

**CONSTITUTION
OF THE
OFFICE AND PROFESSIONAL
EMPLOYEES
INTERNATIONAL UNION**

**AS AMENDED AT THE TWENTY-FOURTH
CONVENTION**

LAS VEGAS, NEVADA

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ARTICLE I

Name, Headquarters and Seal

This organization shall be known as the Office and Professional Employees International Union and shall be affiliated with the American Federation of Labor and Congress of Industrial Organizations and the Canadian Labour Congress. This International Union shall continue in existence and cannot be dissolved while there are five (5) Local Unions chartered thereby desiring to continue its existence. The headquarters of the International Union shall be located in New York, New York, provided; however, the President with the approval of the Executive Board shall have the power to relocate the International Union headquarters. The International Union shall have a seal and a label, which seal and label shall be adopted by Convention action.

ARTICLE II

Purposes and Aims

The International Union shall be devoted and dedicated to promoting, protecting and championing the legitimate struggles of professional, technical, office and clerical employees toward achieving economic well-being, their general welfare and rights as workers and citizens.

In working toward the achievement of this goal, the International Union will strive to bring the benefits of union organization and collective bargaining to all professional, technical, office and clerical employees coming under its jurisdiction.

It shall provide all possible aid, assistance and guidance to its Local Unions and their members, to the end that all these employees may share in the benefits resulting from employment under the terms of signed collective bargaining agreements which provide (1) adequate compensation for services performed, (2) shorter hours of

employment and proper pay for overtime and holiday work, (3) the maximum possible job security and assurance of advancement opportunities, (4) adequate annual paid vacation and sick leave allowances sufficient to meet all normal exigencies, (5) equitable grievances handling procedures and (6) other justifiable employment protections.

It is also the purpose and aim of the International Union to inform, advise and educate these employees in the principles and policies of this organization and of the benefits and gains which they may achieve through organization and collective bargaining; and of the accomplishments of our organized members through an understanding of the growth and development of the labor movement and its position in our modern economic society, and to place in proper perspective the vital role played by professional, technical, office and clerical employees in the economy of our society.

ARTICLE III

Jurisdiction

This organization shall embrace within its jurisdiction all employees in the United States, Canada and the Commonwealth of Puerto Rico employed in any phase of professional, technical, office, clerical and related work. The membership of this International Union shall consist of all Local Unions, and the members thereof, within the jurisdiction of and chartered by this International Union.

ARTICLE IV

Membership

SECTION 1. No person shall be admitted to membership in any Local Union of the International Union who advocates principles or lends support to organizations or movements whose purposes and objectives are contrary to the fundamental principles of the established governments of the United States, Canada and the Commonwealth of Puerto Rico, or are in conflict with the policies of this International

Union. No person shall simultaneously hold membership in more than one Local Union of the International Union. No person may transfer membership from one Local Union of the International Union to another Local Union without the approval of the President, unless such a transfer is the result of a change in employment from one bargaining unit represented by the International Union or a Local Union to another such unit. Members shall hold membership in the International Union through the Local Union in whose jurisdiction they are working or last worked, except for members employed by the International Union or one of its subordinate bodies, a Local Union or any Council or other federation of Local Unions, who shall hold membership in such Local Union as may be determined by the President. Where a member works within the jurisdiction of more than one Local Union, such member shall hold membership through the Local Union in whose jurisdiction such member first worked; provided, however that such member shall pay a fee equal to the applicable dues to the other Local Union(s) in whose jurisdiction the member is working and such Local Union(s) shall pay a fee equal to the applicable per capita tax to the International Union.

SECTION 2. MEMBERSHIP CLASSIFICATIONS.

Membership classifications shall be active, non-active and associate. No member shall simultaneously hold more than one classification. A person who is suspended or expelled; loses their basis for membership due to an election; is no longer employed by the International Union or one of its subordinate bodies, a Local Union or any Council or other federation of Local Unions; has resigned their membership; or any other person who is not a member in accordance with one of the membership classifications provided for in this Article; shall not be considered members for any purpose, except as may be directed by the President; provided, however, in the event that a decision deprives a person of the basis upon which they hold membership, and that decision may be appealed to

any body other than the Convention of the International Union, that person shall maintain membership until the ruling on the appeal by the membership of a Local Union or the Executive Board of the International Union upholds the deprivation of the basis upon which membership is held.

SECTION 3. ACTIVE MEMBERSHIP. (a) An individual is eligible to be an active member in the International Union and a Local Union if that individual is: employed within a collective bargaining unit or other unit of employees represented by or affiliated with the International Union or any Local Union; an employee or officer of the International Union or one of its subordinate bodies; an employee or officer of a Local Union or any Council or other federation of Local Unions; a person who is not covered by any of the foregoing categories who belongs to or joins a Local Union or Guild which was chartered by the International Union with full membership rights prior to June 18, 2007, and who has not retired from the other position or positions that made them eligible for active membership; provided, however, that any person who is or was an active member of the International Union, and who becomes an employee of or an independent contractor for a labor organization which is not the International Union or one of its subordinate bodies or a Local Union or any Council or other federation of Local Unions, other than as a member of a bargaining unit represented by the International Union or a Local Union, is not eligible to be an active member from the date that person performs such employment or independent contractor services. In unusual circumstances, upon the recommendation of the President, the Executive Board may waive the application of the immediately preceding proviso. Compliance with reasonable membership requirements uniformly imposed by a Local Union, affiliated organization or Guild, and receipt by the Local Union, affiliated organization or Guild of the current dues and any required initiation or reinstatement fee, or any installment established by the Local Union, affiliated organization or Guild for payment of such fee, is required for an eligible

individual to become an active member. Continued payment of dues, and if applicable, any remaining installments of the required initiation or reinstatement fee, is required to maintain active membership.

(b) An active member who is not actively working due to layoff, illness, disability, or a contractually provided leave of absence, and has applicable recall, reemployment or other employment rights which have not expired under the collective bargaining agreement, or who has been discharged and has a grievance pending under the collective bargaining agreement may elect (1) to continue to pay dues and maintain active membership for the period for which said recall, reemployment or other employment rights are valid or said grievance is pending, (2) to apply for another classification of membership provided for in this Article, if eligible, or (3) to apply for a withdrawal card

(c) Active members shall enjoy all rights and privileges of membership in their respective Local Unions and in the International Union including, without limitation, the right to vote at all meetings and in all elections or referenda, to be nominated for and hold any office, and to be elected a delegate to the International Union Convention, if otherwise qualified under their Local Union Constitution and By-Laws and this Constitution.

SECTION 4. NON-ACTIVE MEMBERSHIP. (a) An individual is eligible to be a non-active member if that individual is a former active member of the International Union, including an individual who has retired from the position which made them eligible to be an active member, who desires to maintain membership in a Local Union. Receipt by the Local Union of whatever dues or fees it may establish for non-active members that are currently due is required for an eligible individual to become a non-active member. Continued payment of such dues and fees is required to maintain non-active membership. One half of any such dues or fees shall be paid to the International Union at the same time that per capita taxes are due, but not in

excess of the applicable per capita tax.

(b) Non-active members may attend and address Local Union meetings at the discretion of the Local Union President. Such person shall have no voice or vote in International Union or Local Union affairs, nor shall they be nominated for or hold an International Union or Local Union office or Executive Board position, or be elected a delegate to the International Union Convention; provided, however, that if a Local Union has or does provide in its Constitution and By-Laws that such a member has a voice and/or a vote in an election of Local Union officers, such provisions shall govern.

SECTION 5. ASSOCIATE MEMBERSHIP. (a) The Executive Board has established an associate membership classification providing for per capita payments equivalent to the 501 and over rate in accordance with Article XVI, Section 1(i) herein. This classification may include an employee employed by an employer who is the subject of an active organizing effort by the International Union or any Local Union, and shall include all other conditions and regulations which may be applicable to the category as established by the Executive Board. Any Local Union may also establish an associate membership classification which is consistent with any Executive Board action concerning an associate membership classification

(b) Associate members may attend and address Local Union meetings at the discretion of the Local Union President. Such person shall have no voice or vote in International Union or Local Union affairs, nor shall they be nominated for or hold an International Union or Local Union office or Executive Board position, or be elected a delegate to the International Union Convention.

ARTICLE V

Conventions

SECTION 1. The International Convention shall be the governing body of this International Union and it shall establish its laws and policies in accordance with this Constitution. The International Convention shall be the legitimate source of all authority and the final court of appeal. Between Conventions the Executive Board, as hereinafter provided, shall be the governing body of this International Union.

SECTION 2. Conventions of the International Union shall be held each three (3) years and shall convene some time during the months of May, June or July in a city designated by the Executive Board. No Convention of this International Union shall be dispensed with, unless so voted by a majority of the Executive Board of the International Union, and by a two-thirds (2/3) vote of the Local Unions at meetings called for such purposes and of which all members have been duly notified.

SECTION 3. Special Conventions may be called by direction of the Executive Board. In addition, special Conventions shall be called if requested by at least fifteen (15) Local Unions located in at least five (5) different states and/or provinces, provided that a majority of all Local Unions approve such request. For the purpose of making such request and granting such approval, Local Unions shall act only by majority vote of members present at the meeting considering same. A call for a special Convention shall state the purpose, or purposes, of such special Convention, and the business of such Convention shall be limited to the consideration of such purpose or purposes.

SECTION 4. The Convention call and credential forms shall be sent to Local Unions by the Secretary-Treasurer of the International Union at least ninety (90) days prior to the opening date of the Convention, except that in the case of special Conventions they shall be sent at least

forty-five (45) days prior to the opening date of such special Convention. All Local Unions sending delegates shall fill out such credentials, place the seal of the Local Union thereon, and return the forms to the Secretary-Treasurer of the International Union at least four (4) weeks prior to the opening of the Convention, except that in the case of special Conventions they shall be returned at least two (2) weeks prior to the opening of such special Conventions. Delegates whose credentials are not received within the time limits prescribed may be seated by action of the delegates seated at a Convention.

SECTION 5. Except as hereinafter specified, all resolutions, petitions, memorials, or appeals to be considered by any Convention shall be written and submitted in duplicate signed copies to the Secretary-Treasurer of the International Union and received by the Secretary-Treasurer not later than twenty-one (21) days prior to the opening date of the Convention. Resolutions can be submitted only by the Executive Board, Local Unions, Convention committees and Convention delegates. International Union Guilds may submit resolutions to the Executive Board and request that such resolutions be submitted to the Convention. The Executive Board may submit resolutions at any time prior to the adjournment of a Convention. Resolutions originating with the Convention's committees must have relevance to the committees' functions and can be submitted at any time prior to the submission of such committees' final report. Resolutions originating with individual delegates can be submitted at any time during the Convention with the consent of the Convention by a two-thirds (2/3) vote.

SECTION 6. A quorum shall consist of a majority of qualified and seated delegates in attendance at a Convention.

SECTION 7. Questions may be decided by a voice vote, division, or show of hands, but if a call of the roll on any question is demanded by one-tenth (1/10) of the delegates present, such question shall be decided by roll call

vote on the basis of voting strength provided in Article VI, Section 1.

SECTION 8. The official proceedings of the Convention shall be approved by the Executive Board, and a complimentary copy shall be provided to each Local Union.

ARTICLE VI

Representation at Conventions

SECTION 1. Each Local Union in good standing shall have one (1) vote in Convention for each one hundred (100) members, or major fraction thereof, on which per capita tax has been paid for the twelve (12) month period ending with the month of March preceding a regular Convention, or paid for the twelve (12) months immediately prior to the issuance of any call to a special Convention, calculated by the total per capita tax payments made for the applicable period divided by twelve; except that any Local Union having less than a major fraction of one hundred (100) after the calculation shall, nevertheless, be entitled to one (1) vote. If a Local Union has paid per capita tax for less than all the months of such a twelve (12) month period, and has not been suspended in accordance with Article XV, Section 1 of this Constitution, that Local Union shall be entitled to one-twelfth (1/12) of its total vote for each month on which per capita tax was paid during the applicable period.

SECTION 2. No Local Union which has been chartered during the two (2) calendar months preceding the month of any regular or special Convention, or during the month of such Convention, shall be entitled to representation at such Convention.

SECTION 3. Each Local Union shall be entitled to as many delegates as it has votes, except that no Local Union shall have more than five (5) delegates present at a Convention. The delegate or delegates from each Local Union may cast the entire vote of the Local Union.

SECTION 4. The voting strength and representation of

a Local Union resulting from an amalgamation of two (2) or more Local Unions, shall be based on the total per capita tax payments made by the Local Unions forming such a Local Union.

SECTION 5. No Local Union may be represented at any Convention of the International Union by proxy, nor may it delegate its voting strength to any other Local Union, and no delegate to any Convention shall represent more than one (1) Local Union.

SECTION 6. Any Local Union which is in trusteeship or has been suspended, and any group of active members who are not part of a Local Union, who are in good standing, shall elect delegates to a Convention in a secret ballot vote conducted in accord with the legal requirements to elect officers of a Local Union. The number of delegates and the voting strength of any such Local Union or group shall be based upon the number of its members determined as for a Local Union in accord with this Article VI.

SECTION 7. Each delegate to a Convention must have been in continuous good standing with the Local Union such delegate represents for at least twelve (12) months prior to the convening of the Convention, unless the Local Union has been functioning (the period when a Local Union shall be deemed to be "functioning" shall be that commencing with the first month for which per capita tax payments are regularly made) for less than one (1) year, in which case such delegate must have been in good standing during the period that the Local Union has been so functioning. Each delegate shall be selected by vote of the Local Union. Only a delegate who has been seated may act as a delegate.

SECTION 8. Delegates of Local Unions located in Canada, shall have full voice and vote in the International Convention on all matters except the following:

- (a) Nomination and Election of the International President and the International Secretary-Treasurer;
- (b) The finances of the International Union;

(c) The compensation and expenses of International Union officers elected at the International Convention;

(d) The operations of the International Union, any subordinate body, or any Local Union in the United States; and

(e) The operation of the Office and Professional Employees International Union Pension Plan, or any other retirement or other fringe benefit plan, covering only United States members and their families.

SECTION 9. Except as otherwise specified, all officers of the International Union shall be entitled to participate fully in all Conventions and shall be eligible for election to any office in the International Union to be filled in any Convention. No officer of the International Union shall be entitled to vote on any Convention action unless such officer is a delegate (except that the presiding officer of a Convention can vote to break a tie).

SECTION 10. The Executive Board shall constitute the Credentials Committee, and for that purpose shall meet in advance of the Convention. The President of the International Union shall appoint committees on Rules, Program, Resolutions, Constitution and Laws, Legislation, Organizing, Officers' Reports, Publicity and such other committees as may be required. The Rules and Program Committees shall also meet in advance of the Convention. Not more than a total of three (3) Vice Presidents and/or International Representatives, exclusive of the committee Chairperson, shall serve on the same committee. The President shall endeavor to achieve broad regional representation in the membership of such committees.

ARTICLE VII

Convention Fund

SECTION 1. There shall be maintained a separate Convention Fund consisting of all monies paid by the United States Local Unions to the International Union in conformance with the applicable portion of Article XVI providing for Local Union payments to such Fund.

SECTION 2. The International President shall extend financial assistance from the General Fund to any Convention city host Local Union or Local Unions in an amount as the circumstances may warrant, not in excess of ten thousand dollars (\$10,000.00) for any one Convention.

SECTION 3. Each United States Local Union eligible to participate and participating in a regular Convention by sending at least one (1) delegate to such Convention shall be paid a portion of the total amount in this Fund, based on monthly payments received from Local Unions through the month of February of the regular Convention year, and including any balance in such Fund, subject to the following provisions.

SECTION 4. The amount to be paid from the Convention Fund to each eligible United States Local Union participating in such regular Convention shall be determined as follows:

(a) Fifty percent (50%) of the Fund defined in Section 3 of this article shall be equally divided among all such Local Unions; and

(b) Fifty percent (50%) of the Fund shall be divided by the total of all the straight map miles between each and every eligible Local Union's charter city and the Convention city.

SECTION 5. Each eligible Local Union participating in such regular Convention shall be paid an amount equal to the result of the division defined in Section 4 (b) of this article (figured to the next lower half cent) multiplied by

the number of straight map miles such Local Union is from the city in which such Convention is being held plus the amount determined by the application of Section 4 (a) of this article. Any Local Union contributing to the Convention Fund less than one (1) year prior to February of the Convention year shall participate in both halves of the Fund at the rate of one-twelfth (1/12) of a normal share for each month of participation.

SECTION 6. Included in each regular Convention call of the International Union sent to each Local Union shall be a statement indicating the estimated amount which will be paid from this Fund to Local Unions participating in such Convention in accordance with Section 5 of this Article.

SECTION 7. Upon receipt of a properly executed delegate's Convention credential, bearing the seal of the Local Union and signatures of its President and Secretary-Treasurer, the International Union Secretary-Treasurer shall issue to the Local Union a check drawn on this Fund in the amount determined by Section 5 of this article, and subject to conditions in Section 8 thereof.

SECTION 8. Local Unions which are not represented at such Convention shall not share in this Fund for such Convention, and any such Local Union which may have been paid from this Fund for such Convention shall refund to the International Union for redeposit in this Fund any such payments.

ARTICLE VIII

Officers of the International Union

SECTION 1. The officers of the International Union shall be a President, and a Secretary-Treasurer, who shall be the principal executive officers, a Canadian Director, a Canadian Financial Director and twenty-one (21) Vice Presidents. These officers shall constitute the Executive Board. The officers selected by the Canadian Convention under Article XIV shall have full voice and vote in the Executive

Board on all matters except the following:

- (a) Nomination and election of the International President and the International Secretary-Treasurer;
- (b) The finances of the International Union;
- (c) The compensation and expenses of International Union officers elected at the International Convention;
- (d) The operations of the International Union, any subordinate body, or any Local Union in the United States; and
- (e) The operation of the Office and Professional Employees International Union Pension Plan, or any other retirement or fringe benefit plan, covering only United States members or their families.

All officers shall hold office until their successors are elected and installed, as hereinafter provided.

SECTION 2. The President and Secretary-Treasurer shall be members of United States Local Unions elected from different Local Unions. Not more than one (1) Vice President shall be elected from any one (1) Local Union. These provisions shall not prevent any Vice President from being elected from any Local Union where either the President, Secretary-Treasurer, Canadian Director or Canadian Financial Director is a member.

SECTION 3. No person can qualify as officers of the International Union unless they are citizens of the United States or Canada, are eligible to and are now and have been members in continuous good standing of Local Unions of this International Union for twelve (12) months prior to nomination and have either worked within the jurisdiction of the International Union for at least one (1) year within the five (5) years preceding nomination to office, or have served a term as an officer or organizer of the International Union or as an officer or business representative of a Local Union. Eligibility to hold office in this International Union shall not be limited to delegates to its regular

Convention. No person shall hold more than one (1) office in the International Union.

SECTION 4. For the purpose of election of thirteen (13) of the twenty-one (21) Vice Presidents, the United States, and the Commonwealth of Puerto Rico shall be divided into six (6) regions:

Region II shall consist of Maine, Vermont, New Hampshire, Massachusetts, Connecticut, Rhode Island, New York, New Jersey, Pennsylvania, Delaware, Maryland, West Virginia, the District of Columbia, and the Commonwealth of Puerto Rico.

Region III shall consist of Kentucky, Tennessee, Virginia, North Carolina, South Carolina, Georgia, Florida, Alabama, and Mississippi.

Region IV shall consist of Kansas, Missouri, New Mexico, Oklahoma, Arkansas, Texas and Louisiana.

Region V shall consist of California, Colorado, Nevada, Utah, Arizona and Hawaii.

Region VI shall consist of Oregon, Washington, Idaho, Montana, Wyoming and Alaska.

Region VII shall consist of North Dakota, South Dakota, Nebraska, Minnesota, Iowa, Wisconsin, Illinois, Michigan, Indiana and Ohio.

Five (5) Vice Presidents shall be elected from among the members of Local Unions located in Region II; two (2) Vice Presidents shall be elected from among the members of Local Unions located in Region III; one (1) Vice President shall be elected from among the members of Local Unions located in Region IV; two (2) Vice Presidents shall be elected from among the members of Local Unions located in Region V; one (1) Vice President shall be elected from among the members of Local Unions located in Region VI; two (2) Vice Presidents shall be elected from among the members of Local Unions located in Region VII.

SECTION 5. In addition to the Vice Presidents elected

from Regions, three (3) Vice Presidents shall be elected from among the members of Local Unions located anywhere within the United States. In nominating and in electing these Vice Presidents, the delegates should consider the gender and ethnic diversity of the members of the Executive Board that have already been elected by the Convention.

SECTION 6. All officers and full-time paid organizers of the International Union shall be ex-officio members of all Local Unions with the privilege of participating in Local Union meetings, but not voting; provided, however, such officers and organizers shall retain and may exercise full rights of participation in the Local Union in which they hold membership.

SECTION 7. Vacation allowances for regular full-time officers, organizers and representatives of this International Union shall be established by the International Union Executive Board.

SECTION 8. In the event that the Local Union in which an officer of the International Union holds membership dissolves, is suspended, or expelled, such officer shall be considered as a member-at-large, provided regular monthly dues are paid directly to the International Union at the rate established by the dissolved, suspended or expelled Local Union. Such continuous membership-at-large shall be construed as good standing for purposes of election to office.

ARTICLE IX

Election of Officers of the International Union

SECTION 1. Officers of the International Union shall be nominated, elected and installed at each regular Convention of the International Union, except for officers listed in Article XIV who are nominated, elected and installed at the Canadian Convention. The officers of the International Union shall subscribe by oath to the following obligation:

I, _____, do hereby sincerely pledge my honor to perform the duties of my office as prescribed by the Constitution of the Office and Professional Employees International Union. I will deliver to my successor in office all books, papers and other property of this International Union that may be in my possession at the close of my official term. I will also deliver all property of this International Union to the proper authority of the same upon lawful demand. I will at all times devote my efforts to further the objectives and best interest of the International Union.

SECTION 2. The President and Secretary-Treasurer shall be elected by delegates voting their representation and it shall require a majority of votes cast to elect. In case no candidate receives a majority, the candidate receiving the lowest number of votes shall be dropped from subsequent balloting. Voting shall be by secret ballot and thereafter tabulated.

SECTION 3. The thirteen (13) Vice Presidents to be elected from Regions II, III, IV, V, VI, and VII as defined in Article VIII, Section 4, shall each be nominated and elected by the Convention delegates from the Local Unions located in each Region. After the thirteen (13) Vice Presidents from Regions have been elected, the three (3) Vice Presidents specified in Article VIII, Section 5 shall be nominated and elected by the Convention delegates from all the Local Unions located in the United States. Delegates will cast votes in accord with Article VI, Sections 1, 2, and 3. It shall require a majority of votes cast to elect. If the specified number of candidates in their respective regions do not receive majorities, then further voting will be held among those not receiving a majority in each region, dropping those receiving a majority in each region or the lowest candidate if no candidate receives a majority. If more candidates than the specified number of Vice Presidents to be elected in any region received majorities, the candidates declared elected in such region shall be the required number

receiving the highest majorities but not including those who are involved in a tie vote which would bring the total beyond the specified number to be elected, in which event further voting will be held among all candidates in such region except those declared elected; provided, however, if all candidates receiving a majority are involved in a tie vote, the lowest candidate shall be dropped in the subsequent voting. The applicable process outlined above shall be repeated in each region until the required number of Vice Presidents in each region have been elected by majority vote.

SECTION 4. The election rules governing the election of officers of this International Union, except for those elected only from the members of Local Unions located in Canada, shall be as devised and specified by regular Conventions, subject to the provisions of this Constitution. Election observers must be active members of the International Union. In the event, however, that more than one (1) candidate is nominated for more than one (1) office from any one (1) Local Union, the balloting shall be conducted by separate ballots for each office for which such candidates have been nominated, in the order of the office of President, Secretary-Treasurer, the Vice Presidents elected from their Regions and the three (3) Vice Presidents elected from all Regions. In the event that two (2) or more eligible candidates from the same Local Union are nominated for the office of Vice President, only the candidate receiving the highest number of votes required for election in the first election held shall be deemed elected to the office and the other candidate(s) from the same Local Union shall be automatically eliminated. The ballots, official tally sheets and all other official records of the election shall be held in the custody of the Secretary-Treasurer who shall preserve them until the conclusion of the next triennial Convention.

SECTION 5. Any vacancy in the office of President or Secretary-Treasurer shall be filled by a majority vote of the members of the Executive Board eligible to vote to fill the

vacancy. Any vacancy in the office of a Vice President selected by Regions II, III, IV, V, VI and VII, or the three (3) Vice Presidents selected from among the members of Local Unions located anywhere within the United States, shall be filled by a majority vote of such Vice Presidents and the President and Secretary-Treasurer. These officers shall select a qualified person to fill such vacancy until the next Convention. A vacancy in the position of Vice President in Regions II, III, IV, V, VI or VII shall be filled from among the members of the Local Unions in the Region in which the vacancy exists. A vacancy in the position of Vice President selected from among the members of Local Unions located anywhere within the United States, shall be filled from among such members. Any officer of the International Union entering the armed forces of the United States or Canada shall be considered on leave of absence, without pay, and that office shall not be considered vacant while the officer is in such service, not to exceed the remainder of the term of office.

SECTION 6. Officers of this International Union shall be responsible to the chartered Locals for the fair and equitable administration of the provisions of this Constitution, and the President shall provide for the satisfactory settlement of grievances submitted by the chartered Locals on their behalf.

ARTICLE X

Duties of President of the International Union

SECTION 1. It shall be the duty of the President to preside at all Conventions; to interpret the Constitution; to exercise supervision over the affairs of the International Union throughout its jurisdiction; to sign all official documents; to travel whenever required in the interest of the International Union; and the President shall submit to each regular Convention a report of acts and doings between Conventions.

SECTION 2. The President shall act as executive officer of the Executive Board in all matters wherein authority is not especially conferred upon other officers of the International Union. The President shall be chairperson of the Executive Board and shall have the power to convene the board at any time.

SECTION 3. The President shall direct organizing for the International Union, and in connection therewith, shall appoint, with the advice of the Executive Board or Vice Presidents, all organizers of the International Union, approve their reasonable expenses, and establish their salaries and per diem allowances, subject to appeal to the Executive Board and to such criteria as may be established by International Union Conventions; provided, however, that the consent of the Executive Board shall be obtained for the hiring of regular full-time organizers or representatives; and provided further that, if the Vice Presidents of a region register unanimous objection to someone who has been appointed in their region by the President, the matter shall be referred to a poll of the Executive Board.

SECTION 4. The President shall employ and fix compensation for all necessary legal, technical and administrative help, together with whatever personnel office help may be necessary for the efficient conduct of the office.

SECTION 5. The President shall be the primary financial officer of the International Union and must approve all disbursements of the International Union.

SECTION 6. The President shall establish educational and research services.

SECTION 7. The President's approval shall be required on all Constitutions and Bylaws adopted by Local Unions in accordance with this Constitution and all Local Unions shall submit their Constitutions and Bylaws governing the Local Union membership to the President of the International Union for approval. Such approval shall be obtained prior to their being put into effect by the Local Union.

SECTION 8. The President shall be editor of the official publication of the International Union and shall be authorized to employ such assistance as is necessary in connection therewith. Such publication shall be published at the discretion of the International Union Executive Board, and shall be called "White Collar." It shall be the official organ of the International Union for all purposes, including notices. The publication shall be free to all dues-paying members.

SECTION 9. The President shall be paid a salary and allowed such per diem allowances as established by International Union Conventions, together with transportation and reimbursement for all necessary expenses incurred on behalf of the International Union.

SECTION 10. The President shall be a delegate of the International Union to all Conventions, including Conventions of the American Federation of Labor and Congress of Industrial Organizations. The President is empowered to appoint delegates of the International Union to any Convention, and to Conventions of the American Federation of Labor and Congress of Industrial Organizations or any department thereof, where deemed to be in the best interest of the International Union to have additional representation or to act in the President's behalf as a delegate at any such Convention.

SECTION 11. Whenever any Local Union makes a request in writing to the President to take over the affairs of the Local Union, the President may appoint a trustee to assume control over the affairs, operation, books, funds, records, assets and property of such Local Union until such time as the President terminates the trusteeship and turns the affairs of the said Local Union back to the Local Union. Any request by a Local Union for the President to appoint a trustee must be authorized by a vote of the Executive Board of the Local Union, or by a vote of the union membership as provided by the Local Union Constitution and Bylaws. Upon appointment of any such trustee, the Local Union officers, agents and members shall turn over to such

trustee all books, funds, records, assets and property of any kind, which shall be held and managed by the trustee in trust for the membership of the Local Union. The salary of the trustee, which shall be fixed by the President, and any necessary expenses incurred by the trustee during the period of the assignment, shall be paid by the Local Union.

ARTICLE XI

Duties of Secretary-Treasurer of the International Union

SECTION 1. The Secretary-Treasurer shall keep a correct record of the proceedings of all Conventions and of all meetings of the Executive Board.

SECTION 2. The Secretary-Treasurer shall collect and issue a receipt for all monies paid to the International Union and shall make all proper disbursements by check, except that the Secretary-Treasurer is authorized to maintain a petty cash account of five hundred dollars (\$500.00) from which authorized cash disbursements are made. The Secretary-Treasurer must obtain and keep on file a signed warrant from the President for any extraordinary or nonrecurring disbursements. No funds of the International Union shall be expended except to accomplish the purposes of the International Union.

SECTION 3. The Secretary-Treasurer shall properly safeguard the assets of this International Union and shall keep the funds invested in the name of the Office and Professional Employees International Union. The funds shall be invested or deposited in banks or other financial institutions, in amounts not to exceed the maximum insurable amounts with insurance provided by the Federal Deposit Insurance Corporation or the National Association of Credit Unions, in the United States. The funds may also be invested in securities issued or guaranteed by the United States Government, or in such other securities and investments as the Executive Board shall deem to be in the best

interests of the International Union, and in accordance with sound investment principles. Whenever possible and feasible, the Secretary-Treasurer shall endeavor to deposit such funds in banks and other financial institutions that are under contract to the Office and Professional Employees International Union.

SECTION 4. The Secretary-Treasurer shall be adequately bonded in a surety company through and in behalf of the International Union, premium for such bond to be paid by the International Union.

SECTION 5. The Secretary-Treasurer shall submit monthly to the President an itemized statement showing all receipts and expenditures and cash on hand; shall submit all books to the certified public accountant designated by the Executive Board, as prescribed by this Constitution; shall at all times keep all books and accounts open for inspection of the President and Executive Board; shall make a quarterly financial statement and submit a copy to all members of the Executive Board and to all Local Unions; shall also make an annual financial statement indicating the balance sheet of Canadian revenues and expenditures (including the overhead costs) and submit a copy to all members of the Executive Board and to all Local Unions in Canada.

SECTION 6. The Secretary-Treasurer shall notify all Local Unions of their past due obligations and of their suspension in the event of such.

SECTION 7. The Secretary-Treasurer shall issue charters to Local Unions under the policies promulgated by the Executive Board.

SECTION 8. The Secretary-Treasurer is authorized to inspect the books, records and financial accounts of any Local Union, including records relating to the OPEIU Pension Plan, whenever deemed necessary to do so, having due regard for the convenience of the Local Union, and Local Unions and their officers shall be obligated to turn over their

books, records and financial accounts to the Secretary-Treasurer or duly designated representative upon such request for the purpose of such inspection.

SECTION 9. Subject to Article X, Section 5 of this Constitution, the Secretary-Treasurer shall employ and fix compensation for such office help as is necessary for the proper functioning of the Secretary-Treasurer's office and duties, including traveling auditors for the purposes of inspecting Local Union books, records, and financial accounts whenever, in the Secretary-Treasurer's judgment, it becomes necessary to do so.

SECTION 10. The Secretary-Treasurer shall formulate and establish uniform accounting procedures for Local Unions, to be followed by all Local Unions.

SECTION 11. It shall be the duty of the Secretary-Treasurer to promptly report to the bonding company through which Local Union officers are bonded the failure of any Local Union officer to transmit per capita taxes or financial obligations due the International Union.

SECTION 12. The fiscal year of the International Union shall end with the last day of February of each year.

SECTION 13. The Secretary-Treasurer shall be paid a salary and allowed such per diem allowances as established by International Union Conventions, together with transportation and reimbursement for all necessary expenses incurred on behalf of the International Union.

SECTION 14. The Secretary-Treasurer shall be a delegate of the International Union to all Conventions, including Conventions of the American Federation of Labor and Congress of Industrial Organizations.

ARTICLE XII

Duties of Vice Presidents of the International Union

SECTION 1. The United States Vice Presidents shall act as volunteers or special organizers for the International Union and shall perform such duties as may be determined and assigned to them by the President in carrying out the objectives of the International Union.

SECTION 2. They shall report monthly to the President, informing on conditions and progress and their plans for the forthcoming month.

SECTION 3. They shall perform such other duties as the Executive Board may assign to them.

SECTION 4. While performing assigned tasks, United States Vice Presidents shall be compensated in such amounts and allowed such per diem allowances as established by the International Union Conventions, together with transportation and reimbursement for all necessary expenses incurred on behalf of the International Union, except that organizers or representatives employed by the International Union shall not receive additional compensation relating to performing assigned tasks unless such tasks are directed by the President to be work performed as a Vice President.

ARTICLE XIII

Duties of Executive Board of the International Union

SECTION 1. Between Conventions the Executive Board shall conduct the affairs of the International Union. With this Constitution as its guide, it shall take all action necessary to carry out the objectives of this International Union.

SECTION 2. The Executive Board shall meet semi-annually at the call of the President. It shall meet before and

after each Convention, and the members thereof shall be available for meetings during any Convention.

SECTION 3. A quorum for the transaction of business at any meeting of the Executive Board shall consist of a majority of the members of the board. All members of the board shall be given reasonable notification of Executive Board meetings. The actions of the Executive Board shall be determined by majority vote of the members present.

SECTION 4. On specific propositions and in response to request by the President for a decision, the Executive Board members shall vote by mail, facsimile, or roll call vote taken during a telecommunication conference; provided, however, that in such cases it shall require a majority vote of the entire Executive Board to decide any issue.

SECTION 5. The Executive Board shall determine the policies pursuant to which charters shall be issued by the Secretary-Treasurer, but shall consult with and obtain the opinion of existing affected Local Unions in any particular city before issuing an additional charter in such city.

SECTION 6. The Executive Board is authorized to determine the conditions and terms under which suspended, expelled, dissolved or disbanded Local Unions may be reconstituted or reinstated.

SECTION 7. The Executive Board shall determine jurisdiction between Local Unions and settle all controversies respecting jurisdiction between Local Unions.

SECTION 8. The Executive Board shall approve all investments of funds of the International Union.

SECTION 9. The Executive Board shall have the power in emergencies to levy temporary assessments upon Local Unions or members of Local Unions, such assessments not to exceed the equivalent of one dollar (\$1.00) per month per member, provided that a majority of all Local Unions approve of such assessment.

SECTION 10. The Executive Board is authorized to

grant strike, lockout or victimization benefits to Local Unions from the funds of the International Union upon terms and conditions established by the Executive Board.

SECTION 11. It shall be the duty of the Executive Board to see that the Secretary-Treasurer is adequately bonded in a surety company to the International Union.

SECTION 12. In case of a vacancy because of resignation, suspension, expulsion, death or incapacity of the President of the International Union, the Executive Board shall meet within thirty (30) days at the call of the Secretary-Treasurer to fill the vacant office. Except in the case of incapacity that is not permanent as specified in this Section, the office shall be held until the next regular Convention. Whenever the office of the Secretary-Treasurer becomes vacant due to resignation, suspension, expulsion, death or incapacity, the President shall have the authority to appoint a temporary Secretary-Treasurer to serve with all rights, powers and duties vested in the office under this Constitution, such temporary Secretary-Treasurer to serve until the Executive Board chooses a successor, but in any event, not later than ninety (90) days from the date of the first appointment by the President. The Executive Board, by majority vote, shall fill such vacancy as soon as possible after it occurs. Except in the case of incapacity that is not permanent as specified in this Section, the office shall be held until the next regular Convention. Incapacity shall be defined as a medical condition certified by a licensed physician as making the President or the Secretary-Treasurer unable to perform the duties of their office. Whenever any such incapacity should occur that is declared not permanent in the written opinion of a licensed physician chosen by the Executive Board, the temporary appointment by the Executive Board or the President shall terminate as soon as the President or the Secretary-Treasurer is certified in a written opinion by a licensed physician chosen by the Executive Board as able to resume performance of the duties of their office. Should any incapacity that is not permanent continue beyond ninety (90)

days, the Executive Board or the President shall have the power to make successive temporary appointments which shall be valid only until such time as the President or Secretary-Treasurer is certified as able to resume the duties of their office.

SECTION 13. The Executive Board shall make a complete report of its interim action to the regular Convention.

SECTION 14. The Executive Board shall appoint delegates (other than the President and Secretary-Treasurer) to the Conventions of the American Federation of Labor and Congress of Industrial Organizations or departments thereof.

SECTION 15. In the case of Local Unions amalgamating, the Executive Board shall be empowered to waive that portion of Section 3 of Article XIX of this Constitution relating to permitting the election to Local Union office only those persons who have been in continuous good standing in their Local Union for twelve (12) months. Upon recommendation of the President, the Executive Board may waive the application of one or more provisions of this Constitution to any organization which merges or affiliates with the International Union or any Local Union. The granting of such a waiver must be in connection with the approval of a merger or affiliation agreement, and shall be for a specified period of time.

SECTION 16. Three (3) members of the Executive Board may request in writing a special meeting of the Executive Board. Such request shall be addressed to the President, but in the event the office of President is vacant or the President is incapacitated, then to the Secretary-Treasurer, but in the event of vacancy or incapacity in the office of Secretary-Treasurer, then the next senior officer. The President or appropriate officer, as the case may be, shall immediately poll the members of the Executive Board on the question of holding such a meeting,

and upon majority vote to hold such a meeting, the President or appropriate officer, as the case may be, shall convene such meeting within thirty (30) days from date of such majority vote.

SECTION 17. The International Union Executive Board shall designate a certified public accountant who shall audit the books, records and financial accounts of the International Union for at least each fiscal year within three (3) months following the end of each such year, a copy of each fiscal year's audit being promptly supplied by the International Union Secretary-Treasurer to each member of the Executive Board and to each Local Union.

ARTICLE XIV

Canada

(This article and all other provisions relating to Canada were suspended at the 2007 Convention. See Article XXIII, Section 6.)

SECTION 1. CANADIAN AUTONOMY. (a) The Office and Professional Employees International Union fully recognizes the right of the Local Unions within Canada to establish their own autonomous national union if such is the desire of a majority of Office and Professional Employees International Union members within that country.

(b) A request for ascertaining the desire of members within Canada must be made by a resolution adopted by the Canadian Convention.

(c) Such a request may be made in 2006 and each three (3) years thereafter. The resolution of a Canadian Convention to make such a request must be adopted and a properly certified copy delivered to the International President during the month of October 2006 or any subsequent third year.

(d) Within thirty (30) days of receipt of such a request, the Executive Board shall schedule the dates for an election to determine the desire of Canadian members during the month of January which follows the October in which the request is received. The election shall be conducted by mail and shall be by secret ballot. The Executive Board shall also select an independent agency within Canada experienced in the conducting of such elections to conduct the election, count the ballots, and certify the results. Within fifteen (15) days of being notified that such an election will be held, each Canadian Local Union shall provide the independent agency with a list of all members in good standing as of October 31st of the year in which such an election is requested, including the name, home address, and if known to the Local Union, home

telephone number and/or e-mail address. Copies of the list shall be provided at the same time to the International Union Executive Board and the Canadian National Committee.

(e) The cost of such an election shall be paid by the International Secretary-Treasurer from Canadian per capita tax receipts.

(f) If a majority of the International Union members in good standing on the lists provided by Canadian Local Unions in accordance with subsection (d) of this Section vote in favor of the establishment of an autonomous national union, such union shall begin operations on the July 1st which follows the January in which the election was held.

(g) If a majority of International Union members in Canada express a desire to establish an autonomous national union, no funds of the International Union shall be payable to that union.

SECTION 2. CANADIAN DIRECTOR. (a) The Canadian Director shall be responsible for the coordination of organizing, education and servicing activities in Canada. The Canadian Director shall also be the spokesperson for Canadian members on matters affecting Canadian membership.

(b) In accordance with existing Constitutional provisions, the Canadian Director shall authorize strike action in Canada.

(c) The Canadian Director shall be the editor of an official publication of the International Union and shall be authorized to employ such assistance as is necessary in connection therewith. Such publication shall be published at the discretion of the Canadian Director, and shall be called "The Leader." The publication shall be free to all Canadian dues paying members.

SECTION 3. CANADIAN FINANCIAL DIRECTOR. (a) The initial Canadian Financial Director shall be selected by the Canadian National Committee and shall

serve until a successor is elected by the next Canadian Convention.

(b) The Canadian National Committee shall establish duties of the Canadian Financial Director in addition to those specified in this article.

SECTION 4. CANADIAN CONVENTION. (a) Canadian Conventions shall be held each three (3) years and shall convene some time during the months of April, May or June in a city designated by the Canadian National Committee. Canadian Conventions shall be held for the purpose of establishing policy on matters affecting the Canadian membership. Special Conventions may be called by the Canadian National Committee.

(b) The Convention Call and credential forms shall be sent to Canadian Local Unions by the Canadian Director at least ninety (90) days prior to the opening date of the Convention, except in the case of special Conventions where they shall be sent at least forty-five (45) days prior to the opening date of such special Conventions. Only Canadian Local Unions and members of those Local Unions may participate in the Canadian Convention.

(c) All Local Unions sending delegates shall fill out the credentials, place the seal of the Local Union thereon, and return them to the Canadian Director at least four (4) weeks prior to the opening of the Convention, except in the case of special Conventions where they shall be returned at least two (2) weeks prior to the opening of such special Conventions.

(d) Delegates whose credentials are not received within the time limits prescribed may be seated by action of the delegates seated at a Convention.

(e) Each Local Union shall be entitled to as many delegates as it has votes, except that no Local Union shall have more delegates than the number of delegates present at a Convention as permitted in the Canadian Convention rules adopted by the prior Convention. The

delegate or delegates from each Local Union may cast the entire vote of the Local Union.

(f) The Canadian National Committee shall constitute the credentials committee, and for that purpose shall meet in advance of the Convention. The Canadian Director may appoint additional members to the Resolutions Committee. The Canadian Director shall appoint any other committee as may be required.

(g) Except as hereinafter specified, all resolutions, petitions, memorials to be considered by any Convention shall be written and submitted in duplicate signed copies to the Canadian Director and received by the Canadian Director not later than twenty-one (21) days prior to the opening date of the Convention. Resolutions can be submitted only by Local Unions, Convention committees, the Canadian National Committee, and Convention delegates. Resolutions originating with the Convention's committees must have relevance to the committee's functions and can be submitted at any time prior to the submission of such committee's final report. Resolutions originating with individual delegates can be submitted at any time during the Convention with the consent of the Convention by a two-thirds (2/3) vote.

(h) A quorum shall consist of a majority of qualified delegates in attendance at a Convention.

(i) Questions may be decided by a voice vote, division, or show of hands, but if a call of the roll on any question is demanded by one-tenth (1/10) of the delegates present, such question shall be decided by roll call vote on the basis of voting strength provided in Article XIV, Section 3, paragraph (k).

(j) A complimentary copy of the official proceedings of the Convention shall be provided to each Canadian Local Union and the International Secretary-Treasurer.

(k) Each Local Union in good standing shall have one (1) vote in Convention for each one hundred (100) members or major fraction thereof, on which per capita tax has been

paid for the twelve (12) month period ending two (2) months prior to the month of a regular Convention, or paid for the twelve (12) month-period ending two (2) months immediately prior to the month of any special Convention; except that any Local Union having less than a major fraction of one hundred (100) shall, nevertheless, be entitled to one (1) vote. If a Local Union has paid per capita tax for less than all the months of such a twelve (12) month period, and has not been suspended in accordance with Article XV, Section 1 of this Constitution, that Local Union shall be entitled to one-twelfth (1/12) of its total vote for each month on which per capita tax was paid during the applicable period.

(l) No Local Union which has been chartered during the two (2) calendar months preceding the month of any regular or special Convention, or during the month of such Convention, shall be entitled to representation at such Convention.

(m) The voting strength and representation of a Local Union resulting from an amalgamation of two (2) or more Local Unions, shall be based on the total per capita tax payments made by the Local Unions forming such a Local Union.

(n) No Local Union may be represented at any Convention by proxy, nor may it delegate its voting strength to any other Local Union, and no delegate to any Convention shall represent more than one (1) Local Union.

(o) Each delegate to a Convention must have been in continuous good standing with the Local Union such delegate represents for at least twelve (12) months prior to the convening of the Convention, unless the Local Union has been functioning (the period when a Local Union shall be deemed to be functioning shall be that commencing with the first month for which per capita tax payments are regularly made) for less than one (1) year, in which case such delegate must have been in good standing during the period that the Local Union has been so functioning. Each delegate shall be selected in accordance with the Constitution and

Bylaws of the Local Union.

(p) All officers of the International Union elected at a Canadian Convention shall be entitled to participate fully in all Canadian Conventions and shall be eligible for election to any office to be filled in a Canadian Convention. No officer of the International Union shall be entitled to vote on any Convention action unless such officer is a delegate (except that the presiding officer of a Convention can vote to break a tie).

(q) The election rules governing the election of all the officers to be elected at a Canadian Convention shall be as devised and specified by Canadian Conventions, subject to the provisions of this Constitution. In the event, however, that more than one (1) candidate is nominated for more than one (1) office from any one (1) Local Union, the balloting for each office shall be conducted by separate ballots for each office for which such candidates have been nominated, in the order of the office of Canadian Director, the Vice Presidents of each Region numerically and the Canadian Vice President seat reserved for women.

(r) After each seat on the International Union Executive Board has been filled, and subject to the next paragraph dealing with International Union Region X, the Regional Officers shall each be nominated and elected in accordance with the following procedures:

(1) Nominations are open for Regional Officers;

(2) In the event that there are more candidates than the number of positions to fill, the vote shall be held as follows:

2.1 Delegates will cast votes in accordance with their representation.

2.2 Ballots shall be declared void if the following conditions are not met:

2.2.1. Delegates shall cast votes for as many candidates as there are positions to be filled.

2.2.2. Delegates shall not have the right to vote for more candidates from the same Local Union than

the remaining number of positions that may be held by candidates from that Local Union.

2.3 The candidates receiving the highest number of votes shall be declared elected subject to the limitation in the maximum number of Regional Officers from the same Local Union.

2.4 If that limitation prevents the election of a certain candidate, the candidate from another Local Union receiving the highest number of votes shall be declared elected.

2.5 In the event candidates cannot be declared elected because of a tie vote, a subsequent balloting shall be held only between these candidates. Candidates may withdraw at any time before voting is held.

(s) After each seat on the International Union Executive Board has been filled, the Regional Officers representing Region X shall each be nominated and elected in accordance with the following procedures:

(1) If the reserved seats for the Mid Canada Council or the Central Ontario Council have not been filled with the election of the members of the Executive Board, the following procedure shall apply:

1.1 Nominations are open for the reserved seat(s);

1.2 The candidate(s) receiving the highest number of votes shall be declared elected.

(2) The afore described process shall apply thereafter.

(t) Voting strength at Canadian Conventions shall be the same as provided in Article XIV, Section 4, paragraph (k) of the International Union Constitution. The Canadian Director shall be the chairperson at the Canadian Convention, or in the chairperson's absence, one of the Vice Presidents.

SECTION 5. RECONCILIATION. The Secretary-

Treasurer shall make an annual financial statement indicating the balance sheet of Canadian revenue and expenditures (including overhead costs) and submit a copy to all members of the Executive Board and to all Local Unions in Canada. This annual financial statement shall state all revenues and expenditures in Canadian funds by converting United States funds expenditures to Canadian funds at the average monthly currency exchange rate at the time the expenditure is made.

SECTION 6. CANADIAN COUNCILS. Notwithstanding any other provision of this Constitution, affiliation with an established Canadian Council by each Local Union within the jurisdiction of such Council shall be mandatory, except if a Local is exempted by action of the International Union Executive Board. This exemption is subject to a revision.

SECTION 7. CANADIAN CONVENTION FUND.

Each Local Union participating in the Canadian Convention shall receive an amount of money from the Canadian Convention Fund in accordance with the rules and regulations of such Fund.

SECTION 8. ELECTION OF CANADIAN OFFICERS.

(a) The Canadian Director, the Canadian Financial Director, one (1) Vice President per Region as defined in this Section, and the Vice President seat reserved for women, shall be elected at the Canadian Convention and shall sit on the Executive Board of this International Union.

(b) The Regions in Canada shall be numbered I, VIII, IX and X

Region I shall consist of the Provinces of Newfoundland, Prince Edward Island, Nova Scotia, New Brunswick and Quebec in Canada.

Region VIII shall consist of the Provinces of British Columbia and the Yukon in Canada.

Region IX shall consist of the Provinces of Alberta, Saskatchewan, Manitoba and the Northwest Territories in

Canada.

Region X shall consist of the Province of Ontario in Canada.

(c) The Canadian Director and the Canadian Financial Director shall be elected by the delegates voting their representation and it shall require a majority of votes cast to elect. In case no candidate receives a majority, the candidate receiving the lowest number of votes shall be dropped from subsequent balloting. Voting shall be by secret ballot and thereafter tabulated.

(d) Regional Vice Presidents shall each be nominated and elected by the Convention delegates from the Local Unions located in each Region voting their representation. They shall nominate and elect one (1) Vice President in Region I; one (1) Vice President in Region VIII; one (1) Vice President in Region IX; and one (1) Vice President in Region X. It shall require a majority of votes cast to elect. In case no candidate receives a majority, the candidate receiving the lowest number of votes shall be dropped from subsequent balloting. Voting shall be by secret ballot and thereafter tabulated.

(e) The person on the Canadian Vice President seat reserved for women shall be elected by the delegates voting their representation and it shall require a majority of votes cast to elect. In case no candidate receives a majority, the candidate receiving the lowest number of votes shall be dropped from subsequent balloting. Voting shall be by secret ballot and thereafter tabulated.

SECTION 9. CANADIAN NATIONAL COMMITTEE.

(a) The Canadian National Committee role shall be: to set policies for Canada and make recommendations to the Canadian Director and Vice Presidents for action; to act as resolutions committee at Canadian Convention; to prepare agenda for Convention; to select delegates to Conventions of the Canadian Labour Congress; and to assist in preparing documentation pertaining to education,

negotiations, public relations, organizing, staff training, union communications, etc.

(b) The Canadian National Committee shall meet semi-annually at the call of the Canadian Director. It shall meet before and after each Convention, and the members thereof shall be available for meetings during any Convention.

(c) The Canadian National Committee shall be composed of: the Canadian Director; the Canadian Financial Director; one (1) Regional Vice President in each of the Canadian Regions; one (1) Vice President seat reserved for women; and twelve (12) Regional Officers.

(d) These officers shall constitute the Canadian National Committee. All officers shall hold office until their successors are elected and installed, as hereinafter provided.

(e) A quorum for the transaction of business at any meeting of the Canadian National Committee shall consist of a majority of the members of the committee. All members of the committee shall be given reasonable notification of Canadian National Committee meetings. The actions of the Canadian National Committee shall be determined by majority vote of the members present.

(f) In case of emergencies and in response to request by the Canadian Director for a decision, the Canadian National Committee members shall vote by mail or facsimile; provided, however, that in such cases it shall require a majority vote of the entire Canadian National Committee to decide any issue.

(g) Regions I, VIII and X shall each have five (5) representatives and Region IX shall have three (3) representatives.

(h) The Canadian Director, the four (4) Regional Vice Presidents and the person on the Canadian Vice President seat reserved for women shall be included in the numbers hereinabove mentioned.

(i) The following requirement must be observed in the election of the Regional Officers in Regions I and VIII: a Region shall have no more than three (3) representatives from the same Local Union.

(j) The following requirement must be observed in the election of the Regional Officers in Region IX: the Region shall have no more than two (2) representatives from the same Local Union.

(k) The following requirement must be observed in the election of the Regional Officers in Region X: the Region shall have no more than three (3) representatives from the same Local Union; at least one (1) representative shall come from the Central Ontario Council and at least one (1) representative shall come from the Mid Canada Council.

(l) The Regional Officers shall each be nominated and elected by the Convention delegates from the Local Unions located in each Region voting their representation.

(m) Any vacancy in the position of Canadian Director, Vice President seat reserved for women, Regional Vice President or Regional Officer shall be filled by a majority vote of the Canadian National Committee. The position of Canadian Director and of Vice President seat reserved for women shall be filled from amongst the current Canadian National Committee members.

(n) The limitation setting the maximum number of Regional Officers from the same Local Union shall only apply in cases where a Region is comprised of more than one Local Union.

(o) In case of a vacancy because of resignation, suspension, expulsion, incapacity or death of the Canadian Director or the Canadian Financial Director, the Canadian National Committee shall meet within thirty (30) days at the call of the President to fill the vacant office, which office shall be held until the next regular Convention. Incapacity shall be defined as a medical condition certified by a licensed physician as making the Canadian Director unable to perform the

duties of the office. Whenever any such incapacity should occur that is not permanent, the temporary appointment by the Canadian National Committee shall terminate as soon as the Canadian Director is certified by a licensed physician as able to resume performance of the duties of the office.

(p) The Regional Officers shall subscribe by oath to the following obligation;

I, _____, do hereby sincerely pledge my honour to perform the duties of my office as prescribed by the Constitution of the Office and Professional Employees International Union. I will deliver to my successor in office all books, papers and other property of this International Union that may be in my possession at the close of my official term. I will also deliver all property of this International Union to the proper authority of the same upon lawful demand. I will at all times devote my efforts to further the objectives and best interest of the International Union.

SECTION 10. FINANCES.

(a) The revenue of the International Union from Local Unions and members in Canada shall be obtained as follows:

(1) twenty-five percent (25%) of the total of each initiation fee received by the Local Union from the applicant for membership, but in no case shall the amount received by the International Union be less than one dollar (\$1.00) per applicant;

(2) a reinstatement fee of two dollars and fifty cents (\$2.50) upon reinstatement of any suspended member of a Local Union;

(3) one dollar and forty cents (\$1.40) on each per capita tax unit to the Canadian Strike Benefit and Defense Fund;

(4) a monthly fee for each outstanding work permit in an amount equal to the per capita tax then due for the first

two hundred dues collected during that month to be paid by a Local Union to the International Union;

(5) charter fee of fifty dollars (\$50.00) to be paid by each local group upon being chartered;

(6) interest on funds deposited or invested;

(7) and a per capita tax collected by the Local Union, which per capita tax shall constitute part of the dues paid by a member of a Local Union to the Local Union and which shall become the property of the International Union when such dues are paid by a member of a Local Union to a Local Union.

(b) Effective July 1, 2004, and payable in August 2004, the per capita tax collected for and forwarded to the International Union shall be based on the number of months' dues collected during each month by each Local Union in accordance with the following schedule:

\$8.77 each on 1 through 200, and

\$8.32 each on 201 through 300, and

\$8.27 each on 301 through 400, and

\$7.97 each on 401 through 500, and

\$6.27 each on 501 and over.

(c) Effective July 1, 2004 all Canadian Local Unions per capita tax, initiation and reinstatement fees, work permit fees, charter fees and assessments as provided above shall be sent to the Secretary-Treasurer of the International Union each month by each Canadian Local Union.

(d) The Secretary-Treasurer of the International Union shall remit to the Canadian Financial Director the proper amounts to be deposited in the Canadian Howard Coughlin Memorial Scholarship Fund, the Canadian John Kelly Labor Studies Scholarship Fund, and the Canadian Romeo Corbeil/Gilles Beaugard Memorial Scholarship Fund, and the Canadian Regional Organizing Cooperative Fund.

(e) The Secretary-Treasurer of the International Union shall also remit to the Canadian Financial Director the total amount of per capita tax received from Canadian Local Unions, less the amounts specified in subsection (d) of this Section, administrative (overhead) expenses of the International Union related to operations in Canada, (currently approximately \$1.50 per member per month), and direct expenses related to Canadian operations such as per capita tax paid to the Canadian Labour Congress.

(f) CANADIAN REGIONAL ORGANIZING COOPERATIVE FUND: An amount of sixty-five cents (65¢) per member per month shall be transferred from per capita tax received from Canadian Local Unions to the Canadian Regional Organizing Cooperative Fund. The Canadian Director, in consultation with the Canadian Vice Presidents, shall be responsible for the Canadian Regional Organizing Cooperative Fund. The Canadian Director shall submit to the Canadian National Committee, on a semi-annual basis, a report of all transactions. The Canadian Director may direct the transfer of additional funds from the Canadian General Fund into the Canadian Regional Organizing Cooperative Fund as may be required from time to time.

(g) The Canadian Financial Director shall properly safeguard the assets of the International Union in Canada and shall keep the funds invested in the name of the Office and Professional Employees International Union. The funds shall be invested or deposited in banks or other financial institutions, in amounts not to exceed the maximum insurable amounts with insurance provided by a chartered bank in Canada incorporated under the Dominion Bank Act or Credit Union Act for all funds received from Canada. The funds may also be invested in securities issued or guaranteed by the Canadian government, or in such other securities and investments as the Canadian National Committee shall deem to be in the best interests of the International Union, and in accordance with sound investment principles. Whenever possible and feasible, the Canadian Director shall

endeavor to deposit such funds in banks and other financial institutions that are under contract to the Office and Professional Employees International Union in Canada.

(h) CANADIAN STRIKE BENEFIT AND DEFENSE FUND:

(1) No Canadian Local Union shall call a strike against an employer, or employers, unless the members of the Local Union employed by such employer or employers by a majority vote of those present at a meeting called for this purpose so request by secret ballot; provided, that the Executive Board of the Local Union votes to grant strike sanction; provided, further, that the Local Union may, by secret ballot at a meeting duly called for such purpose, confer blanket or other authority upon its Executive Board to call and/or sanction any or all strikes; and provided, finally, that approval of the Canadian Director shall be obtained. Approval of the Canadian Director shall not be construed as approval, ratification, or participation by the International Union in any particular activity of the Local Union involving such strike and shall imply no more than that such strike is not contrary to the best interests of the International Union, its Local Unions, and its members.

(2) Strikes against any employer, or employers, may be terminated if a majority of the members of the Canadian Local Union employed by such employer, or employers, so request by secret ballot.

(3) The Canadian National Committee shall maintain a Fund known as the Canadian Strike Benefit and Defense Fund consisting of all monies paid by the Canadian Local Unions in conformance with Article XIV, Section 9. Payments to the Canadian Strike Benefit and Defense Fund shall be set forth separately from other Canadian Local Union payments and shall be sent to the Canadian Director, who shall deposit such payments in the Canadian Strike Benefit and Defense Fund which shall be kept separate and

apart from all other monies and accounts.

(4) Whenever a Canadian Local Union is involved in a strike, the Local Union shall make application to the Canadian National Committee for strike benefits to be drawn from the Canadian Strike Benefit and Defense Fund. The Canadian National Committee shall make all determinations concerning the issuance of funds, and shall adopt procedures, rules and regulations for the administration of the Canadian Strike Benefit and Defense Fund, which shall be final and binding upon all Canadian Local Unions and all members. Payments of benefits from the Fund upon authorization by the Canadian National Committee shall not be construed as approval, ratification, or participation by the International Union in any activity of the Local Union involving such strike, but shall be limited solely to economic aid to members of the Local Union.

(5) The Canadian Strike Benefit and Defense Fund may also be used as determined by the Canadian National Committee for the defense of the Union and its members.

(6) The Canadian Strike Benefit and Defense Fund shall begin operations on July 1, 2004. All strikes or lockouts in Canada for which benefits accrue on and after July 1, 2004 shall be payable only by this Fund, and all expenditures accrued on or after July 1, 2004 in the defense of Canadian members shall be paid only by this Fund.

(i) CANADIAN CONVENTION FUND: Effective July 1, 2004, and payable in August 2004, each Canadian Local Union shall contribute eighty dollars (\$80.00) per month to the Canadian Convention Fund as per the rules and regulations of that Fund.

(j) The Canadian Director shall have full authority including signatory authority, over the Canadian General Fund, the Canadian Convention Fund, the Canadian Strike Benefit and Defense Fund, the Canadian Howard Coughlin Memorial Scholarship Fund, the Canadian John Kelly Labor Studies Scholarship Fund, and the Canadian Romeo

Corbeil/Gilles Beaugard Memorial Scholarship Fund, subject to the provisions of Article XI, Section 3, specifying permissible investment or deposit of funds, unless the Canadian Convention or Canadian National Committee shall determine otherwise.

(k) The Canadian Convention may increase, but not decrease, per capita tax payments to the International Union, and may increase or decrease payments to the Canadian Strike Benefit and Defense Fund and/or Canadian Convention Funds, required from Canadian Local Unions.

(l) This Article shall not prohibit the Canadian National Committee from accepting revenues from other legitimate sources or from borrowing money, or from raising funds by any legitimate means; provided, however, all funds borrowed by and obligations incurred by the Canadian National Committee shall be paid or repaid by the Canadian National Committee, and the International Union shall not be liable for the payment or repayment of such funds or obligations.

SECTION 11. DUTIES OF CANADIAN VICE PRESIDENTS. (a) The Vice Presidents elected in accord with this article shall act as volunteer or special organizers for the Canadian Director and shall perform such duties as may be determined and assigned to them by the Canadian National Committee in carrying out the objectives of the International Union.

(b) They shall report monthly to the Canadian Director, informing on conditions and progress and their plans for the forthcoming month.

(c) They shall perform such other duties as the Canadian National Committee may assign to them.

(d) While performing assigned tasks, a Vice President elected in accordance with this article not employed as an organizer shall be compensated in such amounts and allowed such per diem allowances as established by the

Canadian Conventions, together with transportation and reimbursement for all necessary expenses incurred on behalf of the Canadian National Committee.

SECTION 12. AMENDMENT. This article may not be amended without the written approval of the amendment in a Resolution of the Canadian National Committee. The Executive Board and the Canadian National Committee shall enter into an agreement providing for this restriction of the amendment of this article.

ARTICLE XV

Prohibited Activities

SECTION 1. The Executive Board shall have the power, within its discretion and in accordance with the procedure hereinafter set forth, to suspend, expel and discipline a member of any Local Union, an officer of any Local Union or of the International Union, or any Local Union itself, for violating the Constitution of the International Union, or for engaging in any activity or course of conduct which it is deemed by the Executive Board to be contrary or detrimental to the welfare or best interest of the International Union, including but not limited to failure to maintain any financial obligation owed or due to the International Union; provided, however, that any Local which becomes three (3) months in arrears in its per capita tax obligation to the International Union shall be automatically suspended. In imposing any penalty upon any member, officer, or Local Union, the Executive Board shall not impose any monetary fine, but shall have the authority to invoke any other penalty allowable by law.

SECTION 2. (a) Any proceedings pursuant to Section 1 of this article, except for suspension for nonpayment of per capita tax, shall be commenced by the Executive Board by serving in writing a statement of charges upon the party or parties affected. The Executive Board, shall, upon written request of the party or parties involved, schedule a hearing,

and send notice thereof which shall specify the time and place of the hearing which shall be held within a reasonable period of time at a place reasonably suited to afford a fair opportunity for all parties to be heard.

(b) The Executive Board shall appoint and deputize any officer or agent of the International Union to act as a hearing officer in the matter or it may appoint and deputize any officers or agents of the International Union to act as a hearing committee in the matter. The hearing officer, or committee, shall conduct the hearing and report in writing to the Executive Board with findings, conclusions, and recommendations. At the hearing, any person designated by the Executive Board may present evidence, witnesses, documents, or statements in support of the charges. The accused party or parties shall thereafter have an opportunity to present evidence, witnesses, documents or statements in defense of the charges.

(c) The report of the hearing officer, or committee, shall be served upon the party or parties affected at the same time it is rendered to the Executive Board. Any party aggrieved shall have the right to file objections in writing within two (2) weeks after receipt of such report setting forth reasons why the report of the hearing officer, or committee, should be rejected or adopted. The Executive Board, at its next regular meeting, shall by majority vote affirm, reject or modify such report and adopt such findings and conclusions as it deems reasonable and proper in the circumstances. Notice of the decision of the Executive Board shall be provided to the affected parties.

(d) It is further provided, however, that when any situation is presented to and found by the President to be a matter of emergency and that the interest of the International Union reasonably require immediate action, the President is empowered to suspend, pursuant to Section 1 of this article, any officer or member of any Local Union or of the International Union, and is further empowered to suspend any Local Union and appoint a trustee over its affairs until such time as

procedures hereinafter set forth are complied with.

(e) Any notice of suspension by the President directed to any member or officer of any Local Union or the International Union shall be accompanied by a statement in writing of the charges, which shall therewith be referred to the Executive Board for disposition in accordance with the regular procedures hereinabove set forth. Such suspension shall remain in effect until such time as the Executive Board renders its ruling.

(f) Any notice of suspension by the President directed to any Local Union shall state the reasons for such suspension and shall, upon written request of the Local Union involved, direct that a hearing be held within thirty (30) days at a time and place selected by the President, to determine whether or not there is sufficient reason to continue such trusteeship. The President shall appoint and deputize any officer or agent of the International Union as a hearing officer, or shall appoint and deputize any officers or agents of the International Union to act as a hearing committee, to conduct such hearing. The President may appoint a representative to present evidence and arguments why the suspension of the Local Union should be continued. The Local Union affected shall have the right through its representatives to present evidence and arguments in its behalf. Parties shall have the right of representation by any member of the International Union and the further right of advice and consultation of legal counsel, if desired, but no attorney-at-law shall be entitled to be present in any such proceedings. The hearing officer, or committee, after receiving evidence and hearing arguments, shall thereafter make a report to the Executive Board with findings, conclusions and recommendations and serve a copy of such report on the affected Local Union. The Executive Board shall thereafter, after entertaining any objections which the affected Local Union shall care to make in accordance with the procedures previously set forth in this section, shall make findings and conclusions and serve such findings and conclusions upon the affected Local Union. Any

Local Union shall thereafter have the right to petition the Executive Board in any period of six (6) months or more for relief from any such trusteeship.

SECTION 3. In the case of an expulsion or suspension of a Local Union, or an officer of a Local Union or of the International Union, all funds, properties, books and assets of the Local Union or of the International Union in the possession of such expelled or suspended Local Union, or of such Local Union officer, or of such International Union officer, shall be turned over to a duly authorized representative of the International Union and the International Union shall have the right to possession of such funds, properties, books and assets.

SECTION 4. In all cases where a Local Union has been suspended under the provisions of this article, the President shall have the power to assume charge of the affairs and business of such suspended Local Union by the appointment of a trustee or other duly authorized representative of the International Union for the purpose of assuming such charge. All funds, properties, books and assets of the suspended Local Union, which must be turned over to the trustee or other duly authorized representative of the International Union pursuant to Section 3 of this article, shall be held in trust for the benefit of the Local Union and shall be managed and expended only for such purposes as are necessary for the proper conduct of the affairs of the Local Union.

SECTION 5. Any disciplinary action taken or approved by the Executive Board may be subject to appeal to the next regular Convention of the International Union, which Convention is the final authority on all matters of discipline. The appellant shall have the right to appear before any appeals committees that may be set up by the Convention but not before the Convention itself, except with the Convention's consent. In any case there shall be no resort to a court of law until all relief within the International Union under its Constitution has been exhausted.

ARTICLE XVI

Finances

SECTION 1. REVENUE. The revenue of the International Union from United States Local Unions shall be obtained as follows:

(a) twenty-five percent (25%) of the total of each initiation fee received by the Local Union from the applicant for membership, but in no case shall the amount received by the International Union be less than ten dollars (\$10.00) per applicant;

(b) a reinstatement fee of twenty-five dollars (\$25.00) upon reinstatement of any suspended member of a Local Union;

(c) effective October 1, 2007 and payable in November 2007, eighty dollars (\$80.00) per Local Union per month, except for Local Unions of less than twenty (20) members which shall pay one dollar (\$1.00) on each per capita tax unit, to the International Convention Fund;

(d) effective October 1, 2007, and payable in November 2007, one dollar and sixty cents (\$1.60) on each per capita tax unit to the Strike Benefit and Defense Fund;

(e) a monthly fee for each outstanding work permit in an amount equal to the per capita tax then due for the first two hundred dues collected during that month to be paid by a Local Union to the International Union;

(f) charter fee of fifty dollars (\$50.00) to be paid by each local group upon being chartered;

(g) such assessments as the Executive Board is entitled to impose;

(h) interest on funds deposited or invested; and

(i) a per capita tax collected by the Local Union, which per capita tax shall constitute part of the dues paid by a member of a Local Union to the Local Union and which shall become the property of the International Union when such

dues are paid by a member of a Local Union to a Local Union. Effective October 1, 2007, and payable in November 2007, the per capita tax collected for and forwarded to the International Union shall be based on the number of months' dues collected during each month by each Local Union in accordance with the following schedule:

\$9.97 each on 1 through 200, and
\$9.52 each on 201 through 300, and
\$9.47 each on 301 through 400, and
\$9.17 each on 401 through 500, and
\$7.47 each on 501 and over.

Effective October 1, 2008, and payable in November 2008, the per capita schedule shall be as follows:

\$10.27 each on 1 through 200, and
\$ 9.82 each on 201 through 300, and
\$ 9.77 each on 301 through 400, and
\$ 9.47 each on 401 through 500, and
\$ 7.77 each on 501 and over.

Effective October 1, 2009, and payable in November 2009, the per capita schedule shall be as follows:

\$10.57 each on 1 through 200, and
\$10.12 each on 201 through 300, and
\$10.07 each on 301 through 400, and
\$ 9.77 each on 401 through 500, and
\$ 8.07 each on 501 and over.

SECTION 2. REGIONAL ORGANIZING COOPERATIVE FUND: An amount of sixty-five cents (65¢) per member per month shall be transferred from per capita tax received to the Regional Organizing Cooperative Fund.

SECTION 3. ALLOCATION OF FUNDS. The Executive Board shall determine the allocation of the per capita tax increases that become effective October 1, 2007, October 1, 2008 and October 1, 2009 between the General Fund, Strike Benefit and Defense Fund and/or the Regional Organizing Cooperative Fund. Each allocation shall become effective as determined by the Executive Board. The President may direct the transfer of additional funds from the General Fund into the Regional Organizing Cooperative Fund as may be required from time to time.

SECTION 4. HOWARD COUGHLIN MEMORIAL SCHOLARSHIP FUND: An amount of four cents (4¢) on each per capita tax unit received shall be transferred from the General Fund into the Howard Coughlin Memorial Scholarship Fund. The Executive Board shall make all determinations concerning the administration of this Fund.

SECTION 5. JOHN KELLY LABOR STUDIES SCHOLARSHIP FUND: An amount of two cents (2¢) on each per capita tax unit received shall be transferred from the General Fund into the John Kelly Labor Studies Scholarship Fund. The Executive Board shall make all determinations concerning the administration of this Fund.

SECTION 6. ROMEO CORBEIL/GILLES BEAUREGARD MEMORIAL SCHOLARSHIP FUND: An amount of two cents (2¢) on each per capita tax unit received shall be transferred from the General Fund to the Romeo Corbeil/Gilles Beauregard Memorial Scholarship Fund. The Executive Board shall make all determinations concerning the administration of this Fund.

SECTION 7. U.S. EDUCATIONAL CONFERENCE FUND: Effective October 1, 2007, and payable in November 2007, each Local Union shall contribute sixty dollars (\$60.00) per month to the Educational Conference Fund subject to the rules and regulations to be established by the Executive Board.

SECTION 8. Effective October 1, 2007 the International

Union shall join the AFL-CIO's National Affiliation Fee Program (NAFP) and collect per capita due State Federations of Labor from Local Unions based on their membership in each state.

SECTION 9. The Executive Board may establish membership benefit programs in Local Unions or in groups where union membership is not mandatory.

SECTION 10. This Article shall not prohibit the International Union or its Executive Board from accepting revenues from other legitimate sources or from borrowing money, or from raising funds by any legitimate means.

ARTICLE XVII

Councils

SECTION 1. Where mutual interests require cooperative action by Local Unions and their membership in effectuating the purposes and aims of the International Union, the Executive Board of the International Union may establish Councils of Local Unions within limited areas or by industries; provided, however, that such Councils shall be established only after (1) the jurisdiction of such Council has been determined and defined by the Executive Board, such jurisdiction to be limited to the Local Unions within the area within which such Council can effectively carry out the purposes of this article, and (2) the request or approval of a majority of the Local Unions within the jurisdiction of the Council as determined by the Executive Board.

SECTION 2. Affiliation with an established Council by each Local Union within the jurisdiction of such Council shall be as determined by action of each such Local Union, and on a voluntary basis.

SECTION 3. The Constitution and By-Laws of all Councils, and any proposed amendments thereto shall be submitted for the International Union President's examination, correction and approval before final adoption. Such Constitution and By-Laws or Amendments thereto must be

approved by at least two-thirds (2/3) of the members voting except in the case of dues, per capita tax, and individual member assessments which shall require the approval of at least a majority of the members voting. Voting on these questions shall be at meetings of the respective Local Unions affiliated with the Council, of which meetings notice has been sent to all members in writing by mail or other appropriate notice at least ten (10) days before date of meeting.

SECTION 4. All of the provisions of the Constitution of the International Union relating to Local Unions, their officers and members shall, insofar as they are applicable and adaptable, apply to and control all Councils of the Office and Professional Employees International Union.

SECTION 5. Each Council shall determine the proportion and method of representation therein of Local Unions within its jurisdiction, and the revenues to be collected from its affiliated Local Unions to maintain and carry on the work of the Council.

SECTION 6. Each Council shall secure a bond by a bonding company and under a bond approved by the Secretary-Treasurer of the International Union to cover the Secretary-Treasurer of the Council.

SECTION 7. The Secretary-Treasurer of each Council shall render a quarterly statement of receipts and disbursements to each affiliated Local Union within its jurisdiction and to the International Union Secretary-Treasurer.

SECTION 8. Each Council shall, at the close of each calendar quarter, supply the President of the International Union with a complete report of its activities.

SECTION 9. The Constitution and bylaws of each Council shall specify the extent of its functions in relation to its affiliated Local Unions; but no Council shall exercise any function which would violate the rights, duties, authority or control otherwise delegated in the International Union Constitution or the Constitution and bylaws of any of the

Local Unions affiliated with such a Council.

SECTION 10. Councils may through appropriate provisions in their Constitution and By-Laws provide for the levying of assessments upon their affiliated Local Unions in case of emergency. When such assessments are paid from the Local Union treasury without individual member assessment, no further action is required by such Local Unions. When any assessment is to be paid by members, it shall be required that a majority of all affected members present and voting must approve. Voting on the question by members shall be by secret ballot and shall be at meetings of the respective Local Unions affiliated with the Council, with notice of such meetings having been sent to all members in writing, at least ten (10) days before date of meeting. All assessments shall be subject to the approval of the President of the International Union in advance of being levied.

ARTICLE XVIII

Educational Conferences

SECTION 1. The Executive Board may establish educational conferences and define geographical areas to be covered by such conferences. Such conferences shall be established for the sole purpose of educating Local Union officials and members in trade union policy and practice.

SECTION 2. Each Local Union within a geographical area embraced within an educational conference as defined by the Executive Board may send as many delegates to conference meetings as it desires. Educational Conferences shall meet not less than once each year during the years in which an International Convention is not held. During years when Conventions are held, Educational Conferences may be convened at the call of the Executive Board for the day prior to the opening of the Convention to

assemble as a general Educational Conference.

SECTION 3. EDUCATIONAL CONFERENCE FUND (U.S.). Each Local Union participating in an educational conference shall receive an amount of money from the Educational Conference Fund in accordance with Article XVI and the rules and regulations of such Fund.

ARTICLE XIX

Local Unions

SECTION 1. In order to establish a Local Union, at least one hundred (100) members working within the jurisdiction of the International Union must apply to the Secretary-Treasurer of the International Union for a charter and pay a charter fee of fifty dollars (\$50.00) for the charter and initial supplies. In unusual circumstances, the President shall be empowered to issue a charter upon the application of less than one hundred (100) members." Such charter if granted shall thereafter be installed by the Secretary-Treasurer or the duly authorized representative.

SECTION 2. No Local Union can be dissolved while there are fifty (50) dues-paying members therein who desire to continue its existence. When any Local Union ceases to represent employees of any employer, the Executive Board may suspend the charter of such Local Union and order it dissolved. The funds of a Local Union cannot be divided among individual members and can be utilized only for valid union purposes. Upon the dissolution of any Local Union, all its properties and assets, including its funds, books and records, shall become the property of the International Union, to be held by the International Union in trust for a period of one (1) year, during which time such property shall be returned to the Local Union, if it is reconstituted. After such one (1) year period, such properties and assets shall become the property of the International Union and the funds placed in the International treasury to be used by the International Union for its general purposes.

SECTION 3. All Local Unions shall have the following minimum number of officers: President, Vice President, Secretary-Treasurer, recording secretary and three (3) trustees, except that a Local Union may combine the office and duties of the recording secretary with the office and duties of the Secretary-Treasurer. In addition, a Local Union may provide in its Constitution and bylaws for such other officers as it deems necessary for the conduct of its business, such as additional Vice Presidents, guard, guide, sergeant-at-arms, etc. A business representative or business representatives may also be designated as an officer or officers of the Local Union, or may be employed, in which latter case they need not necessarily be members of a Local Union at the time of hiring. Each Local Union shall have an Executive Board consisting of its President, Vice President or Vice Presidents, Secretary-Treasurer, and such other additional officers or Executive Board members as the Local Union deems necessary for the conduct of its business. A Local Union may by provision in its Constitution and bylaws provide for the election of some or all of its Executive Board members who are not officers from specified divisions of the Local Union by the members in each such division or the general membership. No person shall be elected or appointed to a Local Union office or as an Executive Board member unless such person has been a member of a Local Union in continuous good standing for at least the preceding twelve (12) months, unless the Local Union has been functioning (the period when a Local Union shall be deemed to be "functioning" shall be that commencing with the first month for which per capita tax payments are regularly made) for less than one (1) year; provided, however, that the Local Union may in its Constitution and bylaws provide for some or all of its Executive Board members (not officers), who may not meet this requirement, to be elected or appointed from specific divisions of the Local Union. The Local Union is authorized to compensate its officers and representatives as it sees fit.

SECTION 4. Applicants for membership in any Local Union shall be required to fill out application and authorization cards upon forms specified or approved by the Secretary-Treasurer of the International Union.

SECTION 5. The officers and Executive Board members of a Local Union shall be elected by a majority or a plurality of the votes cast as set forth in its Constitution and bylaws. Any election of officers and Executive Board members of a Local Union shall be by secret ballot, except that a Local Union may provide in its Constitution and bylaws that such officers and Executive Board members shall be declared duly elected if only one nomination is made for any such office. No voting by proxy shall be allowed. Where geographic location may cause difficulties in following the usual election procedure, the International President may authorize mail balloting. The procedures for holding elections shall be prescribed in the Local Union Constitution and bylaws and the term of office of officers and Executive Board members shall not be less than one (1) year nor more than three (3) years. Vacancies of officers or on the Executive Board shall be filled by special election; except that, if so provided in the Local Union Constitution and bylaws, the Local Union Executive Board may appoint officers or Executive Board members to fill vacancies.

SECTION 6. The duties of officers of Local Unions shall include the following:

(a) It shall be the duty of the President to preside at all meetings of the Local Union; to preserve order during its deliberations; to sign all orders on the treasury when ordered by the Local Union; to appoint all committees not otherwise ordered; and to transact such other business as may of right pertain to the President's office and which may be necessary for the proper functioning of the Local Union.

(b) The Vice President shall perform the duties of the President in the absence of that officer and, in case of the resignation or death of the President, shall perform the

duties of the President until such vacancy is filled as provided for by the Local Union Constitution. The Vice President shall also preside when called upon by the President and at times when the President may be temporarily unable to discharge the duties of the office of the President.

(c) The recording secretary shall keep a correct record of all union meetings, and of all meetings of the Executive Board of the Local Union unless the Local Union provides for and elects a recorder for such purpose.

(d) The Secretary-Treasurer shall perform the following duties:

1. The Secretary-Treasurer shall keep all financial accounts of the Local Union and shall maintain correct and proper accounts of all of its members; collect all financial obligations due from members of the Local Union; make all disbursements for the Local Union as provided in Section 12 of this article; keep a correct record of all monies received and expended, and prepare financial statements by calendar months to be submitted to the Secretary-Treasurer of the International Union monthly, and to the next regular meeting of the Local Union.

2. The Secretary-Treasurer shall be properly bonded by a bonding company and under a bond approved by the Secretary-Treasurer of the International Union. The Secretary-Treasurer shall deposit all funds of the Local Union in a bank recommended by the trustees. The Secretary-Treasurer shall submit all books and records to the trustees for audit and approval whenever called upon to do so, and upon the expiration of the term of office, turn over to the successor all properties and assets including funds, books and records of the Local Union. Before turning over such properties and assets to the successor, the Secretary-Treasurer must see to it that such successor is properly bonded. The Secretary-Treasurer shall turn over all properties and assets, including funds, books and records to

the Secretary-Treasurer of the International Union or the duly authorized representative when properly called upon to do so.

3. The Secretary-Treasurer shall transmit monthly to the Secretary-Treasurer of the International Union all financial obligations owing to the International Union not later than by the 15th day of the following month. The Secretary-Treasurer shall follow such accounting and reporting procedure as shall be formulated by the Secretary-Treasurer of the International Union. The Secretary-Treasurer shall be required to make monthly reports to the Secretary-Treasurer of the International Union of all dues-paying members on forms prescribed by the Secretary-Treasurer of the International Union. The Secretary-Treasurer shall be required to include in each monthly report the social security or social insurance number, name and address of all newly initiated and reactivated members, members who have withdrawn, died, or have been suspended (including members automatically suspended upon becoming three (3) months' delinquent in dues) or expelled, and the names of all persons to whom working permits were issued during the month.

(e) The trustees shall audit the books of the Secretary-Treasurer at least quarterly and at the close of each fiscal year and shall report each such audit to the Local Union and to the Secretary-Treasurer of the International Union, or if the Local Union so chooses, it may, as an alternative, have the audit conducted annually by a certified public accountant in the United States or a chartered public accountant in Canada, and have such audits reported to the Local Union and to the Secretary-Treasurer of the International Union.

SECTION 7. The duties of Executive Boards of Local Unions shall be only such as are specifically prescribed in the Local Unions' Constitutions and bylaws; provided, however, that Local Unions may not prescribe for their Executive Boards in their Constitutions and bylaws any duties, functions or authorities vested in any other person, board, or

body under the International Constitution.

SECTION 8. Local Unions shall charge an initiation fee of not less than forty dollars (\$40.00) or not more than one hundred and twenty-five dollars (\$125.00) or any other amount approved by the International Union President, twenty-five percent (25%) of which, but in no case less than ten dollars (\$10.00), shall be forwarded to the International Union, as provided in Article XVI; provided, however, that no initiation fee shall be required by any Local Union, or by the International Union, of any person involuntarily inducted into the armed services of the United States or Canada or entering such services during emergency periods as determined by the Executive Board, if any such person applies for membership within a period of one (1) year after being discharged, provided such discharge is other than a dishonorable discharge and provided same is initial employment following such service; and provided further that when in the judgment of the President of the International Union it shall be deemed to be to the best interests of the International Union to waive initiation or reinstatement fees in whole or in part, the President of the International Union shall be empowered to waive such fees if the Local Union involved shall so request or if such action would contribute to organization of a new Local Union; and provided further that the International Union Executive Board may, upon the request of a Local Union or if such action would contribute to organization of a new Local Union, and if in its judgment the circumstances so warrant and such action will not interfere with the future progress of the Local Union or adversely affect the best interest of the International Union, authorize an initiation fee in excess of the maximum herein specified. Effective October 1, 2007, all Local Unions dues shall be increased by a minimum of one dollar and fifty cents (\$1.50) per month or average equivalent of same and no Local Union shall charge regular average monthly dues of less than sixteen dollars (\$16.00) per month or average equivalent of same; and effective October 1, 2008, all Local Unions dues shall be

increased by a minimum of one dollar and fifty cents (\$1.50) per month or average equivalent of same and no Local Union shall charge regular average monthly dues of less than seventeen dollars and fifty cents (\$17.50) per month or average equivalent of same; and effective October 1, 2009, all Local Unions dues shall be increased by a minimum of one dollar and fifty cents (\$1.50) per month or average equivalent of same and no Local Union shall charge regular average monthly dues of less than nineteen dollars (\$19.00) per month or average equivalent of same, from which dues the per capita tax collected by the Local Union for the benefit of the International Union shall be paid. In unusual circumstances, the President shall be empowered to defer the application of the minimum dues or minimum dues increases of Local Unions.

SECTION 9. No assessment of any kind can be made by any Local Union except as voted by secret ballot by a majority of the membership or by an executive Council or similar body which is representative of the membership, with authority under the Local Union Constitution superior to that of the Local Union Executive Board present at a meeting called for that purpose and of which all members have been notified at least fifteen (15) days in advance and provided further that such assessments must be subject to the approval of the President of the International Union in advance of being levied. However, benefit assessments do not require approval of the President of the International Union and are not subject to the maximum limitations set forth below provided that benefit funds are maintained and operated from a separate fund established by the Local Union and are set forth in the Local Union's Constitution and by-laws. A Local Union may not assess its membership more than one dollar (\$1.00) per member per month or more than four dollars (\$4.00) per member in any fiscal year, except that in emergency situations Local Unions may make additional assessments with the permission of the President of the International Union.

SECTION 10. Local Unions in the United States may discipline their members or officers only as permitted by federal law, for violation of the International Constitution or the Local Union Constitution and/or bylaws, or for engaging in any activity or course of conduct which is deemed to be contrary or detrimental to the welfare or best interest of the Local Union. Uniform procedures for discipline by United States Local Unions, including rights of appeal to insure full compliance with applicable law, will be issued by the Executive Board and shall be complied with in order to afford the fullest protection for all parties involved.

Local Unions in Canada may discipline their members or officers for violation of the International Constitution or the Local Union Constitution and/or bylaws for engaging in any activity or course of conduct which is deemed to be contrary or detrimental to the welfare or best interest of the Local Union. Subject to the approval of the Executive Board, the Canadian National Committee shall establish uniform procedures for discipline by Canadian Local Unions, including rights of appeal, to insure full compliance with applicable law which shall be complied with in order to afford the fullest protection for all parties involved. Notwithstanding the foregoing, a Canadian Local Union may establish a disciplinary procedure provided such procedure is approved by the International President.

None of the foregoing is applicable to any matter involving delinquency or failure to pay dues. Any Local Union may provide in its bylaws for automatic suspension of any member who is delinquent a minimum of one (1) month in dues payment, but in any event any member of any Local Union who becomes three (3) months' delinquent in dues payment shall be automatically suspended.

SECTION 11. Any Local Union which becomes three (3) months in arrears in its per capita tax obligations to the International Union shall be automatically suspended, and any Local Union which fails to transmit at least all of the first of such three (3) months' obligations so as to reach the

International Union by the 15th of the month following such three (3) month period, shall be deemed to have become three (3) months in arrears.

SECTION 12. Expenditures of the Local Union shall be only for purposes of the Local Union, and in all cases shall be made by check signed by the Secretary-Treasurer and countersigned by the President or Vice President; provided, however, that a petty cash fund may be authorized by the Local Union, from which expenditures can be made. The initiation fees, reinstatement fees and other obligations owed by the Local Union to the International Union shall constitute a preferred claim and must be paid promptly by the Local Union each month prior to the payment of any other obligation of the Local Union.

SECTION 13. Each U.S. Local Union or U.S. Council having full-time employees is eligible to join and participate in the Pension Plan of the International Union. Whenever any U.S. Local Union or U.S. Council decides to participate in the Pension Plan of the International Union, it shall thereafter be bound by the terms and conditions of the Pension Plan of the International Union for all its regular full-time employees. When any U.S. Local Union or U.S. Council becomes a part of and participates in such Pension Plan of the International Union, it shall thereafter maintain and continue its participation as long as it has any regular full-time employees.

SECTION 14. In accordance with Article X, Section 7, each Local Union must have an approved Constitution and bylaws. It is the obligation of the Local Unions to update their Constitutions in accordance with the actions taken at each Convention, no more than six (6) months after receipt of a listing of Constitutional changes from the International Union Secretary-Treasurer.

SECTION 15. Amendments to Local Union Constitutions can be made only by a two-thirds (2/3) vote of those eligible members voting on such matters under the Local Union's Constitution, except that changes in dues, initiation

fees and reinstatement fees shall require only a majority vote of those members voting on any such issue, notwithstanding any provision in any Local Union Constitution to the contrary.

ARTICLE XX

Strikes

SECTION 1. No United States Local Union shall call a strike against an employer, or employers, unless the active members in a bargaining unit of a Local Union employed by such employer or employers conduct a secret ballot vote to call a strike, which must be approved by a majority vote of those active members held within thirty (30) days prior to the scheduled day of the strike. Prior to taking a strike vote, the members shall be fully informed of and consider the most recent bargaining positions of the employer and the Local Union. Before or after the members vote to call a strike, the Executive Board of the Local Union must vote to grant strike sanction of such strike, and the approval of the President of the International Union shall be obtained. If the Local Union seeking to call a strike is a member of a Council organized under Article XVII of this Constitution, the International President shall consider the opinion of the Council as to whether or not a strike shall be sanctioned by the International Union. Approval of the President of the International Union shall not be construed as approval, ratification, or participation by the International Union in any particular activity of the Local Union involving such strike and shall imply no more than that such strike is not contrary to the best interests of the International Union, its Local Unions, and its members.

SECTION 2. Strikes against any employer, or employers, may be terminated if a majority of the members of the United States Local Union employed by such employer, or employers, so request by secret ballot.

SECTION 3. The International Union shall maintain a Fund known as the Strike Benefit and Defense Fund consist-

ing of all monies paid by the United States Local Unions to the International Union in conformance with the applicable portion of Article XVI providing for Local Union payments to such Fund, which payment shall be in addition to the other payments required in Article XVI. Payments to the Strike Benefit and Defense Fund shall be set forth separately from other Local Union payments and shall be sent to the Secretary-Treasurer of the International Union, who shall deposit such payments in the Fund which shall be kept separate and apart from all other monies and accounts.

SECTION 4. Whenever a United States Local Union is involved in a strike, the Local Union shall make application to the Executive Board of the International Union for strike benefits to be drawn from the Strike Benefit and Defense Fund. The Executive Board shall make all determinations concerning the issuance of funds, and shall adopt procedures, rules and regulations for the administration of the Strike Benefit and Defense Fund, which shall be final and binding upon all Local Unions and all members. Payments of benefits from the Fund upon authorization by the Executive Board shall not be construed as approval, ratification, or participation by the International Union in any activity of the Local Union involving such strike, but shall be limited solely to economic aid to members of the Local Union.

SECTION 5. The Strike Benefit and Defense Fund may also be used as determined by the Executive Board for the defense of the Union and its members in the United States.

ARTICLE XXI

Withdrawal and Military Service Cards and Work Permits

SECTION 1. Local Unions are authorized to issue withdrawal cards only to active members who, at the time of request for same, are in good standing with all obligations to the International Union and the Local Union paid, including the current month. Such cards shall be issued as

follows:

(a) A withdrawal card shall be issued by a Local Union to any active member requesting same who is leaving the jurisdiction of the International Union.

(b) Any person bearing a withdrawal card shall not be entitled to participate in the operation of any Local Union. A person bearing a withdrawal card and who has complied with the conditions of the same shall upon resuming work within the jurisdiction of any Local Union deposit such card and thereafter shall be admitted to membership in any such Local Union without the payment of any initiation or transfer fees.

SECTION 2. Members entering the armed services of the United States or Canada during emergency periods as determined by the Executive Board of the International Union and who are in good standing with all obligations to the International Union and the Local Union paid, including the month in which they entered the armed services, shall be issued military service cards which shall continue their membership without the payment of dues or other fees for the period of the service required by such emergency periods and for an additional ninety (90) day period or until they again resume work within the jurisdiction of the Local Union, whichever occurs first, except that such persons shall only accrue rights to benefits to the extent determined by their respective Local Unions.

SECTION 3. Withdrawal and military service cards shall be issued by the Secretary-Treasurer of the Local Union and monthly reports of all such cards issued, deposited or canceled shall be made to the Secretary-Treasurer of the International Union.

SECTION 4. Local Unions may issue work permits to persons employed for a period not exceeding ninety (90) days for work within the jurisdiction of the Local Union in establishments where the Local Union has union agreements, which work permit shall allow such person to

work without the payment of initiation fees and dues; provided, however, that any such person may apply at any time during such period for membership in such Local Union. In the event a person works beyond ninety (90) days, then any extension beyond this period will be subject to approval by the International President. Such permits if used by a Local Union shall be issued monthly and the charge shall be the same as the Local Union's regular monthly dues. Work permits shall be issued by the Local Union Secretary-Treasurer and monthly reports of all work permits issued shall be made to the Secretary-Treasurer of the International Union.

SECTION 5. All withdrawal, military service and work permit cards shall be secured by the Local Union from the Secretary-Treasurer of the International Union.

ARTICLE XXII

Withdrawal Card Reciprocity

SECTION 1. Any former member of a union affiliated with the American Federation of Labor and Congress of Industrial Organizations and the Canadian Labour Congress not under the jurisdiction of this International Union who accepts employment under the jurisdiction of this International Union shall, upon application for membership and irrevocable surrender of an honorable withdrawal card, or evidence of honorable termination of membership in those instances where unions do not issue withdrawal cards and upon payment of the current month's dues, if accepted for membership in the Local Union be inducted into such Local Union, without the payment of any initiation fees. Any such evidence of such an applicant shall be surrendered to the Secretary-Treasurer of the Local Union, who shall forward same to the Secretary-Treasurer of the International Union in lieu of initiation fees on such applicant. This section shall only apply to unions affiliated with the American Federation of Labor and Congress of Industrial Organizations and the Canadian Labour Congress, which have a reciprocal plan of accepting withdrawal cards from Locals of the Office and

Professional Employees International Union in lieu of an initiation fee.

SECTION 2. Any member of any Local Union affiliated with this International Union who secures employment under the jurisdiction of any other union affiliated with the American Federation of Labor and Congress of Industrial Organizations or the Canadian Labour Congress not under the jurisdiction of this International Union and who is thereby required to become a member of such other union, may retain membership in the Local Union of this International Union.

ARTICLE XXIII

General Provisions

SECTION 1. Copies of all collective bargaining agreements entered into by Local Unions shall be filed at International headquarters, and all such agreements, together with such information as may be necessary for a proper understanding of the agreement, shall be submitted to the President of the International Union. Whenever possible this information shall be provided in electronic format. The International Union assumes no responsibility for any agreement to which it is not an actual party.

SECTION 2. The International Union assumes no responsibility for acts or actions of Local Unions, their officers or members not expressly directed or authorized by the International Union or its duly authorized representatives.

SECTION 3. The International Union assumes no responsibility for acts or actions of the Canadian Director, the Canadian National Committee, any Canadian council, or their officers or members, not expressly directed or authorized by the International Union or its duly authorized representatives.

SECTION 4. All Local Unions shall provide to the International Secretary-Treasurer a current listing of their

members in good standing including names, home addresses, and if known to the Local Union home telephone numbers and e-mail addresses, every January 1st and July 1st.

SECTION 5. The Executive Board has adopted the following Administrative Policies and Procedures:

1. Appeal Procedure
2. Policy and Procedure for Mergers between Local Unions
3. Policy and Procedure for Affiliations of Non-OPEIU Organizations with OPEIU Local Unions
4. Uniform United States Disciplinary Procedures
5. Canadian Disciplinary Procedure

Copies of these Policies and Procedures may be obtained by a member of the International Union upon a request made to the office of the Secretary-Treasurer.

SECTION 6. The provisions of this Constitution relating to Canada, except Section 7 of this Article, shall be suspended until the litigation between the International Union, and the members of the Canadian National Committee and Canadian Local Unions, is finally resolved. The Executive Board shall have the authority to delete or modify any and all of the provisions of this Constitution relating to Canada in connection with the approval of a final resolution of that litigation.

SECTION 7. During the period that the provisions of this Constitution relating to Canada are suspended, Local Unions and any group of active members in Canada who are not part of a Canadian Local Union in good standing, shall have full voice and vote in any Convention.

ARTICLE XXIV

Rules

Each Convention of the International Union shall adopt the rules to apply at such Convention. The rules adopted by the Rules Committee meeting in advance of a Convention shall apply until rules are adopted by the Convention. Except as otherwise provided in this Constitution or in the rules adopted by Conventions, the latest edition of "Robert's Rules of Order Newly Revised" shall be followed. Except as otherwise provided in Local Union rules or bylaws approved by the President of the International Union, the latest edition of "Robert's Rules of Order Newly Revised" shall apply to all meetings of Local Unions.

ARTICLE XXV

Constitution is Paramount Law

The Constitution of the International Union shall be the paramount law governing the affairs of all Local Unions of the OPEIU. Any provision contained in the Constitution and bylaws of a Local Union which is contrary to or in conflict with the provisions of the International Union Constitution shall be inoperative and of no effect except as the International President may otherwise specifically approve.

ARTICLE XXVI

Amendments to Constitution

Amendments to this Constitution can be made only by a two-thirds (2/3) vote of a Convention, subject to the provisions of Article XIV, Section 12. Unless otherwise provided for, amendments shall become effective upon adoption.

INITIATION OF MEMBERS AND OATH OF OFFICE

Initiatory Obligation

“I, _____, pledge my honor before these witnesses to faithfully comply with the Constitution, laws, and all amendments thereto of Office and Professional Employees International Union, Local No _____, and of the International Union.”

OATH OF OFFICE

“I, _____, do solemnly pledge my word and honor before these witnesses that I will, to the best of my abilities, perform the duties of my office. At the close of my official term, I will turn over to my successor all books, records, and all other properties, including funds, of this Local Union, that may be in my possession. I will also deliver all such properties to the International Union upon lawful demand. I will at all times devote my efforts to further the objectives and best interests of my Union.”

