

# UNION BY-LAWS OF THE

*C.F.E.R.*

## COMMITTEE FOR FAIR & EQUAL REPRESENTATION

### HEADQUARTERS

The Headquarters of this Union shall be located in the Chicagoland area determined by the Executive Board.

1. The term "Union" shall apply to the CFER.

### **ARTICLE ONE**

#### ELECTION OF OFFICERS

1. The union shall elect by secret ballot, every three (3) years (January) a President, Vice-President, Recording Secretary, Treasurer, Chief Union Steward. The elections will follow the guidelines as provided by the U.S. Dept. of Labor. A committee will be appointed by the executive board to oversee the election process.
  - A.** A nomination notice shall be mailed or emailed to all members. Nomination notices shall contain a list of offices to be filled, candidate qualifications, a date, a time, and method for submitting nominations. The nominations period shall be duration of at least 15 days and shall end on an announced nomination day. Nominations may also be made in person on nomination day at a location set forth in the emailed notice. Members interested in elected office may self-nominate either by email or in person. If a nominee for an office is unopposed that position does not have to be included on election ballots. If all candidates are unopposed an election is unnecessary but notification to the members must be made by union newsletter and posted on Union Website of this fact. A candidate's qualifications/ eligibility must fit the following guidelines unless waived by the executive board:
    1. Be a member in good standing- not more than 30 days behind in their union dues. This doesn't apply to incumbent candidates or previous executive board members not on contract.
    2. Must have been previously employed on affiliated contracts.
    3. Terminated members who have a case under appeal are eligible for Office.
    4. Members on sick leave or lay off are eligible as long as dues are current.

5. Candidates must be free from any record of felony convictions.
  6. Candidates must be members of this union in good standing, or Previously on executive board if not working on contract.
  7. Candidates must have a valid driver's license, so as to perform the Duties required in office.
  8. Candidates must accept the nomination within 24 hours Of nomination meeting or they will be ineligible for election.
- B.** Eligibility of candidates will be verified within 48hrs. by the election committee. No candidate may serve on this committee.
- C.** The executive board shall contact all employers by email requesting updated employee lists in an effort to have correct addresses for the election. This process shall be started 14 days prior to mailing of the election ballots.
- D.** Elections shall be by secret ballots only. The official union ballot will be under the direct guidelines of the U.S. Dept. of Labor. Each ballot will be marked in a special way to maintain the security and integrity of the election. Since the ballots themselves cannot contain member's names or any identifying mark and must all be separated from their envelopes first before being counted, each candidate may have a witness check the ballots for this security mark at the time of official count. Ballots will contain instructions on how to be filled out.
- E.** There shall be a 15 day minimum campaign period prior to the election. All candidates may request a copy of the union membership list, which the union will supply. Campaign literature may be distributed in any way that does not endanger member's jobs or interfere with normal union-management activity. Mailing of campaign literature is the responsibility of the individual candidates. Under no circumstances can a candidate accept funds or assistance from any employer or management representatives.
- F.** On Election Day the chairman of the campaign committee shall separate all ballots from their envelopes and then count the ballots. Ballots will be voided for the following reasons:
1. The secrecy of the ballot has been violated.
  2. The ballot has conflicting markings that makes the intent of the voter unclear.
  3. In the event that there have been two ballots cast by one member (a member might accidentally receive 2 ballots by clerical error) one ballot must be voided.

To be elected each candidate will need to receive a simple majority of the votes cast. A winner will be declared and will take office the following Monday after the election, unless a protest is filed. Any protest must be filed within 10 days after the election. Protest will be evaluated by the election committee, and a decision rendered within 5 business days. If the protest is denied the protesting member has an additional 10 days to appeal the decision. The election committee is to render a final decision within 5 business days of the appeal.

At that time union records will be turned over to the new officers or remain with the incumbents if elected.

- G. If warranted by tie votes a runoff election will be scheduled 30 days after the election and will continue until there is a clear winner.

## **ARTICLE 2**

### **UNION MEETING.**

1. The Executive Board shall meet once a month and between meetings of the union it shall exercise the powers of the union. ANY member of the Executive Board can call for a special meeting as needed of whole membership/ or Executive Board.

2. The Executive Board will set a Semi- Annual union meeting so that matters of concern for members may be addressed. At these meetings from time to time the board may take non-binding votes on issues in order to have guidance from the members and allow debate on these issues. The President or acting President shall chair all meetings and appoint a Sergeant at Arms to assist in maintaining order.

## **ARTICLE 3**

### **OFFICERS**

#### **EXECUTIVE BOARD MEMBERS**

The Executive Board will consist of the following: President, Vice-President, Recording Secretary, Treasurer, and Chief Union Steward. There can be an addition of two (2) Trustees. This decision of additional representation will be at the discretion of the President and is not mandatory. The President may appoint the position of Trustees.

1. The President shall preside at all meetings. The executive board shall enforce all provisions of the constitution and by-laws, and shall appoint all committees. Committees will elect one member as chairperson. The President shall by virtue of the office be chairman of any negotiation committee for collective bargaining.
2. All salaries are set by the Executive Board, and not to exceed the following formula. The President salary will not exceed the highest paid salary of any member working under their CBA.

The Vice-President shall assist the President in the discharge of his or her duties and during an absence shall perform the duties of the President. In the event of a vacancy that occurs in the office of President, the Vice-President by line of succession shall fill the post. The Vice-President may be paid a salary not to exceed the salary set for the President.

3. The Treasurer shall receive all money paid to the union and give official receipts for all money received. They shall be responsible for forwarding to the union all fees, assessments, fines, and per capita taxes on a timely basis. They shall make detailed financial reports as the President or executive

board shall time to time require. They shall keep regular books and records of finances and shall submit them for inspection and audit at the end of the year. They shall deposit all moneys received in such a bank or banks in the name and number of the union and in such financial institutions that the executive board may direct. The treasurer's office shall be the final step in the line of succession for the Presidency before a special election process is utilized. The Treasurer may be paid a salary not to exceed ½ of the salary set for the President.

4. The recorder secretary shall keep correct minutes of all meetings, including Executive board meetings. They shall conduct all correspondence in accordance with instructions given to them by the president or the executive board. They shall keep a list of the officer's names and addresses and any other information deemed necessary relating to the function of the union. They shall perform all mailing of notices to the membership and maintain a listing of all members, including addresses and phone numbers. They shall perform all other such duties as are prescribed by the constitution, by-laws and the Executive Board. In the event that the office of presidency becomes vacant and the Vice-President does not or cannot fill the office then the Recording Secretary shall be next in the line of secession. The Recording Secretary may be paid a salary not to exceed ½ of the salary set for the President.

5. Chief Union Steward will supervise and assist all stewards, attend board meetings as a voting member. The Chief Union Steward may be paid a salary not to exceed ½ of the salary set for the President.

6. Trustee shall assist the Vice-President in handling of union business. The Trustee may be paid a salary not to exceed ½ of the salary set for the President.

7. All Union Board Officers shall be indemnified by the Union for all liability should legal action arise over action taken by the Union Officers, individually or in group, in the course of their duties unless such action is criminal in nature. The Union shall provide legal support to cover legal action that is taken against Union Officers.

8. All union officers and stewards will be reimbursed for expenses incurred for union business including all lost pay (Wages, Vacation, Holiday Personal and Sick time hours lost doing union business), and will not pay union dues.

#### **ARTICLE FOUR**

##### **UNION STEWARDS**

1. The position of union steward may at the discretion of the executive board be appointed at a regularly scheduled union meeting, provided the number of members expressing interest in this position is limited. In the event that

there are more candidates than positions available then the vacancies shall be filled during the election.

2. The duties of a union steward are to interview and complete a form with members wishing to file a grievance complaint. The union steward shall report to the Chief Union Steward and executive board and assist local officers when assigned to do so. The union steward may attend meeting of the Executive board as to become familiar with union operations, but will be present as a non-voting entity only. The union steward shall receive reimbursement on any expenses incurred while conducting union business and shall be exempt from paying union dues.

## **ARTICLE FIVE**

### **OFFICERS VETO POWER**

1. In the event that the executive board members do not agree with the policy set forth by the president then by majority vote of the executive board the president's decision/policy can be vetoed. The dissenting officer(s) must obtain a majority before notifying the president that a veto has been formed and require that a meeting be held to debate said veto.

## **ARTICLE SIX**

### **IMPEACHMENT OF OFFICERS**

1. If any duly elected member of the executive board is found to have made serious violations of the constitution or by-laws or has repeatedly failed to fulfill their duties under those documents they can be subject to impeachment by a 2/3 vote of the union membership.

## **ARTICLE SEVEN**

### **MEMBERS BILL OF RIGHTS**

1. EQUAL RIGHTS- All members of the union have equal rights and privileges in the election process of local officers, and the conduct of union business.
2. FREEDOM OF SPEECH AND ASSEMBLY- Members have the right to meet with other members and to express their views on any union issue or business.
3. RIGHTS REGARDING DUES, FEES, AND ASSESSMENTS- Each member has the right to full financial disclosure of union records and transactions. The union will provide a copy of the fiscal report that is filed on an annual basis with the U.S. Dept. of Labor to any member interested in this area.
4. RIGHT TO SUE- The right to bring suit or administrative hearing irrespective of whether it is against the union or its officers or to appear as witness or communicate with legislators may not be impeded by this union.
5. FREEDOM FROM ARBITRARY DISCIPLINE- A union member may not be disciplined, fined, suspended, or expelled from their union (unless for non-payment of union dues and assessments) unless

- they are first served with a written list of charges, given reasonable time to prepare defense, and afforded a full and fair hearing.
6. RIGHT TO COPIES OF COLLECTIVE BARGAINING AGREEMENTS- Every member is entitled, upon request, to receive from their union a copy of the collective bargaining agreement made by the union. Copies will be made available at any and all union meetings.
  7. RIGHT TO BE INFORMED ABOUT THE LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT- All members are entitled to be informed of the provisions of the LMRDA.
  8. RIGHT OF ENFORCEMENT- Any person who believes his rights have been infringed and desires relief may bring an action in a Federal District court and may include injunction.
  9. RIGHT OF DEMOCRATIC UNION ELECTIONS- The membership is guaranteed democratic union elections through establishment by federal law of a set of standards for election. The union has incorporated these into the by-laws.
  10. FREEDOM FROM DISCIPLINE FOR EXERCISING RIGHTS- No union, union official or union employee may fine, suspend, expel, or otherwise discipline any union member for exercising any rights to which the member is entitled under Federal law and this document.
  11. FREEDOM FROM FORCE OR VIOLENCE IN EXERCISING RIGHTS- It is a criminal offense for any person to use force or threats of force, against union members to interfere with their exercising of rights under LMRDA.
  12. RIGHT TO RATIFY COLLECTIVE BARGAINING AGREEMENTS- The membership is guaranteed the right to ratify, any collective bargaining agreement that directly affects them and was negotiated by the union. Ratification may be performed at announced meetings and can be done by simple majority of those members present provided that the members affected by the collective bargaining agreement have been properly notified of ratification process. This notification is to be made by email (which also can be on union website) and/or a notice is to be posted in a prominent location at the Employers office. Regardless of which notification process is used the Union must show that a reasonable attempt was made to notify all Employees of the ratification process.
  13. RIGHT TO STRIKE- The membership is guaranteed the right to strike unless the membership votes away this right in a collective bargaining agreement.

## **ARTICLE EIGHT**

### **STRIKES**

1. A strike may be called by the executive board on the following conditions.

- a. The President has been kept fully informed concerning the facts surrounding the strike.
  - b. The membership involved has voted to approval by simple majority.
2. Any proposal to settle or terminate an existing strike shall be decided by a simple majority of the membership involved.
3. The President shall be kept informed of any settlement of the strike.
4. **NO** Union member may cross this Union's strike line or go to work in violation of a valid strike order unless they first resign their Union membership in writing. Should they choose this course of action the Union shall enforce the provisions of all collective bargaining agreements that contain "membership in good-standing" clauses at the ending of any strike and all "former members" may be assessed a reinstatement fee not in the excess of \$200.00. If they should violate this Union's strike lines or orders without resigning their membership then they shall be informed in writing that they have violated the Union's by-laws and that a hearing by the Union's disciplinary committee will be held concerning their actions. If found to have made this violation without justifiable cause they shall face a fine of up to \$100.00 per day that they violated the Union's strike orders or strike line. The maximum fine cannot exceed the equivalent of one weeks "gross" payroll per person. A members failure to pay all fines assessed by the Union will result in suspension of a member's "good standing" status and result in the Union enforcing any "Union Shop" and /or "Check Off" clauses contained in any Collective Bargaining Agreement.

## **ARTICLE NINE**

### **REVENUE and UNION DUES**

1. The revenue of the union shall be derived from monthly union dues, income from bank accounts and investments. All investments must have approval of the majority of the executive board.
2. Union dues paid by the membership shall be set by the president and the executive board. The maximum amount to be collected cannot exceed 3.5 hours pay for each member per month.

## **ARTICLE TEN**

### **MEMBERSHIP**

1. Any Security Guard or group of Security Guards employed by an affiliated company is eligible for membership in the union. The applications for membership shall be made to the union.
2. Persons who are applicants for membership shall file an official application form and shall answer all questions put forth. If any falsehoods are found on the application at any time, it would be sufficient grounds to expel a member. Applicants will also be required to pledge to abide by all laws, rules and regulations of the union.

3. A person who has been suspended, expelled or stricken from the membership or rejected by any union shall not be eligible for membership in this union, until all differences with the former union have been adjusted.
4. No person shall hold office in more than one union at a time.
5. No person shall be eligible for membership in a union who shall be employed in any capacity which would require him to perform duties inconsistent with labor union membership or with the principles of organized labor, or is detrimental to the interests of any union.
6. No applicant shall be entitled to the rights and privileges of membership until his initiation fee has been paid in full and until he has been notified that they have been admitted into membership in the union.
7. Members shall pay in advance all dues and shall promptly pay all fines and assessments. Any member who shall be one (30 days) month in arrears in payment of dues, assessments, fines (except strike related), or other payments required to be made shall cease to be in good standing and shall automatically be suspended from all rights and privileges of membership. Any member who shall be three months (90 days) in arrears in payment of dues, assessment, fines,(except strike related), or other payments required to be made shall at the order of the executive board have their membership revoked and be ineligible to work for any Employer that the Union has maintained a collective bargaining agreement with. Any member who has had their membership suspended or revoked may at the discretion of the executive board be reinstated provided that a fine assessed by the executive board is paid by the member. The fee for reinstatement after suspension (except strike related) shall be \$100.00 and the fee for reinstatement after revocation (except strike related) shall be \$200.00. In the event of illness or other extraordinary cases, the executive board may waive outstanding dues and assessments only.
8. Members shall immediately notify the recording secretary of any changes of address and phone numbers, and should attend all meetings.
9. All members of the union are primarily members of the *C.F.E.R.* union and are subject to its orders, rules, by-laws, regulations, and decisions. All such members are also subject to the constitution.
10. No member shall work for lower wages than, or under conditions inferior to those established through the actions of their union, unless permitted so by the union.
11. In non-strike related situations any member who has been suspended for failure to pay their dues, fines, or assessments, and ceased to be a member in good standing of the union, may be reinstated to membership as follows;

- a. If the application for readmission is made within one month (30 days) of the withdrawal, suspension, etc. the membership shall be required to pay all fines, arrears in dues and assessments and shall therefore be reinstated to their previous standing in membership.
- b. After one month (30 days) after the separation from the union the member may be revoked, and should the revocation be overturned by the executive board then the individual shall be admitted as a new member with initiation fee, and shall pay all fines, current assessments, and dues in arrears of their union.

## **ARTICLE ELEVEN**

### **DISCIPLINARY ACTIONS**

Members may be fined, suspended, or expelled for any of the following acts as provided:

- a. Willful violation of the constitution and the rules thereof, or any by-laws, working agreements, or working rules of the union, or other subordinate body having jurisdiction.
- b. Making false statements or withholding material information when applying for membership.
- c. Disobeying or failing to comply with any lawful decision or order of the body having appropriate jurisdiction.
- d. Misappropriating money or property of the union.
- e. Working for an establishment or agency which is being struck.
- f. Entering into a "yellow dog" contract, or any contract that might injure the union, subordinate bodies, union member.
- g. Taking court action against the union without first exhausting all remedies provided in the constitution and local by-laws. This ground does not apply where the bringing of such suit is within the guarantees of Federal law available to all members.
- h. Advocating or attempting to bring about the withdrawal from the union or of any member or groups of members.
- i. Working as a strikebreaker or violating the adopted standards as to wage, hours, or working conditions.
- j. Using the name of the union without consent for the purpose of soliciting funds, gains or benefit.
- k. Refusing or willfully neglecting to pay dues, assessments, fines, or any other financial obligations to the union.
- l. Causing a work stoppage without authority or proper consent.
- m. Entering into individual contract of employment with an employer.
- n. Disclosing to any person, not entitled to it, any confidential matter or information of the union.
- o. Publishing or circulating among the membership or among the union false reports or misrepresentations.
- p. Willfully wrongdoing a member or union officer.

- q. For such other offenses not herein mentioned tending to bring the union into dispute by action or speech or to disrupt their proper function.

Any fines assessed by the executive board shall have a maximum cap of \$200.00 with the exception of violations of Union strike order or strike lines and must be paid within one month (30 days) of the assessment or a suspension of membership shall result.

Any suspension of membership handed down by the executive board shall have a 60-day maximum cap with the exception of strike order line violations.

Any member expelled or having their membership revoked and by order of the executive board is allowed to be reinstated must pay all fines, fees, and assessments prior to beginning a new membership or renewing the membership.

## **ARTICLE TWELVE**

### **DISCIPLINARY HEARINGS**

1. Charges against members of union or officers shall be submitted in writing to the executive board of the union. The recording secretary of the Union shall forward, by registered mail, to the accused member, at their last known address, a copy of such charges, together with notice of the date, time, and place of the hearing. Such hearing shall not take place less than 30 days from posting of the written charges nor shall the hearing take place later than 45 days from the posting of the written notice.
2. At the time that charges are submitted to the executive board, it shall select a three-person board with a designated chairman to hear the charges. Neither the complainant nor the accused may serve on the hearing board. The hearing board shall hear the accused, the accuser and any witnesses. Then they shall report their findings and recommendations to the executive board which will take any action that it deems necessary and proper. Including disciplinary steps in the accused is found guilty. Notice of the decision must be sent by registered mail or be delivered in person to both the accuser and the accused.
3. Failure to act within the time limits set above shall serve to exonerate the accused of all charges and no new hearing on the same charges may be brought by anyone.
4. Charges brought against officers shall be submitted in writing to the executive board for relief. Then the complaint shall be taken to a committee made up of members, appointed by the union stewards.

## **ARTICLE THIRTEEN**

### **APPEALS**

1. Appeals from decisions by the union board shall be taken to executive board. Then appeals shall be taken to a committee made up of members appointed by the union officers to hear the appeal.

## **ARTICLE FOURTEEN**

### **COLLECTIVE BARGAINING**

1. The right to bargain collectively, for the whole membership of union or on an employer to employer basis shall lie solely with the union board or by officers designated by it. The union board may at its discretion ask that the members nominate members to form a bargaining committee to meet with an employer to negotiate an agreement. If this committee is formed, the union president by virtue of his/her office serves as chairperson of this committee to guide its operation.
2. The results of any negotiations shall be ratified at an announced union meeting by the membership affected by the agreement. The ratification shall be by a simple majority vote of the members affected by the agreement (50%+1). The voting procedure can be done in - person or by a email with a simple yes or no.
3. If ratified by a majority vote cast in favor of accepting the results of negotiations, the contract shall be drafted and signed by the proper union officers and there upon shall be binding on all members affected by it. If there are changes needed in any ratified contract the Union must bring back to the membership the right to veto or ratify said changes of contract.
4. No member or members shall negotiate or confer with any management or agents thereof without due authority, on matters pertaining to wages, hours, or working conditions.

## **ARTICLE FIFTEEN**

### **GRIEVANCE PROCEDURES**

1. In the event that any member of the union feels that they have been treated unjustly by management, then the member has the right to file a union grievance.
2. The grievance will be taken by primarily the union stewards who will fill out a union grievance form with the filing member. This form is to be filled out completely and truthfully by the member, any miss-statements or falsehoods will be reason for the union to dismiss the grievance without appeal. The grievance form shall be signed by the filing member and the union officer taking the complaint. The signature of the receiving officer is not a promise of action but merely acknowledgment of receiving the complaint and witnessing the member's signature. In order for the union to take any action on an individual complaint against management there must be a form filled out and signed.

3. The union steward may take action on a grievance as long as he contacts a union officer to obtain clearance to do so. If the steward feels that the grievance requires the attention of union officers, then he shall contact the president and pass the complaint along.
4. The complaint will be checked for “grounds” as per but not limited to the following:
  - a. Violation of Federal or State labor laws.
  - b. Violations of the collective bargaining agreement.
  - c. Violation of these companies past practices.
  - d. Evidence of discrimination due to race, religion, sex, age, or physical appearance.
  - e. Employer’s action did not follow their own policy and procedures concerning an alleged violation or disciplinary measures.
5. The action taken on a valid grievance can involve the following:
  - a. Filing a complaint with a Federal agency.
  - b. Filing a complaint with a State agency.
  - c. Negotiating a settlement with the employer
  - d. Assisting a member to find an attorney who will work, Pro-Bono.
  - e. Assist a member in obtaining unemployment by supplying the member with copies of the grievance complaint and any letters sent to the employer regarding their case.
6. The union will protect and defend its members to the best of its ability and do the best job that it is able to do on any valid grievance filed.
7. If a grievance involves an employee being wrongfully terminated, then said employee shall be exempt from paying union dues during grievance period.
- 8.

**ARTICLE SIXTEEN**

**AMENDMENTS TO THE BY-LAWS**

1. Only active members in good standing of this union may propose an amendment to these By-Laws. Such proposals shall be in resolution form, stating the reasons for the amendment and shall be attested by a signature of one (1) other member in good standing. The then proposed amendment will be reviewed by the executive board. If said amendment doesn’t conflict with any Federal or State Law, said amendment will be brought to a union meeting for ratification after a thirty-day (30) notification period for said amendment change.

**ARTICLE SEVENTEEN**

**OPENING AND CLOSING CEREMONIES**

“I now declare this meeting of the *CFER* open for the transactions of such business as may properly come before it.:

The following order of business is the proper order of business, but may be altered to suit the requirements of the meeting.

1. Roll Call of Officers

2. Applications for membership
3. Voting on Applications.
4. Initiation of Candidates
5. Reading of Previous Meeting Minutes
6. Report of Treasurer
7. Reports of Officers and Committees
8. Communications and Bills
9. Unfinished Business
10. Does anyone know of a member out of work or in distress?
11. New Business (Anyone addressing new business, making a motion, requesting discussion on an issue or wishing to have the floor must address the president and receive acknowledgement before proceeding.
12. Closing by Motion and Seconded.

## **ARTICLE EIGHTEEN**

### **INSTALLATION CEREMONIES**

The installation ceremony of officers and stewards shall be performed by the retiring president and each new office holder will be administered an oath of office. This oath can be administered singly or in group but must be witnessed by the membership at the first monthly meeting after the election.

“ Do you solemnly pledge your word of honor that you will uphold the Constitution of the *CFER Union* and that you will do your best to discharge all of the duties incumbent upon you as an Officer of the Committee for Fair and Equal Representation.

# EXECUTIVE BOARD MEMBERS

## January 2017

PRESIDENT: Carrie Upshaw

VICE-PRESIDENT: Will Davis

RECORDING SECRETARY: Anthony Jennings

TREASURER: Crystal Coben

CHIEF UNION STEWARD: WT MOSS

# **EXECUTIVE BOARD MEMBERS**

## **September, 2014**

**PRESIDENT:** Carrie Upshaw

**VICE-PRESIDENT** Will Davis

**RECORDING SECRETARY:** Anthony Jennings

**TREASURER:** Crystal Coben

**CHIEF UNION STEWARD:** WT MOSS

# **EXECUTIVE BOARD MEMBERS**

## **OCTOBER, 2007**

**PRESIDENT:** NANCY WNUK

**VICE-PRESIDENT:** DONALD HOLLAND

**RECORDING SECRETARY:** REGINALD GILBERT

**TREASURER:** MICHAEL DESMOND

**CHIEF UNION STEWARD:** WT MOSS

**EXECUTIVE BOARD MEMBERS**  
**JULY 2008**

**PRESIDENT: NANCY WNUK**

**VICE-PRESIDENT (AT LARGE): DONALD HOLLAND**

**RECORDING SECRETARY: REGINALD GILBERT**

**TREASURER : MICHAEL DESMOND**

**CHIEF UNION STEWARD: WT MOSS**

**VICE-PRESIDENT (GREAT LAKES): COURTNEY TOWNSEL**

**EXECUTIVE BOARD MEMBERS**  
**JANUARY 2009**

**PRESIDENT NANCY WNUK**  
**VICE-PRESIDENT AT LARGE DONALD HOLLAND**  
**RECORDING SECRETARY REGINALD GILBERT**  
**TREASURER MICHAEL DESMOND**  
**VICE-PRESIDENT (GSSC) DONALD HOLLAND**  
**VICE-PRESIDENT (HANA) COURTNEY TOWNSEL**  
**VICE-PRESIDENT (AKAL) CARRIE UPSHAW**  
**CHIEF UNION STEWARD WT MOSS**

**EXECUTIVE BOARD MEMBERS**  
**JANUARY 2010**

**PRESIDENT NANCY WNUK**  
**VICE-PRESIDENT AT LARGE DON HOLLAND**  
**RECORDING SECRETARY REGINALD GILBERT**  
**TREASURER MICHAEL DESMOND**  
**VICE-PRESIDENT SCG CARRIE UPSHAW**  
**TRUSTEE SCG BRIAN CAREY**  
**VICE-PRESIDENT-HANA STEVEN WHITE**  
**VICE-PRESIDENT-DECO DWIGHT BERGMAN**  
**CHIEF UNION STEWARD WT MOSS**

