

NALC BRANCH 248

BYLAWS

ADAPTED BY BRANCH APRIL 25TH, 2023

APPROVED BY NATIONAL

EFFECTIVE

JULY 6, 2023

BEN VESS-CHAIRMAN

TAVON WELLS-PRESIDENT

NATIONAL ASSOCIATION OF LETTER CARRIERS BRANCH 248 BYLAWS ASHEVILLE, N.C.

PREAMBLE

IN ORDER TO SUPPLEMENT AND CLARIFY, BUT NEVER PRECEDE, THE CONSTITUTION FOR THE GOVERNMENT OF SUBORDINATE BRANCHES OF THE NATIONAL ASSOCIATION OF LETTER CARRIERS, BRANCH 248 IN REGULAR MEETING BY VOTE OF ITS MEMBERS INSTITUTES THE FOLLOWING ADDITIONS TO THE ARTICLES ENUMERATED HEREIN FOR THE GOVERNMENT OF SAID BRANCH.

ARTICLE I

NAME

SECTION 1: THIS BRANCH BY VIRTUE OF A CHARTER GRANTED BY THE NATIONAL ASSOCIATION OF LETTER CARRIERS SHALL BE KNOWN AS WESTERN NORTH CAROLINA BRANCH 248 OF THE NATIONAL ASSOCIATION OF LETTER CARRIERS OF THE UNITED STATES OF AMERICA.

SECTION 2: THE OBJECTS OF THIS LOCAL BRANCH SHALL BE TO UNITE THE MEMBERS OF ALL STATIONS, AND ZONES OF THE ASHEVILLE, N.C. OFFICE AND ANY OTHER OFFICES WHICH COME UNDER THE REPRESENTATION OF BRANCH 248 IN ONE MEMBERSHIP FOR THEIR SOCIAL AND ECONOMIC ADVANCEMENT AND TO AID IN THE IMPROVEMENT OF THE POSTAL SERVICE.

SECTION 3: IT SHALL BE FOR THE PURPOSE OF THIS ORGANIZATION TO PROCURE THROUGH EVERY LAWFUL AND LEGITIMATE MEANS FAIRER REMUNERATION FOR THE LETTER CARRIER, AND IN SUCH OTHER LAWFUL WAYS AS MAY SEEM EXPEDIENT, TO ADVANCE THE INTERESTS OF THE LETTER CARRIERS AND THE POSTAL SERVICE, AND TO ASSIST ALL MEMBERS IN NEED.

ARTICLE II

MEMBERSHIP

FOR THE PURPOSE OF DUES COLLECTION MEMBERSHIP SHALL BE; (1) REGULAR MEMBERS (2) RETIRED MEMBERS (3) ASSOCIATE MEMBERS (4) RETIRED ASSOCIATED MEMBERS.

ARTICLE III

MEETINGS

SECTION 1: THE REGULAR MEETING OF THE BRANCH SHALL BE HELD ON THE FOURTH TUESDAY OF EACH MONTH AT 7:00 P.M. IN ASHEVILLE, NORTH CAROLINA.

THE REGULAR BRANCH MEETING WILL BE HELD ON THE FORTH TUESDAY OF EACH MONTH AT 7PM. THE LOCATION OF THE MEETING WILL BE AT THE UNION OFFICE OF BRANCH 248. FOR THE PURPOSE OF ACCOMMODATING THE MEMBERS OF THE BRANCH THE OPTIONS FOR ATTENDING WILL BE HYBIRD, EITHER VIA VIDEOCONFERENCE OR IN PERSON.

SECTION 2: SPECIAL MEETINGS SHALL BE CALLED BY THE PRESIDENT UPON THE WRITTEN REQUEST OF EIGHT (8) MEMBERS IN GOOD STANDING OR BY VOTE OF THE BRANCH AND NOTIFICATON OF SUCH MEETINGS, STATING THE OBJECT OF THE CALL SHALL BE GIVEN THE MEMBERS BY THE RECORDING SECRETARY AS DIRECTED BY THE BRANCH OR AS REQUIRED BY THE BYLAWS.

SECTION 3: NO BUSINESS SHALL BE TRANSACTED AT A SPECIAL MEETING OTHER THAN THAT FOR WHICH IT MAY HAVE BEEN CALLED.

SECTION 4: THE BRANCH SHALL BE CALLED TO ORDER AT THE TIME PRESCRIBED IN THE BYLAWS IF A QUORUM OF TEN (10) MEMBERS IN GOOD STANDING ARE PRESENT.

SECTION 5: IN THE ABSENCE OF THE PRESIDENT AND VICE-PRESIDENT, ANY MEMBER IN GOOD STANDING MAY BE ELECTED TO PRESIDE BY A MAJORITY OF THOSE PRESENT.

ARTICLE IV
OFFICERS AND DLELGATES

SECTION 1: (a) THE OFFICERS OF BRANCH 248 SHALL BE A:

1. PRESIDENT
2. VICE-PRESIDENT
3. RECORDING SECRETARY
4. FINANCIAL SECRETARY/TREASURER
5. SERGEANT-AT-ARMS/MBA REPRESENTATIVE (MUTUAL BENEFITS ASSOCIATION)
6. BOARD OF THREE TRUSTEES
7. HEALTH BENEFITS REPRESENTATIVE

SECTION 1: (b) THE EXECUTIVE BOARD WILL CONSISTENT OF PRESIDENT, VICE-PRESIDENT, RECORDING SECRETARY, FINANCIAL SECRETARY/TREASURER AND SERGEANT-AT-ARMS.

SECTION 2: ALL OFFICERS AND SHOP STEWARDS (EXCEPT CHIEF STEWARDS WHICH SHALL BE APPOINTED BY THE PRESIDENT) SHALL BE ELECTED FOR A TERM OF TWO YEARS, OR UNTIL THEIR SUCCESSORS ARE DULY ELECTED AND INSTALLED, EXCEPT FOR TRUSTEES WHO SHALL BE ELECTED ON STAGGERED TERMS OF THREE YEARS EACH, THE TERM FOR CHIEF STEWARDS SHALL ALSO BE TWO YEARS.

(b) ALL DELEGATES TO NATIONAL OR STATE CONVENTIONS WILL BE ELECTED IN THE YEAR PRECEDING THE CONVENTION.

SECTION 3: (a) ALL REGULAR MEMBERS SHALL BE ENTITLED TO ONE VOTE FOR EACH OFFICE OR POSITION TO BE FILLED; HOWEVER, *STATION DELEGATES*, REPRESENTATIVES, OR SHOP STEWARDS SHALL BE ELECTED ONLY BY THE REGULAR REPRESENTATIVES, AND SHOP STEWARDS SHALL BE ELECTED ONLY BY THE REGULAR MEMBERS WITHIN THE STATION OR AREA THEY REPRESENT.

(b) WHEN AT EACH LOCAL STATION THERE ARE NO NOMINATIONS FOR SHOP STEWARD AND NO MEMBER IN GOOD STANDING WISHES TO BE A SHOP STEWARD, THEN THE PRESIDENT WILL APPOINT A MEMBER FOR THE POSITION OF SHOP STEWARD. IF NO

MEMBER ACCEPTS THE POSITION, THEN THE PRESIDENT MAY APPOINT A SHOP STEWARD FROM ANOTHER STATION OR ONE OF THE ASSOCIATE OFFICES TO REPRESENT THAT UNIT.

SECTION 4 (a) ALL CANDIDATES FOR ANY OFFICE MUST BE PRESENT AT THE MEETING WHEN NOMINATED OR SIGNIFY IN WRITING THEIR WILLINGNESS TO SERVE IF ELECTED.

(b) IN ORDER FOR A CANDIDATE TO BE A PAID DELEGATE BY THE BRANCH, HE/SHE MUST ATTEND 100% OF THE CONVENTION, WHILE IT IS IN SESSION, TO QUALIFY TO BE A STATE DELEGATE AND:

1. MUST HAVE ATTENDED SEVEN OF THE TWELVE REGULARLY SCHEDULED QUALIFYING MEETINGS. THE QUALIFYING MEETINGS WILL BE THE LAST TWELVE MEETINGS, INCLUDING THE NOMINATION MEETING.
2. MUST HAVE ATTENDED FOURTEEN OF THE LAST TWENTY-FOUR (24) REGULARLY SCHEDULED QUALIFYING MEETINGS. THE QUALIFYING MEETINGS WILL BE THE LAST TWENTY-FOUR (24) MEETINGS, INCLUDING THE NOMINATION MEETING TO QUALIFY TO BE A NATIONAL DELEGATE.
3. A NEW MEMBER OR A NEW MEMBER ACQUIRED THROUGH MERGER WHO HAS NOT BEEN A MEMBER OF BRANCH 248 FOR THE REQUIRED PERIODS OF TIME ESTABLISHED IN SECTIONS (1) AND (2) ABOVE MUST HAVE ATTENDED THE SAME NUMBER OF MEETINGS **PRIOR TO MERGING WITH** BRANCH 248.
4. ANY MEMBER MISSING A MEETING DUE TO ATTENDANCE AT A STATE OR NATIONAL FUNCTION SHALL BE CREDITED WITH ATTENDANCE FOR THAT MEETING.
5. IN ORDER FOR A MEMBER TO BE A PAID DELEGATE FOR ATTENDING THE N.C. SPRING AND FALL SEMINARS HE/SHE MUST ATTEND 100% OF THE TRAINING SEMINAR WHILE IT IS IN SESSION AND WOULD BE REQUIRED TO GIVE AN ORAL OR WRITTEN REPORT AT THE NEXT BRANCH MEETING.

ARTICLE V

ELECTIONS

SECTION 1: (a) NOMINATIONS FOR BRANCH OFFICERS, STEWARDS, DELEGATES AND ONE TRUSTEE SHALL BE HELD AT THE REGULAR OCTOBER MEETING AND THE ELECTIONS HELD AT THE REGULAR NOVEMBER MEETING. NOTIFICATION OF BRANCH ELECTONS MUST BE AT LEAST 45 DAYS IN ADVANCE (AND 10 DAYS IN ADVANCE OF NOMINATIONS) PURSUANT TO ARTICLE 5 OF THE CONSTITUTION FOR GOVERNMENT OF SUBORDINATE AND FEDERAL BRANCHES.

(b) NOTIFICATION OF BRANCH ELECTIONS WILL POSTED IN THE POSTAL RECORD OR THE NORTH CAROLINA LETTER CARRIER.

(c) AN ELECTION COMMITTEE SHALL BE APPOINTED AFTER NOMINATIONS TO TAKE CHARGE OF THE ELECTIONS, AND NO MEMBERS OF SAID COMMITTEE CAN BE A CANDIDATE FOR ELECTION.

(d) IN ALL CASES BALLOTING IN THIS BRANCH SHALL BE DONE BY SECRET MAIL IN BALLOT.

SECTION 2: INSTALLATION OF OFFICERS SHALL OCCUR IN JANUARY AT A SPECIAL MEETING.

ARTICLE VI

OFFICERS

PRESIDENT

SECTION 1: THE PRESIDENT SHALL PRESIDE AT ALL MEETINGS OF THE BRANCH; PRESERVE ORDER; SIGN ALL WARRANTS ON THE TREASURE ORDERED DRAWN BY THE BRANCH, AND ALL OTHER PAPERS ORDERED BY THE BRANCH; HAVE GENERAL SUPERVISORY POWERS OVER THE BRANCH; SEE THAT OFFICERS PERFORM THEIR DUTIES, ENFORCE THE CONSITUTION, BYLAWS, RULES AND REGULATIONS OF THE BRANCH; APPOINT ALL

COMMITTEES NOT OTHERWISE PROVIDED FOR; GIVE THE DECIDING VOTE WHEN A TIE OCCURS; EXAMINE AND ANNOUNCE THE RESULT OF ALL BALLOTING AND OTHER VOTES, HE/SHE SHALL NOT MAKE OR SECOND ANY MOTION OR TAKE PART IN ANY DEBATE WHILE IN THE CHAIR; HE/SHE ASCERTAIN FROM THE FINANCIAL SECRETARY BEFORE ADJOURNMENT OF THE MEETING THE AMOUNT OF MONEY RECEIVED SINCE THE PREVIOUS MEETING, AND FROM THE TRESURER IF HE/SHE HAS RECEIVED THE SAME. AT THE END OF HIS/HER TERM. HE/SHE SHALL MAKE A REPORT SHOWING THE PROGRESS AND CONDITION OF THE BRANCH. HE/SHE SHALL TOGETHER WITH THE TRESURER, SIGN AND FILE WITH THE SECRETARY OF LABOR ON BEHALF OF THE BRANCH, AN ANNUAL FINANCIAL REPORT IF REQUIRED **BY** PUBLIC LAW, THE FILING OF SUCH REPORT WILL BE REQUIRED UNLESS THE BRANCH **HAS** RECEIVED EXPRESS NOTIFICATION FROM THE NATIONAL ASSOCIATION THAT IT IS EXEMPT FROM SUCH REQUIREMENT. HE/SHE SHALL BY VIRTUE OF HIS /HER OFFICE, BE THE CHIEF STEWARD FOR THE BRANCH, AND HE/SHE MAY DELEGATE SUCH AUTHORITY TO OTHER MEMBERS.

VICE-PRESIDENT

SECTION 2: THE VICE-PRESIDENT SHALL PRESIDE IN THE ABSENCE OF THE PRESIDENT, IN CASE OF DEATH, RESIGNATION, DISQUALIFICATION, REFUSAL OR NEGLECT OF THE PRESIDENT TO DISCHARGE THE DUTIES OF HIS/HER OFFICE; THE VICE-PRESIDENT SHALL THEN PERFORM ALL DUTIES INCUMBENT UPON THE PRESIDENT FOR THE REMAINDER OF THE TERM OF OFFICE.

RECORDING SECRETARY

SECTION 3: THE RECORDING SECRETARY SHALL KEEP A CORRECT RECORD OF THE PROCEEDINGS OF THE BRANCH. HE/SHE SHALL DRAW ALL WARRENTS ON THE TREASURER ORDERED BY THE BRANCH. HE/SHE SHALL NOTIFY APPLICANTS FOR MEMBERSHIP IN WRITING OF THEIR ELECTION OR REJECTION, AND MEMBERS OF THEIR SUSPENSION, EXPULSION OR ACCEPTANCE OF RESIGNATION. HE/SHE SHALL REPORT TO THE NATIONAL SECRETARY-TREASURER IMMEDIATELY THE SUSPENSION, EXPULSION, OR REINSTATEMENT OF A MEMBER. HE/SHE SHALL ATTEND TO ALL CORRESPONDENCE OF THE BRANCH, AND PROPERLY MARK AND FILE ALL PAPERS READY FOR INSPECTION AT ANY TIME AND NOTIFY THE MEMBERS OF SPECIAL MEETINGS WHEN ORDERED BY THE PRESIDENT.

HE/SHE SHALL MAKE A SEMI-ANNUALLY REPORT TO THE BRANCH SHOWING THE NUMBERS OF MEMBERS ELECTED, REJECTED, INITATED, SUSPENDED, REINSTATED, WITHDRAWN, AND THE NUMBER OF DEATHS, GIVING THE DATE OF DEATH; ALSO, THE RECEIPTS, BENEFITS PAID, AMOUNT EXPENDED, AND AMOUNT ON HAND. WITHIN ONE WEEK AFTER HIS/HER TEM EXPIRES, OR UPON AN EARLIER TERMINATION THEROF, HE/SHE SHALL DELIVER TO HIS/HER SUCCESSOR ALL OTHER PROPERTY OF THE BRANCH IN HIS/HER POSSESSION. THE RECORDING SECRETARY SHALL ALSO KEEP A RECORD OF ATTENDANCE AT ALL MEETINGS.

FINANCIAL SECRETARY-TREASURER

SECTION 4: (a) THE DUTIES OF FINANCIAL SECRETRAY AND TREASURER SHALL BE COMBINED AS ONE OFFICE IN BRANCH 248

4: (b) THE FINANCIAL SECRETARY-TREASURER SHALL KEEP A RECORD SHOWING THE NAMES OF MEMBERS, WHEN ADMITTED AND PLACE OF RESIDENCE, COLLECT DUES AND ALL OTHER MONIES DUE **TO THE** BRANCH, KEEP A REGULAR ACCOUNT THEREOF, AND AT EACH MEETING (OR PRIOR THERETO WHENEVER THE PROMPT PAYMENT OF THE NATIONAL PER CAPITA TAX OR NECESSITY MAY REQUIRE SAME) PAY THE SAME TO THE TREASURER, TAKE HIS/HER RECEIPTS AND RETAIN THEM AS VOUCHERS IN SETTLEMENT, HE/SHE SHALL PERSONALLY, OR THROUGH DULY AUTHORIZED DEPUTIES APPOINT WHEN NECESSARY FOR EACH STATION, AND WHO SHALL WHENEVER PRACTICABLE BE THE STATION DELEGATE OR REPRESENTATIVE SELECTED OR APPOINTED TO REPRESENT THE STATION, SOLICIT PAYMENT FROM ALL MEMBER IN ARREARS, AND ON THE DAY OF AN ELECTION AND BEFORE A BALLOT TAKEN, FURNISH THE PRESIDENT WITH A LIST OF

MEMBERS NOT ENTITLED TO VOTE. HE/SHE SHALL SEMI-ANNUALLY FURNISH THE NATIONAL SECRETARY-TREASURER WITH A LIST OF NAMES OF ALL THE MEMBERS OF THE BRANCH IN GOOD STANDING AND SHALL NOTIFY THE NATIONAL SECRETARY-TREASURER MONTHLY OF THE ELECTION OF NEW MEMBERS, ALSO THOSE SUSPENDED, EXPELLED, DECEASED, OR RESIGNED. HE/SHE SHALL KEEP AN ACCOUNT OF ALL PROPERTIES, INVESTMENTS, AND ANY FUNDS OF THE BRNACH WHICH AT ALL TIMES **SHALL** BE OPEN FOR INSPECTON, AND AT THE END OF HIS/HER TERM MAKE A REPORT AND DELIVER IT TO HIS/HER SUCCESSOR IN OFFICE, WHEN QUALIFIED, ALL THE BOOKS, PAPERS AND PROPERTY IN HIS/HER POSSESSION BELONGING TO THE BRANCH TO INSURE THE FAITHFUL PERFORMANCE OF THEIR DUTIES.

THE FINANCIAL SECRETARY-TREASURER SHALL BE BONDED IN SUCH AMOUNT AND IN THE SUCH MANNER AS THE BRANCH MAY DIRECT. THE FINANCIAL SECRETARY-TREASURER SHALL ALSO RECEIVE, RECEIPT FOR, AND DISBURSE ALL MONIES OF THE BRANCH, AND KEEP A REGULAR ACCOUNT THEREOF. HE/SHE SHALL PAY ALL WARRANTS DRAWN ON HIM/HER BY THE RECORDING SECETARY VOTED BY THE BRANCH AND SIGNED BY THE PRESIDENT AND HAVE ALL ACCOUNTS RECIEPTED UPON PAYMENT OF THE SAME. HE/SHE SHALL, WHENEVER REQUESTED BY THE PRESIDENT, AND AT THE END OF HIS/HER TERM, MAKE A REPORT SHOWING HIS/HER RECEIPTS, DISBURSEMENTS AND AMOUNT OF MONEY ON HAND; AND DELIVER HIS/HER BOOKS, PAPERS AND MONEY TO HIS/HER SUCCESSOR IN OFFICE WHEN QUALIFIED.

SERGEANT-AT-ARMS/MBA REPRESENTATIVE

Section 5: THE SERGEANT-AT-ARMS SHALL PRESERVE ORDER IN THE MEETING UNDER THE INSTRUCTION OF THE PRESIDENT. IT SHALL BE HIS/HER DUTY TO SEE THAT NONE BUT MEMBERS ARE PRESENT AT THE MEETINGS UNLESS DIRECTED BY THE PRESIDENT OR A VOTE OF THE BRANCH.

SUCH DUTIES AS THE CONSTITUTION AND LAWS OF THE MBA REQUIRE. HE/SHE SHALL, WHENEVER REQUESTED BY THE PRESIDENT, AND AT THE END OF HIS/HER TERM, DELIVER AND MBA MONIES IN HIS/HER POSSESSION, BOOKS OR OTHER PAPERS TO HIS/HER SUCCESSOR IN OFFICE, WHEN QUALIFIED; AND TO INSURE THE FAITHFUL PERFORMANCE OF HIS/HER DUTIES, HE/SHE SHALL BE REQUIRED TO FURNISH A BOND IN SUCH SUM AS THE BRANCH MAY DIRECT.

HEALTH BENEFITS REPRESENTATIVE

SECTION 6: SUCH DUTIES AS THE CONSTITUTION AND LAWS OF THE NATIONAL ASSOCIATION OF LETTER CARRIERS' HEALTH BENEFIT PLAN REQUIRE. HE/SHE SHALL, WHENEVER REQUESTED BY THE PRESIDENT, AND AT THE END OF HIS/HER TERM, MAKE A REPORT SHOWING HIS/HER RECIEPTS, DISBURSEMENTS AND AMOUNT OF MONEY ON HAND; DELIVER HIS/HER BOOKS, PAPERS AND MONEY TO HIS/HER SUCCESSOR IN OFFICE, WHEN INSTALLED; AND TO INSURE THE FAITHFUL PERFORMANCE OF HIS/HER DUTIES, HE/SHE SHALL BE REQUIRED TO FURNISH A BOND IN SUCH SUM AS THE BRANCH MAY DIRECT.

TRUSTEES

SECTION 7: THE TRUSTEES SHALL EXAMINE AND REPORT TO THE BRANCH THE CONDITIONS OF THE BOOKS AND/OR RECORDS OF THE OFFICERS AT LEAST ONCE EVERY SIX MONTHS, COMPARE THE VOUCHERS AND RECORDS AND SEE THAT THEY CORRESPOND WITH THE COLLECTIONS AND DISBURSEMENTS. THEY SHALL HAVE CUSTODY OF ALL BRANCH PROPERTY AND SHALL PERFORM SUCH OTHER DUTIES AS THE BRANCH BYLAWS MAY REQUIRE OF THEM. THE BOARD OF TRUSTEES SHALL BE KNOWN AS THE TRUSTEES OF WESTERN NORTH CAROLINA BRANCH 248 OF THE NATIONAL ASSOCIATION OF LETTER CARRIERS OF THE UNITED STATES OF AMERICA.

ADDITIONAL DUTIES

SECTION 8: IN ADDITION TO THE DUTIES ASSIGNED TO EACH OFFICER, HE/SHE SHALL PERFORM SUCH OTHER DUTIES AS THE BRANCH MAY FROM TIME TO TIME DIRECT.

OTHER PROVISIONS

SECTION 9: (a) FOR THE FAITHFUL PERFORMANCE OF THEIR DUTIES, THE SHOP STEWARDS OF BRANCH 248 SHALL BE EXEMPT FROM PAYING ALL OF THEIR DUES TO THE BRANCH, AND THE BRANCH SHALL PAY ALL OF THEIR STATE AND NATIONAL PER CAPITA TAX PROVIDING THEY ATTEND (9) OUT OF (12) REGULARLY SCHEDULED MEETINGS OR ARE GIVEN CREDIT BY THE BRANCH FOR MISSED MEETINGS IN ACCORDANCE WITH ARTICLE 6 SECTION 9(i). SHOP STEWARDS WHO ONLY HOLD THE OFFICE FOR PART OF A YEAR WILL BE REIMBURSED ON A PRORATED BASIS PROVIDED THEY ATTEND THE MINIMUM NUMBER OF MEETINGS (**10** OF 12). THE FULL DUES PRORATION FOR A PART YEAR STEWARD WILL BE BASED ON THE TOTAL NUMBER OF DAYS SERVED AS SHOP STEWARD DIVIDED BY THE TOTAL DAYS IN THE YEAR MULTIPLIED BY THE FULL DUES REIMBURSEMENT. THE TIME PERIOD FOR DETERMINING DUES REDUCTION QUALIFICATION SHALL BE FROM DECEMBER OF THE PRIOR YEAR THROUGH NOVEMBER OF THE PRESENT YEAR WHEN THE DUES REIMBURSEMENT TAKE PLACE. FOR THE PRACTICAL PURPOSE OF APPLYING THIS SECTION FOR STEWARDS WHO QUALIFY FOR DUES REDUCTION THE REIMBURSEMENT OF THEIR DUES SHALL BE IN NOVEMBER AFTER THE REGULAR MONTHLY MEETING. ALL ELIGIBLE SHOP STEWARDS WILL BE PAID AFTER RESPONSIBLE FOR SIX (6) ROUTES IN AN OFFICE BEGINNING AT \$85.00 PER MONTH. THEN, FOR EVERY ADDITIONAL 2 ROUTES ADDED THEIR PAY WILL INCREASE BY \$15.00 WITH A CAP OF FOUR (4) HOURS PER MONTH AT THE HIGHEST LETTER CARRIER RATE.

9:(b) ALTERNATE-STEWARD WILL BE APPOINTED BY THE PRESIDENT FOR THE FAITHFUL PERFORMANCE OF THEIR DUTIES. THE ALTERNATE SHOP STEWARDS OF BRANCH 248 SHALL BE EXEMPT FROM PAING $\frac{1}{2}$ OF THEIR DUES TO THE BRANCH, AND THE BRANCH SHALL PAY $\frac{1}{2}$ OF THEIR STATE AND NATIONAL PER CAPITA TAX PROVIDING THEY ATTEND (**10**) OUT OF (12) REGULARLY SCHEDULED MEETINGS OR ARE GIVEN CREDIT BY THE BRANCH FOR MISSED MEETINGS IN ACCORDANCE WITH ARTICLE 6 SECTION 9(i). SHOP STEWARD WHO ONLY HOLD THE OFFICE FOR PART OF A YEAR WILL BE REIMBURSED ON A PRORATED BASIS PROVIDED THEY ATTEND THE MINIMUM NUMBER OF MEETINGS (**10** OF 12).

THE $\frac{1}{2}$ DUES PRORATION FOR A PART YEAR ALTERNATE STEWARD WILL BE BASED ON THE TOTAL NUMBER OF DAYS SERVED AS ALTERNATE SHOP STEWARD DIVIDED BY THE TOTAL DAYS IN THE YEAR MULTIPLIED BY THE $\frac{1}{2}$ DUES REIMBURSEMENT. THE TIME PERIOD FOR DETERMINING DUES REDUCTION QUALIFICATION SHALL BE FROM DECEMBER OF THE PRIOR YEAR THROUGH NOVEMBER OF THE PRESENT YEAR WHEN THE DUES REIMBURSEMENT TAKES

PLACE. FOR THE PRACTICAL PURPOSE OF APPLYING THIS SECTION FOR ALL STEWARDS WHO QUALIFY FOR DUES REDUCTION THE REIMBURSEMENT OF THEIR DUES SHALL BE IN NOVEMBER AFTER THE REGULAR MONTHLY MEETING.

9: (c) THE PRESIDENT SHALL BE PAID A SALARY OF FOUR DAYS PER MONTH AT THE HIGHEST LETTER CARRIER RATE. AT ANY TIME, THE VICE-PRESIDENT OR OTHER OFFICERS TEMPORARILY ASSUMES THE PRESIDENT'S DUTIES, HE/SHE SHALL BE PAID ON A PRORATED BASIS FOR THAT PERIOD.

9: (d) THE VICE-PRESIDENT SHALL BE PAID A SALARY OF THREE (3) DAYS PAY PER MONTH AT THE HIGHEST LETTER CARRIER RATE

9: (e) THE RECORDING SECRETARY SHALL BE PAID A SALARY OF THREE (3) DAYS PER MONTH AT THE HIGHEST LETTER CARRIER RATE.

9: (f) THE FINANCIAL SECRETARY-TREASURER SHALL BE PAID A SALARY OF THREE (3) DAYS PAY PER MONTH AT THE HIGHEST LETTER CARRIER RATE.

9: (g) ANY ADDITIONAL DUTIES PERFORMED BY ANY OFFICER OR MEMBER OF BRANCH 248 WILL BE COMPENSATED AS DIRECTED BY THE BRANCH. IN ORDER FOR A BRANCH MEMBER TO BE REIMBURSED FOR LWOP BY THE BRANCH THE MEMBER MUST COMPLETE A FORM 3971 FOR THE BRANCH, FILLED OUT IN ITS ENTIRETY WITH SIGNATURE(S) OF PROPER POSTAL OFFICIALS. THE FINANCIAL SECRETARY-TREASURER AND THE PRESIDENT (OR PRESIDING OFFICER) MUST VERIFY EACH LWOP REQUEST.

9: (h) ANY MEMBER MISSING A MEETING DUE TO ATTENDANCE AT A STATE OR NATIONAL FUNCTION SHALL BE CREDITED WITH ATTENDANCE AT THAT MEETING

9: (i) THE BRANCH RECOGNIZES THAT SPECIAL CIRCUMSTANCES MIGHT ARISE THAT COULD PREVENT AN OFFICER FROM ATTENDING THE MINIMUM NUMBER OF MEETINGS REQUIRED FOR THE DUES REIMBURSEMENT AS SET FORTH IN ARTICLE SIX SECTION 9(a). MEMBERS CAN BE GIVEN CREDIT BY THE BRANCH FOR MISSED MEETINGS BY MAJORITY VOTE BY THE MEMBERSHIP AT A REGULAR SCHEDULED MEETING.

9: (j) ANY MEMBER ATTENDING A LABOR-MANAGEMENT MEETING IN A LWOP STATUS SHALL BE REIMBURSED FOR THEIR TIME AT HIS/HER REGULAR RATE OF PAY. THE MEMBER(S) ATTENDING THE MEETING "ON THE CLOCK" WILL NOT RECEIVE COMPENSATION FROM THE UNION FOR THE MEETING TIME. A FORM 3971 MUST BE FILLED OUT IN ITS ENTIRETY TO JUSTIFY REIMBURSEMENT OF LWOP BY THE BRANCH.

9:(k) IF ANY OFFICER OR MEMBER OF BRANCH 248 IS DESIGNATED BY THE PRESIDENT TO SERVE AS CHIEF STEWARD THEY WILL BE PAID A SALARY OF 4 HOUR PAY AT THE HIGHEST LETTER CARRIER RATE. THEY WILL ALSO BE ELIGIBLE FOR THE PARTIAL DUES REIMBURSEMENT SET FORTH IN ARTICLE 6 SECTION 9(a) AS LONG AS THEY MEET THE REQUIREMENTS SET FORTH IN SECTION 9(a).

ARTICLE VII

FEES, DUES, FINES AND ASSESSMENTS

SECTION 1: DUES FOR BRANCH 248 MEMBERSHIP SHALL BE:

(a) REGULAR MEMBER – DUES FOR REGULAR MEMBERS SHALL BE THE DUES STRUCTURE AS APPROVED BY THE NATIONAL CONVENTION OF THE NALC IN 1984 PLUS THE APPLICABLE DUES OF THE NORTH CAROLINA STATE ASSOCIATION OF LETTER CARRIERS. THE MINIMUM DUES LEVEL IS SET FORTH IN ARTICLE VII, SECTION 2 OF THE NALC CONSTITUTION.

(b) RETIRED MEMBERS - \$36.00 PER YEAR PAYABLE IN JANUARY OR \$3.00 PER MONTH.

(c) ASSOCIATE MEMBERS – THE SAME DUES AS REGULAR MEMBERS.

(d) RETIRED ASSOCIATED - \$36.00 PER YEAR PAYABLE IN JANUARY OR \$3.00 PER MONTH.

SECTION 2: THE RATES OF DUES AND INITIATION FEE MAY BE INCREASED ONLY BY MAJORITY VOTE BY SECRET MAIL-IN-BALLOT OF THE REGULAR MEMBERS IN GOOD STANDING AT A SPECIAL OR REGULAR MEETING AFTER REASONABLE NOTICE HAS BEEN GIVEN. THE SAME RULES OF PROCEDURE SHALL APPLY TO THE LEVY OF A SPECIAL OR GENERAL ASSESSMENT AND TO THE IMPOSITION OF FINES UPON MEMBERS FOUND GUILTY OF CHARGES REFERRED

AGAINST THEM, EXCEPT THAT SUCH ASSESSMENTS OR FINES MUST BE APPROVED BY A TWO-THIRD VOTE.

SECTION 3: ANY MEMBER LEAVING THE POSTAL CAREER SERVICE FOR ANY REASON OTHER THAN RETIREMENT OR OWCP, OR ANY MEMBER TEMPORARILY OR PERMANENTLY PROMOTED TO A SUPERVISORY POSITION WITHIN THE U.S. POSTAL SERVICE, MAY RETAIN MEMBERSHIP ONLY IN ACCORDANCE WITH ARTICLE II, SECTION 1 OF THE NALC CONSTITUTION.

SECTION 4: ANY MEMBER FAILING TO PAY ANY FINE, ASSESSMENT OR MONTHLY DUES WITHIN THIRTY (30) DAYS AFTER THE SAME SHALL BECOME DUE, SHALL FORFEIT HIS/HER MEMBERSHIP. HE/SHE SHALL VACATE ANY OFFICE HELD IN THE BRANCH OF ASSOCIATION, EFFECTIVE ON THE DATE OF SUCH FORFEITURE. **HE/SHE SHALL NOT BE ENTITLED TO VOTE IN THE BRANCH.** HE/SHE SHALL NOT BE ELIGIBLE FOR NOMINATION OR ELECTION TO ANY OFFICE PROVIDED THAT THE BRANCH FOR GOOD AND SUFFICIENT REASONS, UNDER REASONABLE RULES UNIFORMLY APPLIED, MAY EXTEND THE THIRTY (30) DAY GRACE PERIOD NOT FOR MORE THAN AN ADDITIONAL SIXTY (60) DAYS.

SECTION 5: A FORMER MEMBER WHOSE MEMBERSHIP HAS BEEN FORFEITED MAY BE REINSTATED BY THE PAYMENT OF BACK FINES, ASSESSMENTS AND DUES, AS WELL AS SUCH REINSTATEMENT FEES AS THE BRANCH MAY PRESCRIBE BY REASONABLE RULES UNIFORMLY APPLIED.

ARTICLE VIII

CONTRIBUTIONS

ANY DONATIONS, CONTRIBUTIONS, ETC. FROM THIS BRANCH SHALL REQUIRE A MAJORITY VOTE OF THOSE PRESENT AND VOTING.

ARTICLE IX

COMMITTEE

SECTION 1: THE PRESIDENT OF THE BRANCH SHALL APPOINT A COMMITTEE OF THREE (3) ON ORGANIZATIONS. SUCH COMMITTEES SHALL WORK IN CONJUNCTION WITH AND BE SUBORDINATE TO THE NATIONAL EXECUTIVE COUNCIL TO SECURE SUCH BENEFITS AS THE NATIONAL ASSOCIATION MAY DESIRE.

SECTION 2: THERE SHALL BE A COMMITTEE APPOINTED BY THE PRESIDENT CONSISTING OF THREE (3) MEMBERS TO WHOM ALL BILLS AND CLAIMS OVER \$250 AGAINST THE BRANCH SHALL BE REFERRED BEFORE BEING ACTED UPON BY THE BRANCH.

ARTICLE X

(ARTICLE X IS THE SAME AS THE CONSTITUTION FOR THE GOVERNMENT OF SUBORDINATE AND FEDERAL BRANCHES)

ARTICLE XI

APPEALS

(ARTICLE XI IS THE SAME AS THE CONSTITUTION FOR THE GOVERNMENT OF SUBORDINATE AND FEDERAL BRANCHES)

ARTICLE XII

FUNDS

SECTION 1: ALL FUNDS OF THE BRANCH SHALL BE DEPOSITED IN SUCH A BANK OR SAVINGS INSTITUTION AS THE BRANCH MAY DETERMINE; PROVIDED, THAT THE TREASURER MAY RETAIN A SUM NOT TO EXCEED \$100.00 IN HIS/HER HANDS FOR CURRENT EXPENSES.

SECTION 2: NO MONEY SHALL BE PAID OUT BY THE TREASURER EXCEPT ON A WARRANT ORDERED BY THE BRANCH AND SIGNED BY THE PRESIDENT AND SECRETARY; PROVIDED, THAT IT SHALL BE THE DUTY OF THE PRESIDENT AND SECRETARY TO ISSUE A WARRANT IN FAVOR OF THE NATIONAL SECRETARY-TREASURER IN PAYMENT OF THE SEMI-ANNUAL PER CAPITA TAX PROMPTLY AFTER THE FIRST OF JULY AND THE FIRST OF JANUARY, RESPECTIVELY.

SECTION 3: ALL FUNDS SHALL BE DEVOTED TO SUCH USES AS THE BRANCH MAY DETERMINE, PROVIDED, THAT NO APPROPRIATION SHALL BE MADE EXCEPT WHEN ORDERED BY A MAJORITY VOTE AT A REGULAR MEETING; PROVIDED FURTHER THAT THE PRESIDENT MAY SPEND UP TO \$1000.00 BETWEEN BRANCH MEETINGS IN CASES OF EMERGENCY.

ARTICLE XIII

INDEMNIFICATION

(ARTICLE XIII IS THE SAME AS THE CONSTITUTION FOR THE GOVERNMENT OF SUBORDINATE AND FEDERAL BRANCHES.)

ARTICLE XIV

AMMENDMENTS

(ARTICLE XIV IS THE SAME AS THE CONSTITUTION FOR THE GOVERNMENT OF SUBORDINATE AND FEDERAL BRANCHES.)

ARTICLE XV

ORDER OF BUSINESS

(ARTICLE XV IS THE SAME AS THE CONSTITUTION FOR THE GOVERNMENT OF SUBORDINATE AND FEDERAL BRANCHES.)

ARKAVIA SMITH – RECORDING SECRETARY – APRIL 2023
