

UNITE HERE LOCAL 1426 UNION BYLAWS

ARTICLE I NAME, AFFILIATION AND JURISDICTION

Section 1: The name of this organization shall be Local Union No.1426. (Hereinafter called the "Local").

Section 2: This Local has been established and exists by virtue of a Charter issued by Amalgamated Clothing and Textile Workers Union, and through mergers now UNITE HERE (hereinafter called the "International") and pursuant to the constitution of the international.

Section 3: Jurisdiction of this Local shall embrace all Bemis Company, Inc. workers in the Terre Haute, Indiana area.

Section 4: In and when a pronoun or either gender is used herein it shall mean and include the other gender where the context so applies.

Section 5: When disputes arises over practices or procedures in areas not covered by these By-Laws, the UNITEHERE Constitution, or established past practices normal to this Local, Roberts Rules of Order shall be the practice/ procedure used until an amendment to the By-Laws can be established.

Section 6: The headquarters and main office of this local shall be Terre Haute, In., or such place as designated by the Executive Board.

ARTICLE II OBJECTIVES

Section 1: This Local, chartered by Amalgamated Clothing and Textile Workers Union and through mergers now UNITEHERE, is dedicated to the principle of industrial unionism. Its objects are to unite all workers within its Jurisdiction for the following purposes:

- (A) To improve their wages and hours of work, to increase their job security and to better their working conditions.
- (B) To advance their economic, social and cultural interests.
- (C) To defend and extend their civil rights and liberties.
- (D) To establish peaceful and harmonious relations between its members, and their employers, and to increase the stability of the industry.
- (E) To assure full employment.
- (F) To disseminate information among workers regarding economic, social, political, and other matters affecting their lives and welfare.
- (G) To advance the interests of workers by advocating and endeavoring to secure the enactment of laws beneficial to them and advocating and endeavoring to obtain the defeat or repeal or laws detrimental to them.
- (H) To promote and support democracy and unionism.
- (I) To give assistance and encouragement to organizations in organizing workers and to engage in such other activities as may be necessary or proper to strengthen the labor movement and to extend the process of collective bargaining throughout all trades and industries.
- (J) To organize corporate or other instrumentalities; to affiliate with or lend assistance to associations of labor organizations and political organizations; to aid other labor organizations and charitable organizations and institutions, and to use all other appropriate means for the accomplishment of the foregoing objects.

Section 2: This Local shall endeavor to accomplish the foregoing purpose by organizing the unorganized, educating its membership, negotiating collective bargaining agreement with employers, securing progressive legislation, and by all other appropriate means within the International.

ARTICLE III
MEMBERSHIP

Section 1: Any worker within the jurisdiction of this Local shall be eligible to apply for membership in this Local.

Section 2: Revenue

- 1) The initiation fee for membership in the Local Union is \$50.00.
- 2) Each member of this Local shall Pay minimum dues.
- 3) Any member who is two (2) months or more in the arrears in the payment of dues shall be summarily suspended from all rights and privileges of membership, without a hearing pursuant to UNITEHERE Constitution Article 16. In any event, notwithstanding the forgoing, upon failure to pay dues for six (6) months or more, a member may be expelled and dropped from the rolls, without a hearing pursuant to Article 16 of the UNITHERE constitution.
- 4) Any member who has been expelled for non-payment of dues, fines or assessments, may be reinstated only upon payment of the regular initiation fee, together with the moneys due at the time of expulsion.
- 5) A member who has been suspended or expelled for non-payment of fines, or assessments shall be afforded a hearing before the Executive Board upon written request of such member and shall have the right to appeal from any decision in the matter in the manner provided in UNITE HERE Constitution Article 16.

Article IV
MEMBERSHIP MEETINGS

Section 1: The local's membership shall be its supreme governing body whose decisions shall be final unless contrary to a Joint Board decision or any UNITE HERE or Joint Board Constitutional provision, or reversed on appeal as provided by the UNITE HERE or Joint Board Constitutions.

Section 2: The local shall meet monthly at the local's headquarters or at a location specified by the local or the executive board. The local shall notify members of each meeting time and place by posting a copy of the notice on the local's bulletin boards at the plant. Not more than two (2) monthly meetings may be omitted, and two (2), of the at least ten (10) mandatory meetings per year shall be on Saturdays, subject to approval by the membership at a prior meeting.

Section 3: A quorum for the purpose of transacting the local's business shall consist of not less than ten (10) members present in person at any meeting. No action of any meeting shall be invalid for lack of a quorum unless a member raised the question of lack of a quorum before such action was taken. Any meeting at which a quorum is present may transact any business coming before the meeting without prior notice of the business to be transacted except as these bylaws otherwise provides. However, the local shall give notice of any meeting called for nominating officers or for amending these bylaws. Unless these bylaws otherwise provide, all meeting decisions shall be by a majority of those voting.

Section 4: At the direction of the Executive board, or upon the written request of not less than ten percent (10%) members, the President shall call special meetings of the Local upon written notice the membership.

Article V
OFFICES, ELECTION AND ELIGIBILITY

Section 1: The offices of the local shall consist of a President, a Vice President/Local Chief Shop Steward, a Recording Secretary, a Financial Secretary, a Sergeant-At-Arms, and all Department Chief Shop Stewards/Executive Members-At-Large. There shall be one (1) Department Chief Shop Stewards/ Executive Board Members At Large per department. To be eligible to be nominated for the position of Department Chief Shop Steward/ Executive Board Member At Large a member must work in the department that the member seeks to represent. However, a member may be a candidate for Department Chief Shop Steward/ Executive Board Member At Large from a department where the member does not work if no eligible member from that department accepts the nomination.

Section 2: Depending on the number of delegates and alternates which the local is entitled to send to UNITE HERE's and the Joint Board's convention and conferences, the following shall serve in the following order: the President, the Vice President, the Recording Secretary, the Financial Secretary, and the Sergeant-At-Arms.

Section 3: Officers shall be elected by plurality vote in an election by secret ballot among the members in good standing bi-annually at an election held on at least 2 days (at least 1 day per crew) fixed by the Executive Board during the month of October.

Section 4: No member who is two (2) months or more in arrears in the payment of dues shall be entitled to be a candidate for office or vote at elections.

Section 5: A candidate for office must be a member in good standing for at least one year before the election date, and must otherwise meet the eligibility requirements set forth in UNITE HERE's Constitution.

Section 6: At least fifteen (15) days before the nomination meeting (September), the local must cause to be mailed a notice (which notice may be given in a union publication) to each member at the member's last known home address. The notice must list the offices to be filled, the times, places, and dates of the meetings, and the vote. It must state that members must be in good standing by the beginning of the nomination meeting to be eligible to nominate and by the time they cast their ballots to be eligible to vote. Members must be in good standing for a year before the beginning of the nomination meeting to be eligible to run for office; that nominations will be accepted from the floor; that candidates must accept their nominations before the close of nominations, either in person or in writing; and that a secret ballot election will be conducted if necessary on election day. The notice shall state that the officers will also serve as International and Joint Board convention delegates and alternates, and participate in conferences, depending on the number of delegates to which the local will be entitled, in accordance with the International and Joint Board constitutions. The notice shall also list the Departments from which Department Chief Shop Stewards/ Executive Board Members At Large shall run, and state that, to be eligible to be nominated for the position, a member must work in the department that the member seeks to represent, unless no eligible member from that department accepts a nomination for the position.

Section 7: At the meeting preceding the nomination meeting (August), the Local's membership shall recommend to the Executive Board, which shall then appoint an Election Committee comprised of at least three members, and two alternates in good standing who will not be candidates in the election. Election Committee vacancies shall be filled by Executive Board appointment.

Section 8: The local shall not discriminate in favor of any candidate. It shall not advocate the election or defeat of any candidate in any printed statement purporting to be the official or authorized views of the organization. It shall not use the monies or other property of the affiliate for any such purpose. This section shall not preclude any officer from exercising the officer's democratic right to participate as an individual in any other election campaign.

Section 9: At the nomination meeting, the election committee chairperson shall request nominations for candidates. Nominations shall require one (1) second. No nominee shall be placed upon the ballot unless the nominee accepts the nomination. Prospective nominees who do not attend the meeting may submit written acceptances to the recording secretary or to an election committee member no later than the close of nominations. No member may be a candidate for more than one office. The election committee shall determine the eligibility of each nominee.

Section 10: If there is only one candidate nominated for an office, the election committee chairperson shall cast one ballot for such candidate or candidates, and shall declare these candidates duly elected.

Section 11: Designation as a Slate

(A) Any group of candidates that wishes to appear on the ballot as a slate shall submit a written request for such designation to the election committee at least ten (10) days before the election. If the election is to be conducted by mail ballot, any such request shall be submitted at least ten

(10) days before the ballots are scheduled to be mailed to the members.

(B) A request for designation as a slate shall be approved by the election committee provided that the slate: (i) includes a candidate for at least two-thirds of the separate categories of offices or positions to be filled at the election (including categories which may have been filled by acclamation), and (ii), where two or more places are to be filled in a category of elective offices or positions, includes at least one-half of the number of persons to be elected to each such office or position.

(C) Permission may be withheld by the election committee if the slate designation requested is so similar to that selected by another slate as to mislead voters.

(D) Any candidate in an election may appeal to the General President from a decision granting or denying designation as a slate.

(E) If a request for designation as a slate is approved, the ballot shall provide space at the head of the list of candidates so that one vote may be cast for all candidates appearing under such slate.

Each candidate in such slate, however, shall in addition have printed opposite her or his name, a space or box in which an individual vote for him or her may be cast and recorded.

Section 12: For all contested offices, the election committee shall conduct and supervise the election (October) after the close of nominations. The local shall post on the plant bulletin boards, all the offices and the candidates running for each of them, and to include any office filled due to only one (1) candidate nominated for it, at least fifteen (15) days prior to the first day of voting. Each candidate shall be entitled to have an observer, who shall be a member in good standing designated in writing by the candidate, present in the polling place during the voting and the final tally and vote count. The election committee shall safeguard the secrecy and honesty of the election. Each voter must sign and print his or her name on a list maintained by the election committee. The voter should be given a ballot, permitted to mark the ballot in secret and to place the ballot in a ballot box. The election committee shall decide challenges to a member's voting right; keep voter records; and count and tally the vote and do so in the presence of any observers who wish to be present. The election committee shall count only the votes for candidates duly nominated and properly on the ballot. It shall not count proxy, write-in or sticker votes. The election committee shall announce who was elected and certify the results of the election in a signed statement, and report the election results at the next executive board meeting. It shall preserve all ballots and other records pertaining to the election for one year after the election.

Section 13: Appeals concerning the conduct of the election shall be taken in accordance with UNITE HERE'S Constitution, Article 12.

Section 14: Officers shall hold such office until their successors are elected and installed. Installation of officers shall be held at the next meeting after the election. The new officers shall take the pledge set forth in UNITE HERE'S Constitution; Article 8, Section 8. The outgoing officers shall immediately turn over all books, records, property and assets belonging to the local to the newly installed officers.

Section 15: In the event there is a vacant office because no qualified candidate has accepted a nomination, after the new administration is sworn in, the Executive Board may combine offices, appoint to offices, or have nominations at the next general members meeting and an election by secret ballot vote at the following general members meeting to fill the office(s) for the remainder of the unexpired term(s). If, during such a nominations meeting, no qualified candidate(s) accept(s) nomination (), then the Executive board may appoint to the position(s) for the unexpired term(s). Proper notification for this vote shall be by posting on the Union bulletin board no less than fifteen (15) days prior to the meetings. Notwithstanding anything to the contrary in this section only, a vacancy in the Vice President office shall not be filled by appointment, nor shall the office be combined with any other office.

Section 16: In the event of death, resignation or removal of any officer, or at-large member, the Local Executive Board shall either combine offices; or appoint an acting officer while an election procedure is being established and conducted; or appoint an acting officer to fill an unexpired term of ninety (90) days or less; except the office of President shall be filled by the Vice-President for the unexpired term. If a vacancy still exists because no qualified candidate accepts nomination, the Executive Board shall appoint to that position for the duration of the unexpired term.

Article VI OFFICERS' DUTIES

Section 1: Duties of the President.

The president shall be the local's chief executive officer and shall transact such business as is usual to the office of the president, subject, however, to the disapproval of the local executive board. He shall preside over all membership and executive board meetings and shall rule on all questions of law and order at such meetings. The president shall sign all checks, bank withdrawal slips or other authorization for the withdrawal of the funds, money and properties of the local when countersigned by the treasurer. The president shall be an ex-officio member of all special and standing local union committees and shall appoint such committees as are not otherwise provided herein. The president shall have the authority to inspect the financial secretary's books and records. The president may cast a ballot or vote only in case of a tie vote.

Section 2: Duties of the Vice President/Local Chief Shop Steward

The Vice President/Local Chief Shop Steward shall assist the president in the performance of the president's duties, shall act for the president in the president's absence and, in the event of a vacancy, shall succeed to the office of president for the unexpired term. The V.P. shall oversee and assist all committeemen/stewards in grievance procedure; conduct investigations, steward training, and hearings with department heads or higher company officials, act in absence of all stewards, conduct 1st, 2nd step grievances when needed, and report grievance results.

Section 3: Duties of the Recording Secretary.

The recording secretary shall keep correct minutes of all local and executive board meetings, and give a copy of those minutes to the President immediately after the meeting; shall conduct their correspondence, and have such powers and duties as are usual to the office; and shall keep a record of the names and addresses of all of the local's members and of rejected applicants for membership and of suspended or expelled members, together with the grounds therefore. The recording secretary shall advise UNITEHERE's Presidents monthly of the names and addresses of all members initiated, transferred, dropped or withdrawn during the previous month and of the local's income from dues, initiation fees and other payments.

Section 4: Duties of the Financial Secretary.

The financial secretary shall receive all monies paid to the local and deposit them in its name in such bank or banks or invest them in such securities as the executive board may authorize. The financial secretary shall jointly with the president sign all checks drawn upon the local; shall keep true and accurate accounts of all the financial secretary's transactions; and shall arrange to have an audit of such accounts made periodically and shall make reports thereon to the executive board, and the local; shall give the Executive Board and Local a monthly financial report, and shall have such further powers as are usual to the office.

Section 5: Duties of Sergeant-at-Arms.

The sergeant-at-arms shall guard the door and preserve order and decorum at local and executive board meetings and shall perform such other duties as are usual to the office.

Section 6: Duties of the Department Chief Shop Stewards/ Executive Board Members-At-Large

The Department Chief Shop Stewards/ Executive Board Members At Large shall assist the Vice President with the processing of 3rd step grievances, shop stewards training, and shall assist all committeemen/stewards in grievance procedure; conduct investigations and hearings with department heads or such company officials, act in absence of regular stewards, and report grievance results. The Department Chief Shop Stewards/Executive Board Members At Large shall hold 2nd step grievances for the department(s) they are selected to represent. The Department Chief Shop Stewards/Executive Board Members At Large shall perform such duties as are usual and customary to the office of Executive Board Member At Large, and represent the total membership as such. If a Department Chief Shop Stewards/Executive Board Members At Large leaves the department, he or she shall continue to represent that department for the rest of the term.

Article VII
THE EXECUTIVE BOARD

Section 1: There shall be an Executive Board consisting of the President, Vice President/Local Chief Shop Steward, Recording Secretary, Financial Secretary, Sergeant-At-Arms, and all Department Chief Shop Stewards/Executive Board Members-At-Large.

Section 2: The Executive Board shall be the highest governing authority within the local between membership meetings. It shall exercise general supervision over its property and affairs. It shall have such further powers as are necessary or appropriate to effectuate the powers granted to it by the UNITE HERE or Joint Board Constitutions, and by these Bylaws.

Section 3: The Executive Board shall have power, subject to the approval of the Local and the provisions of the UNITE HERE and Joint Board Constitutions, to invest the funds and properties of the Local; to authorize the Local's expenditures or the use of the Local's property to effectuate any of its objectives; to borrow money and to pledge any of the Local's property or securities as security therefore, and to buy, sell, exchange, rent lease or otherwise acquire or dispose of real or personal property; and shall fix the salaries, if any, of the elective officers. It shall present a report of its activities to each local meeting for approval.

Section 4: All requests for contributions or donations to individuals or organizations shall first be submitted to the Executive Board for consideration and recommendation before being received by the Local.

Section 5: The Executive Board shall have no less than ten (10) monthly meetings, at a time and place fixed by the board. The President may call special Executive Board meetings at any time upon reasonable notice to the board members by mail at their home addresses and by posting in the local office the time and place of the meeting and the business to be transacted thereat. Direct telephonic notice shall be sufficient in emergencies. A majority of the Executive Board members shall constitute a quorum for the transaction of business and the board shall make decisions by a majority of those voting. The Executive Board shall meet in executive session upon the President's order.

Section 6: The Executive Board shall cause to be preserved for at least five (5) years the Local's financial books, accounts and records.

Section 7: Discipline, trials, or appeals local members may be heard by the Executive Board. The Executive Board may appoint a committee to hear such charges. Hearings shall be conducted in accordance with UNITEHERE's Constitution, Article 16.

Section 8: The Executive Board shall have the power to determine that any decision affecting a limited group of members within the Local (including, but not limited to, the election of shop officers, shop stewards, and questions regarding the application of the collective bargaining agreement to a particular shop, plant, department, or group) shall be made by the members directly affected.

Article VIII
COMMITTEES

Section 1: Auditing Committee

(A) The auditing committee shall consist of at least three (3) members who shall not be officers. At membership meetings, one committee member shall be elected for a term of one year, one for a term of two years, and the third for a term of three years. Thereafter the local shall elect a member annually for a three-(3)-year term to replace the member of the auditing committee whose term expires.

(B) This committee shall examine the local's books and records every three (3) months and shall submit a written report on such examination to the local and to its executive board.

Section 2: Standing Committees

- (A) Legislative Committee: It shall be the duty of the Legislative Committee to study and report to the local on proposed or existing legislation affecting the welfare of the Local or the Membership.
- (B) Educational Committee: It shall be the Duty of the Educational Committee to organize, promote, develop, supervise, and direct labor education among the members of the Local by organizing classes and study circles through which the workers shall be informed on labor history, labor economics, unionism, and current events. To the end that members shall be able to intelligently seek to improve their conditions.

Article IX AMENDMENTS

Section 1: The members may modify or repeal any provision of these bylaws, or add new provisions, by a majority of the members voting on the question, at a regular meeting or special meeting called for that purpose.

Section 2: Bylaw amendments may be submitted for adoption by a majority vote of the members attending any membership meeting, by the executive board, or by petition signed by not less than one-third of the local's members filed with the Recording Secretary

Section 3: Notice of a vote to adopt amendments must be given at the meeting preceding the meeting at which the vote takes place, and by posting notices for ten (10) days on the Local's plant bulletin boards.

Section 4: Any amendment to the provisions of the By-Laws must have a majority vote at the meeting that it was proposed at, and a majority vote at the next two (2) consecutive members meetings, or special meetings for that purpose for a total of three (3) consecutive meetings with majority votes.

Section 5: An amendment that shall alter the amount of initiation fees or dues for the Local must be carried for the three (3) consecutive meetings mentioned above then a vote by the body must be taken by secret ballot, on at least two (2) different crew days, to adopt the motion. A notice of at least thirty (30) days must be posted on the plant bulletin boards, of the intention to vote by secret ballot upon the question.

Article X Special Local Assessments

The Executive Board of this Local, shall have the authority to levy a per capita assessment, in addition to dues, upon the members of this local, provided that the majority of those voting by secret ballot at the following meeting among the members of the Local to be subject to such assessment. Notice of the proposed assessment shall be given to the members at least fifteen (15) days before the vote is to be taken. Notice may only be posted on the union's plant bulletin board.

Article XI Representation

Section 1: The union shall be the exclusive representative of each member for the purpose of collective bargaining, and the negotiation and execution of collective bargaining agreements with employers, and is irrevocably authorized and empowered by each member to present, negotiate, and settle any and all grievances, complaints, and disputes arising out of the relationship between the member(s) and the employer.

Section 2: The Grievance Committee

(A) The Grievance Committee shall consist of at least the President, Vice President/Local Chief Shop Steward, and Recording Secretary. The committee members and Shop Stewards and their areas of responsibilities shall be posted on Locals plant bulletin boards.

(B) Absences of committee members or grievant (s) shall not stop the conducting or processing of grievances.

(C) A minimum of President, Vice President and one (1) other Executive Board member, or President or Vice President and two (2) Executive Board members must be present to conduct normal 3rd step grievances.

Section 3: No grievance over a wage increase for any job classification, or department, shall go into abeyance, withheld, or postponed until contract negotiations, but will go through the proper grievance procedures accordingly.

Article XII
UNITE HERE AND JOINT BOARD CONSTITUTIONS

All the terms and provisions of constitutions of UNITE HERE and of any joint board, to which the local is affiliated, shall be deemed a part of these bylaws. In the event of a conflict between these bylaws and the provisions of the UNITE HERE or the joint board constitution, the latter constitutions shall control.

Obligation of Members

I fully realize that membership in UNITEHERE places definite responsibilities upon me. I realize that only as the organization is strong, can it go forward to the high aims to which it is dedicated. This means that I, as a member of the organization, must actively participate in its work, must make its tasks my tasks, its struggles my struggles, working always to keep the union strong and militant. I further realize that upon labor, which creates all, depends all; that upon labor's organization rests the responsibility to bring order, stability, and justice into this troubled world. In accepting this obligation I am accepting my place in the great army of men and women who now and in the past have devoted their lives to making a better world for themselves, their children, and their fellow workers. I pledge myself to march shoulder to shoulder with them in fulfillment of my responsibilities.

I, _____, of my free will and accord, in the presence of these members here assembled, do accept this obligation which binds me to the UNITEHERE Local 1426

_____ Date _____ Signature of Member

_____ Witness

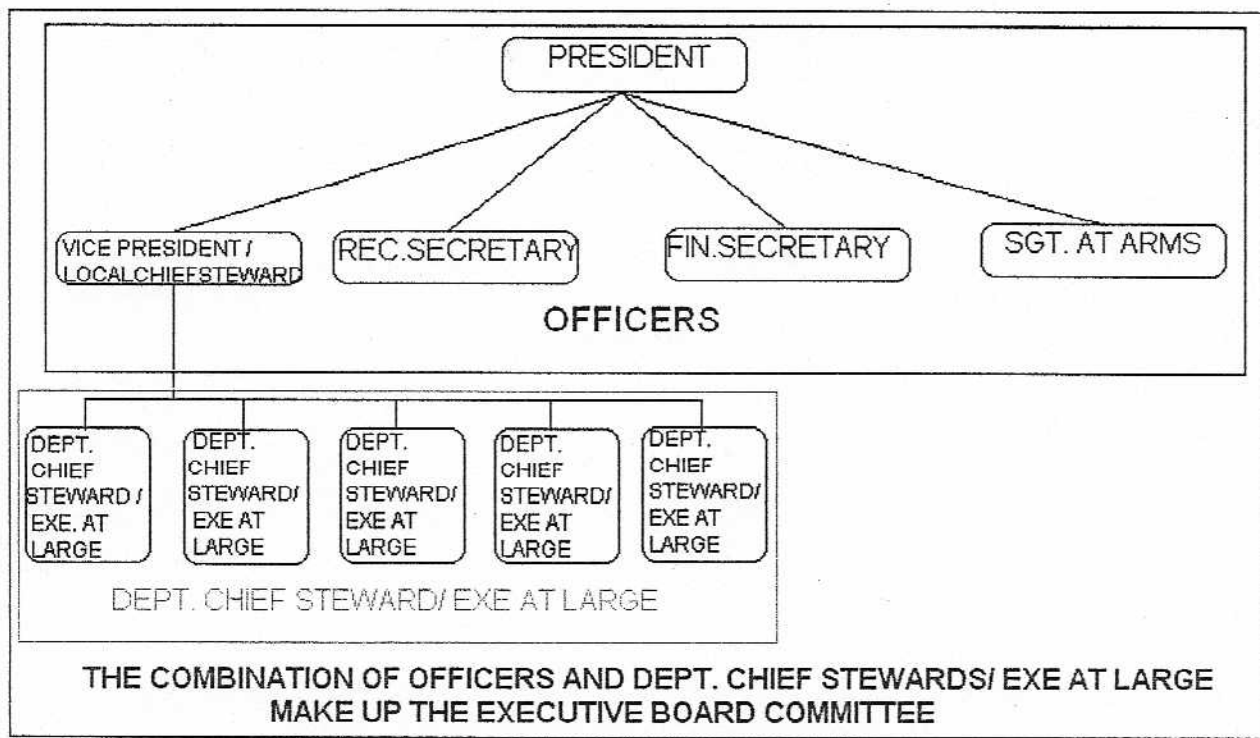
Officer Oath of Office

Each member elected or appointed to an office or position of UNITEHERE Local 1426 shall take the following oath, which shall constitute a commitment upon his or her installation:

"Upon my honor I pledge that I will truly and faith-fully carry out the duties and responsibilities of my office. I will commit myself to organizing new members and to raising the standards of the members I represent in their workplaces. I will fight for good jobs, for civil rights for all people, and for full rights for immigrant workers; I will help to build a global movement for justice by promoting the unity of workers and their allies. I will demand and support the political empowerment of working people. I will uphold the Constitution bylaws and policies of our union. I will conduct my union business with ethics and integrity at all times. By these actions I will help create a future of hope and freedom by strengthening the power of UNITEHERE of this I do solemnly swear/affirm.

Suggested Order of Business

- 1) Call meeting to order.
- 2) Sergeant- At-Arms take charge of the door.
- 3) Pledge of Allegiance
- 4) Roll call of officers
- 5) Reading of Minutes
- 6) Bills and communications.
- 7) Applications for membership.
- 8) Initiation of new members.
- 9) Nominations and Elections.
- 10) Installation of new officers, committees, and so on.
- 11) Reports:
 - (a) Officers
 - (1) President
 - (2) Vice President
 - (3) Financial Secretary
 - (4) Others
 - (b) Business Agent
 - (c) Committees
 - (d) Delegates
 - (e) Others
- 12) Unfinished / Old Business
- 13) New Business
- 14) Appropriation of money for payment of bills
- 15) Good and Welfare
- 16) Adjournment



Amendments to Local 1426 By-Laws

The By-Laws changes have been through one reading and two votes and were posted in plant per Local 1426 By-Laws and approved in each general meeting by the body.

Effective September 24, 2014 *Union E-Board Members must have their data entry finished 30 days after each quarter ends. If the Audit committee or Union Officer finds you are not doing your assigned duty you will be given written notice of being late and be required to enter data within 15 days. If you are derelict of duty twice in your elected term, without just cause, you will be considered as having resigned and removed from office.

Effective March 25, 2015 *If E-Board member misses three E-Board meetings / Union Meetings unexcused in a term will be considered as having resigned and be removed from office.

Examples of unexcused: other jobs, leaving early, coming 30 minutes late, going to work when Union has you scheduled off work, etc..

Examples of Excused: FMLA, Vacations, Doctor visits with slip that cannot be scheduled another day, family emergency, graduation, weather, etc..

Kirk Smith, President


Local 1426