

**PROPOSED CHANGES TO THE  
LOCAL 32BJ, SEIU  
CONSTITUTION and BY-LAWS**

The English version of this document is the official document of record.



**Summary of  
Proposed Changes**

**Article I**

**Reflects growth of Local  
due to merger with Local  
82 previously approved by  
membership.**

NOTE: This document sets out the changes proposed by the Joint Executive Board. The changes are indicated in the following ways:

- **Blue text:** Blue text shows new language to be added to the Constitution due to the proposed changes.
- ~~Text with a line through it:~~ Black text with a line through it shows language that will be deleted due to the proposed changes.

**ORIGINAL TEXT  
WITH PROPOSED CHANGES**

**PREAMBLE**

As almost every improvement in the condition of the working people was accomplished by the efforts of organized labor and as the welfare of the members of an industry can best be protected and advanced by their united actions in one Local Union of such workers, we have heretofore organized Service Employees International Union Local 32BJ, which is chartered by the Service Employees International Union, and adopted the following amended Constitution:

**Article I  
NAME, JURISDICTION AND PURPOSE**

**Section 1.** This organization shall be known as Service Employees International Union, Local 32BJ.

**Section 2.** This Local Union shall have jurisdiction over all workers who are employed in the property services industry, including those employed in the maintenance, operation, or upkeep of all private and public buildings, such as office, loft and apartment buildings, retail establishments, educational institutions, transit terminals, and other commercial establishments in New York City, Nassau, Suffolk, Westchester, Sullivan, Dutchess, Putnam, Rockland, and Orange Counties, New Jersey, Connecticut, the Philadelphia area, **Maryland, the District of Columbia, Virginia**, and such other classifications of employees and geographic areas as determined by the International Union.

**Section 3.** The purpose of this Local Union shall be to develop a closer union and more complete organization of wage earners in the field under its jurisdiction and to assist its members in obtaining adequate compensation for their labor and generally to seek improvement of the conditions under which they work and to promote their welfare, and generally to further the purpose and objects of the International Union.

**Article II  
MEMBERSHIP**

**Section 1.** Only the following persons shall be eligible for membership in this organization\*:

- (a) persons engaged in employment over which this Local has jurisdiction;
- (b) persons currently holding elective office within the Union;
- (c) retired members receiving a pension from any related Pension Fund;
- (d) members who have been unemployed for less than six months;
- (e) persons who have been members of this Local for at least twenty-five (25) years, and
- (f) employees of the Local not covered by the collective bargaining agreements between the Local and another union.

\*Membership in any local which has been merged into this Local shall be included in computing length of membership.

**Section 2.** No member shall discriminate or advocate discrimination against any other member or applicant for membership on the basis of race, creed, color, religion, sex, sexual orientation, national origin, ancestry, age, gender expression, citizenship status, marital status or disability.

**Section 3.** Every member by virtue of membership in this Local Union is obligated to adhere to and follow the terms of the International Constitution, this Local Constitution and the working rules promulgated in accordance with this Constitution, with respect to the rights, duties, privileges and immunities conferred by them and by statute. Each member shall faithfully carry out such duties and obligations and shall not interfere with the rights of other members.

**Section 4.** Every member by virtue of membership in this Local Union authorizes this Local Union to act as his or her exclusive bargaining representative with full and exclusive power to execute agreements with his or her employer governing terms and conditions of employment and to act for him or her and have final authority in presenting, processing and adjusting any grievance, difficulty or dispute arising under any collective bargaining agreement or out of employment with such employer, in such manner as this Local Union or its officers deem to be in the best interests of this Local Union. This Local Union and its officers, business representatives and agents may decline to process any such grievance, complaint, difficulty or dispute if in their discretion and judgment such grievance, complaint or dispute lacks merit.

**Section 5.** No member shall interfere with the elected officers or business representatives or business agents of this organization in the performance of their duties and each member shall, when requested, render such assistance and support in the performance of such duties as may be required of them provided

that this does not interfere with their individual rights as members. Each member shall adhere to the terms and conditions of pertinent collective bargaining agreements and shall refrain from any conduct that would interfere with the performance by this Local Union of its legal or contractual obligations.

**Section 6.** No member shall engage in dual unionism or espouse dual unionism or disaffiliation in the course of any meeting, or shall be a party to any activity to secure the disestablishment of this Local Union as the collective bargaining agent for any employee.

**Section 7.** No member shall be permitted at any assembly or meeting of other members to engage in any of the conduct hereinbefore described.

**Article III**

**Article III  
DISTRICTS**

**Section 1.** This Local shall be divided into the following geographical Districts and administrative Divisions:

(a) Districts:

- 1. ~~Lower Manhattan District No. 2~~
- 2. ~~Midtown District No. 3~~
- 3. ~~Grand Central District No. 4~~
- 4. ~~East Side District No. 5~~
- 5. ~~West Side, Upper Manhattan and the Bronx District No. 6~~
- 6. ~~Queens County District No. 7~~
- 7. ~~Nassau and Suffolk Counties District No. 8~~
- 8. ~~Kings and Richmond Counties District No. 9~~
- 9. **1. New York Metro District: New York City and Nassau and Suffolk Counties**
- 10. **2. Hudson Valley District: Westchester, Sullivan, Dutchess, Putnam, Rockland and Orange Counties District 10**
- 11. **3. New Jersey New Jersey District**
- 12. **4. Connecticut District District 534**
- 13. **5. Mid-Atlantic District: Philadelphia area District 36**
- 14. **6. Capital Area District: Maryland, District of Columbia and Northern Virginia**

(b) Divisions:

- 1. Existing Divisions: Window Cleaners Division; Theatre, Amusement & Cultural Division; **Commercial and Residential Divisions.**
- 2. The Joint Executive Board may create additional departments or divisions or modify or eliminate existing departments or divisions as it determines appropriate to carry out the work of the Union.

**Section 2.** The lines and limits of said geographical Districts shall be those in existence at the time of the adoption of this Constitution, as amended, but the Joint Executive Board shall have the power to merge any Districts or to alter their lines or limits, and to create new Districts, with the approval of the membership at the next General Membership Meeting.

The members of the Local who are employed within a geographical District shall be considered members in the District.

**Article IV**

**Article IV  
MEETINGS**

**Section 1.** General Membership Meetings of the Local shall be held 12 times each year at such times as are set by the President as follows:

(a) two times each year **within the New York Metro District** at a single location within New York City for all members of **that** Districts within New York City;

(b) two times each year within each of the following Districts for the members of each of those Districts: New Jersey **District**, Long Island, **Hudson Valley District District 10**, Connecticut **District**, and **Mid-Atlantic District District 36**, and **Capital Area District**.

**The President may, at his discretion, call for the General Membership Meeting within any District at more than one location, or the District Meeting at more than one location, provided that any member shall vote only once at each meeting.**

Members shall vote on any motion before the general membership at the General Membership Meeting for their District. Members may attend General Membership Meetings outside the meeting for their District in accordance with rules established by the Joint Executive Board.

Special General Membership Meetings of the Local may be called at any other time by direction of the Joint Executive Board.

To constitute a quorum for the transaction of all business requires 200 members in good standing at the New York City **Metro District** meeting and 500 members in good standing considering those present at the meetings in **other Districts** New York City, New Jersey, Long Island, **District 10**, **Connecticut and District 36** in one cycle together.

Unifies New York metropolitan area districts into one new District; renames other Districts.

Reflects new Divisions created by Joint Executive Board.

Reflects proposed New York Metro District and new District names.

Allows District and General Membership Meetings to be held at more than one location to increase membership participation.

Reflects Districts' name changes.

The President shall determine the order of business for the General Membership Meeting.

**Section 2.** Each District shall hold a meeting of its membership which shall be closed to members of other Districts except the members of the Joint Executive Board, or their invitees, at least four (4) times each year, on such dates as the President determines.

Fifty (50) District members in good standing shall constitute a quorum.

The President shall determine the Order of Business in consultation with the Joint Executive Board.

No District may, as part of its order of business, vote the calling of a strike.

All recommendations adopted at District meetings shall be transmitted to the Joint Executive Board by the District officers for its determination thereon. The District officers shall report the determinations of the Joint Executive Board at the following District meeting. District Meetings may be held on the same dates as General Membership Meetings.

**Section 3.** Shop steward meetings shall be held at such times as the President determines.

**Section 4.** Meetings shall be governed by the Manual of Common Procedure and Rules of Debate set forth in the Constitution and By-laws of the International Union, except as modified by the Joint Executive Board, or this Constitution and By-laws. Every member shall follow and be subject to such rules governing debate at all meetings of this Local Union.

**Section 5.** Any member in good standing who wants to present a motion (not otherwise inconsistent with these by-laws) at a General Membership Meeting shall first submit the motion in writing to the Joint Executive Board. Any such motion the Joint Executive Board does not adopt at its next meeting shall be submitted, in accordance with Rules established by the Joint Executive Board, along with the Joint Executive Board's recommendation to the next cycle of General Membership Meetings ~~held in New York City, Connecticut, District 10, New Jersey, Long Island and District 36.~~ A motion shall be carried by an affirmative vote of a majority of the members present at those meetings, taken as a whole.

**Section 6.** Actions of the General Membership Meeting shall be communicated to the membership through the Local's publication, website or other appropriate means.

Clarifies previous language.

Article V

**Article V  
QUALIFICATIONS FOR OFFICE OR POSITION**

**Section 1.** No person may be nominated for any office or any other post or position requiring election under this Constitution nor shall any person be appointed to fill any vacancy in any office, post or position who has not been a member in continuous good standing for a minimum of two years in the Local Union prior to nomination and election. In addition no person may be nominated for any office, or any other post or position requiring election under this Constitution, who has held office in or has been employed by any labor union other than Local 32BJ at any time during a period of three years prior to such nomination or election. The meaning of labor union exclusive of Local 32BJ in this section shall include any other International Union and its locals, but exclude the Service Employees International Union, its locals, the American Federation of Labor-Congress of Industrial Organizations, any State Federation, any State or City central organization, or any Council with which this Local Union is affiliated.

No person who has been convicted of a felony as defined in Section 504 of the Landrum-Griffin Act (or an indictable offense in Canada) shall in accordance with the provisions of applicable law be eligible to hold office in this Local Union.

**Section 2.** Good standing requires the payment of dues, assessments, if any, and other charges owed to the Local within the month that they are due.

**Section 3.** In addition to the qualifications under Section 1 of this Article, a District Board member must be employed in a building in his or her District.

**Section 4.** District ~~Chairpersons~~ **Leaders** and ~~Recording Secretaries~~ **Assistant District Leaders** may be employed in buildings in their District and need not be salaried officials or employees of the Local, although they shall be compensated for their attendance at meetings.

**Section 5.** Retired members paying less than the full dues required for working members of the Local shall not be eligible for nomination as an officer, member of the Executive Board, delegate, or any other office in the Local.

Reflects proposed name change of district officers.

Article VI

**Article VI  
OFFICERS, BOARDS AND DELEGATES**

**Section 1.** The officers of this organization shall be (a) the President, the Executive Vice-President, ~~four~~ **four (4)** ~~three (3)~~ Vice Presidents, ~~and~~ the Secretary-Treasurer, ~~and the Secretary,~~ who shall be the Executive Officers of this Local and who shall be elected by the general membership at the regular election, (b) District ~~Leaders~~ **Leaders** ~~Chairpersons,~~ **Assistant District Leaders** ~~District Recording Secretaries~~ and District Board Members who shall be elected from the membership employed in their districts at the regular election, and (c) four (4) At-Large Executive Board Members, one of whom shall be either employed as a window cleaner or an employee of the Local assigned to the Window Cleaner Division, who shall be elected by the general membership at the regular election.

Reflects new Vice President position established by Local 82 merger, and proposed name changes of District officers.

Permits proportional representation on Joint Executive Board for each District, based on the District's membership. Current Board Members, Grievance Appeals Board and Trial Committee members remain in their positions through their terms of office.

Adds Grievance Board members from each District, and maintains same number of members for combined New York Metro District.

In the 2009 election, each District's membership shall elect a District Leader, Assistant District Leader and a District Board Member, and, as determined by the Secretary-Treasurer, an additional Board member for every 2,000 members over 5,000 employed within the District, except that the New York Metro District membership shall elect eight (8) District Leaders, eight (8) Assistant District Leaders, and an additional District Board Member for each 2,000 members over 31,000 employed in the District. All District Chairpersons, Recording Secretaries and District Board Members from Districts 2 through 9 shall serve on, and as Joint Executive Board members through their current terms of office. All Trial Committee and Grievance Appeals Board members from those Districts shall continue in office to complete their current terms.

**Section 2.** (a) The Joint Executive Board shall consist of the officers described in Section 1.

(b) The President, with Joint Executive Board approval, shall have the authority to create new Executive Officer and Executive Board positions, in connection with mergers or to meet other needs of the Union, subject to membership approval.

**Section 3.** District and At-Large Board Members.

(a) If a District Board Member changes employment from a building within the District in which he or she was elected to a building in another District, or if he or she or an At-Large Board Member is appointed to a full-time paid position in the Local, he or she shall automatically vacate his or her position.

(b) District Board Members and At-Large Board Members shall be compensated for attendance at Joint Executive Board meetings in an amount to be determined by the Joint Executive Board.

**Section 4.** Board of Auditors.

(a) A Board of Auditors of three members shall be elected by the membership at the regular election.

(b) Members of the Board of Auditors shall be compensated in an amount to be determined by the Joint Executive Board.

**Section 5.** Grievance Board.

(a) There shall be a Grievance Board composed of ~~one~~ **three (3)** members elected by the District membership in each District, except that the New York Metro District membership shall elect eight (8) members to the Grievance Board, and any other member of the Local, who may be one of the Executive Officers, appointed by the President of the Local with the approval of the Joint Executive Board, who shall act as Chairperson of the Grievance Board.

(b) If a member of the Grievance Board changes employment from a building within the District in which he or she was elected to a building in another District, or if he or she is appointed to a full-time paid position in the Local, such Grievance Board member shall automatically vacate his or her position.

(c) Grievance Board members shall be compensated for attendance at Board meetings in an amount to be determined by the Joint Executive Board.

**Section 6.** In the event of a vacancy in the office of President, due to death or permanent disability, the Executive Vice-President shall assume the duties of the office until a successor has been named. In the event of resignation, the Executive Vice-President shall act as President pro tem. Within sixty (60) days of the occurrence of a vacancy in the office of the President, there shall be a special meeting of the Joint Executive Board for the purpose of electing a President to fill the unexpired term. A President shall be elected by a majority vote of the Joint Executive Board and shall assume all duties of the President forthwith.

**Section 7.** In the event that a vacancy occurs in any office or elected position other than the President's, the unexpired term of such vacancy shall be filled by appointment of the President subject to approval by a majority vote of the Joint Executive Board at a regular meeting of the Board within ninety (90) days of the vacancy.

**Section 8.** In the event that an At-Large Board Member position or an Executive Office other than the President's becomes vacant, the Joint Executive Board may abolish that office or position, or, if an Executive Office, combine its duties with that of another Executive Office.

**Section 9.** None but delegates duly elected in accordance with all applicable statutes and the provisions of this constitution and by-laws shall be eligible to represent the Local Union at the International convention or be entitled to vote. All officers of the Local Union elected in conformity with all applicable statutes shall by virtue of such election be considered to be eligible delegates to any International convention which may take place during their term of office. If at the time of the receipt of the convention call it shall appear that such number of elected officers is less than the number of delegates which the Local Union will be entitled to at any International convention, then arrangements may be made at the option of the Joint Executive Board for nomination and secret ballot election, if required, of an additional number of eligible members as convention delegates. Nominees for such position, if unopposed, shall be deemed elected without necessity for further procedures.

**Section 10.** Shop Stewards shall be designated in a manner and for such time as determined by the Joint Executive Board. Their duties shall be defined by the Joint Executive Board.

**Article VII**

Reflects consolidation of Secretary's duties under Secretary-Treasurer's office because Secretary position was eliminated by prior Executive Board action due to vacancy.

Provides same threshold for nomination for District officers for larger Districts as for Union-wide office.

Eliminates requirement of full Social Security number on nomination petitions. Adds requirement of work location.

Authorizes mail ballot option.

**Article VII  
NOMINATIONS AND ELECTIONS**

**Section 1.** Nominations.

(a) The Joint Executive Board shall establish the date on which by close of business ("the nomination date") nomination petitions for elected officials and officers shall be submitted to and received by the ~~Secretary~~ **Secretary-Treasurer**. The nomination date shall be not less than fifteen calendar days nor more than forty-five calendar days before the election. Every candidate must submit to the ~~Secretary~~ **Secretary-Treasurer** a written statement, containing the candidate's Social Security number, and indicating his or her willingness to become a candidate for the office by the nomination date.

(b) The election of officers and other elected officials shall be made from among those persons nominated. Nominations shall be made in written petition which shall designate the name of the person and/or persons nominated and the office and/or offices sought by the nominee and/or nominees.

The Nomination Petition must include signatures of at least one hundred (100) members in good standing in the District when a person and/or persons is being nominated to a District Officer, Trial Board Member and/or Grievance Board Member position and/or position in a District which has fewer than five thousand (5,000) members.

The Nomination Petition must include signatures **of members in good standing** of at least ~~two hundred fifty (250)~~ **two per cent (2%) of the membership of the District, as determined by the Secretary-Treasurer** ~~members in good standing in the District~~ when a person and/or persons is being nominated to a District Officer, Trial Board Member and/or Grievance Board Member position and/or positions in a District which has more than five thousand (5,000) members.

The Nomination Petition must include signatures of members in good standing of at least two percent (2%) of the membership, as determined by the Secretary-Treasurer, when a person and/or persons is being nominated for an Executive Officer, At Large Executive Board Member, or Board of Auditors position and/or positions. The Nomination Petition may be presented to the ~~Secretary~~ **Secretary-Treasurer** by registered or certified mail (and shall be deemed received by the ~~Secretary~~ **Secretary-Treasurer** upon actual receipt) or by hand delivery prior to the nomination date. No petition will be valid if not presented to the ~~Secretary~~ **Secretary-Treasurer** prior to the nomination date.

Each page of the Nomination Petition must be dated and signed by the member who witnessed the signatures of the petitioners. The witness must also insert the **last four numbers of** his/her Social Security number **and work location** on the petition. Such date shall be the date upon which the signing member witnessed the signatures of the petitioners.

The Nomination Petitions must be dated no earlier than thirty calendar days prior to the nomination date. The Nomination Petition shall include the signatures of the members, **the last four numbers of their** Social Security numbers, **work location** and date signed.

(c) No member or candidate for nomination shall be eligible to hold two offices in the Union or run for more than one office in the Union at any one time.

(d) No candidate (including a prospective candidate) for any office in the Local Union or supporter of a candidate may solicit or accept financial support or any other direct or indirect support of any kind from any non-member of the International Union.

**Section 2.** (a) Regular elections shall be held on the third Thursday of September every three years.

The terms of office shall commence on the first Wednesday of October following the election.

(b) Regular elections shall be by a secret ballot, as required by provisions of applicable law, and by voting machine or other appropriate technology, **or mail ballot, as determined by the Joint Executive Board**, in any such election in which there is a contest.

All elections for Election Committee or Negotiating Committee members or other votes shall be by voice or standing vote as provided for in the Manual of Common Procedure, **or such other procedure as determined by the Joint Executive Board**.

(c) At any regular election at which unopposed candidates have been nominated for all the Executive offices, At-Large Board Members and the Board of Auditors, the nominees for said Executive offices, At-Large Board Members and the Board of Auditors shall be deemed elected without the necessity for any further procedure. In such a case, in any District where unopposed candidates have been nominated for all the District offices, all the nominees for said District offices shall be deemed elected, without the necessity for any further procedure. The Chairperson of the Committee on Elections shall certify to the Joint Executive Board the names of all the persons so elected.

However, if there be more than one candidate for any of the Executive offices, At-Large Board Members, or Board of Auditors to be filled at a regular election, all candidates, including those for district offices,

whether opposed or not, shall appear upon the voting devices **or ballots**, and, likewise, if there be more than one candidate for any office to be filled in a District, all candidates of such District, whether opposed or not, shall appear upon the voting device **or ballot** of that District.

**Section 3.** Special elections and referendums shall be held at times and places directed by the Joint Executive Board.

**Section 4.** (a) An election shall be decided for the candidate receiving the most votes.

(b) On Election Day each member shall be required to present his/her membership card and/or some form of picture identification and/or other identification acceptable to the Committee on Elections, **or in a mail ballot, comply with procedures established by the Joint Executive Board or the Election Committee.** Failure to comply with the requirements of this section will make a member ineligible to vote.

The Committee on Elections or its designee shall provide on request a voting receipt to a member who has voted.

(c) The Joint Executive Board shall provide for adequate voting locations for the holding of elections throughout the Union, with at least one adequate location for holding of the elections in each District **where voting is in-person.**

**Section 5.** (a) Regular elections shall be held under the supervision of a Committee on Elections, which shall elect its Chairperson. The Committee shall consist of one member who shall not hold office or employment in the Local from each District elected at the District meetings held not earlier than ninety (90) calendar days or later than thirty (30) calendar days before the election, **except that the New York Metro District shall elect eight (8) members.** Members of the Committee on Elections shall not be candidates for office in the election. The Joint Executive Board shall establish the date or dates of the District meetings at which the Committee on Elections shall be elected.

(b) It shall be the duty of the Committee on Elections to set up adequate safeguards to ensure a safe and fair election including the right of a candidate to have an observer at the polls and at the counting of the ballots. At the conclusion of the voting, the Committee on Elections shall tally the votes and certify in writing the results.

(c) The Committee on Elections may make rulings on challenges and on all matters involving the conduct of the election and the polling of the vote, about which it may consult the Local's counsel. The decision on any question by a majority of the Committee shall be binding.

The Committee on Elections shall establish the procedure and time period by which complaints regarding the conduct of the election or tabulation of the vote shall be made, and the procedure by which such complaints shall be ruled on by the Committee.

**Section 6.** (a) It shall be the duty of all members having a challenge or complaint to make it before the contested vote is cast. Failure to do so shall constitute a waiver of the challenge or complaint.

(b) Any member of this union who has been declared ineligible to run for office or who wishes to appeal the decision of the Committee on Elections regarding the outcome of an election may, within 48 hours of the decision rendered by the Committee on Elections, file a written appeal with the President. Said appeal shall be sent by registered or certified mail or may be delivered personally. The appeal shall set forth in detail the reason or reasons why the member believes that the decision of the Committee on Elections should be reversed.

The President shall present any appeal received, as set forth above, to the Joint Executive Board at its next regular meeting; provided that said meeting is scheduled no later than two weeks from receipt of the appeal. In the event that the next regularly scheduled meeting is more than two weeks from the date of receipt of the appeal, a special meeting of the Joint Executive Board shall be called within two weeks.

The Joint Executive Board shall hear the appeal and render a decision by majority vote.

**Section 7.** Write-in candidates and proxy voting shall not be permitted in any election for an officer, member of the Executive Board, delegate or any other office in the Local Union.

**Section 8.** Installation. Installation shall be the first order of business after the reading of the minutes of the executive board meeting to be held on the first Wednesday of October following the election. Every officer shall take the oath of office.

**Section 9.** In the event that a candidate for Executive Office dies before the Election, the following shall apply:

(a) If the candidate was the incumbent officer in the position for which he or she was the candidate, then the election for that position shall be cancelled. Upon the installation of the other officers or officials elected in the election, there shall be within 90 days following the installation, a new nomination and special election conducted for that position for which the prior election was cancelled, in accordance with the provisions of this Article.

(b) If the candidate was not an incumbent officer for the position for which he or she was the candidate, and there is a candidate who is the incumbent officer for the position being sought, then the election for that position shall proceed, notwithstanding the death of the non-incumbent candidate. Upon the

Maintains same representation on Election Committee for all Districts including combined New York Metro District.

Clarification to ensure that candidate has met all nomination requirements.

Article VIII

installation of the candidate elected to that position, there shall be within 90 days a new nomination and special election conducted for that position, in accordance with the provisions of this Article.

(c) If no candidate in the contest for a position in which a candidate died was the incumbent officer in that position, then the procedure set forth in paragraph (a) above shall apply.

For the purpose of this provision, the term “candidate” shall be any member qualified to run for office who prior to his/her death has submitted to the Union a **statement of willingness to run and a** nomination petition including sufficient number of signatures to be nominated for the respective office or position.

**Article VIII  
DUTIES OF OFFICERS AND BOARDS**

**President**

**Section 1.** The President, or his designee, shall preside at the meetings of the general membership, any district meeting at which he or she shall occupy the Chair, meetings of the Joint Executive Board, in accordance with this Constitution, the International Constitution, and any applicable parliamentary rules, and shall perform the duties pertaining to the office.

The President shall have general supervision and direction over the affairs of the Union.

The President shall have authority to retain counsel, accountants and other professional staff or consultants as he or she may deem necessary for the Union, and to determine their compensation.

The President shall have the authority to appoint and supervise the staff of the Union, including business agents and organizers, and to delegate such supervision to his designees.

The President shall, with approval of the Joint Executive Board, appoint such committees which in the President’s judgment would help promote the general good of the organization. The President shall be a member ex officio of all committees, except the Committee on Elections and the Trial Committee.

The President shall appoint all non-elected delegates to other labor organizations with which the Local is affiliated.

The President shall have the power to call special meetings of the Joint Executive Board and of the Districts.

The President shall cast the deciding vote on all questions of equal division.

The President may suspend any officer of the Local for neglect of duty, or a breach of his or her duties, or of the Constitution of the Local or of the International, immediately upon the filing of formal charges. Such suspension shall be limited to a period not to exceed thirty days and must be reviewed within thirty days of such suspension by the Joint Executive Board at a regular or special meeting called for such purpose which may continue the suspension pending trial.

The President may dismiss any member of the staff or personnel of the Local. In case of defalcation or misappropriation of funds, the President shall at once proceed legally to collect on the surety bond. The President shall countersign or authorize, in writing, another Executive Officer other than the Secretary-Treasurer to sign all checks issued by the Secretary-Treasurer.

The President shall have authority to decide on all points of law submitted to him and to interpret the Constitution and By-laws.

**Executive Vice-President**

**Section 2.** The Executive Vice-President shall be under the direction of the President and shall only preside over Union meetings when directed by the President.

**Secretary-Treasurer**

**Section 3.** The Secretary-Treasurer shall receive all monies of the Local and deposit the same in appropriate financial institutions. The Secretary-Treasurer shall have charge of the official seal. The Secretary-Treasurer shall draw and sign or authorize in writing another Executive Officer other than the President to sign all checks covering expenditures of the Local, upon the co-signature or approval of the President. The Secretary-Treasurer shall keep a record of the membership of the Local and report to the President and the Joint Executive Board upon request.

The Secretary-Treasurer shall make regular financial reports to the Joint Executive Board certified by a Certified Public Accountant, and report the financial condition of the Local at each regular membership meeting.

The Secretary-Treasurer shall make an annual report, certified by a Certified Public Accountant, which shall be published in the Local’s publication, website or otherwise be made available to the membership. The Secretary-Treasurer shall promptly forward to the International Secretary-Treasurer copies of all annual audit reports and copies of all financial reports setting forth a statement of assets and liabilities and a statement of receipts and disbursements which are required by law. The Secretary-Treasurer shall maintain an adequate bookkeeping system for the performance of the functions of the office.

All records of the Local Union pertaining to income, disbursements and financial transactions of any kind whatsoever must be kept for a period of at least six years or longer if required by applicable law.

The Secretary-Treasurer shall forward to the International Secretary-Treasurer an accurate record of all dues payments and other revenues, and such membership and other information as provided for in the International Constitution, and shall provide the same membership list to the state council(s) with which this local is affiliated. At the end of his or her term of office, the Secretary-Treasurer shall turn over to his or her successor in office all books, monies, property and other assets of the Local in his or her keeping. His or her books and records shall be available for inspection by the Joint Executive Board.

The Secretary-Treasurer or his/her designee shall attend all general membership meetings of the Local and of the Joint Executive Board and keep accurate minutes thereof. The Secretary-Treasurer shall, upon direction of the President, call meetings of the Joint Executive Board, the general membership, and the Districts. The Secretary-Treasurer shall notify the International Union of the names and addresses, including zip codes, of officers elected to office, within fifteen (15) days after election. The Secretary-Treasurer shall, at the end of his or her term in office, turn over to his or her successor in office all books, property and other belongings of the Local in his or her keeping. The Secretary-Treasurer's records shall be available for inspection by the Joint Executive Board.

Reflects consolidation of Secretary's duties into Secretary-Treasurer's office since Secretary position was eliminated.

#### **Vice-Presidents**

**Section 4.** The Vice-Presidents shall be under the direction of and shall assist the President.

#### **Secretary**

~~**Section 5.** The Secretary shall attend all general membership meetings of the Local and of the Joint Executive Board and keep accurate minutes thereof. The Secretary shall, upon direction of the President, call meetings of the Joint Executive Board, the general membership, and the Districts. The Secretary shall notify the International Union of the names and addresses, including zip codes, of officers elected to office, within fifteen (15) days after election. The Secretary shall, at the end of his or her term in office, turn over to his or her successor in office all books, property and other belongings of the Local in his or her keeping. The Secretary's records shall be available for inspection by the Joint Executive Board.~~

Reflects proposed name changes of District officers.

#### **District Chairpersons Leaders and Recording Secretaries Assistant District Leaders**

**Section 65.** The District Leader Chairperson shall preside at District meetings. The Assistant District Leader Recording Secretary shall preside in the absence of the District Leader Chairperson. The President, or any Executive Officer that he or she designates, shall have the privilege to preside. The President shall designate a District Leader to preside at the New York Metro District Meeting. The District Leader or Leaders Chairperson shall represent his or her District on the Joint Executive Board. He or she or they shall make reports to the Joint Executive Board of all matters affecting the District and place before it for decision the problems of the District.

~~**Section 76.** The District Recording Secretary~~ Assistant District Leader shall act as Secretary of his or her District meeting. In the ~~District Recording Secretary's~~ Assistant District Leader's absence, the District Board Member shall act as Secretary. The ~~District Recording Secretary~~ Assistant District Leader shall likewise be a representative of the District to the Joint Executive Board and place before it for decision the problems of the District.

#### **Joint Executive Board**

**Section 87.** Consistent with the responsibilities and powers given in this Constitution to the Executive Officers, the Joint Executive Board shall discuss all problems relating to the administration of the Local and reported to it from the various Districts, and make such directions with regard to the Local's administration as it may determine. It shall generally take all steps it deems necessary in all matters involving the interests of the industry and the good and welfare of the Local. Its actions and determinations shall be operative and in force unless modified or reversed by a vote of the membership at general membership meetings as provided for in this Constitution.

Upon and with the recommendation of the President and Secretary-Treasurer, it shall determine the amount of compensation to be paid to employees of the Local and to members of Boards, Committees and delegates. It shall fix the salaries of paid Executive Officers and District Officers, if employed by the Local, and business agents, delegates and organizers.

It shall hear and determine appeals from decisions of the Trial Committee and in the first instance whether charges filed are frivolous and whether a Trial Committee shall be convened. No District shall be permitted to have or maintain another office or keep records pertaining to the Local or any of its members at any place but the Local's office unless designated by the Joint Executive Board.

The Joint Executive Board may recommend a general or other extensive strike to the entire membership but before any such strike may be called, such recommendation must be approved by the membership at a general or special meeting of the Local and notice provided to the International Union. It shall require an audit of the finances of the Local by a Certified Public Accountant.

All Officers and employees required by law to be bonded shall be bonded in an amount and in the manner required by applicable provisions of law. Premiums shall be paid by the Local Union. The

International Secretary-Treasurer may direct the increase or decrease in the amount of the bond when he or she deems it necessary and advisable and may direct bonding of the Local Union even if not required by statute to secure a bond.

For the transaction of its business, the Joint Executive Board shall meet at least nine times a year, or upon the call of the President. In between scheduled Joint Executive Board meetings, when the President deems it necessary for the Joint Executive Board to act promptly, the ~~Secretary~~ **Secretary-Treasurer** shall poll the Joint Executive Board, and such action and vote may be taken by letter, facsimile, telephone or any other appropriate means of communication. Such action so taken on vote of the majority of the Joint Executive Board shall constitute official action of the Joint Executive Board.

A majority of the Executive Board shall constitute a quorum. Decisions of the Executive Board shall be decided by a majority of those members present, except as otherwise provided in this Constitution.

Actions of the Executive Board shall be published in the Local's publication, on the Local' website, or by other methods of communication to the membership.

#### **Board of Auditors**

**Section 98.** The Board of Auditors shall, with the aid of the Local's certified public accountant, examine into and report the entire assets and property owned by the Local at least twice every year. The Board of Auditors shall elect a Chairperson from its membership.

#### **Grievance Board**

**Section 409.** ~~In accordance with the procedures adopted by the Grievance Board, and approved by the Joint Executive Board, a~~ Any member dissatisfied with the disposition of his or her complaint ~~or grievance~~ in any department of the Local, or by any official thereof, may appear before the Grievance Board to request a re-examination and redistribution of the complaint. ~~under procedures adopted by the Grievance Board and approved by the Joint Executive Board.~~

The Grievance Board shall hold a hearing at which all persons involved in the disposition of the matter will be given an opportunity to appear. It shall then report its recommendations and findings to the Joint Executive Board for its action upon the matter.

The Chairperson of the Grievance Board shall convene the Board as necessary.

#### **Sergeants-at-Arms**

**Section 410.** The Sergeants-at-Arms shall attend the door of the meetings of the Local Union, assist the Chairperson when called upon in preserving order and perform such other duties as may pertain to their office or which the Local Union or the President may direct.

Clarification of existing procedures.

#### **Article IX**

Reflects elimination of Secretary's position.

#### **Article IX CHARGES, TRIALS AND APPEALS**

**Section 1.** All charges against a member or any officer of the Local shall be presented in writing to the ~~Secretary~~ **Secretary-Treasurer** within one month after the act or actions complained of occurred, unless the charge involves misappropriation, bribery or extortion when it must be presented within one month of its discovery.

The ~~Secretary~~ **Secretary-Treasurer** shall call the charges to the attention of the Joint Executive Board at its next meeting, which shall make provision for the setting up of a Trial Committee as described herein.

The ~~Secretary~~ **Secretary-Treasurer** shall give to all parties involved at least ten days written notice of the time and place of hearing on the charges, and shall serve a copy thereof on the accused, either personally or by registered or certified mail, directed to the last known address of the accused at least ten days before the hearing upon the charges. If any of the parties involved fail to appear, a hearing may nevertheless take place upon the charges, or they may be dismissed.

The charges must state which subsections of this Article or the International Constitution the charging party believes have been violated. The charges shall specify the nature of the offense, the provision(s) being violated, the date, time, and place of the occurrence and any further details necessary to enable the accused to prepare a proper defense. Charges not sufficiently specific or otherwise facially defective may be summarily dismissed by either the Joint Executive Board or the Trial Committee.

**Section 2.** In order to ensure members' protection from the filing of frivolous Charges, the following procedures shall apply. A member or officer, as the case may be, may be charged with:

- (a) Violation of any specific provision of this Constitution and By-laws or that of the Service Employees International Union.
- (b) Violation of the oath of loyalty to the Local and the International.
- (c) Violation of the oath of office.
- (d) Gross disloyalty, or conduct unbecoming a member.

- (e) If an officer, gross inefficiency which might hinder and impair the interests of the Local or of the International.
- (f) Financial malpractice.
- (g) Engaging in corrupt or unethical practices or racketeering.
- (h) Advocating or engaging in dual unionism or secession.
- (i) Violation of democratically and lawfully established rules, regulations, policies or practices of the International Union or of the Local.
- (j) The wrongful taking or retaining of any money, books, papers or any other property belonging to the International or the Local; or the wrongful mutilation, erasure, destruction of any books, bills, receipts, vouchers, or other property of the International or the Local.
- (k) Working as a strikebreaker or violating wage or work standards established by the International Union or the Local Union.
- (l) The bringing of false charges against a member or officer without good faith or with malicious intent.

**Section 3.** Except when the Joint Executive Board acts as a Trial Committee, a trial upon charges shall be held before the Trial Committee.

The Trial Committee shall be composed of an elected District member from each District, except that the New York Metro District shall elect eight (8) members from that District, who is not a paid official or employee of the Local, two members of the Joint Executive Board chosen by the Joint Executive Board, one of whom shall be an Executive Officer who shall be the Chairperson. Each member of the Trial Committee shall serve on the Trial Committee for a period of three years. Any Trial Committee member who is hearing a trial at the end of his or her term shall nevertheless hear that trial to completion.

In the event that the Joint Executive Board directs the Trial Committee to conduct a trial upon charges, it shall appoint from the Trial Committee three elected District members, as well as the two members chosen from the Joint Executive Board, one of whom shall be an Executive Officer, who shall be the Chairperson, to constitute a Trial Committee for that particular trial. The Joint Executive Board shall also appoint from the Trial Committee two of the elected District members to act as alternates for that particular trial. Any member of the Trial Committee who fails to show for illness or any other reason will be replaced by an alternate and shall not sit for the remainder of the trial.

**Section 4.** The Trial Committee after deliberation upon the charges and evidence, may sustain the charges, in which case it may reprimand, fine, suspend, expel or issue commands to do or perform, or refrain from doing or performing, specific acts. If it decides that the charges are unsustainable, it shall dismiss them.

Any member found guilty of violating Section 2(k) shall be fined by the Trial Committee in addition to any other disciplinary action the Trial Committee may direct pursuant to its constitutional authority.

The decision of the Trial Committee shall be binding, subject to appeal by either the accuser or the accused to the Joint Executive Board, except in cases where it is provided in this Constitution that the Joint Executive Board acts as the Trial Committee. The Joint Executive Board shall hear the appeal on the notes or record and exhibits of the hearing before the Trial Committee and its decision, but may order new hearings before itself in its sole discretion. Further appeals shall be in accordance with the provisions of the International Constitution and By-laws.

**Section 5.** Subject to the provisions of applicable statutes, every member or officer of this Local Union against whom charges have been preferred and disciplinary action taken agrees, as a condition of membership or affiliation and the continuation of membership or affiliation, to exhaust all remedies provided for in the Constitution and By-laws of the International Union and in this Constitution, and further agrees not to file or prosecute any action in any court, tribunal or other agency until those remedies have been exhausted.

Maintains same representation on Trial Committee for each District, including consolidated New York Metro District.

**Article X**

**Article X  
MATTERS AFFECTING COLLECTIVE BARGAINING**

**Section 1.** The President shall supervise the Local's activities in collective bargaining.

**Section 2.** Industry wide collective bargaining negotiations, as designated by the President, shall be conducted by the President, or his designee, and Executive Officers, along with negotiating committees whose members shall be made up of ~~a~~ representatives elected from each district whose members are covered by the agreement, together with such members of the Joint Executive Board whom the President, with the approval of the Joint Executive Board, appoints to the committee. The number of representatives on the negotiating committees and their manner of election will be determined in accordance with procedures established by the Joint Executive Board, but in any case, will include at least as many members as each District currently elects.

Provides for flexibility in electing Negotiating Committee members.

**Section 3.** Any agreements arising out of industry wide collective bargaining negotiations shall be subject to ratification by the membership covered by the agreement unless previous authorization has been given to conclude negotiations.

**Section 4.** Final agreements which embody the terms of extensive or area wide negotiations shall be made available to the membership on the Local's official website, in its publication, or through other appropriate means.

**Section 5.** (a) The President shall take all steps necessary to settle controversies with employers. The President may call a meeting of the Local or of any District to present any such controversy for consideration. The International President shall be notified prior to any general or extensive strike, where practicable, or in any case, as soon as possible after commencement of the strike.

(b) The International Union shall be notified in writing when any collective bargaining negotiations or memorandums of understanding have been concluded and the number of employees covered and copies of all master industry contracts shall be filed with the International Department of Research.

**Section 6.** When an industry wide or extensive strike is ordered, the President with the Joint Executive Board, and such other members as the president may appoint, shall constitute a Strike Committee which shall have full charge of the conduct of the strike. The Strike Committee shall keep an accurate and complete list of members on strike or lockout. It shall report at each regular meeting of the Local the amount of money expended.

**Section 7.** Financial assistance may be extended by the Strike Committee to members on industry wide or extensive strike or locked out as the case may require, in such amounts and for such periods as recommended by the Strike Committee and approved by the Joint Executive Board.

## **Article XI REVENUE**

**Section 1.** The revenue of this Local shall be derived from dues, initiation fees, reinstatement fees, assessments and fines.

**Section 2.** The initiation fee shall be sixty dollars (\$60.00) for members who are part time employees; one hundred dollars (\$100) for members who are full time employees but earn less than four hundred dollars (\$400.00) per week; and one hundred fifty dollars (\$150.00) for members who are full time employees and earn \$400 per week or more. With the approval of the International Union, it may be changed by the Joint Executive Board. Such change shall be made according to the provisions of applicable law.

The Joint Executive Board may also, for organizing or other valid purposes, as the occasion arises, waive or reduce the amount of said fee.

**Section 3 (a)** Effective January 1, 2006, the regular monthly dues of each member employed on a full-time basis, as defined below, shall be as follows:

For members whose regular hourly rate of pay is \$9.00 or less, \$40.00;

For members whose regular hourly rate of pay is between \$9.01 and \$14.00, \$45.00;

For members whose regular hourly rate of pay is between \$14.01 and \$15.00, \$50.00;

For members whose regular hourly rate of pay is between \$15.01 and \$16.00, \$55.00;

For members whose regular hourly rate of pay is between \$16.01 and \$19.00, \$60.00;

For members whose regular hourly rate of pay is more than \$19.01, \$65.00.

(b) Effective January 1, 2008, the regular monthly dues of each member employed on a full-time basis whose regular hourly rate of pay is \$21.01 or above shall be \$70.00.

(c) Effective January 1, 2010, the regular monthly dues of each member employed on a full-time basis whose regular hourly rate of pay is between \$21.01 and \$23.00 shall remain \$70.00, and monthly dues for members whose regular hourly rate of pay is \$23.01 or above shall be \$75.00.

(d) Members shall be considered employed on a full-time basis if they regularly work 35 or more hours a week, or work more than two days a week and receive comprehensive employer-provided health benefits under the industry-wide standard agreement for their work classification or geographic region.

(e) Effective January 1, 2006, the regular monthly dues of each member employed on a part-time basis shall be as follows:

For members whose regularly hourly rate of pay is \$11.00 or less, \$29.00;

For members whose regular hourly rate of pay is \$11.01 or more, \$33.00.

(f) Effective January 1, 2006, the regular monthly dues for members who are in non-working status, and who are eligible to pay dues as provided for in this Constitution and By-Laws, shall be \$29.00, which is the minimum dues rate.

(g) Retired members may pay monthly dues in the amount of \$4.00.

(h) Any member whose regular monthly dues obligation increases (1) on January 1, 2006 because of the change in the dues formula effective on that date or (2) at a later date in 2006 because the new dues formula first becomes applicable then to that member pursuant to a merger agreement, by \$9.00 or more per month, and who remains in good standing throughout 2006, shall be entitled to a one-time 2006 dues rebate (a) of \$4.00 per month if the increase is less than \$10.00 per month, or (b) of one-half of the increase in dues if the increase is \$10.00 or more per month, under a procedure to be adopted by the Secretary-Treasurer.

(i) Dues and initiation fees for members of local unions that merge into Local 32BJ shall be as provided for under this Constitution and By-Laws unless the merger agreement provides otherwise.

(j) Unless mandated by the International Union, the amount of dues may be changed by the Joint Executive Board with approval of the majority of the membership who vote at either a regular or special General Membership Meeting cycle, or in a secret mail ballot referendum, and the approval of the International Union, and subject to the provisions of applicable law.

**Section 4.** All dues and other financial obligations are due and payable on or before the last day of the current month and if not so paid, shall become and be considered delinquent. Delinquent members shall not be entitled to, and shall not be considered in good standing in relation to the death gratuity of the International Union, as well as all other rights and privileges afforded members in good standing under this Constitution and By-laws.

Members who fall in arrears three months in dues or other financial obligations are automatically suspended as members of the Local.

Any suspended member may be readmitted as a member upon payment of a reinstatement fee in an amount established by the Joint Executive Board, all dues in arrears, the current month's dues, and any other financial obligation. A member so readmitted shall have the status of a new member.

No member can attend meetings or participate in elections or other business of the Local if his or her dues have not been paid through the immediately preceding month.

**Section 5.** Any assessments shall be levied in accordance with applicable law.

**Section 6.** All records of this Local pertaining to income, disbursements and financial transactions of any kind whatsoever shall be kept for a period of at least six years or longer if required by applicable law.

**Section 7. Members in Non-Working Status**

(a) Members whose termination is being grieved or arbitrated: Members whose termination is being grieved or arbitrated by the Union and who are not otherwise employed under the Union's collective bargaining agreements, shall remain obligated to pay dues, if they are reinstated. Such members will not be deemed in arrears for the period of their termination if they pay minimum dues of \$29.00 for that period upon their reinstatement.

(b) Members on unpaid leave of absence with a contractual right of return to their job: Members who are on an unpaid leave of absence with a contractual right of return to their job shall have the following obligations and privileges:

- (1) Leave of Absence of six months or less: If a member returns to active employment within six months, the member may pay minimum dues for the leave period and will be considered in good standing during the leave period. Members who do not pay minimum dues during such period, and who complete a withdrawal card, will be given a new initiation date upon their return to active employment but will not be required to pay a new initiation fee.
- (2) Leave of Absence of more than 6 months but less than 12 months: If a member returns to active employment after six months but in less than twelve months, and completes a withdrawal card, he or she will be given a new initiation date upon their return to active employment but will not be required to pay a new initiation fee.
- (3) Leave of Absence of more than 12 months: If a member returns to active employment after more than twelve months, he or she will be given a new initiation date and will be required to pay a new initiation fee upon his or her return to active employment.

**Section 8.** The Local Union shall pay per capita tax to the International Union each month for each member from whom it received dues that month. The Local Union shall have no right to pay any bills before it pays its full obligation to the International Union.

**Article XII**

**Reflects establishment of new committee to encourage member involvement.**

**Article XII  
COMMITTEES**

The President, with the approval of the Joint Executive Board, shall establish such committees as may be necessary to promote the programs and activities of the Local Union. The President shall appoint a committee to develop recommendations for any additional changes to the Constitution that would strengthen the Union by, among other things, promoting membership involvement and leadership, and democratic participation.

**Article XIII  
NO DISSOLUTION**

This Local cannot dissolve, secede or disaffiliate while there are seven dissenting members and in accordance with the procedures contained in Article XXV of the International Constitution and By-laws. In the event of secession, dissolution or disaffiliation, all property, funds and assets, both real and personal, of this Local shall become the property of the International Union. Under no circumstances shall this Local distribute its funds, assets or property individually among its membership.

**Article XIV  
NO VESTING**

Membership in this organization shall not vest any member with any right, title or interest in or to the funds, property or other assets of this Local, now owned and possessed or that may hereafter be acquired and each member hereby expressly waives any right, title or interest in or to the property of this Local, including the funds of this Local. The title to all property, funds, and other assets of this Local shall at all times be vested in the Joint Executive Board for the joint use of the membership of this Local, but no member shall have any severable proprietary right, title or interest therein.

**Article XV  
AFFILIATIONS**

This Local Union shall affiliate with City or Local Central Bodies, State Federations, and State Councils, as determined by the International Union.

**Article XVI  
AMENDMENTS**

Except as provided in Article XI, Section 2 and Section 3, this Constitution and By-laws may be amended in accordance with the following procedures:

- (a) Any member in good standing may submit, in writing, proposed amendments to the Joint Executive Board for its consideration. By a two-thirds vote, the Joint Executive Board may submit the proposed amendment to the membership, to be voted on, as the Joint Executive Board may determine, either at General Membership Meetings of the Local Union, as provided for in Article IV, Section 5 above, or in a mail ballot referendum.
- (b) If the proposed amendments are supported by petitions signed by members in good standing consisting of at least ten percent (10%) of the Local's membership, then the Joint Executive Board must submit the proposed amendments to the membership to be voted on, as the Joint Executive Board may determine, either at General Membership Meetings of the Local Union, as provided for in Article IV, Section 5 above, or in a mail ballot referendum.
- (c) The Joint Executive Board's recommendation regarding any proposed amendments to be voted on by the membership shall be distributed to the membership for its consideration.
- (d) The Joint Executive Board shall establish initial rules within 90 days of the adoption of these amendments governing the petition process for by-law amendments.
- (e) The Joint Executive Board, by a two-thirds vote, may submit amendments that it proposes to the membership, for a vote either at General Membership Meetings or by mail ballot referendum, as it shall determine.
- (f) Adoption of amendments shall require an affirmative two-thirds vote by those members who cast valid ballots in a mail ballot referendum or, where the vote takes place at General Membership Meetings at which there is a quorum, of those members present.
- (g) All mail ballot referenda shall be by secret ballot. Except as otherwise provided in this Constitution and By-laws, the Joint Executive Board, by majority vote, shall determine whether to conduct a mail ballot referendum.
- (h) No amendment shall be valid or become effective until approved by the International Union.

**Article XVII  
INTERNATIONAL APPROVAL**

The Constitution and By-laws of this Local shall at all times be subordinate to the International Constitution and By-laws, as it may be amended. If any conflict should arise between the Constitution and By-laws of this Local or any amendments thereto, and the International Constitution and By-laws or any amendments thereto, the provision of the International Constitution and By-laws shall control.

**Article XVIII  
EFFECTIVE DATE OF PROPOSED AMENDMENTS**

These amendments shall become effective ~~the first day of the month following~~ upon their adoption.