

CONSTITUTION

OF THE

ST. PAUL, MINNESOTA AREA LOCAL

AMERICAN POSTAL WORKERS UNION

AFL-CIO

AS AMENDED:

June 25, 1975
February 24, 1976
March 22, 1977
January 17, 1978
February 20, 1979
April 1, 1980
January 22, 1985
April 23, 1985
April 1, 1986
February 28, 1989
September 24, 1991
May 26, 1992
November 22, 1994
June 18, 1997
January 13, 1999
April 27, 1999
June 22, 1999
April 24, 2001
January 22, 2002
February 24, 2004
June 28, 2005
May 23, 2006
October 23, 2007
May 25, 2010
January 24, 2012
January 22, 2013
June 18, 2013
February 24, 2015
November 24, 2015
November 28, 2017
June 4, 2022

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ARTICLE 1

Name

This union of Post Office employees shall be known as the St. Paul, Minnesota Area Local of the American Postal Workers Union, AFL-CIO hereinafter referred to as the Local.

ARTICLE 2

Objective

The objective of this Local is to provide unity among postal employees; to provide them with representation as a democratic labor union; to enable them to participate in any movement that may be to their benefit and economic welfare, and to render all possible assistance to the APWU AFL-CIO.

ARTICLE 3

Membership

Section 1. Any non-supervisory employee, regardless of level or grade, within the jurisdiction claim of this Local, is eligible for regular membership.

Section 2. No person eligible under the above provisions shall be denied membership because of race, color creed, sex, sexual orientation, nationality, handicap, political affiliation, age or religion. Any member discharged for authorized union activity shall have the right to retain full membership.

Section 3. Federal classified employees may be accepted as associate members for Health Plan participation only. They shall pay dues in accordance with Article 3, Section 5 of the APWU Constitution and By-Laws, for this privilege, but shall not be entitled to a vote in union elections or affairs, nor attend meetings.

Section 4. Members of this Local who retire from the Postal Service shall be given the option of maintaining:

1. Local Non-voting honorary membership by paying the Local a **fourteen dollar (\$14.00)** per year service charge, and may continue to participate in the Welfare Benefits of this Local, or
2. Full membership with all rights of such membership by continuing to pay dues in accordance with Article 3, Section 4, Paragraph (c) of the APWU National Constitution and By-Laws.
3. Retiree membership with all rights of such membership by continuing to pay dues in accordance with Article 3, Section 4, Paragraph (d) of the APWU National Constitution and By-Laws.

ARTICLE 4

Membership Rights and Responsibilities

Section 1. Each regular member of this Local has the right and responsibility to (a) attend meetings; (b) participate in discussion; (c) vote on issues; (d) nominate and vote for office; (e) be nominated upon fulfillment of eligibility requirements, and hold office; (f) loyally support and build the union; (g) protect the rights of fellow members and (h) union membership.

Section 2. No criticism reflection, argument or debate, touching on any members' race, color, creed, sex, sexual orientation, nationality, handicap, political affiliation, age or religion shall be allowed at any meetings of the Local.

ARTICLE 5

General Meetings

Section 1. The scheduled General Meetings of this Local shall be held on the fourth Tuesday of the month. During the months of January, May and October, the General Meetings shall be called to order at 11:00 a.m. and the remaining scheduled General Meetings shall be called to order at 6:15 p.m.

No General Meetings shall be scheduled during the months of July, August and December.

A two-thirds (2/3) vote of all regular members present at any General Meeting shall be sufficient to suspend the next scheduled General Meeting or to change the time or the day of the next scheduled General Meeting.

Section 2. Notice of General Meetings shall be given appropriate publicity by the Secretary at least seven (7) days prior to the meeting.

Section 3. Twenty (20) regular members present at any meeting shall constitute a quorum for the transaction of business.

Section 4. Only members in good standing shall be allowed to vote at the meetings of this Local or on any issues submitted to referendum.

Section 5. Special meetings may be called by the President, or upon the written request of ten percent (10%) of the regular members in good standing, and shall be publicized by the Secretary at least twenty-four (24) hours or more in advance. Notice of such meetings shall state the purpose for which the meeting is called and no other business shall be transacted.

Section 6. Roberts Rules of Order shall be the authority to decide all questions of order not herein provided for.

Section 7. When a tie vote occurs upon a motion, the President shall cast the deciding vote.

ARTICLE 6

Craft Meetings

Section 1. Craft Meetings may be held at the discretion of the Craft Director or by written request of ten percent (10%) of the members in good standing in that craft.

Section 2. Craft members shall be notified of such meetings at least twenty-four (24) hours in advance of such meeting.

ARTICLE 7

Organization

Section 1. The Executive Board of this Local shall consist of the following officers:

1. President
2. Vice President
3. Industrial Relations Director
4. Secretary
5. Treasurer
6. Trustee Chairperson
7. Clerk Craft Director
8. Maintenance Craft Director
9. Motor Vehicle Craft Director

Section 2. The Executive Board shall meet at least once a month prior to the General Meeting, and shall be empowered to conduct any business entrusted to them by the membership.

Section 3. Special Executive Board Meetings may be called at the direction of the President, or by the written request of five (5) members of the Executive Board.

Section 4. Five (5) members of the Executive Board shall constitute a quorum for the transaction of business.

ARTICLE 8

Duties of Officers

Section 1. The **President** shall be the Administrative Officer of this Local; preside over all meetings; and enforce the Constitution and By-Laws. The President shall appoint all Committees and their Chairman, with the approval of the Executive Board, and the President shall be a member ex officio of all Committees unless otherwise decided by the membership of this Local. The President shall counter-sign all checks and disbursement vouchers and sign all documents authorized by this Local. The President shall appoint a Warden at each General Meeting from among those members present at that meeting. The President shall, by virtue of the office, be a delegate to all State and National Conventions.

Section 2. The **Vice President** shall assist the President in the handling of all grievance matters, and shall perform such other duties as may be assigned to the Vice President by the President. In the absence of the President, the Vice President shall be vested with the same powers as the President and shall perform all of the duties of the President including attendance at all State and National Conventions. The Vice President shall, by virtue of the office, be a delegate to all State and National Conventions.

Section 3. The **Industrial Relations Director** shall assist the President by performing such duties as may be assigned to the Industrial Relations Director by the President. In the absence of the President and Vice President, the Industrial Relations Director shall be vested with the same powers as the President and shall perform the duties of the President. The Industrial Relations Director shall, by virtue of the office, be a delegate to all State and National Conventions.

Section 4. The **Secretary** shall keep a correct and impartial account of the proceedings of this Local, read all communications and attend to the correspondence of this Local. The Secretary shall draw all vouchers for the expenditures of funds, and shall have charge of all papers, documents, and records not assigned to other officers. The Secretary shall keep an up-to-date register of the membership of this Local and shall maintain a Constitutional file in which the Constitution and By-Laws shall be kept current.

The Secretary shall have charge of the collection of all Fees and Dues of this Local, and shall be responsible to the Trustees for the safe deposit with the Treasurer, at least monthly, of such funds.

The Secretary shall keep a complete and accurate record of the Fees and Dues paid by each member, and shall be responsible for compliance to provisions of Article X of this Constitution and By-Laws. The Secretary shall make a complete report at each meeting. The Secretary shall perform such other duties as may be assigned to the Secretary by the President.

Section 5. The **Treasurer** shall receive all monies collected by this Local, and give receipt for same. The Treasurer shall pay all bills sanctioned by the Local upon the presentation of vouchers signed by the President and the Secretary.

The Treasurer shall be responsible for the safe-keeping of all securities and papers representing investments and funds of this Local. All withdrawals from this Local's accounts in banks and credit unions shall be for deposits in this Local's accounts only. The Treasurer shall perform such other duties as may be assigned by the President.

Section 6. The **Trustees** shall have general supervision of the property of this Local and shall take a yearly inventory of same. All records of the Secretary and Treasurer shall be subject to examination by the Trustees upon their request. Unless otherwise notified by this Local, they shall audit the books and records of the officers as of the close of business of each calendar quarter and submit a written report at the next General Membership Meeting.

The Trustees shall prepare a list of eligible voters of this Local and a list of those members eligible as candidates for the regular election of Officers and Delegates to Conventions. A copy of said lists shall be furnished the Chairman of the Election Committee for the purpose of mailing ballots to the voters in all referendum elections.

A Trustee Chairman shall be elected (General Office) and shall be a member of the Executive Board. The Trustee Chairman shall be responsible for the activities of, and preside over all Trustee meetings.

Three (3) Trustees shall be elected as follows: One (1) from the Clerk Craft; one (1) from the Maintenance Craft, and one (1) from the Motor Vehicle Craft.

Trustees shall perform such other duties as may be assigned to them by the President. The Craft Trustees shall, by virtue of their office, be delegates to all National Conventions.

Section 7. The **Craft Directors** shall be responsible for their respective Crafts. They shall preside over Craft meetings; they shall be members of the Executive Board; they shall be responsible for processing all grievances in their craft; they shall be a member of the Labor-Management Committee, and of the Local Negotiating Team; they shall, by virtue of their office, be a delegate to State and National Conventions of the APWU. They shall perform such other duties as may be assigned by the President.

Section 8. **IT SHALL BE THE DUTY OF EVERY OFFICER**, at the expiration of their term of office, by resignation or otherwise, to turn over all funds, records or other property belonging to this Local, to their successor or to the Trustees.

Section 9. **Delegates** shall be elected for all State and National APWU Convention during the election of officers.

The Executive Board shall recommend the number of delegates to be elected at the January Executive Board Meeting before the nominating meeting. The number of Delegates to all special APWU Conventions shall be recommended by the Executive Board in a timely manner. The elected Delegates and Alternate Delegates will submit written statements as to their intention to fulfill their Delegate responsibilities at least sixty (60) days prior to the event.

Section 10. The number of attendees to the separate Craft Conferences will be determined by majority action taken by the membership at General Membership Meetings. The number of attendees to other National and State APWU sponsored Seminars and Conferences shall be determined by majority vote of the Executive Board in months without General Membership Meetings (July, August December), or by majority vote at the General Membership Meeting in the nine (9) months when the Membership Meetings are held.

Upon request, any member in good standing may attend a meeting of the Executive Board of this Local.

ARTICLE 9

Elections

Section 1. The election of Officers, Trustees and Delegates to Conventions of this Local shall be by the referendum system of balloting and shall be elected by plurality vote.

The elections shall be under the direction of an Election Committee consisting of a Chairman and not less than five (5) nor more than ten (10) members appointed by the President, immediately following nominations. Each candidate shall be entitled to an observer of their choice. No member of the Election Board shall be a candidate for Office or for Delegate to Conventions. Each craft should be represented on the Election Board.

Section 2. All Officers and Delegates to Conventions of this Local shall be elected for a term of two (2) years.

Three (3) Trustees shall be elected for a term of two (2) years.

Section 3. Nominations from the floor for Candidates for Office and candidates for Delegates to Convention shall be held at the February Membership Meeting in odd-numbered years, and be eligible to hold Office and be Convention Delegates if they are in good standing, subject to the provisions of Article 10, Section 2 of the National APWU Constitution.

Candidates for any craft position must be members of the Craft in which they seek such a position, and they are to be elected only by members of that Craft.

At least fifteen (15) days prior to the February Membership Meeting, the Secretary shall post a call for nominations for Local Officers and Delegates to State and National Conventions. The posting shall include the date, time, and place of the election of officers, the positions to be filled, length of term and any eligibility requirements.

No nominated member shall be a candidate for, or hold more than one (1) elected office in this Local.

Any member may nominate any eligible member as a candidate by; a verbal nomination from the floor at the February Membership Meeting, or signed, written notice to the Secretary at any time after the call for nominations and before the close of nominations for the

desired position at the February Membership Meeting, stating the position desired. The notice shall be read at the February Membership Meeting, and this shall constitute a nomination from the floor. Those candidates nominated from the floor at the February Membership Meeting in odd-numbered years must be present to accept or reject said nomination or must have submitted a written acceptance in advance of the close of nominations in order to be eligible.

The Election Committee shall prepare a ballot for each member in good standing, and mail on or before the fifteenth (15th) day following the February nominating meeting, together with two (2) envelopes. The position on this ballot bearing the names of all regularly nominated candidates for each Office, for Trustee and for Delegates to Conventions shall be determined by placing the names of the nominees to each position in a container and candidates' names shall appear on the ballot in the same order in which the names are drawn from the container. The smaller of the two (2) envelopes shall bear the words "BALLOT ONLY", in which the ballot, when voted shall be placed. The smaller envelope containing the voted ballot, shall be placed in the larger envelope, which shall be in a stamped envelope, and returned to the Chairman of the Election Board in care of a Post Office Box rented for and by the Election Board. The voter should place their name in the upper left-hand corner of the larger envelope following the words, "BALLOT OF ..." The balloting shall close at eight a.m. (8:00 a.m.) of the Saturday preceding the meeting in March of the odd-numbered years.

After the Election Committee has checked the returned ballots for eligibility, they shall mix the smaller envelopes and conduct the canvassing in such a way as to guarantee a secret ballot. After the tabulation and canvass of the ballot, the Committee shall prepare three (3) copies of their certification of the results of the Election; one (1) copy for the Local President; one (1) copy for the Secretary; and the third copy to be enclosed in the package containing the returned and counted ballots; envelopes used to mail in marked ballots; tally sheets; and all related election documents must be kept for one (1) year.

Candidates for Delegates receiving the highest respective votes as to number to be elected shall be elected as such. In the event of a tie vote, candidates tied shall cast lots for the position. In the

event of a tie vote involving a General Officer, Craft Officer or Trustee, a run-off election by referendum ballot shall be conducted, involving only those candidates that were tied.

No member shall vote by proxy, nor shall write-in votes be valid, considered or counted.

In the event of any unopposed candidates duly qualified for Office, after nominations have been closed for Office, the Secretary shall be instructed to cast a unanimous ballot for that candidate and that person shall be declared elected, and that candidate's name and Office shall be so noted on an informational part of the General Ballot.

Successful candidates shall be sworn in at the regular March Membership Meeting and shall assume the duties of their respective offices on April 1st of the election years.

Section 4. The following procedures shall apply in the event election results are challenged within the Local

- 1.** Any person who feels aggrieved in connection with the conduct of a Local Election (including nominating procedures) shall file his/her grievance with the Election Committee within seventy-two (72) hours after his/her grievance arises.
- 2.** After a reasonable time in which to prepare a defense, a full and fair hearing shall be conducted by the Election Committee.
- 3.** The Election Committee shall report in writing to the next General Membership Meeting, a synopsis of the facts and decision results.
- 4.** Appeals from decisions of the Election Committee shall be in accordance with Article 12 of the National APWU Constitution.
- 5.** In the event that the President is one of the parties involved, the Craft Directors shall appoint one of their Craft members to form the Hearing Committee. These appointments must be agreeable to the concerned parties.

This decision may be appealed under the provisions of the National Constitution. Administrative assistance or advice for this appeal shall be provided by the Local, if requested by the appellant.

Section 5. In the event of a permanent vacancy in any General Office, the Secretary shall post on all bulletin boards fifteen (15) days in advance, a Notice of said Election and the President shall call a meeting of the Executive Board for the purpose of filing the vacancy as soon as practicable. A two-thirds (2/3) majority vote of the Executive Board present shall prevail in the selection. Where there are more than two (2) candidates for the vacancy, the candidate receiving the lowest vote will not be eligible for the next ballot.

If a two-thirds (2/3) majority vote cannot be reached (impasse) by the Executive Board at the initial Election meeting, the membership will vote by referendum ballot between all eligible candidates. This referendum ballot will be held no later than thirty (30) days after the initial Election meeting of the Executive Board. The candidates will be placed on the ballot by lot.

In the event of a Craft Officer permanent vacancy prior to November 1st of even-numbered years, only members of that craft shall participate in a nomination meeting chaired by the President. Notice of said elections shall be posted on all bulletin boards fifteen (15) days in advance, by the Secretary. The craft nomination meeting and referendum balloting will be conducted under the rules defined in Article 9, Section 3, except that the meeting and balloting will be conducted as soon as practicable. In the event of a Craft Officer vacancy on or after November 1st of even-numbered years, the craft vacancy will be deemed a temporary vacancy.

During the temporary absence of any General Officer, the President, with the approval of the Executive Board, shall appoint a member to function in the capacity of the absentee.

Section 6. All elections shall be decided by a plurality of all votes legally cast. Convention Delegate candidates standing next to highest to the winning candidates for Delegate shall be declared the Alternate Delegate.

Section 7. Candidates are subject to Article 10 of the APWU National Constitution and subsequent amendments thereto.

No member shall accept nomination for Office or Delegate whose name appears on a list of supervisor eligibles, unless the member has requested in writing to be removed from such a list and a copy of such request has been furnished to the union prior to accepting the nomination. At the March meeting of an election year, either in person or in writing, the newly elected Officers and Delegates shall make the following pledge to the membership:

IN RECOGNITION OF THE HONOR AND TRUST THAT THE MEMBERSHIP BESTOWS UPON ITS ELECTED REPRESENTATIVES, I PLEDGE THAT FOR THE OFFICIAL TERM OF THIS OFFICE TO WHICH I HAVE BEEN ELECTED, I SHALL ABSTAIN FROM SEEKING PROMOTION TO A SUPERVISORY POSITION, AND SHALL REFUSE TO ACCEPT SUCH A PROMOTION IF IT IS OFFERED. I WILL NOT RESIGN TO TAKE ANY EXAMINATION WHICH WOULD PLACE ME ON THE LIST OF SUPERVISOR CANDIDATES, BUT WILL DEVOTE MY EFFORTS TO THE OFFICE TO WHICH I HAVE BEEN ELECTED.

For the purpose of this Article, a supervisor position shall be any position as defined by the National Labor Relations Board.

NOTE:

This is to apply to all elections and vacancies following the 1972 General Elections.

ARTICLE 10

Fees and Dues

Section 1. All postal employees not included in the bargaining unit shall pay dues of **\$9.15** per pay period including future automatic National American Postal Workers Union dues increases. The Local Executive Board may, by majority vote, choose to have the Local absorb all or part of any future automatic National American Postal Workers Union dues increases.

Section 2.

A. The career bargaining unit members of this Local shall pay dues of **\$24.48** plus national per capita tax. In addition, Article 16, Section 2 of the APWU National Constitution provides for automatic increases.

B. The Postal Support Employee (PSE) members of this Local shall pay dues of **\$24.48** plus national per capita tax. ~~Starting in June, 2014 the PSE dues will be increased by \$1.71 each June for a period of five years in order to incrementally bring the Local per capita dues to that of a career bargaining unit employee by June, 2018. At this date a PSE Local per capita would be equal to a bargaining unit member.~~ In addition, Article 16, Section 2 of the APWU National Constitution provides for automatic increases.

Section 3. When a member's dues are two (2) months in arrears, the members shall be officially notified by the Secretary and if the member becomes three (3) months in arrears, the member shall be dropped.

Any members on sick leave and drawing full pay must continue to pay full union dues unless such dues are waived by the Local.

Waiving of dues for members on LWOP status may be approved by the Executive Board upon request.

All members not paying dues on Form 1187, Voluntary Dues Withholding, shall pay dues quarterly in advance. Quarterly dates shall be: January 1st; April 1st; July 1st; and October 1st.

The dues of newly accepted members shall begin the first (1st) day of the month following acceptance.

Section 4. A two-thirds (2/3) affirmative vote of the members present at a meeting of this Local shall be necessary to levy a Special Assessment. Notice of a Special Assessment meeting must be posted in the usual manner, at least twenty-four (24) hours in advance of said meeting.

ARTICLE 11

Salaries Local Officer Benefits

Section 1.

All Salaries

Salaries or expenses in the following amounts shown shall be paid.

<u>OFFICER</u>	<u>EFFECTIVE DATE</u>	<u>AMOUNT</u>
President	February, 2022	\$ 86627.32/year

Plus the "Social Security tax differential" imposed by the Internal Revenue Code as amended from time to time. The "Social Security tax differential" is defined as: The employee share of any Social Security tax required to be withheld from the President's gross salary if that salary was being paid to the President as a postal employee

Vice President	October, 2021	\$448.01/month
Industrial Relations Director	October, 2021	\$409.50/month
Secretary	October, 2021	\$409.50/month
Treasurer	October, 2021	\$409.50/month
Director Clerk Craft	October, 2021	\$293.86/month
Director Maintenance Craft	October, 2021	\$276.77/month
Director, Motor Vehicle Craft	October, 2021	\$276.77/month
Trustee Clerk Craft	Expenses in an amount equal to current monthly dues, contingent on attendance at regular scheduled Trustee meeting, unless excused by the President.	
Trustee Maintenance Craft		
Trustee Motor Vehicle Craft		
Trustee Chairperson	the Trustee Chairperson's monthly salary will be \$25 a month more than the Craft Trustees. Salary increases will follow those of the Craft Trustees.	

Full time Officers of this Local shall receive the same wage increases as those employees within the bargaining unit. Other than full-time Officers of this Local shall receive the same percentage of contractual increase that a level 5, Step D received, applied to the salary schedule of Article 11. ~~For a period of two years starting July, 2013 and ending July 1, 2015, other than full-time officers shall have their salary frozen.~~ No bonuses will be paid to any Officers unless specifically negotiated in the National Agreement.

Section 2.

Full-Time Benefits

Full-time Officers of this Local shall be afforded the same benefits as those benefits that would be afforded them as full-time employees of the United

States Postal Service unless differences are provided herein. Contributions by the Local will be made to the Civil Service Retirement System (CSRS) of the Federal Employees Retirement System (FERS) consistent with their federal careers in accordance with all laws and regulations as amended. Full-time Officers shall be granted an appropriate amount of annual leave and sick leave consistent with their federal careers and any carry over of leave will be in accordance with the National Agreement. At the end of a full-time Officer's tenure, the Local will pay the Officer the full dollar amount for any hours of leave not used.

Section 3.

Other Than Full-Time Benefits

Other than full-time Officers with lost annual and/or sick leave hours will be reimbursed at the hourly rate of pay of the Officer at the end of the calendar year.

ARTICLE 12

Expenses

- Section 1.** All stewards, when so serving, but excluding the President, Vice President, Industrial Relations Director and Craft Directors shall be paid in an amount equal to monthly dues contingent upon attendance at regularly scheduled steward meetings unless excused by the President. The amount equal to monthly dues will be compensated on a calendar year basis, and disbursed prior to December 31st of each year.
- Section 2.** Delegates to Conventions shall be paid in advance, expenses in an amount equal to current IRS publications for the actual time at the Convention and necessary time spent in travel, and coach airfare or other less costly transportation. Salary expenses will be compensated in an amount equal to that lost through the use of United States Postal Service annual leave or United States Postal Service leave without pay. This amount shall be computed on the basis of an eight (8) hour day, using the daily or hourly pay rates shown for the salary grade applicable to each Delegate using night differential and Sunday premium and the employer's share of any deferred compensation plan, if any. Salary expense will not be paid in advance. Any amount over and above this must be submitted on specific vouchers to the Secretary for reimbursement with the approval of the Executive Board.
- Section 3.** When it becomes necessary for United States Postal Service employees to be on official union business representing this Local, those persons shall receive the same expense allowances as those provided for Delegates to Conventions.
- Section 4.** When it becomes necessary for United States Postal Service retirees and employees not being paid for lost annual leave or leave without pay to be on official union business representing this Local, those persons shall receive the same expense allowances as those provided for Delegates to Conventions, except the daily compensation **will be no more than \$220.00/day. The employee on official union business will be paid for hours worked at their hourly straight time rate up to the \$220.00 maximum.**

ARTICLE 13

Committees

Section 1. The Standing Committees of this Local are:
Legislative
Labor-Management
Mechanization
Press and Public Relations
Organization
Death Benefit
Constitution
Schemes

Section 2. All Committees shall perform the duties assigned to them within a reasonable time and report back to this Local.

ARTICLE 14

Membership Protection

No elected officer will be removed from his/her position without due process. Due process includes formal charges and a hearing with appeal rights in accordance with Article 15 of the APWU National Constitution. The Local Executive Board shall constitute the Local Trial Board, except that the accused will be excluded.

ARTICLE 15

Amendments

Section 1. Proposed amendments to this Constitution and By-Laws must be submitted in writing and signed by not less than twenty-five (25) regular members in good standing. All members shall be notified by mail or local publication, that said amendments are pending. The proposed amendments shall be read at two (2) consecutive meetings and acted upon after the second reading, and shall require a two-thirds (2/3) of the votes cast for adoption. Amendments submitted to referendum shall require a majority for adoption.

Section 2. Proposed amendments may also be submitted as a result of Executive Board action, or by recommendation of a duly appointed Constitution Committee.

BY-LAWS

ORDER OF BUSINESS

- 1. Roll call of Officers**
- 2. Minutes of Previous Meetings**
- 3. Acknowledgement of New Members**
- 4. Bills**
- 5. Correspondence**
- 6. Officer Reports**
 - a. President**
 - b. Secretary**
 - c. Treasurer**
 - d. Vice President**
 - e. Industrial Relations Director**
 - f. Craft Directors**
 - g. Trustees**
- 7. Standing Committees**
 - a. Labor-Management**
 - b. Mechanization**
 - c. Press and Public Relations**
 - d. Organization**
 - e. Death Benefit**
 - f. Constitution**
 - g. Schemes**
 - h. Legislative Committee**
- 8. Special Committees**
- 9. Unfinished Business**
- 10. New Business**
- 11. Adjournment**

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