

Constitution and Bylaws

United Service and Allied Workers of

Rhode Island

Approved 10/07/03

**Amended 5/15/04, 11/16/04, 12/21/04, 1/18/05, 3/15/05,
10/18/05, and 1/17/06**

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MISSION STATEMENT

The object of the Union shall be to develop a closer Union and more complete organization of all wage earners under its jurisdiction and to assist the members in obtaining adequate compensation for their labor and the general improvement of the conditions under which they work. It shall be the object and duty of this Union to organize its jurisdiction completely and fully. This Union shall carry out all of the objects and purposes of the membership of USAW-RI.

ARTICLE I

This organization shall be known as United Service and Allied Workers of Rhode Island (USAW-RI).

**ARTICLE II
MEMBERSHIP**

Section 1. Any person employed in any employment within the jurisdiction of this Union shall be eligible for membership.

Section 2. No member shall discriminate or advocate discrimination against any other member on the basis of race, creed, color, religion, sex, sexual orientation, national origin, ancestry, age or disability.

Section 3. Newly elected members before being admitted to

membership shall subscribe to the Membership Obligation set forth in the USAW Constitution and Bylaws (*attached)

Section 4. All members, by virtue of their membership in USAW-RI, are obligated to adhere to and follow the terms of the USAW-RI Constitution and the Standing Rules promulgated in accordance with this Constitution, with respect to their rights, duties, privileges and immunities conferred by them and by statute. All members shall faithfully carry out such duties and obligations and shall not interfere with the rights of fellow members.

Section 5. All members, by virtue of their membership in USAW-RI, authorize this Union to act as their exclusive bargaining representative with full and exclusive power to execute agreements with their employers governing terms and conditions of employment and to act for them and have final authority in presenting, processing and adjusting any grievance, difficulty or dispute arising under any collective bargaining agreement or out of their employment with such employer, in such manner as this Union and its officers deem to be in the best interests of this Union. This Union and its officers, business representatives, and agents may decline to process any such grievance, complaint, difficulty or dispute, if in their discretion and judgment such grievance, complaint or dispute lacks merit.

Section 6. No member shall interfere with the elected officers or business representatives or business agents of this organization in the performance of their duties and all members shall, when requested, render such assistance and support in the performance of such duties as may be required of them, provided that this does not interfere with their individual rights as a member. All members shall adhere to the terms and conditions of pertinent collective bargaining agreements and shall refrain from any conduct that would interfere with the performance by USAW-RI of its legal or contractual obligation.

Section 7. No member shall engage in dual unionism or espouse dual unionism or disaffiliation in the course of any meeting, or shall slander or libel this Union, its members or its officers, and shall

not be a party to any activity to secure the dis-establishment of the USAW-RI as the collective bargaining agent for any employee.

Section 8. No member shall be permitted, at any assembly or meeting of other members, to engage in any of the conduct hereinbefore described.

ARTICLE III OFFICERS

Section 1. The officers of this Union shall consist of a President, Vice President, Financial Secretary-Treasurer, Business Agent, Recording Secretary, Sergeant at Arms, and three Trustees. In addition, there will be Executive Board members who shall represent each bargaining unit as follows. For each bargaining unit with 1-50 members, there will be one (1) Executive Board seat. For each bargaining unit with 51-100 members, there will be two (2) Executive Board seats. For each bargaining unit with 101-200 members, there will be three (3) Executive Board seats. For each bargaining unit with more than 200 members, there will be four (4) Executive Board seats.

Section 2. The officers shall be nominated at or before the general membership meeting in October and shall be elected in November at a time, date and place, as USAW-RI shall direct. The terms of office of the newly-elected officers shall begin with their installation on the third Tuesday in January, at which time there shall be administered the Installation Obligation set forth in this Constitution and Bylaws (*attached). The term of office for the officers of this Union shall be two years and the officers elected and qualified shall hold office until their successors are duly elected and installed.

Section 3. No member shall be eligible for nomination or election as an officer in this Union unless, prior to nomination and election, he or she has been two years a member continuously in good standing of USAW-RI and/or SEIU Local 134 or has been a member for the entire time that his or her bargaining unit has had dues-paying

members. The Executive Board may waive the foregoing requirement for good cause shown.

Section 4. No person who has been convicted of a felony as defined in Section 504 of the Landrum-Griffin Act (or an indictable offense in Canada) shall in accordance with the provisions of applicable law be eligible to hold office in this Union.

Section 5. All nominations for officers of this Union shall be made in open meeting and elections shall be by secret ballot when required by the provisions of applicable law. Proxy voting shall not be permitted. Write-in candidates shall not be permitted except if expressly approved by the Executive Board.

Section 6. The election shall be decided for the candidate receiving the most votes.

Section 7. Before a vote is taken, it shall be the duty of the President to appoint two tellers to collect and count the ballots in the presence of the members of the Union and the President shall announce the results of the ballot.

Section 8. In the event of a vacancy in the offices of Business Agent, Recording Secretary or Financial Secretary-Treasurer, the Executive Board of this Union shall appoint an eligible member to fill the office pro tem.

In the event of a vacancy in any office including those named above, nominations will be held at a regular or special meeting within sixty (60) days or at the next following meeting, whichever is later, provided that advance notice is given to the membership. An election to fill such vacancy shall take place at the next following meeting or at a time, date and place as the Union may direct.

Section 9. All officers and employees handling any monies of this Union shall be bonded in the amounts and the form required by applicable statutes, said bond or bonds to be procured immediately

upon assuming office or employment, the premiums to be paid for by the Union. The Executive Board may direct the increase or decrease in the amount of the bond when they deem it advisable.

Section 10. The President, Vice President, Financial Secretary-Treasurer, Business Agent and Recording Secretary of USAW-RI, together with the three Trustees and the Executive Board members representing each bargaining unit shall constitute the USAW-RI Executive Board.

Section 11. No candidate (including a prospective candidate) for any office in this Union or supporter of a candidate may solicit or accept financial support or any other direct or indirect support of any kind from any non-member of USAW-RI.

Section 12. Any Executive Board member who misses three (3) consecutive board meetings or six (6) meetings in a calendar year beginning with the date of the general election, will be deemed as having resigned the office that that member holds on the Executive Board.

In cases where absences are a result of incapacitation due to extended illness or injury, and the member requests to continue service with the union, the Executive Board will review matters and determine if such absences are mitigated by their circumstances, in which case a member may be allowed to continue service, or if absences have such an adverse impact as to impede the board in its ability to conduct the business of USAW-RI, in which case the request will be denied.

ARTICLE IV DUTIES OF OFFICERS

PRESIDENT

Section 1. It shall be the duty of the President to preside at all meetings of this Union and its Executive Board and conduct same in accordance with parliamentary rules and in conformity with this

Constitution, to execute the laws and orders thereof; to vote on all questions where it is necessary to a choice; to appoint all committees, unless otherwise provided for, of which committees s/he shall be ex officio a member. The President shall, when authorized by the Union, have the full power and authority to sign all contracts and agreements or any other documents for or on behalf of the Union.

VICE PRESIDENT

Section 2. The Vice President shall perform the duties of the President in the absence of that Officer and in the case of the resignation or death of the President shall perform the duties of the President until such vacancy is filled by an election as provided for by this Constitution. S/he shall also preside at meetings when called upon by the President and at times when the President may be temporarily unable to discharge his/her duties.

FINANCIAL SECRETARY-TREASURER

Section 3. The Financial Secretary-Treasurer shall be responsible for all financial records and transactions. S/he shall collect all dues and other revenues of this Union and issue official receipts for same, and notify all suspended members two (2) months in arrears of the amount of their indebtedness.

It shall be the duty of the Financial Secretary-Treasurer to receive all monies paid to the Union, giving a receipt for same, announcing receipts and disbursements at each meeting. S/he shall deposit all monies in a bank recommended by the Trustees; keep a correct record of all dues payments and all other money received and expended; submit financial statements quarterly at the membership meetings of the Union; pay all bills ordered by the Union when signed by the President; s/he shall not hold more than Two Hundred (\$200.00) Dollars in his or her possession to meet the immediate demands of the Union. S/he shall submit his or her books and receipts to the Trustees for their audit and approval when called upon to do so, and at the expiration of his/her official term of office shall turn over to

his or her successor all monies and property of the Union that may be in his or her possession.

All funds shall be deposited in a bank in the name of USAW-RI, subject to an order signed by the President and the Financial Secretary-Treasurer.

The Financial Secretary-Treasurer shall keep all membership records and application cards, and a record of all members admitted by initiation or otherwise, as well as rejections and suspended or expelled members and those who take transfer or withdrawal cards, with correct names, addresses and phone numbers.

S/he shall be responsible for all financial reports, including those required by law.

The Financial Secretary-Treasurer shall, on behalf of the Union, receive all official communications and correspondence except that addressed to the Business Agent.

BUSINESS AGENT

Section 4. The Business Agent shall transact all business in the name of this Union. S/he shall be the only duly authorized officer responsible for negotiations and allied matters between this Union and the employers and their representatives. S/he shall submit a report to the Executive Board at least bi-monthly and to the membership at the regular monthly meetings of the activities of his/her office. All business transacted by the Business Agent shall be subject to the approval of both the Executive Board and the General Membership.

RECORDING SECRETARY

Section 5. It shall be the duty of the Recording Secretary to keep a correct and impartial account of the proceedings of each meeting of the Union and Executive Board. S/he shall furnish the chairman of

each committee a copy of such resolutions as may be adopted by the Union, applicable to its respective duties.

TRUSTEES

Section 6. It shall be the duty of the Trustees to examine the audit of the books of the Union and at least annually to take an inventory of and verify the securities, investments, bank accounts and cash funds then on hand. They shall see that the funds of this Union are deposited in one or more reliable banks. It shall be their duty to recommend such measures as will simplify the duties of the Financial Secretary-Treasurer and safeguard the funds of this Union. They shall perform such duties as may be assigned to them from time to time by the President or the Executive Board. Where one of the Trustees is unable to act because of illness, absence or otherwise, the remaining two Trustees may carry out the duties imposed by this Article.

SERGEANT AT ARMS

Section 7. The Sergeant at Arms shall attend the door of the meetings of the Union, assist the President when called upon to preserve order, and perform such other duties as may appertain to his or her office or which the Union or the President may direct.

EXECUTIVE BOARD

Section 8. The Executive Board shall exercise the executive functions of the Union between meetings. The Executive Board shall enforce the laws and instructions of USAW-RI and its own decisions. It shall report upon all matters which in its judgment require consideration by the Union or which may have been committed to the Executive Board. The Executive Board shall be further empowered to appropriate funds to defray necessary expenses that are incurred between the general membership meetings. All such appropriations of the Executive Board shall be subject to the approval of the membership

at the next general meeting. The Executive Board may recommend that the Union hire or appoint office personnel and representatives for the purpose of negotiating contracts and allied matters or other duties as may be required. The Executive Board shall have the power, subject to the provisions of this Constitution and Bylaws, to appoint sub-committees from its own membership and pass upon and approve applications for membership and reinstatements. The Executive Board shall have the power to recommend who shall represent the Union at all conventions and hearings before any legislative or executive department or sub-division thereof of the state and national governments whenever the interests of the Union are involved, provided that all business transacted as a representative of the Union, including the enactment of any bills, shall be subject to the approval of both the Executive Board and the membership at a general meeting. The Executive Board shall have the power to receive and hear complaints filed against any member(s) and act as a trial body, pursuant to procedures hereinafter contained, in the trial of accused members, and to submit to the membership its findings and recommendations after such trial. When a member of the Executive Board in an interested party or a witness to any proceeding, s/he shall be automatically disqualified from sitting as a member of the Board. The Executive Board shall fix the compensation of any officer or employee, subject to approval of the general membership at a regular meeting. The Executive Board shall meet at least once a month at a time, date and place as it may decide. The President may call special meetings of the Executive Board. Whenever a majority of the Executive Board requests the President to call a meeting thereof, it shall be mandatory upon him or her to do so. Seven (7) members of the Executive Board shall constitute a quorum. The decisions of the Executive Board shall be decided by a majority vote of those members present.

ARTICLE V
DUES, FEES AND ASSESSMENTS

Section 1. The revenues of this Union shall be derived from initiation fees, monthly dues, fines and assessments, and other sources as may be approved by the Executive Board.

Section 2. The Initiation Fees of this Union shall be determined in conformity with Section 11 of this Article. The Fee may be paid in three (3) installments, the total to be paid within sixty (60) days from date of hire.

Section 3. The dues of this Union shall be determined in conformity with Section 11 of this Article. Each member must pay the dues or assessments of this Union on or before the last day of the month in which they are due.

Section 4. Any member failing to pay dues or assessments of the Union on or before the last day of the month in which same are due shall stand automatically suspended from membership in this Union and from all rights and privileges of such membership. Any suspended member may be re-admitted to membership within thirty (30) days after automatic suspension upon payment of back and current dues, but in no event shall such re-admission restore any privileges or other benefits. Any member who has been in suspension for a period greater than thirty (30) days can be re-admitted upon the payment of a re-admission fee of one hundred (\$100) dollars, in addition to the amount of dues, fines and assessments owed, but in no event shall such re-admission restore any privileges or other benefits.

Section 5. All members of this Union are under a positive duty to see that their dues are paid on or before the last day of the month in which they are due at the office of the Union.

Section 6. The failure of the steward or any officer of this Union to appear or to collect the dues shall not in any manner excuse members from their obligation to pay their dues on or before the due date at

the office of the Union.

Section 7. Members whose dues are checked off by their employer shall be responsible for making their dues payments themselves when they are absent due to illness, vacation leave or otherwise.

a. When a member is laid off from employment or is absent from work due to employer lockout or Union authorized strike for more than twenty days in any calendar month, such member shall be entitled to credit for membership dues for the period of employment but not to exceed six months in any calendar year.

b. All members who are paid by their employers for sixteen (16) hours or less in any given week shall not be required to pay dues in that week to stay in good standing with the Union.

The responsibility should be the member's to notify the Union of his/her leave status.

c. Dues and initiation fees shall not be reimbursed unless an overpayment or administrative error has occurred. The Executive Board is authorized to grant exceptions upon request.

Section 8. Suspended members who pay up their back dues and assessments shall, from the date of such payments, be considered the same as new members.

Section 9. At his or her request, a member may be issued a withdrawal card provided all of his or her dues and assessments shall have been paid up to the date of his or her application for such withdrawal card.

Section 10. A member taking out a withdrawal card from this Union shall be entitled to no benefits of any kind. A withdrawal card shall become null and void two (2) years after its issuance.

Section 11. Any increase in the rate of dues or initiation fees or the levying of any general or special assessment shall, when required by applicable law, be made only in accordance with the following procedure:

a. Reasonable notice shall be given by the Financial

Secretary-Treasurer to the membership at least fifteen (15) days prior to the meeting at which the membership will consider the question of whether or not such dues, initiation or reinstatement fees, general or special assessment, shall be changed or levied. The notice shall indicate that an increase or assessment is to be voted on. Such meeting may be regular or special.

b. At the regular or special meeting called as provided in this section, voting shall be by secret ballot of the members in good standing.

c. A majority vote by secret ballot of the members in good standing voting at such meeting shall decide the issue.

Section 12. One dollar and fifty cents (\$1.50) per member per month of all dues collected shall be set aside as a strike fund as shall be determined by the Executive Board.

Section 13. All records of this Union pertaining to income, disbursements and financial transactions of any kind whatsoever, must be kept for a period of at least six (6) years or longer if required by applicable law.

Section 14. Neither this Union nor any sub-division thereof, nor members or groups of members, including councils, conferences, leagues, clubs or any association composed of members of this Union, or sub-division thereof, shall in any manner, directly or indirectly, use exploit or trade upon the name of the Union or affiliated body, levy or collect any tax, dues, or other monies, nor in the name of the Union or affiliated body, conduct any dance, or other activity, including programs or soliciting advertising in any publication, either directly or indirectly, without first obtaining written permission from the Executive Board of the Union.

ARTICLE VI
COLLECTIVE BARGAINING

Section 1. The power and duty to bargain collectively shall rest with the Executive Board subject to the mandates of the bargaining unit directly affected.

Section 2. The results of any collective bargaining negotiations shall be subject to ratification by the members directly affected.

ARTICLE VII
CHARGES AND APPEALS

PREAMBLE. In order to ensure members protection from the filing of frivolous charges, the following procedures shall apply.

Section 1. Whenever charges are proffered against any member or officer of this Union, the charges shall be filed in writing in duplicate with the Recording Secretary. A written copy of such charges specifying the nature of the offense of which s/he is accused shall be served on the accused either personally or by registered or certified mail directly to the last known address of the accused at least ten (10) days before the hearing on the charges.

Section 2. The Executive Board shall act as the Trial Body or can appoint the Trial Body. If a member charged or proffering such charges is a member of such Board, the Executive Board shall appoint a disinterested member as a substitute.

Section 3. The decision of the Executive Board shall be deemed final unless the individual or individuals against whom said decision shall have been rendered files with the Recording Secretary a written request to appeal the decision of the Executive Board to the general membership of the Union within fifteen (15) days.

Anyone appealing a decision of the Executive Board shall be

permitted to present his/her case to the general membership of the Union and shall thereafter be temporarily excused from the meeting during the discussion and voting following his/her presentation. A two-thirds (2/3) vote of the general membership present shall be required to overrule the decision of the Executive Board. The members of the Executive Board shall have a voice but no vote in connection with the appeals.

Section 4. Any member under charges may have another member of this Union act as counsel, to represent him/her in the presentation of his/her defense.

Section 5. Union officers or members may be charged with:

- (1) Violation of any specific provision of this Constitution.
- (2) Violation of an oath of office.
- (3) Gross disloyalty or conduct unbecoming a member.
- (4) If an officer, gross inefficiency, which might hinder or impair the interests of the Union.
- (5) Financial malpractice.
- (6) Engaging in corrupt or unethical practices or racketeering.
- (7) Violation of democratically and lawfully established rules, regulations, policies or practices of the Union.
- (8) The wrongful taking or retaining of any money, books, papers or other property belonging to the Union; or the wrongful destruction, mutilation or erasure of any books, records, bills, receipts, vouchers, or other property of the Union.
- (9) Working as a strikebreaker or violating wage or work standards established by the Union.
- (10) The bringing of false charges against a member or officer without good faith or with malicious intent.

Section 6. Subject to the provisions of applicable statutes every member or officer of this Union against whom charges have been proffered and disciplinary action taken agrees, as a condition of membership or affiliation and the continuation of membership or affiliation, to exhaust all remedies provided for in this Constitution, and further agrees not to file or prosecute any action in any court,

tribunal, or other agency until those remedies have been exhausted.

ARTICLE VIII MEETINGS

Section 1. This Union shall hold a general meeting at least once a month at a time, date and place as the Union may direct, except that no general meetings will be held in the months of July and August.

Section 2. Special meetings of this Union may be called by the President or by majority vote of the Executive Board upon reasonable notice to the membership, which notice shall specify the business to be brought before the meeting, and only the business so specified shall be considered at the meeting.

Section 3. Individual bargaining units may hold meetings for the purpose of transacting such business as is deemed necessary or desirable. Decisions made at these meetings shall not be inconsistent with the rules, regulations, decisions, policies or this Constitution.

ARTICLE IX COMMITTEES

Section 1. The Executive Board of this Union shall appoint a Civil and Human Rights Committee to assist it in carrying out a civil and human rights program.

Section 2. The Executive Board of this Union shall appoint a Committee on Political Education to assist it in carrying out a program for sound political education.

Section 3. The Executive Board of this Union shall appoint a Senior Members Committee to assist it in developing a program for senior members and retired members.

Section 4. The Executive Board of this Union shall appoint an Organizing Committee to assist it in developing organizing programs.

ARTICLE X STEWARDS

There shall be elections for stewards in each bargaining unit upon the ratification of an initial contract in that unit and whenever a new contract is signed thereafter. Elections for stewards shall be held in each bargaining unit whenever a vacancy occurs.

ARTICLE XI QUORUM

A quorum shall consist of seven (7) members assembled at a regular or special meeting, called in accordance with this Constitution and they shall be qualified to transact such business as may properly be considered at such meeting.

ARTICLE XII PROPERTY RIGHTS

The title to all property, funds and other assets of this Union shall at all times be vested in the USAW-RI Executive Board for the joint use of the membership of this Union, but no member shall have any severable proprietary right, title or interest therein.

Membership in this organization shall not vest any member with any right, title or interest in or to any funds, property or other assets of this Union, now owned and possessed or that may hereafter be acquired, and each member thereby expressly waives any right, title or interest in or to the property of this Union, including its funds.

ARTICLE XIII
AMENDMENTS

Section 1. The Constitution and Bylaws of this Union may be amended by a two-thirds (2/3) vote at any regular meeting of this Union, provided the amendment to be voted on has been presented in writing and read at least once at a regular meeting before the regular meeting at which action is taken.

Section 2. At the point in time when all former SEIU 134 bargaining units have had the opportunity to join USAW-RI, there will be a one time automatic review of the Constitution and Bylaws, at which time modifications may be made by as provided for in Section 1 of this Article.

ARTICLE XIV
PROCEDURE AND DEBATE

The meetings of this Union shall be governed by simplified rules of order. Every member shall follow and be subject to such rules governing debate at all meetings of this Union.

ARTICLE XV

INVOKING PROCEDURES BY WHICH A MEMBER MAY
PROTEST A DEFECT IN THE ELECTION OF OFFICERS

Protests regarding nominations or elections may be lodged at the meeting at which nominations or elections are conducted or by filing such protest in writing with the Executive Board within 10 days following such meeting.

The Executive Board shall make a determination regarding the challenge and shall report its ruling to the union members. All interested parties shall be afforded an opportunity to be heard. The membership shall either accept or reject the Executive Board determination. Such protests shall be decided by the union

membership not later than 30 days after the filing of the protest.

If the membership determines there were violations, which may have affected the outcome of the election, it may order such election or any part thereof set aside and a new election held. Any officers installed shall remain in office pending the outcome of any new election or of a future appeal.

ARTICLE XVI

BILL OF RIGHTS

Section 1. Every member of USAW-RI shall have equal rights and privileges within the organization to nominate candidates, to vote in elections or referendums of the organization, to attend membership meetings and to participate in the deliberations and the voting upon the business of such meetings, subject to reasonable rules and regulations contained in this organization's constitution and bylaws.

Section 2. Every member of USAW-RI shall have the right to meet and assemble freely with other members; and to express any views, arguments, or opinions; and to express at meetings of this organization his views, upon candidates in an election of this organization or upon any business properly before the meeting, subject to the organization's established and reasonable rules pertaining to the conduct of meetings: Provided, That nothing herein shall be construed to impair the right of USAW-RI to adopt and enforce reasonable rules as to the responsibility of every member toward the organization as an institution and to his refraining from conduct that would interfere with its performance of its legal contractual obligations.

Section 3. USAW-RI shall not limit the right of any of its members to institute an action in any court, or in a proceeding before any administrative agency, irrespective of whether or not the organization or any of its officers are named as defendants or respondents in such

action or proceeding, or the right of any member of the organization to appear as a witness in any judicial, administrative, or legislative proceeding, or to petition any legislature or to communicate with any legislator: Provided, That any such member may be required to exhaust reasonable hearing procedures (but not to exceed a four-month lapse of time) within the organization, before instituting legal or administrative proceedings against the organization or any of its officers: And provided further, That no interested employer or employer association shall directly or indirectly finance, encourage, or participate in, except as a party, any such action, proceeding, appearance, or petition.

Section 4. No member of USAW-RI may be fined, suspended, or expelled, or otherwise disciplined except for non-payment of dues by the organization or by any of its officers unless such member has been (A) served with written specific charges; (B) given a reasonable time to prepare his defense; (C) afforded a full and fair hearing.

Section 5. It shall be the duty of the secretary or corresponding principal officer of USAW-RI to forward a copy of each collective bargaining agreement made by USAW-RI with any employer to any employee who requests such a copy and whose rights as such employee are directly affected by such agreement; and such officer shall maintain at the office of USAW-RI copies of any such agreement made or received by the organization, which copies shall be available for inspection by any member or by any employee whose rights are affected by such agreement. The provisions of section 210 of the Labor Management Reporting and Disclosure Act shall be applicable in the enforcement of this section.

*MEMBERSHIP OBLIGATION

"I, (name)_____, pledge upon my honor that I will faithfully observe the Constitution and Bylaws of the United Service and Allied Workers of Rhode Island.

"I agree to educate myself and other members in the history of the

labor movement and to defend to the best of my ability the principles of trade unionism, and I will not knowingly wrong a member or see a member wronged if it is in my power to prevent it.”

***OFFICERS’ INSTALLATION OBLIGATION**

“I, (name)_____, accept my responsibility as an elected officer of the United Service and Allied Workers of Rhode Island and I pledge that I will faithfully observe the Constitution and Bylaws of this Union.

“I pledge that I will work to the best of my ability to provide effective and responsible leadership and representation to the members, including organizing the unorganized workers within my jurisdiction.

“I agree to defend the principles of trade unionism; to work to improve the lives of working people; and to help elect pro-worker politicians.

“I will not knowingly wrong a member or see a member wronged if it is in my power to prevent it.”