

# Constitution and By Laws

Pensacola Area Local

American Postal

Workers Union

AFL-CIO

CONSTITUTION AND BY LAWS  
PENSACOLA AREA LOCAL  
AMERICAN POSTAL WORKERS UNION  
AFL-CIO

## ARTICLE 1

Name

### Section 1.

This organization by virtue of a charter granted shall be from this time on known as the Pensacola Area Local, American Postal Workers Union, AFL-CIO.

## ARTICLE 2

Objectives

**Section 1.** It shall be the objective of the APWU to secure through collective bargaining and legislative effort a safe and healthy work environment, better working conditions and a better standard of living for the members of the APWU and their families.

**Section 2.** The APWU affirms its belief in a single union of all postal workers in non-supervisory levels. The APWU will make every effort to bring into being a single union of all postal workers by mergers with other postal unions, and initiating intensive all-out organizing campaigns reflecting the APWU philosophy.

**Section 3.** The APWU will vigorously oppose any labor unions outside the Postal Service moving into the Postal Service union field.

**Section 4.** The APWU will call on the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO), and its President, to aid in the cause of merging all postal unions into one single union.

**Section 5.** The APWU will continue to organize the unorganized.

**Section 6.** To unite within one organization, regardless of race, color, creed, sex, sexual orientation, nationality, handicap, political affiliation, age, or religion, all employees under the jurisdiction of the APWU.

**Section 7.** To educate our membership and the general public in the history of the Labor Movement and to develop and maintain an intelligent and dignified membership to vote

**Article 2 Section 7 continued**

and work for the election of candidates who favor the passage of improved legislation in the interest of all labor; to work for the repeal of laws which are unjust to labor and to the postal workers such as the denial of the right to strike and the denial of the right to support political candidates of their choice; and to educate all members in the area of economic, political and social justice.

**Section 8.** To engage in legislative, political education, civic, welfare and other activities which further, directly or indirectly, the joint interests of the membership of this Union in the improvement of general economic and social conditions in the United States of America.

**ARTICLE 3**

**Section 1.**

Any postal employee in the Pensacola Sectional Center Area shall be eligible for membership in this Local.

**Section 2.**

There shall be four classes of membership: active, inactive and honorary and retiree.

- A. Active. Any member who is not classified as a supervisor and is paying full membership dues.
- B. Inactive. Supervisors full or part-time who wish to retain their membership. Inactive members shall pay 10 cents less per pay period than active members for dues. They shall have no voice or vote.
- C. Honorary. A person who this Local wishes to extend the title to. A vote of 75% of members at a regular meeting shall authorize such action. The Local will pay dues.
- D. Retiree. Members of this Union who retire from employment in an APWU bargaining unit may maintain full membership with all rights of such membership by continuing to pay full per capita taxes to the APWU plus whatever local dues may be required by their local union. He/she shall retain the same right to vote in all matters that he/she had immediately before he/she retired from service and is eligible to hold office.

**Section 3.**

- A. No member while serving in supervisory positions shall have redress to this Local for problems incurred during such service, except problems relating to health benefits or Local benefits and shall attend no Local function while within such service.
- B. Any local officer making application, in writing, for a position of management shall within ten (10) days of that application resign his/her position with the APWU and if such resignation is not forthcoming, the Executive Board shall, upon conclusive evidence, declare said office vacant and appoint a successor.
- C. Any postal employee eligible to be a member of the Pensacola Area Local, American Postal Workers Union who voluntarily holds a managerial, supervisory or EAS position with responsibility for issuing or recommending discipline or applying or interpreting the National Agreement for the equivalent of a two week period in a year shall be ineligible to hold office or to be a delegate to any convention held by the APWU or any subordinate body of the APWU, so long as the employee continues to serve in such position and for a period of one (1) year from the time the employee vacates such position. Any postal employee who has submitted an application to a managerial, supervisory or EAS position with

**Article 3 Section 3 continued**

responsibility for issuing or recommending discipline or for applying or interpreting the National Agreement shall withdraw such application prior to acceptance of nomination for any office in the Local.

- D. Any postal employee who voluntarily, after August 31, 1984, holds, accepts or applies for any managerial or supervisory position, EAS position or the PASS program, for any period of time, whether one day or a fraction thereof, either detailed, acting, probationary or permanently shall immediately vacate any office held by that member in the Local, the Postal Press Association, or any subordinate body of the APWU which receives financial support or uses the name of the American Postal Workers Union, Pensacola Local.

**Section 4.**

All members will adhere to the National and Local Agreement. Any member who intentionally compromises this organization may have charges placed against him or her and after a fair and complete hearing may be removed from this Local.

**ARTICLE 4**

**Section 1.**

The elected officers of this organization shall consist of a President, Executive Vice-President, Director of Industrial Relations, Secretary, Treasurer, Editor, Director of Associate Offices and Directors of each craft represented.

- A. The officers of this Local shall serve for three (3) years or until successors have been duly elected or appointed.
- B. The President by virtue of his office shall be a delegate to all functions requiring representation from this Local unless other members are properly appointed in accordance with the by laws of this Local.
- C. The President and Editor shall be automatic delegates to conventions and shall be allowed vouchered expenses to the conventions on the same basis as other local delegates elected.
- D. When a protest is filed concerning the election of Pensacola Area Local Executive Board Officers, the candidates that receive the most votes for each office shall assume and hold office pending final determination of the protest through the proper channels.

**ARTICLE 5**

**Section 1.**

Nominations of officers for the new three-year term shall be made at the regular March meeting. The Election Committee will mail ballots and the election results will be announced and installation of same shall be made at the regular April meeting.

Nominations for delegates to both the State and National conventions shall be made at the regular **February** meeting in every even numbered year. Delegates shall be elected by majority vote at the regular **March** monthly meeting in even numbered years.

Any member who wishes to serve the Local as a delegate for either or both conventions at their own expense may be issued credentials to do so upon the approval of the Executive Board.

## **Article 5**

### **Section 2.**

A nominating and election committee who will, therefore, be ineligible for office, will consist of four (4) to eight (8) members shall be elected or appointed at the regular meeting in the month prior to the nominations meetings or at a special meeting prior to the nomination meetings.

### **Section 3.**

The Secretary and Treasurer shall furnish this committee with materials and information as necessary.

### **Section 4.**

This committee shall prepare a ballot for each eligible voting member of this Local showing name of nominees and the office for which they are a candidate. The ballots will include: complete instructions, ballot envelope and postage paid envelope for return to APWU designated address. The ballots are to be mailed fifteen (15) days prior to the election meeting.

### **Section 5.**

The ballots will be opened before at least two (2) members of the nominating committee starting two hours before the regular April meeting. Any member may observe.

- A. The ballots will be tabulated and the committee will announce the results at said meeting. A member of the Election Committee will retain these ballots for one (1) year.

### **Section 6.**

Craft Directors will be elected only by the members within the craft they represent. All other officers will be elected by the entire membership.

## **ARTICLE 6**

### **Section 1.**

The President shall preside at all meetings of this Local, preserve order and enforce the Local's constitution and by-laws. He/she shall be responsible for all work of this Local, and all officers, stewards and committee members of this Local shall work under his supervision. He/she shall see that all officers, stewards and committee members perform their duties.

- A. He/she shall fill vacancies and appoint all committees not hereinafter provided for. All appointments by the President shall be concurred by the membership at the next monthly meeting. It shall be by majority vote.
- B. He/she shall be the official spokesman for the Local. Any event requiring the local to have the President act as the official spokesman, will require approval by a super majority vote of 2/3 of the entire E-Board. This does not include regularly scheduled Labor Management Meetings or arbitrations.
- C. He/she shall be the chairman of the Labor-Management Committee. He/she will appoint a representative from each craft, tour and station to provide means for input from the membership. He/she shall provide for a regular monthly meeting of the Executive Board and report to the

## **Article 6 Section 1C continued**

membership at the next regular meeting of the Local all business conducted at these meetings.

- D. He/she may write a newsletter alternating with the newspaper, informing the general membership of the business and activities of this Local and communicate with the membership and the APWU at large in any other manner he/she deems to be necessary.
- E. The President or the President's designee shall work one day per week for this Local for which LWOP shall be reimbursed and will be accumulative. Any other leave, i.e., annual leave or sick leave forfeited by this practice will be paid by the Local. Unused Union LWOP by the President will be accumulative. Any accumulated balance is forfeited upon loss of office, any accumulated balance becomes zero.
- F. The President shall also serve as a Director in the Pensacola Area Local APWU Holding Corporation.
- G. The President, with approval of the Executive Board, may direct the Treasurer to withhold any or all of an officer's salary and/or leave without pay (LWOP) whenever an officer fails to uphold their sworn duties and responsibilities as stipulated within this constitution. The Secretary will post the Board's decision ten (10) days prior to the next meeting and announce the matter and it will be voted on at the next General Membership meeting.
- H. The President or his/her designee shall be local arbitration advocate or assist in nationally certified arbitrations. A minimum of 2 days LWOP will be reimbursed for each arbitration.

## **Section 2.**

The Executive Vice-President, in the absence of the President, shall be vested with the same authority and power as the President and shall perform such other duties as may be prescribed by the Local. In the case of the resignation of the President, the Vice-President shall assume that office.

- A. He/she shall assume the duties of the Director of Industrial Relations in his absence.
- B. He/she shall be responsible for all phases of training. He/she shall organize schools and seminar necessary for the education of our officers, stewards and general membership.
- C. He/she shall be responsible for ordering brochures, manual and all other pertinent information needed for the officers and stewards.
- D. He/she shall provide a means for accountability for all materials provided for their respective jobs. He/she will turn over these receipts to the Secretary. He/she will insure all materials are returned to the Local at the expiration of a term or appointment.
- E. He/she shall communicate with other State and National Officers to obtain political legislation pertinent to our Union and membership.
- F. He/she shall be the Local's representative on the Safety and Health Committee. He/she will coordinate the Local's Safety Program (safety captains, safety walk around, etc.) He/she shall report on safety issues at the regular monthly meeting.
- G. He/she shall coordinate Union activity at the Stations and Branches in Pensacola. He/she shall assist and direct Station and Branch stewards in processing of grievances, coordinating this activity with both the President and the Director of Industrial Relations.

**Article 6 Section 2continued**

- H. He/she shall, under the direction of the President, perform such other duties necessary to benefit the entire Area Local.
- I. The Executive Vice-President shall also serve as a Director in the Pensacola Area Local APWU Holding Corporation.

**Section 3.**

The Director of Industrial Relations shall coordinate the grievance activity of this Local.

- A. He/she shall be chairman of the Grievance-Arbitration Committee.
- B. He/she shall assist and direct stewards in the processing of grievances and shall be responsible for appealing grievances beyond Step 1.
- C. He/she shall be responsible for the logging and accountability of all active grievances and provide for the certification of all grievances beyond Step 2.
- D. He/she shall be responsible for orderly filing of all processed grievances.
- E. He/she shall be responsible for providing for a monthly meeting of the Grievance-Arbitration committee and will report at the next regular meeting on grievance activity.
- F. He/she shall, under the direction of the president, correlate the education of stewards with the Executive Vice-President.
- G. He/she shall by virtue of his office be the Chief Steward of this Local.

***H. The Director of Industrial Relations shall also serve as a Director in the Pensacola Area Local APWU Holding Corporation.***

**Section 4.**

The Directors of each craft shall maintain an accurate file of bid jobs for their respective craft and insure management provides for proper bidding and posting of these jobs. The Directors of crafts shall be responsible for keeping informed of their particular craft and relate such information to the President. They, by virtue of their office, shall be Chief Steward for their specific craft and shall be available to assist the DIR on all grievances in their crafts to be appealed beyond Step 1. They shall also be available to chair a standing committee if designated by the President. The Directors of each craft shall also serve as Directors in the Pensacola Area Local APWU Holding Corporation.

**Section 5.**

The Secretary shall have charge of all official documents, bills and records of the Local not otherwise provided for. He/she shall attend to the correspondence of the organization and attach the seal to all official papers. He/she shall keep a correct and impartial record of the proceedings of this Local and

## **Article 6 Section 5 continued**

he/she will also notify members of regular and special meetings. Additional copies of minutes will be submitted to the President, Vice-President, Treasurer, Editor, stewards and alternate stewards. Members will have access to the minutes through their stewards. He/she will perform such duties as may be delegated to him by this Local. The Secretary shall be responsible for sending cards to members and immediate family only as he/she becomes aware of it from postings of the membership. The Secretary shall be responsible for all union equipment pertinent to use for business, should maintain a current file system to include correct organization of union documents, minutes, current addresses of members, etc., and shall have the responsibility of timely distribution of mail from P.O. Box. The Secretary shall be responsible for handling the APWU Health Plan and shall receive the National rebate for the same. The Secretary shall be authorized to purchase stamps and other office equipment or supplies as needed to properly run this Local. The Secretary shall also serve as a Director in the Pensacola Area Local APWU Holding Corporation.

### **Section 6.**

The Treasurer shall collect all dues and shall pay all bills of the Local. All monies received from dues or otherwise shall be deposited in the name of the Local in some reliable banking institution whose accounts are insured by the Federal Government. All bills paid by the Treasurer shall be by check with the signature of office plus the President or designee. The Treasurer shall prepare a monthly report showing the financial status of the Local. The Treasurer shall be authorized to purchase stamps and other office equipment or supplies as needed to properly run this Local. An audit will be performed in the first quarter of the year. The Treasurer will ensure all Union Officers and Stewards have a current Treasurer's report. The Treasurer shall also serve as a Director in the Pensacola Area Local APWU Holding Corporation.

### **Section 7.**

The Director of Associate Offices shall coordinate Union activity in all affiliated Associate Offices of the Area Local.

- A. He/she shall assist and direct Associate Office stewards in processing of grievances coordinating this activity with both the President and the Director of Industrial Relations.
- B. He/she shall, under the direction of the President, perform such other duties necessary to benefit the entire Area Local.
- C. The Director of Associate Offices shall be responsible for filing and meeting on all Step 2 grievances for the Associate Offices.
- D. The Director of Associate Offices shall also serve as a Director in the Pensacola Area Local APWU Holding Corporation.

### **Section 8.**

The Editor shall publish the "Postal Voice", the official publication of this Local and shall be responsible for all particulars dealing with the publication process. Articles published should contain content providing information to the member on Union related issues and/or concerns. The Editor will purchase all materials needed to publish the "Postal Voice". The publishing budget will be determined by the Executive Board and be reported to the general membership. The Editor may use any member as an Associate Editor for his/her assistance. The Editor will publish six issues, preferably bi-monthly, during each year (April thru March) of his/her term. The deadline for articles to be submitted will be the 15<sup>th</sup> of every odd numbered month. The Postal Voice will be printed and mailed in the first week of the even

**Article 6 Section 8 continued**

numbered month. The Editor will mail copies of the "Postal Voice" to everyone on the official mailing list approved by the Executive Board. All excess copies of the "Postal Voice" are to be returned to the Union Secretary. The Editor will also serve as a Director in the Pensacola Area Local APWU Holding Corporation.

**Section 9.**

It shall be the duty of all officers at the close of their term to turn over to their successors all accountable materials belonging to this Local. All such transfers shall be covered by written receipts and the Secretary shall retain all receipts.

**Section 10.**

The delegates to the State and/or National Convention and/or schools shall represent this Local to the best of their ability and attend all business sessions. Upon return they will give a complete account in written form of the activities that they participated in. A delegate who attends less than half of the business sessions of a convention or school forfeits an equal amount in expenses, excluding, of course, sickness or emergency. A delegate will be held accountable for his or her actions while representing this Local.

Floor votes by delegates at the convention shall be cast individually by the delegate.

Block votes, roll call votes, etc. by delegates are cast as a local vote shall be determined by a majority vote of delegates in caucus and cast as a block by the President or delegation head.

**Section 11.**

The Executive Board shall consist of all duly elected officers of this Local and all State and/or National officers who are members of this Local. Shop stewards and previous Presidents shall be members of the Executive Board in an advisory capacity. This body shall meet on a regular monthly basis, time and place to be determined by the President. The presence of four (4) members will constitute a quorum. All business conducted at these meetings will be reported at the next regular meeting of the Local.

**Section 12.**

Any expense for social or other non-union business shall be approved by majority vote of the members present at a regular or special meeting.

**Section 13.**

All Union Officers and Stewards will have a current Treasurer's report available to any Union member upon request.

**Section 14.**

The Title Holding Corporation, the Pensacola Area Local APWU Holding Corporation (PALHC) shall consist of positions which shall be elected as Officers of the Local in accordance with appropriate provisions of



this Constitution.

## **ARTICLE 7**

### **Section 1.**

Any proposed amendment to this Constitution must be submitted in writing to the Secretary on the standard amendment form to the Local at a regular meeting. It shall be read at said meeting and then the written notice of proposed change must be placed at all stations and tours ten (10) days prior to the next regular meeting. Such written notice shall include both complete text of present wording and, if changed, complete text with new wording. Upon the second reading (regular meeting) a vote shall be called for and adoption of such change will require a 2/3 vote of those present.

## **ARTICLE 8**

### **Section 1.**

#### **A. AMOUNT WITHHELD**

1. Dues shall be withheld at the Level 6, Step B base rate per pay period.

#### **B. ACCIDENT BENEFIT ASSOCIATION**

1. The current Accident Benefit Association (ABA) assessment rate per pay period shall be withheld in addition to any and all local, state and federal per capita dues. This amount will be for the purpose of obtaining ABA insurance for all members of this Local.

#### **C. PART TIME EMPLOYEE REBATE**

1. To be eligible for the Part Time rebate, an employee must maintain membership from PP-1 through PP-26 of the year subject to rebate and must submit in writing to the Local Treasurer no later than February 15 of the following year.
2. The amount of the rebate shall be pro-rated on the difference between hours worked and 2080.
3. The amount subject to this proportional rebate consists of dues paid minus the National per capita and ABA fee.

### **Section 2.**

The Officers by virtue of their responsibilities shall receive a monthly salary and shall be reimbursed the LWOP as follows to work for the Local. The total of LWOP for those officers whose LWOP is accumulative will not exceed 80 hours.

- A. President—\$135.00 per month, plus one day LWOP per week or 8 hours base pay per week in accordance with Article 6 Section 1E.
- B. Executive Vice-President—\$110.00 per month.
- C. Director of Industrial Relations—\$110.00 per month plus one day LWOP per pay period or 8 hours

base pay per pay period.

- D. Secretary—-\$80.00 per month plus one day LWOP per pay period or 8 hours base pay per pay period.

**Article 8 continued**

- E. Treasurer—-\$80.00 per month plus 4 hours LWOP per pay period or 4 hours base pay per pay period which is accumulative.
- F. Director of Associate Offices and each Craft Director—-\$60.00 per month.
- G. The Editor shall receive two days of LWOP or 16 hours base pay to formulate each edition of the Pensacola Postal Voice.
- H. Officers who are retired from the Postal Service shall, in all cases, receive payment in lieu of LWOP at the current rate of the step and level he or she held at the time of their retirement. This provision also applies to Article 6 of this Constitution.

**Section 3.**

All Stewards (not alternates), officers that serve as shop stewards and non-salaried officers shall be reimbursed their monthly dues at the end of their term if the following criteria is met. Stewards, officers and non-salaried officers shall be required to attend six (6) meetings a year to be eligible for reimbursement unless a request to be excused is made prior to the meeting and is approved by the Executive Board. Stewards, officers and non-salaried officers not serving a full year will be required to attend a pro-rated portion for the length of the term they served. Also, stewards, officers and non-salaried officers must serve at least 6 months to be eligible for the reimbursement. Any steward, officer and non salaried officer that resigns or is removed from office during their term, even if they have met the required criteria, will not be eligible for the reimbursement.

A separate account shall be established called the Steward Rebate account. Monthly deposits will be made to this account so the rebates can be made. Funds deposited into the steward rebate account can be reverted back to the general fund when an individual will not meet the above criteria during the election term or during the term they are serving as a steward.

**Section 4.**

Payment of LWOP used by any officer to work for the Local in excess of that provided for in Section 2 of this Article shall be made upon approval of the Executive Board and the members attending a regular meeting.

Emergency expenditures incurred by the officers or members of the Local when approved by any four (4) officers, shall be accepted and approved upon a detailed explanation at the next regular meeting.

**Section 5.**

Any member who attends a school or convention as a representative of this Local shall be allowed actual necessary expenses incurred as follows:

- A. Single room rate
- B. Per diem to be paid at the current IRS rate for the city where the school, seminar, conference or convention is held.

C. Fifty percent (50%) of the per diem due attending members will be paid in advance.

D. Registration fee.

**Article 8 Section 5 continued**

E. Airfare, car rental or travel expense at the current IRS rate per mile for round trip, whichever is most economical. ***Approved PS Form 3971 leave slip for the time off for the event must be presented to the Secretary and or President before airfare will be purchased by the Local.***

F. Taxi fare

**Section 6.**

The Local will allot LWOP for schools, seminars and union business with Local approval at a straight time rate. Information note: Local approval will be union members voting to approve LWOP at a meeting to be used by any union member representing this Local on union business.

**Section 7.**

The Pensacola Area Local shall pay membership fees to the National Postal Press Association (PPA) for the President and the Editor, annually, at renewal time. The Treasurer will notify all officers prior to paying the annual membership fees. Membership for all other officers will be paid optionally, upon the individual officer's written request to the Treasurer. Letters are to be presented within two weeks of notification. All officers will use the Local's official address on the membership application as per the PPA requirement.

**Section 8.**

All past and present members or officers who lose annual leave, sick leave, night differential and Sunday premium due to union functions shall be reimbursed for actual losses incurred. To be paid, application for such reimbursement must be made within sixty (60) days from the end of the assignment or term.

**Section 9.**

The Pensacola Area Local shall establish a Title Holding Corporation Account. The Treasurer shall make a **\$150.00** deposit each pay period from the National Dues Rebate. The money in this account shall be used for maintenance, upkeep and improvement of the union hall located at 2121 N. I Street, Pensacola, Florida. Control and jurisdiction over this account shall belong solely to the Holding Corporation and its officers.

**ARTICLE 9**

**Section 1.**

This organization will have steward representation as outlined in Article 17 of our National Agreement.

**Section 2.**

Stewards will be responsible for filing grievances at Step 1.

**Section 3.**

Stewards will be obtained by having each tour, section and station select three possible candidates and the Executive Board shall, from said selection, appoint a steward. In cases of limited selection, the Board shall appoint. Stewards shall serve at the pleasure of the Executive Board.

## **ARTICLE 10**

### **Section 1.**

Membership Committee consists of three (3) members whose main goal is to increase the membership of this Local and to inform all members of the aims and objectives of our organization.

## **ARTICLE 11**

Recall. There shall be no recall provision in this Constitution and By Laws. Removal of officers is governed by Article 15 of the National Constitution and By Laws.

## **BY LAWS**

### **Section 1.**

The regular general membership meeting of this Local shall be on the second Thursday of each month (excluding December) at 9:30 a.m. unless set at another time by the majority of members voting at the previous regular monthly meeting.

- A. In the absence of other authority, Roberts Rules of Order shall govern the deliberations of this union.
- B. Meeting of the general membership, outside the regular monthly meeting, shall be scheduled by one of the following:
  - 1. The President may convene such a meeting.
  - 2. The Executive Board, by majority vote, may convene such a meeting.
    - a. Notice of such meetings shall be posted in all regular places of posting at least three (3) days in advance of such meetings.
    - b. Meetings outside the regular monthly meeting shall only be convened to deal with one issue or a set of specific issues. Such issue or issues, must be included in the posting.
    - c. Nothing outside of the issue(s) posted shall be considered at such meetings.
    - d. No alcoholic beverages will be consumed or possessed during any officially called Local union business meeting. It shall be the responsibility of the chair of any such meeting to ensure compliance with this section.

### **Section 2.**

Any National and/or State APWU per capita shall be paid monthly. The Local shall be members of the State AFL-CIO and the local Central Labor Council. The Local will apply for any refund of these dues from the National

APWU.

**Section 3.**

Any officer of this Local who fails to report to three (3) Executive Board meetings or three (3) General By  
**Laws Section 3 continued**

Membership meetings within the election year may have their office declared vacant by the President.

The Executive Board will be responsible for actions in regards to the absence of the President.

**Section 4.**

A quorum shall consist of ten (10) members in good standing.

**Section 5.**

The order of business:

- A. Pledge of Allegiance*
- B. Appoint Sergeant at Arms*
- C. Welcome Guests*
- D. Roll call of officers*
- E. Reading of the minutes of previous meeting*
- F. Report of Officers*
- G. Report of standing committees*
- H. Report of special committees*
- I. Report of delegates*
- J. Reading of correspondence*
- K. Unfinished business*
- L. New business*
- M. Election of officers and delegates*
- N. Good and Welfare*
- O. Adjournment*

**Section 6.**

This order of business may be transposed at any time by majority vote of all members present.

**Section 7.**

Any member desiring to speak on a subject under consideration must address the chair and such member cannot proceed until recognized by the chair.

**Section 8.**

A motion to reconsider shall be made and is seconded only by members who voted with the majority.

**Section 9.**

Amendments to these by laws may be made in the same manner as prescribed to the Constitution.

**Section 10.**

The Post Office Box in the name of the Pensacola APWU Local is for official APWU union business ONLY. No personal mail of any nature whatsoever belonging to any of this Local's membership is to be addressed to the Pensacola APWU Local's box.

- Article 1 Name
- Article 2 Object
- Article 3 Membership
- Article 4 Officers
- Article 5 Elections
- Article 6 Duties
- Article 7 Constitutional Changes
- Article 8 Revenues
- Article 9 Stewards
- Article 10 Committees
- Article 11 Recall Elections

***The most recent changes to this document appear in bold italics***

*Updated 11-8-18 jpo*