

***The
Missouri Postal
Workers Union, AFL-CIO***

(American Postal Workers Union, AFL-CIO)



**CONSTITUTION
and
BY-LAWS**

As amended June 2011
Cape Girardeau, Missouri

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ARTICLE 1
TITLE

This organization shall be known as the Missouri Postal Workers Union, hereinafter referred to as the Union, and shall be the State Branch of the American Postal Workers Union, AFL-CIO.

ARTICLE 2
OBJECTS AND AFFILIATIONS

SECTION 1.

The objects of the Missouri Postal Workers Union shall be to unite all non-supervisory postal employees in one brotherhood for their social and economic advancement and to aid in the advancement of the Postal Service. It has been demonstrated by past experience that the trade union movement as exemplified in the AFL-CIO is the best and most practical method of advancement of all wage earners. Therefore, we desire to be and to remain in full affiliation with that body and to secure the same rights and benefits, including the right to strike.

The Missouri Postal Workers Union shall be affiliated with the Missouri State Labor Council, AFL-CIO, the American Postal Workers Union Postal Press Association, the Missouri Labor Communication Association, and the State President's Council.

SECTION 2.

It shall be the purpose of the Missouri Postal Workers Union to advance the interest of all non-supervisory Postal Workers and the Postal Service, to organize the unorganized, to educate the members in the grievance procedure, and to aid all members in their grievances.

SECTION 3.

We favor a merger of all non-supervisory postal employee unions, affiliation of this body with the AFL-CIO, and urge all the membership to fully support the Missouri Postal Workers Union Auxiliary and other affiliations.

ARTICLE 3
MEMBERSHIP

SECTION 1.

Any local in the American Postal Workers Union in the State of Missouri in good standing in the National Organization, or any member-at-large in good standing, shall be eligible for membership.

(A) Members-At-Large: Any employee eligible for membership in the American Postal Workers Union, AFL-CIO may become a member-at-large in the Missouri Postal Workers Union provided no such membership be granted in any installation where an American Postal Workers Union local exists.

SECTION 2.

Only members who have performed service of merit shall be elected to honorary membership subject to the action of the convention. Local unions have full power to confer honorary memberships in their respective unions.

SECTION 3.

Local unions shall be granted the right to allow members of their organization, who have separated themselves from the service or have been promoted to the supervisory grades, the right to retain their membership, provided that members promoted to the supervisory grades shall not be eligible for state office and cannot be seated as a delegate at convention.

ARTICLE 4
REPRESENTATION

SECTION 1.

Each local represented shall be entitled to representation in the Missouri Postal Workers Union State Conventions of one delegate and one vote for each twenty-five (25) members or fraction thereof.

SECTION 2.

One or more delegates shall cast the full number of votes to which his/her local is entitled. Alternate delegates shall be seated in the absence of the regular delegates upon presentation of proper credentials.

SECTION 3.

Each member at large, present at the state convention is entitled to one (1) vote, regardless of whether he/she is a state officer.

SECTION 4.

No local shall be represented by proxy. A delegate must be a member in good standing of the local, which he/she represents.

SECTION 5.

The number of delegates attending the State Convention shall be submitted to the State President thirty (30) days prior to the State Executive Board Meeting.

SECTION 6.

State officers shall have a vote in the state convention election of officers. Credentials for all elected state officers will be provided by the state organization.

**ARTICLE 5
TIME AND PLACE OF CONVENTION**

SECTION 1.

The Missouri Postal Workers Union shall convene biennially in odd numbered years in the month of June at 9:00 a.m., at such place as shall be determined by a majority vote of delegates assembled in convention, or at a place designated by the Executive Board.

SECTION 2.

(A) All State Conventions shall be held in ALF-CIO unionized, air-conditioned motels or motor hotels, where possible, with accommodations to be reviewed and accepted by the Executive Board prior to the Convention.

(B) Childcare shall be available for the delegates at the State and/or Tri-State conventions (held in Missouri) during convention hours. The delegates shall be notified prior to the convention that childcare will be available. Expenses will be paid by the state.

(C) An interpreter shall be made available for the hearing impaired delegates attending the State and/or Tri-State conventions (held in Missouri), during convention hours, providing one is requested at least two weeks prior to the convention. The availability of the interpreter shall be announced in the State Convention Call as published in the SHOW-ME NEWS. Interpreter expenses will be paid by the state. This Interpreter shall be a state-certified interpreter whenever one is available.

SECTION 3.

Invitations to the State Convention shall be submitted by cities desiring to host the convention two (2) years in advance of said convention and be voted upon by the delegates in attendance.

SECTION 4.

The Missouri Postal Workers Union shall be responsible for all negotiations, contract negotiation, orders and arrangements in relation to the MPWU State Convention. The host local shall be responsible for all volunteers required to put on the event. Convention cities shall limit entertainment of visiting delegates in order not to interfere with the business sessions of the convention.

SECTION 5.

At each convention the following regular committees shall be established:

(A) CREDENTIALS COMMITTEE:

This committee shall tabulate and report to the convention the number of voting delegates. They shall also report to the convention the number of State and National Officers and guests that are present. This committee's first report shall be the first order of business of the State Convention upon call to order; the committee shall make such other reports as may be necessary.

(B) RULES COMMITTEE: This committee shall be named by the President at the executive board meeting on the day prior to the convention and make their recommendations as the second order of business immediately following the report of the Credentials Committee on the first day of the State Convention.

(C) FINANCE COMMITTEE The Finance Committee shall consist of members, appointed by the President with the approval of the Executive Board. It shall be the duty of the Finance Committee to audit the books of the Secretary-Treasurer, report and make recommendations to the convention.

(D) OFFICERS' REPORTS: The Committee on Officers' Reports shall consist members to be appointed by the President with the approval of the Executive Board. It shall be the duty of the Committee of Officers' Reports to review the reports submitted by the state officers and make recommendations to the convention, for the benefit of the organization.

(E) CONSTITUTION COMMITTEE:

This committee shall consider the Constitution to determine if changes are needed, and shall submit any such proposed changes to the convention for its approval or disapproval. Constitutional proposals will be submitted by noon Friday, on the first day of the convention for the Constitution Committee's approval or disapproval. An initial report from this committee will be presented to the delegates as the first order of business, after lunch on the first day of the convention.

(F) RESOLUTIONS COMMITTEE: This committee shall be appointed on the basis of need. They shall consider the resolutions presented to them and report to the convention with their recommendations for action.

**ARTICLE 6
OFFICERS**

SECTION 1.

The Officers of the Missouri Postal Workers Union shall consist of a President, an Executive Vice-President, Legislative Director-Editor, Secretary-Treasurer, four (4) Area Vice-Presidents, five (5) Craft Directors, and the Human Relations/Retiree Director. They shall submit a written report of their official actions to each State Convention.

Organizational areas of the Missouri Postal Workers Union shall be defined as the following.

- Northwest: 640,641,644,645,646
- Southwest: 647,648,654,655,656,657
- Northeast: 630,631,633,634,635,650,651,652,653
- Southeast: 636,637,638,639

SECTION 2.

The President shall, upon recommendation of the Area Vice-President appoint Sectional Center Representative for his/her area. The duties of the Sectional Center Representative shall be to further organizational work in their respective areas and to process/submit grievances to their Vice-President.

ARTICLE 7
DUTIES OF OFFICERS

SECTION 1.
PRESIDENT:

He/she shall be responsible for administering the programs of the Missouri Postal Workers Union, as set forth by the actions of the convention delegates.

It shall be his/her duty to preside at all conventions and at all meetings of the Executive Board.

He/she shall be an ex-officio member of all committees.

He/she shall appoint all the necessary committees at each convention not otherwise provided for.

He/ she shall fill all vacancies, for any cause whatsoever, until such vacancy is filled by election.

He/she shall sign all orders on the treasury.

He/she shall be responsible for all work of the union and all officers shall work under his/her supervision.

He/She shall have the authority to appoint any members (s) to perform work related to or representing the MPWU and may authorize expenditures in accordance with the Article 10, Section 1. The President shall report all such appointments and expenditures at the next Executive Board Meeting.

He/she shall have the authority to authorize the payment of Leave Without Pay, to officers who take union LWOP, for official MPWU business.

By virtue of his/her office he/she shall be a delegate to: National and State Convention of the American Postal Workers Union, Convention of the Missouri State Labor Council, AFL-CIO.

Tri-State (MO. IA, Ark.) Conference, Multi-State Conference and to all state Area Seminars

He/she shall attend any legislative conference called in Washington, D.C.

His/her expenses will be paid in accordance with Article 10, Section 1.

He/she shall receive two hundred twenty-five dollars (\$225.00) per month.

He/she shall submit a written report of official actions performed to each State Convention.

SECTION 2.
EXECUTIVE VICE-PRESIDENT:

He/she shall perform the duties of the President in the event of his/her absence or inability to perform the duties of his/her office.

He/she shall keep informed as to the policies and programs of this Union as set forth by the actions of the convention delegates and shall be prepared to carry out same in case necessity demands.

He/She shall be responsible for the education programs that the state may need. With the advice of the President and Area Vice Presidents, the Executive Vice President will devise and administer a statewide education seminar of at least two (2) days in the off year of the State Convention. He/She shall administer a general membership meeting for MAL's as needed, with the approval of the President. He/ she shall keep in close contact with the Area Vice-Presidents and in the event of the death or resignation of the President, he/, she shall succeed to the office for the unexpired term.

By virtue of his/her office he/she shall be a delegate to: National and State Convention of the American Postal Workers Union, Convention of the Missouri State Labor Council, AFL-CIO.

Tri-State (Mo. IA, Ark.) Conference, Multi-State Conference and to all state Area Seminars.

He/she shall attend any legislative conference called in Washington, D.C.

His/her expenses will be paid in accordance with Article 10, Section 1.

He/she shall receive one hundred eighty-five dollars (\$185.00) per month.

He/she shall submit a written report of official actions performed to each State Convention.

SECTION 3.

LEGISLATIVE DIRECTOR-EDITOR:

The Legislative Director shall direct all legislative efforts so that all efforts will be directed the same way throughout the state.

He/she shall be the Editor and Publisher of the Missouri Postal Workers Union publication the "Show-Me News."

He/she shall publish at least one (1) issue bi-monthly, and more often when the news is of urgent nature.

He/she shall be responsible for the printing for the state organization, including but not limited to, the Constitution and by-laws (reprinted in July of State Convention year), vouchers, dues notices, officers reports, convention calls, convention rules, delegates credentials, and other items as deemed necessary by the State President or Secretary-Treasurer.

He/she shall also be responsible for the state mailing list.

He/she shall publish a report of the American Postal Workers Union National Convention in the "Show-Me News" at the earliest possible date.

He/she shall submit a statement of the expenses incurred these expenses to be paid by the Missouri Postal Workers Union.

At the discretion of the President, he/she shall be a first alternate to the Missouri State Labor Council AFL-CIO Convention.

By virtue of his/her office he/she shall be a delegate to the National and State Convention of the American Postal Workers Union, the Convention of the Missouri State Labor Council, AFL-CIO, the Tri-State Conference (MO. IA. Ark), Multi-State Conference and a delegate to the Postal Press Association Convention.

He/she shall attend any legislative conference called in Washington, D.C.

His/her expenses will be paid in accordance with Article 10, Section 1. As Editor of the "Show-Me News" he/she shall receive one hundred eighty-five dollars (\$185.00) per month

He/she shall submit a written report of official actions performed to each State Convention.

SECTION 4.

SECRETARY-TREASURER:

Secretary-Treasurer shall keep a record of the proceedings and all other records of the Missouri Postal Workers Union. He/she shall be custodian of the official seal. He/she shall submit a written report to each convention showing the number of locals and members by craft. He/she shall forward to the National Headquarters within a reasonable length of time of each convention date a copy of all resolutions involving national affairs approved and adopted at each biennial convention. In National Convention years he/she shall exert every effort to meet the deadline of the National Resolutions book. The Secretary-Treasurer shall receive and deposit all monies from all local unions and members-at-large. He/she shall disburse all monies by check, countersigned by the President or Executive Vice President. The Secretary-Treasurer shall obtain a professional audit of the financial records of this organization prior to the biennial State Convention at which time he/she shall submit the audit and records to the Finance Committee. A detailed Financial Statement for the past two years shall be available in the delegates packet at the beginning of the convention.

By virtue of office, he/she shall be a delegate to the American Postal Workers National Convention, MPWU State Convention, Tri-State (ARK, MO. IA) Conference and Multi-State Conference.

He/she shall attend any legislative conference called in Washington, D.C.

His/her expenses will be paid in accordance with Article 10, Section 1.

He/she shall receive one hundred eighty-five dollars (\$185.00) per month. He/she shall submit a written report of official actions performed to each State Convention.

SECTION 5.

AREA VICE-PRESIDENTS:

The Area Vice-Presidents shall be responsible for all organizational work within their respective areas. The Area Vice Presidents shall assist in facilitation and administering a State educational seminar of at least two (2) days in the off year of the State convention. This State education seminar will be held in the center of the state if possible. They shall coordinate the efforts of the sectional center representatives.

The Area Vice-President and sectional center representatives shall be allowed reasonable sums of money for their expenses in accordance with Article 10, Section 1. By virtue of office he/she shall be a delegate to the Tri-State (MO., IA., Ark.) Conference and Multi-State Conference. By virtue of their office, he/she shall be a delegate to the state convention.

SECTION 6.

CRAFT DIVISION DIRECTORS:

They shall be responsible for organizational work in their respective crafts in cooperation with the Area Vice Presidents. They shall cooperate in the processing of grievances occurring within their respective crafts. They shall represent the Missouri Postal Workers Union in matters affecting their respective crafts upon call by the President to serve as his representative. They shall perform such other duties within their crafts as may be assigned by the President or by action of the executive board. By virtue of their office, he/she shall be a delegate to the state convention.

(A) Craft Division Directors shall be entitled to attend one (1) National Conference or seminar for their respective craft, per year, and shall attend the State educational seminar, with the expenses paid as per Article 10.

SECTION 7.

HUMAN RELATIONS/RETIREE DIRECTOR:

The Human Relations/Retiree Director shall be responsible to prepare and direct programs in the areas of equal opportunity, civic programs, community service, OWCP, FMLA, NRP, and to establish a state wide effort to organize the retirees into the APWU. He/She shall work with the Legislative Director-Editor to continue the advocacy of legislation in the interest of Postal Employees. There will be established a women's committee which should be known as APWU POWER (Post Office Women for Equal Rights). The Human Relations/Retiree Director shall be entitled to attend one National Conference or seminar per year, as approved by the president. He/She shall attend the State Educational Seminar, with the expenses paid as per Article 10, Section 1. By virtue of their office he/she shall be a delegate to the MPWU State Convention.

SECTION 8

ADVISORS:

The advisors from Kansas City and St. Louis shall be responsible for coordinating and reporting to the President and the Executive Board any problems, issues, and resolutions encountered in their respective locals that will be beneficial the Missouri Postal Workers Union. All reports shall be submitted in writing and accompanied by a proposal for implementation.

ARTICLE 8

State Boards

SECTION 1.

MPWU EXECUTIVE BOARD:

The Executive Board shall consist of the President, Executive Vice-President, Legislative Director-Editor, Secretary-Treasurer, Retiree Director, Director of Human Relations, four (4) Area Vice-Presidents, and five (5) Craft Division Directors, consisting of the Director of the Clerk Craft Division; the Director of the Maintenance Craft Division; the Director of the Motor Vehicle Craft Division; and the Director of the Support Services Division

(B) The St. Louis Gateway Area Local, The Greater Kansas City Metro Area Local, and The Missouri Postal Workers Union Auxiliary may send a representative to meet with the Executive Board, in an advisory capacity.

SECTION 2

EXECUTIVE BOARD MEETINGS:

At least two (2) executive board meetings shall be held between conventions, provided that upon petition of the majority members of the Executive Board, additional executive board meetings may be held. One (1) of the two (2) Executive Board meetings will be held in conjunction with the statewide educational seminar.

SECTION 3

EXECUTIVE BOARD AUTHORITY, DUTIES, AND EXPENSES:

The Executive Board shall supervise the business of the Missouri Postal Workers Union not otherwise provided for. They shall be paid expenses for the MPWU state convention plus one (1) days travel time for the Executive Board meeting in accordance with Article 10, Section 1.

(A) **REPORTS OF OFFICERS:** Reports of officers shall be ready and one (1) copy in the hands of the Editor Thirty (30) Days PRIOR to the Convention of the Missouri Postal Workers Union. The Editor shall prepare sufficient copies of their reports to be ready, in time, to place in the hands of the delegates, at the opening of the convention.

SECTION 4

BOARD OF TRUSTEES:

The Executive Board and the retiring President shall constitute the Board of Trustees. Their several duties shall be to administer all personal property of the Missouri Postal Workers Union other than the funds of the treasury, with full power to administer the estates of the Missouri Postal Workers Union for the sole use and benefit of the Missouri Postal Workers Union.

ARTICLE 9

ELECTION PROCEDURES AND APPEALS

SECTION 1.

ELIGIBILITY FOR OFFICE:

(A) Any member of the Missouri Postal Workers Union under the jurisdiction of the American Postal Workers Union in good standing in the Missouri Postal Workers Union, is eligible to run for office with the following exceptions:

Members promoted to supervisory grades.

No person holding a full and voting membership in a non-supervisory postal employees organization, whose ostensible aims are identical with those of the Missouri Postal Workers Union, can be seated as delegate to a convention or elected to an office of the Missouri Postal Workers Union.

Any postal employee eligible to be a member of the American Postal Workers Union who voluntarily

holds a managerial, supervisory or EAS position with the responsibility for issuing or recommending discipline, or applying or interpreting the National Agreement for the equivalent of one pay period in a year shall be ineligible to hold office at any level of the American Postal Workers Union (A.P.W.U.) or to be a delegate to any convention held by the A.P.W.U., or any subordinate body of the A.P.W.U. 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 responsibility for issuing or recommending discipline or for applying or interpreting the National Agreement shall withdraw such application prior to acceptance or nomination for any office in the A.P.W.U. Any postal employee who shall voluntarily, after August 21, 1984, holds, accepts or applies for a managerial or supervisory position, EAS position or the ASP/PASS Programs, for any period of time, whether one day or fraction thereof, either detailed, acting, probationary or permanently, shall immediately vacate any office held by that member in the national, local, area local, district council, state or regional organization, any department of the APWU., the Postal Press Association, or any subordinate body of the APWU which received financial support or uses the name of the American Postal Workers Union.

The officers and national convention delegates of the Missouri Postal Workers Union shall be elected by secret ballot at the biennial convention of the Missouri Postal Workers Union in odd numbered years beginning with the 1997 state convention. Nominations of candidates shall *be the first order of business* after the adoption of the convention rules on the first day of the convention. The election of officers and elected delegates of the Missouri Postal Workers Union shall be the first order of business on the second day of the convention. To facilitate the change from the even to the odd year, for the state convention, all elected officers of the 1995 Missouri Postal Workers Union Executive Board, will have their terms of office extended for one year. Election of state officers will take place at the 1997 state convention. Thereafter, the election of state officers will be biennially at each odd year state convention.

Nominations, subject to the provisions of this article, shall be made by filing a letter of intent with the Secretary-Treasurer at any time prior to the opening of the convention (9:00 a.m. Friday) or be made from the floor of the convention by delegates, as per the provisions of Article 9, Section 1 (B). For nominations made from the floor, the nominee must accept the nomination at the time nominated.

(D) Craft Directors shall be members of the specific craft in which the candidate seeks election. Craft Director shall be nominated only by members from the specific craft for *which* candidate seeks office. Craft Directors shall be elected only by the votes of the delegates representing that craft.

(E) Only members from the specific area for which the candidates seek to be elected shall nominate area Vice-Presidents. Only the delegates representing the specific area the candidate will represent shall elect area Vice-Presidents.

(F) All other officers and national convention delegates shall be nominated by any member in good standing and elected by the votes of all duly seated delegates. The election of offices and delegates shall be decided by plurality vote.

(G) The elected officers of the Missouri Postal Workers Union shall assume office at the close of the convention at which elected, and serve until their successors are duly elected.

(H) The President shall appoint an Election Committee, which shall not include any nominee, who upon completion of the voting shall take custody of the ballots and proceed to count the vote. Immediately upon the completion of the count of the ballots, the Election Committee shall notify the State Secretary-Treasurer as to the results of the election and he/she shall in turn certify the results of the election to the National Secretary-Treasurer of the American Postal Workers Union. Upon a tie vote for any office, the election shall be decided by a special rule of the convention in session. Ballots, including unused ballots and tally sheets, shall be kept for a period of one (1) year in case of protest.

(I) Each candidate has the right to have an observer or be his/her own observer at the counting of the ballots. Each candidate shall advise the President (presiding officer) prior to the counting of the ballots who his/her observer shall be. Observers shall not participate in the counting nor shall they touch the ballots.

SECTION 2.

ELECTION APPEALS:

- (A) The election committee shall be responsible for the conduct of state elections and shall decide all controversies arising out of the election process. Any member who feels aggrieved in connection with the conduct of a state election shall file his/her grievance with the election committee within seventy-two (72) hours after his/her grievance arises. The election committee shall act on all grievances filed within 30 days of the date received. (For purposes of this article, the term "election" shall include nominating procedures.)
- (B) Appeals from decision of the election committee shall be to the National Election Appeals Committee, described in the APWU National Constitution and Bylaws, and shall be in writing; and shall set forth all the relevant facts on which appeal is based; and shall be filed with the National Election Appeals Committee within ten (10) days from the postmark of the decision.

SECTION 3.

RECALL OF OFFICER

There shall be no recall provision in this Constitution and Bylaws or in the Constitution or Bylaws of any APWU subordinate body Removal of officers is governed by Article 15 of the National APWU Constitution.

ARTICLE 10 EXPENSES:

SECTION 1.

GENERAL EXPENSES

(A) **ORGANIZATION EXPENSES:** All State Board Members shall be paid for meals, lodging, and travel not to exceed limitations or guidelines set forth by the IRS. All other members appointed under Article 7, Section 1, may be paid for meals, lodging, and travel not to exceed limitations or guidelines set forth by the IRS. They shall be paid one hundred dollars (\$100.00) per day lost time. The Secretary-Treasurer shall reimburse mileage expenses at the rate that is established by the guidelines of the IRS.

(B) **EXPENSES FOR IN STATE CONVENTIONS AND OUT-OF-STATE MEETINGS OF THREE OR MORE DAYS.** Officers stipulated in Article 7, attending the State Convention and other in and out of state meetings shall be paid for meals, lodging, and travel not to exceed limitations or guidelines set forth by the IRS. They shall be paid one hundred dollars (\$100.00) per day or LWOP with a properly submitted 3971. The Secretary/Treasurer shall reimburse mileage expenses at the rate that is established by the guidelines of the IRS.

(C) **NATIONAL CONVENTION MEETING EXPENSES.** Officers stipulated in Article 7, attending the National Convention shall be paid for meals, lodging, and travel not to exceed limitations or guidelines set forth by the IRS. They shall be paid one hundred dollars (\$100.00) per day lost time. Secretary/treasurer shall reimburse mileage expenses at the rate that is established by the guidelines of the IRS.

(D) CONTINUOUS EXPENSES FROM STATE TREASURY:

- 1) Three cents (\$.03) per member per quarter shall be deposited in an interest bearing account and will be known as the Marvin L. Smith Disaster Fund.
- 2) Three cents (.03) per member per month shall be paid quarterly to the Missouri Postal Workers Union Auxiliary Treasurer.
- 3) Five hundred, sixty dollars (\$560.00) per month shall be deposited in an interest bearing account for a contingency fund, which includes National Convention expenses.
- 4) All expense monies will be paid to all MPWU Officers for all approved conventions, seminars, and meetings, upon receipt of a voucher with the necessary receipts attached. Meal allowance, daily compensation, can be paid prior to departure. The hotel

accommodations will be made by the Secretary/Treasurer. All receipts must be attached to the voucher and submitted to the President prior to issuance of monies. The MPWU will pay either airfare or mileage, whichever is least expensive.

- (E) The registration fees of the state delegates to the National Convention and to the Missouri State Labor Council, AFL-CIO Convention, and of the Executive Board of the State Convention shall be paid by the State. The registration fee for the Members-at-Large with the proper credentials attending the State Convention will be paid by the state.

SECTION 2.

STATE SEMINARS:

The MPWU will pay expenses in accordance with Art. 10, Section 1.B. to the MPWU Executive Board. The Missouri Postal Workers Union will pay one nights lodging and meals at the rate established by the guidelines of the IRS for all Members-at-Large attending the State Seminar.

SECTION 3.

LEGISLATIVE CONFERENCE EXPENSES:

The President, Executive Vice-President, and Legislative Director, by virtue of their offices, shall attend any legislative conference called in Washington, D.C. by our National Office. Expenses to be allowed in accordance with Article 10, Section 1.

SECTION 4.

TRI-STATE CONVENTIONS:

The State of Missouri shall host the Tri-State/Multi-State Convention when scheduled. The Executive Board of Missouri Postal Workers Union will determine the site. Seven Hundred dollars (\$700.00) shall be contributed to the host local at least ninety (90) days prior to the meeting to defray expenses of the Tri-State meeting. The Executive Board will determine the amount of the contribution for the Multi-State convention.

ARTICLE 11

REVENUES AND FISCAL YEAR

SECTION 1.

REVENUES:

The revenues of the Missouri Postal Workers Union shall be derived as follows: Fifty cents (\$.50) per member, per month from all local unions and members; members at-large large shall pay fifty cents (\$.50) per month, with the addition of increases as stipulated in the National Constitution in regards to automatic levies.

SECTION 2.

FAILURE TO PAY - PROCEDURE 1:

Any local, area local, or member-at-large that fails to pay their state per capita tax within thirty (30) days after their due date, shall be notified in writing by the Secretary-Treasurer that they are in arrears.

SECTION 3.

FAILURE TO PAY - PROCEDURE 2:

At the end of an additional thirty (30) days, if payment is not received, the Secretary-Treasurer shall notify the local, area local, or member-at-large in arrears that, subject to Executive Board action, said delinquents shall be suspended from the rolls of the Missouri Postal Workers Union.

SECTION 4.

REINSTATEMENT OF SUSPENDED LOCAL OR MEMBER-AT-LARGE:

A Suspended local, area local or member-at-large may be reinstated in the Missouri Postal Workers Union upon payment of all arrears. In exceptional cases, and/or when circumstances warrant such action, the Missouri Postal Workers Union Executive Board shall have the authority to modify the penalty.

SECTION 5.

FISCAL YEAR:

The fiscal year of the Missouri Postal Workers Union shall begin on January 1 and end on December 31.

ARTICLE 12
PROHIBITIONS

No criticism, reflection, argument, or debate touching upon any, member's creed, color, race, religion, sex, age, nationality, or political discussion shall be allowed at any meeting of the Missouri Postal Workers Union.

ARTICLE 13
AMENDMENTS

This constitution may be amended by two-thirds (2/3) majority vote of all delegates present and voting at any State Convention of the Missouri Postal Workers Union, AFL-CIO.

June, 2011

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