mail or placing in ballot box shall be at least ten (10) days after the date on which the ballots were mailed.
14. Any candidate or their authorized representative may, in the course of sorting and counting the ballots, challenge the validity of any ballot, stating the reason for the challenge. The Election Committee shall decide the challenge.
15. Any member in good standing who feels aggrieved, with respect to the secrecy of the balloting or the opportunity for candidates or their representatives properly to observe the process, or other alleged violation shall file a grievance with the by the Election Committee. Such grievances must be in writing, setting forth the specific facts, signed by the grievant, addressed to the Local within seventy-two (72) hours after the grievance has arisen. Appeals from the decision of the election committee shall be to the National Election Appeals Committee; shall be in writing; shall set forth all the relevant facts on which the appeal is based; and shall be filed with the National Election Appeals Committee within five (5) days from receipt of the decision of the affiliate's election committee.
16. Having considered the report of the balloting by the Election Committee, and having decided all the objections, grievances and challenges arising out of the election, the Executive Board shall declare duly elected the candidates who received the plurality of the valid votes cast for the respective offices. Such successful candidates shall be installed on the office at the next General membership meeting attended by State of National officers.

## SECTION II

### ELECTION OF DELEGATES TO CONVENTIONS

1. The president, along with the Executive Board, shall recommend to the General membership at least two (2) months prior to each convention the number of delegates (including the President and any Local member holding a State office) that will be sent to represent the local, if any.
2. Notice of nomination and election of replacement (if the President or any Craft directors are unavailable to attend) and/or additional delegates to a convention shall be placed on the Union bulletin boards at least two (2) weeks prior to the General Membership meeting at which time the nomination and election of delegates takes place.
3. The election of delegates shall be by secret referendum.
4. The President shall instruct three (3) members in attendance to record the names of those nominated. These members will then pass out to the membership the ballots. After the members have voted, they will count the ballots and record the outcome. They will then present the outcome to the President for a reading to the membership

### ARTICLE FIFTEEN

#### OFFICIAL ORGAN

1. The official organ of this Local shall be the "The Eagles Perspective".
2. There will be a staff of Administrator, Editor and Associate Editor. All members of the Executive Board will contribute bi-monthly articles to the official organ. All active members may contribute articles to the Editor for review and consideration.
3. All newsletter articles are due on the first (1<sup>st</sup>) Sunday of even numbered months.

### ARTICLE SIXTEEN

#### AMENDMENTS

1. This Constitution and Bylaws may be amended by a two-thirds (2/3) vote of a specifically called membership meeting for the specific purpose of amending the Constitution. Any and all amendments must be in writing and made available at this meeting.

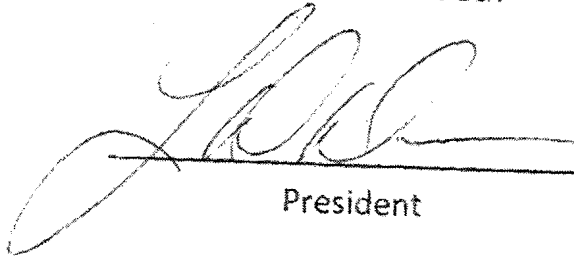
# BYLAWS


## ARTICLE ONE MEMBERS BILL OF RIGHTS

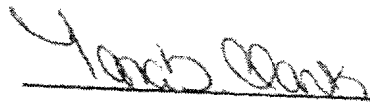
1. Every member has the right to be respected as a human being.
2. Every member has the right to be respected as a brother or sister of this Union.
3. Every member has the right to freedom of speech and the right to be heard.
4. Every member has the right to the freedom to listen.
5. Every member has the right to freedom of the press
6. Every member has the right to participate in the activities of this Union.
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 or religion.
8. Every member has the right to a fair trial; to be represented by an individual of his or her choice and to proper appeals procedure.
9. Every member has the right to support the candidate of his or her choice and to participate in that right with others.
10. Every member has the right to be secure in his or her basic rights without fear of political, economic, physical or psychological intimidation.

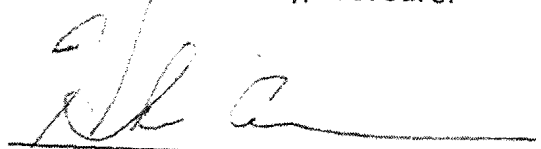
We, the General Officers and Craft Directors of the Greensboro Bulk Mail Center Local 7035, an affiliated local of the American Postal Workers Union, AFL-CIO, do fix our names to this Constitution and Bylaws this 23<sup>rd</sup> day of March, 2023.

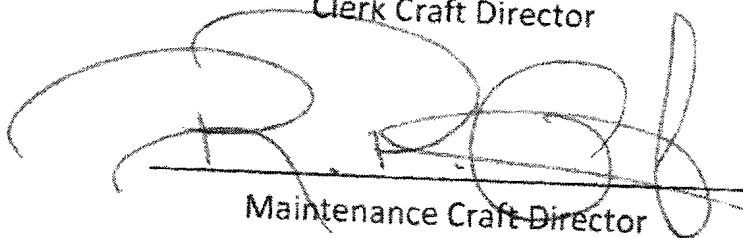
Hereafter this will be the sole of the Constitution and Bylaws of this  
Local

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Executive Vice-President

  
\_\_\_\_\_  
Secretary/Treasurer

  
\_\_\_\_\_  
Clerk Craft Director

  
\_\_\_\_\_  
Maintenance Craft Director

  
\_\_\_\_\_  
Motor Vehicle Director