PREAMBLE

Ever since the beginning of society, men have organized associations of various kinds for mutual protection and benefit. In forming these associations, certain rules were formulated, whereby each individual agreed that he would not perform any act detrimental to the others, in order that the collective welfare of all might be maintained and protected.

We hold that all men are created equal; that they are endowed with certain inalienable rights; that among these are life, liberty, and the pursuit of happiness.

When a long train of abuses and usurpation's, pursuing invariably the same object, evinces a design to reduce them to economic servitude, it is their right and duty to throw off such abuses and to provide new guards for their future security and welfare.

In order to form a more perfect Union, establish justice, provide for our common defense, promote the general welfare, and secure the blessings of liberty to ourselves and posterity, the INTERNATIONAL LONGSHOREMEN'S AND WAREHOUSEMEN'S UNION, LOCAL 19, have adopted the following constitution to guide us.
ARTICLE I

Name

Sec. 1 This Union shall be known by the title of Local 19, International Longshoremen's and Warehousemen's Union.

ARTICLE II

Purpose

Sec. 1 The purpose of this Local Union shall be to unite all of the workers under the jurisdiction of the International Longshoremen's and Warehousemen's Union Local 19, regardless of religion, creed, color, sex, political affiliation, or nationality and to maintain the improve the wages, hours and working conditions to all its members.

ARTICLE III

Life

Sec. 1 This Union shall not have power to dissolve itself if there be ten (10) dissenting members.

ARTICLE IV

Membership

Sec. 1 Members are workers engaged in the movement of waterborne commerce in the Port of Seattle, Washington, and vicinity. No worker otherwise eligible shall be debarred from membership because of race, religion, or political affiliation.

ARTICLE V

Officers, Committeemen and Dispatchers

Sec. 1 The elective officers of this Local shall be composed of:

1. President
2. Vice President
3. Recording Secretary
4. (deleted)
5. Business Agents
6. Board of Trustees
7. Delegates to the Puget Sound Sub-District Council, ILWU
8. Delegates to such councils as the membership may designate
10. Labor Relations Committee. (Total of three)
11. Education Committee Chairman
12. Shop Steward Chairman
13. Safety Committee; One (1) Sling, one (1) Stevedore, one (1) Bull, one (1) M & R, one (1) Crane, one (1) Trucker and one (1) Crane M & R.

11. Fifteen (15) members elected from the membership shall be the Executive Board together with the President, Vice President, Recording Secretary, Business Agent, Sergeant-at-Arms, and three (3) Trustees, and such other officers and committees as the Local may deem necessary from time to time to elect for the business-like conduct of its affairs.

12. Shop Stewards shall be elected from time to time as the members see fit, and they shall meet on the second Thursday of each month preceding the regular meeting, unless otherwise determined by the Shop Stewards. They shall have the power to bring before the Executive Board such recommendations, as they deem necessary for the benefit of the membership.

13. (a) There shall be elected, at the annual elections seven (7) delegates, the first five (5) of which shall act as regular delegates to the International Conventions and/or Caucuses with the last two (2) as alternates. In the event of other delegated representation, the number of delegates shall be designated by the membership and selected from those seven (7), unless otherwise provided for by action of the membership in regular meeting. (b) The President of the Local, by virtue of his office, shall automatically act as an authorized Union representative to such conventions and caucuses.

ARTICLE VI

Meetings and Quorum

Sec. 1 (a) The regular meeting of this Union shall be held on the second Thursday of each month at 5:30 p.m.

(b) A special meeting may be called upon the request of the Executive Board, or of twenty-five (25) members in good standing. No other business shall be transacted at said special meeting except that stated in the call. The call must permit of advanced notice of at least twenty-four (24) hours. Notice of a special meeting shall be posted in a conspicuous place in the hall.

(c) Fifteen percent (15%) of members in good standing shall constitute a quorum; no quorum shall exist unless Fifteen percent (15%) members exclusive of those initiated at that meeting are present.
ARTICLE VII

Suspension and Amendment to Constitution

Sec. 1 Any proposition to suspend, alter, amend or annul this Constitution and By-Laws, or any part thereof, shall be submitted in writing, signed by at least twenty-five (25) members in good standing, read and voted upon at two (2) regular meetings. If passed by a majority vote of the members present, proposed changes or amendments shall be adopted.

Sec. 2 (a) A copy of the amendment shall be posted in the hall the day following the first reading and vote before the Local.

(b) An amendment to the Constitution must be carried by a majority vote of the members present.

ARTICLE VIII

Allied Workers Division

Sec. 1. JURISDICTION. There is hereby established the Allied Workers Division of Local 19. The Jurisdiction of the Allied Workers Division ("AWD") shall be all work other than that covered by the Pacific Coast Longshore Contract Document, the Grain Handlers Agreement, the Seattle Mechanics’ Supplementary Agreement, and/or any agreement that is supplemental to those agreements (henceforth, "Longshore employment"), in industries located on, or in the area of, the Port of Seattle, or in industries related to transportation or shipping.

Sec. 2. COMPOSITION. Within the AWD there may be established from time to time separate Units based on company, industry, or geography, in accordance with the needs and by-laws of the AWD.

Sec. 3. DUTIES. All members of the AWD arc bound by each and all of the provisions of the Constitution and By-Laws of Local 19, except for Article VII, Sections 8(b) and 8(c), Article VIII, Article IX, Article VII, Sections 3 and 4, Article XIII, and any provisions that apply only to members engaged in Longshore employment.

Sec. 4. MEMBERSHIP. All persons who are engaged as workers under the jurisdiction of the AWD shall be eligible for membership in the AWD. Any person within the jurisdiction of the AWD, shall become a member of this Local and shall follow the procedure for membership set forth in Article 1 of Local 19's By-Laws,
Sec. 5. FINANCES. The members of the AWD shall pay to Local 19 such dues, initiation and reinstatement fees, fines and assessments as may be set or imposed by Local 19, except that the dues and assessments imposed by Local 19 on the members of AWD shall not, in aggregate, exceed the reasonable cost to Local 19 of providing representational and other services to the AWD, plus the per capita payment to the International owed by Local 19 relative to the members of the AWD.

(a) The members of the AWD shall pay to the AWD such additional dues and assessments as may be set by the members of the AWD to cover expenses of the AWD. All such dues and assessments shall be approved by the members of the AWD by secret referendum ballot vote.

(b) There shall be an account established and maintained by the AWD Secretary-Treasurer (or, at the discretion of the AWD Secretary-Treasurer, Local 19) to hold separately any and all AWD funds (henceforth, "the AWD Account"). The AWD Account shall include all revenues that the AWD collects from its members in the way of dues, lines, assessments, and initiation fees.

(c) The AWD Secretary-Treasurer shall, on quarterly basis, report to all members of the AWD, and to Local 19, on the financial condition of the AWD.

Sec. 6. JOB RIGHTS. No member employed within the jurisdiction of the AWD shall by virtue of that employment have any preferential rights to Longshore employment or under any collective bargaining agreement other than the one under which that member is currently employed. Nor shall any member of Local 19 not employed in the AWD have any right to a job under the collective bargaining agreements under which the members of the AWD work.

Sec. 7. OFFICERS, BOARDS AND COMMITTEES. Subject to the provisions, which follow, the AWD shall have the right to establish such offices, boards and committees as it deems necessary to carry on the work of the AWD.

(a) The AWD shall elect at least one officer who shall be known as the AWD Secretary-Treasurer. The AWD Secretary-Treasurer shall be the chief executive officer of the AWD. His/her duties may include, but are not limited to, the negotiation, administration and enforcement of the AWD’s collective bargaining agreements. He/she shall preside at all meetings of the AWD. He/she shall be an ex-officio member of all other AWD committees. He/she shall also be a voting member of the Executive Board of Local 19, in addition to those members specified in Article V.

(b) The AWD Secretary-Treasurer’s compensation, both regular and per diem, if any, shall be determined by the members of the AWD and shall be paid out of the AWD Account. Local 19 may, if it wishes, provide compensation to the AWD
Secretary-Treasurer in excess of that allocated to the Secretary-Treasurer by the AWD from the AWD Account.

(c) The AWD may establish such additional titled officers as it chooses, and shall determine the compensation of said officers, such compensation to be paid out of the AWD Account.

(d) The AWD may, at its option, subject to the agreement of Local 19, delegate to Local 19 the responsibility of negotiating, administrating and enforcing its collective bargaining agreements and performing and or all other administrative functions on behalf of the AWD. Local 19 may, in term, delegate or assign those responsibilities as it sees fit.

(e) Collective bargaining and other agreements entered into by and on behalf of the AWD will be entered into in the name of Local 19, and shall neither be presented for ratification by the affected members of the AWD nor be effective until Local 19’s Executive Board has granted its approval to said agreement. The AWD Secretary-Treasurer or his/her delegate shall notify any employer with whom negotiations are commencing of this legal requirement. Such an agreement will not become effective until it is signed by the President of Local 19.

(f) Collective bargaining agreements may not be entered into by or on behalf of the AWD until after a meeting of the affected members has been held. Such a meeting shall be clearly advertised with a statement of the purpose for which the meeting is called. A majority of the members present must, by secret ballot, approve an agreement before it is presented to the President of Local 19 for his/her signature. After the contract is signed, a copy of the agreement shall be provided to any member who requests it, and a copy shall be available for inspection by any member at the Local’s headquarters.

(g) Should the AWD establish committees it deems necessary or appropriate in order to conduct the orderly and efficient operation for the AWD, the AWD shall determine the duties to be performed by such committee, the identity of the committee members, the compensation to be paid, if any, from the AWD Account, and all related matters.

(h) The AWD may at any time and by secret ballot enact a special assessment on all of its members, or on the members of a particular Unit, to carry out the functions of the AWD and/or the functions of any particular committee established in conformity with this Section.

Sec. 8. MEETINGS. The AWD shall hold regular membership meetings. At its meetings, the AWD may adopt any policies and programs it deems necessary,
so long as those policies and programs are not in conflict with the policies and programs of Local 19 or the International Union.

Sec. 9. BY-LAWS. The AWD Secretary-Treasurer, in collaboration with the membership of the AWD and any other officers the AWD chooses to create, and under the guidance of Local 19, shall draft and adopt by-laws for the AWD and amend and update those by-laws as appropriate.

Sec. 10 (a) RUNNING FOR LOCAL 19 OFFICES. Members of the AWD may vote for, or run for, all Local 19 offices except those primarily or solely impacting Longshore employment. Positions which members of AWD may vote for must include President, Vice-President, and Recording Secretary, and do not include Business Agent. Local 19 will specify, before any election, whether or not AWD members will be eligible to vote or run for the position in question.

(b) Local 19 members not in the AWD shall not be allowed to vote or run for the position of AWD Secretary-Treasurer or any other AWD offices established by the AWD.

Sec. 11. INTERNATIONAL CONVENTION. At its own expense, the AWD may elect and send delegates to the International Convention. Delegates attending the International Convention on behalf of AWD shall share Local 19's allotted votes. Members of the AWD are not eligible to vote for, or run for, any of the six (6) International Convention and/or Caucus positions set forth in Article V, Section 13.

Sec. 12. SUPREMACY OF LOCAL 19. Notwithstanding any other provision of this Article, the President and the Executive Board of Local 19 have the complete authority to direct the conduct of AWD, including but not limited to: authorizing the signing of contracts; authorizing, permitting, or forbidding work stoppages, strikes, and other job actions; authorizing, permitting, or forbidding the initiation of legal action, including the initiation, pursuit and settlement of contract grievances, administrative actions, and court proceedings; and authorizing, permitting, or forbidding the incurring of financial obligations, including (but not limited to) the incurring of legal fees. In all of his/her actions and communications with third parties with regard to the foregoing, the AWD Secretary-Treasurer must communicate the essence of this Section.

(a) The AWD Secretary-Treasurer shall, on quarterly basis, or more frequently when requested to do so by the President of Local 19, provide a written and/or oral report to the President and/or membership informing Local 19 of the status of the AWD and all matters of significance regarding the AWD's activities, including but not limited to an update regarding all pending contract negotiations, grievances, organizing efforts, and disputes with employers.
Section 13. CESSATION OF THE AWD Local 19 may at any time determine that it no longer wishes to include the AWD or units of the AWD within the scope of Local 19. With due regard for the interests of the members of the AWD, and in collaboration with both the AWD and the International Union, but in no way constrained by any of the other Sections of this Article, Local 19 may take whatever steps are within its legal authority to eliminate the AWD, transfer the membership of the AWD, along with all of its assets, into a different existing Local of the International Union, or turn the AWD into a separate and independent Local of the International Union.

I.L.W.U.

LOCAL 19 BY-LAWS

ARTICLE I

Membership

Sec. 1 Applicants for membership must be American Citizens or be eligible to become citizens and shall be men of good moral character, capable of doing longshore work, having reached their eighteenth (18th) birthday.

Sec. 2 Any person who desires to becomes a member of this Union must be recommended for membership by the Executive Board, whose decision shall be subject to approval or disapproval of a membership meeting. There being no challenge from any member present at the meetings, the candidate shall take the obligation. There being a challenge, applicant must appear again before the Executive board, with challengers, for a rehearing.

Sec. 3 (a) Every candidate must take the pledge of this Local and carry it out honestly and conscientiously.

(b) Every member accepted into the Local shall be considered on "probation" for the first six (6) months.

(c) Anyone becoming a member of this Local must also become and remain a member in good standing in the International Longshoremen's Benevolent Association.

Sec. 4 Full initiation fee must be paid before the application can be acted upon.

Sec. 5 Candidates for membership, who are rejected, shall be refunded their initiation fee.
Sec. 6 Any initiation money left on deposit by default of the applicant shall be considered forfeited to the Local at the expiration of sixty (60) days after proper notification in writing by the Secretary to the applicant.

Sec. 7 This Local reserves the right to expel a candidate after his admittance to membership, if it is proven that he has given false testimony as to his eligibility to membership.

Sec. 8 No officer or agent or corporation or association of employers or deputized city, county or state police officer shall be permitted to hold membership in this Union.

Sec. 9 Any member of this Union who shall at any time become a prohibited person shall be subject to expulsion at the discretion of the membership.

**ARTICLE II**

**Duties of Membership**

Sec. 1 (a) All members must observe and abide by the Constitution and By-Laws, regulations and decisions of the Union.

(b) An individual member, or group of members, must not commit any act in the performance of their work which will jeopardize the welfare of this Union as a whole.

**ARTICLE III**

**Nominations**

Sec. 1 (a). Nominations shall be in order at the last meeting in November, and the first meeting in December of each year. Nominations shall be made in writing, accompanied by twelve (12) signatures of members in good standing, also the signature of the candidate. All nominees shall be subject to approval by the membership.

(b) Each member running for office of the Union shall submit his picture, which shall be posted in the hall.

(c) Nomination blanks shall be issued by the President/Office Manager to members in good standing. These blanks shall contain the name and signature of the candidate, and shall designate the title of office to which the candidate aspires. Names and pictures of candidates shall be posted in the hall from the first meeting in December until the elections have been completed. At the first meeting in December, all nominees shall be presented before the membership.
(d) No member shall be eligible to hold office who has not been a member of this Local for one year and must be in good standing at the time of nominations. Any member or official found guilty by trial committee shall not be eligible for nominations for a period of one year from time of conviction.

**ARTICLE IV**

**Elections**

Sec. 1 At the first meeting in February an election board of three (3) members in good standing, shall be elected or appointed by the chair from the floor of the meeting.

Sec. 2 The election board shall make every effort to obtain voting machines for the purpose of conducting the election.

Sec. 3 Members failing to vote shall be subject to a fine of one dollar ($1.00). Any member so fined shall have the privilege of appeal before the membership whose decision shall be final.

Sec. 4 The election board shall elect their own chairman, who shall act as judge. He, with the assistance of the President/Office Manager, shall proceed to arrange for the systematic taking of the vote. This board shall be paid according to the discretion of the Union.

(a) That each of the 6 election committee members shall receive a $200.00 stipend for counting the ballots ($100.00 for primary and $100.00 for final). The election committee chairman shall submit the list of committee members eligible for the stipend to the Local 19 President.

Sec. 5 No candidate for office shall be eligible for the election board, but may nominate members thereto.

Sec. 6 Members must be in good standing in order to be eligible to vote.

Sec. 7 Any question as to the right to vote shall be determined by the election board and their decision shall be final.

Sec. 8. The polls shall remain open from 6:30 a.m. to 6:00 p.m. on each election day. Any extension of voting time shall be left to the decision of the election board.

Sec. 9. The election board shall then compile a written report showing the number of ballots cast, and the number cast for the respective candidates, and shall report at the next regular meeting the total of votes cast, votes cast for each
candidate; and those having received the highest number of votes for the respective offices, shall be duly declared elected.

Sec. 10. Election of officers shall be held during the month of December of each year.

Sec. 11(a) A primary election shall first be held from which candidates for the final elections shall be determined on the basis of those receiving the greatest number of votes. There shall be so determined twice the number of each office to remain on the ballot for the final election as the number of candidates to be elected.

(b) The elapsed period of time between the primary and final election shall not be longer than two weeks.

(c) In the event that ballots are used, they shall be kept for a period of (30) thirty days after election, to give any man the right to challenge the vote.

Sec. 12. Ballot Counting Guidelines

(a) Verify provisional list against master list.

(b) Remove ballots from ballot box.

(c) Remove signature envelopes.

(d) Put signature envelopes in numerical order.

(e) Verify signature envelopes against master list starting with lowest number.

(f) Verify provisional ballots against master list.

(g) Total signature envelopes received.

(h) Open signature envelopes. Save signature envelopes.

(i) Collect security envelopes.

(j) Collect Ballots.

(k) Verify number of ballots received including ineligible and illegible ballots.

(l) Total ballots. This is the main number of ballots.

(m) Determine number of votes per candidate.
1. When counting a page with one candidate, separate into two piles. One pile with a vote for the candidate and one without a vote for the candidate.

2. When counting a race with two candidates for one position, separate into three piles. One with no votes for either, one with a vote for candidate (a) only and one with a vote for candidate (b) only.

3. When counting races with more than two candidates and more than two positions.

   (a) Verify that the voter has voted up to the proper number of candidates. Count the first two candidates. Make four piles. A pile for with no votes for either. A pile for with votes for both. A pile with a vote for candidate (a) and a pile with a vote for candidate (b)

   (b) Proceed through the entire ballot counting process counting no more than two candidates at a time.

   **ARTICLE V**

   **Installation**

   Sec 1 The officers of this Local shall be installed in their offices at the first regular meeting following the elections, or as soon thereafter, as they are duly Qualified.

   **ARTICLE VI**

   **Vacancies and Recall**

   Sec. 1. Any vacancy that may occur between elections shall be filled by referendum ballot. This shall not apply to vacancies occurring on the Executive Board, or other non-salaried committees, which shall be filled by appointments by the President.

   Sec. 2. Any officer of the Local may be recalled, upon the presentation to the President/Office Manager (setting forth the reasons) of a petition signed by twenty-five (25%) percent of the members in good standing. The officer so charged shall stand suspended. A trial committee shall present its verdict to the membership at a regular meeting, without undue delay. If the membership concurs in a verdict of guilt a special election shall then be held to fill the vacancy. Any recalled officer will not be permitted to run for office for a period of one year, following his convictions.

   Sec. 3. The next elected member shall replace any Executive Board member who fails to attend two consecutive meetings unless he/she is excused by the Chairman to go to work, etc., or by notifying the President/Office Manager,
Recording Secretary or the Office Staff. Only if the call is received by 5:00 p.m. of the day after the meeting shall it be considered timely.

Sec. 4(a) Any Executive Board member who cannot attend the meeting due to an injury or sickness will be excused for two consecutive meetings. After that he will have the choice of attending, or be temporarily replaced by the next elected member. At such time an injured or sick member can attend the meetings, the last temporary replacement will return to his elected position, once the injured or sick member has given a two week notice of return, as follows: When notifying the President/Office Manager only. Not the dispatcher, office staff, etc.

(b) When more than one temporary replacement is in effect the last temporary is the first to be returned to his elected position. (In other words, last hired is the first fired, concept.)

Sec. 5. Trustees, Officers, Dispatchers, Committee Members shall have to adhere to the same rules as any other elected Executive Board member. Voting privileges shall be lost by not adhering to such rules. They will be allowed to attend Executive Board meetings to give a committee report, answer questions, speak for or against motions or subjects, but shall not be allowed to vote on any motions.

Sec. 6. The Executive Board attendance record for each calendar year will be posted before the Union's primary elections.

ARTICLE VII

Duties of Officers

President / Office Manager

Sec. 1 (a) The President/ Office Manager shall preside at all meetings, membership and permanent committee meetings, preserve order and enforce the provisions of the Constitution and By-Laws.

(b) The President/ Office Manager shall be the Executive Officer of the Local, and shall attend all conventions and caucuses as an official delegate of the Local.

(c) The President/ Office Manager shall call a special meeting upon the request of the Executive Board or of twenty-five (25) members in good standing.

(d) The President/ Office Manager shall faithfully attend to all duties that may be required of him/her, and shall at all times exercise proper vigilance in protecting the interests of the members. The President/ Office Manager shall be called in by the Labor Relations Committee, Dispatcher, or Business Agent, whenever in their
discretion the Local's interest shall be in jeopardy; or whenever directed by the Executive Board.

(e) The President/Office Manager shall receive such remuneration as the Local may from time to time direct, to enable him to maintain the dignity of his office in a manner conducive to the best interests of the membership. The President/Office Manager position will be a full-time job Monday through Friday and be required to be in the Local's offices at 8:00 a.m. each morning.

(f) The President/Office Manager shall sign and affix the seal to all official documents.

(g) The President/Office Manager shall present to the Local at the end of each month a complete statement of showing the financial condition of the Local, and shall conduct all correspondence, unless otherwise provided for.

(h) The President/Office Manager shall have charge of the seal, books, paper, and documents.

(i) The President/Office Manager shall keep a just and true account between the members and the Local, and all accounts of this Local.

(j) The President/Office Manager shall, when requested, read the amounts for fees, dues, fines, or other monies collected.

(k) The President/Office Manager shall submit his books and bills and all correspondence at any time the Local may require it.

(l) The President/Office Manager shall order no disbursements unless authorized by the Local, signed by the President, or Trustees under the seal of the Local.

(m) Authorized signatures on checks shall be those of the President, Vice President and Trustees.

(n) Deposits are to be made in a bank or banks designated by the Local.

(o) Compensation shall be fixed as the Local may from time to time direct. The President/Office Manager shall give a good and sufficient bond in the sum of ten thousand ($10,000) for the faithful performance of his duties.

(p) The books shall be open for inspection by the Executive Board, or such other person or persons as the Local may elect for that purpose.

(q) The President/Office Manager shall maintain the president's office in the Union Hall.
(r) The President/Office Manager shall deliver to the incoming President/Office Manager, all monies, books and such other property of the Local as there may be in possession at the close of his/hers official term.

(s) That it shall be the duty of the President/Office Manager to have the records of the Local audited by a certified public accountant semi-annually. Nothing in this provision shall alter or annul the right of the membership to have audits at more frequent intervals or at any time they so desire.

(t) All personnel hired in the office shall be Union help.

(u) All hiring, laying off, or grievances arising with such personnel shall be referred to the Executive Board by the President/Office-Manager, and shall be disposed of by consent of the majority of the Executive Board.

(v) When the President leaves town on Union, business, he has the right to decide whether or not to call in the Vice President, depending on his knowledge of the upcoming schedule in the office.

Vice-President

Sec. 2   The Vice-president, in the absence of the President shall act as the presiding officer and enjoy all the privileges, perform all the duties, and exercise all the power belonging to the President.

Recording Secretary

Sec. 3 (a) The Recording Secretary shall take minutes at each membership meeting (Stop-Work) and each Executive Board meeting, and he will be responsible for preparing and posting of these minutes in a timely manner. The Recording Secretary shall receive the same daily remuneration as the President. He will be paid for recording each meeting, plus one (1) extra day per month for preparation of the minutes.

Business Agent

Sec. 5 (a) The Business Agent shall represent the Local in all matters relative to the loading and discharge of cargo, such as size of loads, and all other matters pertaining to ship and dock work. He shall assist the shop stewards in the conduct of their affairs and cooperate with them in their efforts to maintain the working conditions on the job.

(b) He shall see that only Local members are employed or those authorized by the Local and see that members keep themselves in good standing. He shall have the power to request and examine all members' dues books on the job and to see that all members abide by the Constitution, and By-Laws. He shall see
that all members abide by and maintain the working laws of this Local. It shall be his duty to see that any agreements entered into between the Union and the employers shall be carried out; and report all violations to the Executive board and to the membership. He shall attend to all controversies between the members and the employers and endeavor to adjust a settlement as soon as possible. He shall confine his activities to the duties of the Business Agent unless otherwise instructed.

Board of Trustees

Sec. 6 (a) The Board of Trustees shall be composed of three (3) members regularly elected. They shall examine the report of the Certified Public Accountant for this Union, and in case the Union decides to discontinue this service, shall audit the books of the Secretary/Treasurer monthly. They shall have the power to countersign checks in the absence of the President or Vice President.

(b) One trustee's signature shall be required on all checks issued by Local 19.

(c) It shall be the duty of the Board of Trustees to examine all records of receipts and expenditures made by the President/Office Manager and they shall made a monthly report to the membership at the regular stop-work meeting.

Officer's Clearance

Sec. 7. All retiring officers must turn over all property of the Local entrusted to them, to their successors in office, thus giving clearance to retiring officers. However, retiring officers shall be held financially responsible in every particular, and the bond shall not be released until a final report has been submitted, and certified by the public accountant, and approved by Trustees.

Executive Board

Sec. 8 (a) The Executive Board shall act as an advisory Board to the President. They shall have the power to recommend such measures, as they may deem necessary from time to time for the good and welfare of the Local, subject to the approval of the membership.

(b) All disputes between the members and their employers relative to wages and hours shall be referred to the Executive Board without debate, for their investigation. Their findings and recommendation shall be reported at the first regular meeting of the Local for approval or rejection, unless otherwise provided for.
(c) The Executive Board shall attend to all grievances that may arise between meetings of the Local and act as a committee on grievances unless otherwise provided.

(d) The Executive Board shall attend to all matters referred to it by the Local, also suggest remedies for immediate and permanent benefit and report to the regular meeting.

(e) They shall have the power to dispose of all communications not of interest to the Local, and cooperate in every way, so that the best possible results shall be obtained.

(f) They shall study the Labor movement closely and formulate concrete policies to strengthen our Local – said policies to be in accord with the I.L.W.U. and they shall keep records of any and all meetings of their committees or subcommittees.

(g) A minimum of twelve (12) members shall constitute a quorum of the Executive Board.

(h) The Executive Board shall comply at all times with this Constitution and By-Laws.

(i) To make all members of the Executive Board shop stewards

ARTICLE VIII

Dues and Income

Sec. 1a. Local 19 Membership Dues shall be determined by two-thirds (2 / 3) majority vote of the members in good standing by secret ballot, after reasonable notice of the intention to vote upon such question in accordance with law. Such dues must be at least equal to the International Union Pro Rata and Per Capita dues.

Sec. 1b Coast Pro Rata dues and ILWU Per Capita dues amounts are to be determined by the ILWU International Caucus and/or Convention.

Sec. 2a. That if any "A" registered member is one (1) quarter delinquent in the payment of their dues, their peg hole shall be plugged the first day of the succeeding quarter (E.G., 1st Qtr. delinquency Jan, Feb, March, the peg hole shall be plugged April 1st.) and the union shall remove such member from their job (if already working).

Sec. 2b. That if any “B” registered member is one (1) quarter delinquent in the payment of their coast pro rata and ILWU Per Capita dues their peg hole shall be
plugged the first day of the succeeding quarter and the union shall remove such member from their job (if already working).

Sec. 3. All monies collected from any source by any person or persons for this Union shall be turned over to the President/Office Manager and placed in the general fund, unless otherwise provided for by action of the membership.

Sec. 4. Members may be allowed up to two (2) opportunities per year to drain their excess monies from their accounts (all or nothing). Said members may only request their excess monies at Executive Board meetings under Members requests one (1) time per year. All members may sign up for reimbursement to be paid out on or about the first working week of December.

Sec. 5. The initiation fee of this Local shall be fifty dollars ($50.00).

**ARTICLE IX**

**Assessments and Fines**

Sec. 1. All members shall pay into the Local funds such dues, fines, assessments and operating costs in such sums as the Local may order, unless otherwise provided for in the Constitution and By-Laws.

Sec. 2. Any member who is one (1) quarter delinquent in the payment of their dues, fines, assessments and/or operating costs shall be served by the President/Office Manager with written specific charges, given 30 days to appeal said charges, and afforded a full and fair hearing.

Sec. 3. Any member who is one (1) quarter delinquent in the payment of their dues, fines, assessments and/or operating costs may be subject to civil suit to enforce the collection, and shall be liable for all costs and attorneys’ fees in the collection action.

Sec. 4a. Good Standing - Any member who fails to pay their dues, fines, assessments and/or operating costs, permitting the same to run in arrears for one (1) quarter, shall stand suspended from all privileges enjoyed by a member in good standing, and if in arrears six (6) months may be expelled from the Local.

4b. If a member in good standing, is not working due to sickness or injury with a proper statement from a doctor for the entire calendar month he or she shall be exempt from dues, assessments and operating costs for that month.

Sec. 5. Reinstatements - Any member who has permitted his dues, fines, assessments and operating costs to run in arrears for a period of not exceeding six (6) months, upon payment of all back dues, fines, assessments and operating costs shall be in good standing.
Sec. 6. Members having been expelled for non-payment of dues, fines, assessments and operating costs and again desiring to become members, shall be required to pay all dues, fines, assessments and operating costs which have accrued during their absence from the Local in addition to the regular initiation fee and is subject to approval of the membership.

Sec. 7. Violations of policies or rules that pose a risk of personal injury or property damage or brings Local 19 into disrepute may also be subject to fines, suspension or expulsion.

Sec. 8. Fines - Any member who violates any of Local 19’s rules or policies shall be subject to being fined by Local 19.

Sec. 9. Fines – The amount of a fine that can be imposed upon a guilty member shall be from twenty-five ($25.00) up to two hundred fifty dollars ($250.00) and/or shift or shifts wages at the LRC’s discretion.

The LRC may only impose a fine above two hundred fifty dollars ($250.00) for the following violations;

(a) Failure to do picket duty.

(b) Working through any ILWU dispatch hall or for any PMA employer or any union or International payroll while suspended.

The amount of the fine and the portion to be suspended (if any) shall be within the discretion of the LRC and/or the membership.

Sec. 10. Remedy – Any member, who wishes to appeal a fine, must first appeal to the Executive Board within thirty (30) days of the fine. The Executive Board will make a recommendation to the membership to concur or non-concur with the member’s request. Any decision made by the membership must pass by two-thirds (2 / 3) of the members in attendance at one (1) membership meeting for the fine to be reduced or nullified.

Sec. 11. Any member who removes from the hall without official permission or who willfully destroys any property belonging to the Local, or which may be in the Local’s care, or who commits a criminal offence against another member within the parameters of the job and/or dispatch hall, may be cited and subject to fine, suspension or expulsion.

Sec. 12. Any member who is suspended for any reason from Local 19 may not work through any ILWU dispatch hall or for any PMA employer or be on the union or international payroll during the period of that suspension.
ARTICLE X

Reinstating Members and Granting Withdrawals

Sec. 1 Members leaving the industry or the work under the jurisdiction of the Local, shall be required to take a withdrawal card. Dues, assessments, fines and all other indebtedness shall be paid up to and including the current quarter.

Sec. 2 Members that withdrew from the Local shall be exempted from all dues, fines, and assessments, and shall forfeit the benefits of the Local during the time they have their withdrawal card out.

Sec. 3 (a) Members holding a withdrawal card, wishing again to resume membership in the Local, can be reinstated only upon majority vote of the Executive Board and the membership accepting such reinstatement and at no time will the Local be required to reinstate a former member if work opportunities do not justify additions to the work list.

(b) Such reinstated member must pay dues and assessments that may have been levied during the current month in which he is reinstated, provided that the withdrawal card has been out one year or more, and that during that year, or more, the holder has not performed any longshore or waterfront work.

(c) Such member holding withdrawal cards and being reinstated before the expiration of one year, shall pay all back dues, fines and assessments that may be occurred during the time that said withdrawal card had been out.

Sec. 4. No withdrawal cards will be issued during time of strikes or lockouts.

Sec. 5. Any member who is returned from the services of the U.S. Armed Forces, and who wishes to take advantage of schooling under the GI Bill of Rights, shall be granted a leave of absence from the Local and shall be exonerated dues and assessments for the period covering his course in school.

ARTICLE XI

Charges and Trials

Sec. 1. Any member who knows of any action of another member which will bring discredit or disgrace on this Union, shall report the said action or offense in writing to this Union, when the President/Office Manager shall notify the accused that there is a charge pending against him. The accused member shall, if he so desires, be given a copy of the charges brought against him, in order to enable him to prepare his defense. Trials shall be proceeded with after due notice and without unnecessary delay. In case the accused member neglects or refuses to appear, the witness shall be examined and the trial proceeded with, as if the
defendant had been present. The chairman of the trial committee shall appoint some member in good standing of defend the accused member. The complainant and the accused shall have the right to be present at the examination of all witnesses.

Sec. 2. Trial Committee. All charges when properly presented, shall be referred to the trial committee of five (5) members, elected for that purpose who shall investigate the charges, conduct a trial if necessary and pass judgment as to the guilt or innocence of the accused.

Sec. 3. Witness. Any person whether a member or not, by vote or affirmation, shall be permitted to testify for or against an accused member.

Sec. 4. Unsustained Charges. Any member preferring charges against another member, and failing to sustain the same, shall pay such fine as the trial committee may impose, approved by the Union.

Sec. 5. Sustained Charges. Any member found guilty as charged may be fined or suspended from the Union, as the trial committee may direct, approved by the Union. A member may be expelled by a majority vote of the members present; it may be necessary to hold a referendum ballot for this purpose of expulsion. Any member may call for a ballot for such purpose.

Sec. 6. Records of Trial. The trial committee shall keep a full and clear record of all its proceedings during a trial, which record shall be kept on file by the Secretary.

Sec. 8. All fines will be charged against the member's membership card account and must be paid within thirty (30) days. Any member failing to pay shall stand suspended.

ARTICLE VII

Strikes and Lockouts

Sec. 1. In the event of a serious dispute between the members and their employers, notice shall immediately be given to the Executive Board and they shall make every effort to settle the matter amicably.

Sec. 2. No member or group of members shall perform any act in the performance of which he or they shall jeopardize the dignity or welfare of this Local.

Sec. 3. In case of trouble all members shall report daily at the Hall to receive instructions, unless other provisions are made by the membership meetings.
Sec. 4. A strike shall be authorized by the Local only after complying with the following procedure:

(a) A meeting, stating the purpose of which it has been called, shall be advertised.

(b) A quorum of seven hundred (700) or more members, in good standing, must be present at said meeting,

(c) A referendum vote by ballot must be taken. The majority vote must be in the affirmative.

(d) The District and International must be notified in conformity with our International Constitution and By-Laws. All laws pertaining to calling off a strike must be strictly adhered to, and carried out.

ARTICLE XIII

Agreements

Sec. 1. This Local may make an agreement with any employer who grants our demands and is fair in all other ports of the I.L.W.U.

Sec. 2. All agreements must be read before a regularly advertised meeting and approved by a majority vote, then submitted to the International for approval.

Sec. 3. All Local agreements of Local 19 should be signed on or about the same day.

Sec. 4. All agreements entered into by this Local and our own employers must not conflict with the Constitution of the I.L.W.U.

ARTICLE XIV

Miscellaneous

Sec. 1. Donations. No donations exceeding two hundred fifty ($250.00) shall be allowed at any one meeting.

Sec. 2. All donations exceeding two hundred fifty ($250.00) dollars and all motions relative to donations or purchases of any kind, shall be laid over one regular meeting, and taken up at the next regular meeting, and shall required a vote of the majority of the members present to pass. No weekly or monthly donations shall be allowed.
Sec. 3. All extra assessments levied on the member shall be acted on at least two meetings.

Sec. 4. No money shall be loaned out of the funds of this association to any person.

Sec. 5. No member working from Local 19, I.L.W.U., shall be allowed to carry an active card in any other labor organization.

Sec. 6. This Constitution, By-Laws and Rules of Order shall take effect from the date they are adopted by the Union. All former acts inconsistent with it hereby are repealed.

ORDER OF BUSINESS

1. Call to order.
2. Roll call of officers.
3. Reading of minutes of last meetings.
4. Election of candidates for membership.
5. Initiation.
6. Propositions for membership.
7. Reports of officers.
8. Reports of standing and special committees.
10. New business
11. Discuss labor in all its interests.
12. Election of officers.
13. Installation of officers.

RULES OF ORDER

Sec. 1. On motion the regular order of business may be suspended by a two-thirds (2/3) vote of the meeting at any time, to dispose of any urgent business.

Sec. 2. All resolutions and resignations shall be submitted in writing, if so requested by the Secretary.

Sec. 3. Any conversation by telephoning or otherwise, which is calculated to disturb a member while speaking, or hinder the transaction of business, shall be deemed a violation of order.

Sec. 4. A motion to be entertained by the presiding officer must be seconded, and the mover as well as the seconder must rise and be recognized by the chair; it shall be reduced to writing at the request of the Secretary.
Sec. 5. In presenting a motion a brief statement of its objects may be made; but no discussion of its merits shall be admitted until the question is stated by the chair.

Sec. 6. Any member having made a motion can withdraw it by consent of his second; but a motion once debated cannot be withdrawn except by unanimous consent.

Sec. 7. A motion to amend an amendment shall be in order, but no motion to amend an amendment to an amendment shall be permitted.

Sec. 8. A motion shall not be subject to debate until it has been stated by the chair.

Sec. 9. When a member wishes the floor he shall rise and respectfully address the chair, and, if recognized by the chair, he shall be entitled to the floor.

Sec. 10. If two or more members rise to speak at the same time, the chair shall decide which is entitled to the floor.

Sec. 11. Each member when speaking shall confine himself to the question under debate and avoid all personal and indecorous language.

Sec. 12. No member shall interrupt another while speaking, except to a point of order, and he shall definitely state the point, and the chair shall decide the same without debate.

Sec. 13. If a member while speaking be called to order, he shall take his seat until the point of order is decided, when, if decided in order, he may proceed.

Sec. 14. If any member shall feel himself personally aggrieved by a decision from the chair, he may appeal to the Local from the decision.

Sec. 15. When an appeal is made from the decision of the chair, said appeal shall be stated by the chairman to the meeting in these words: "Shall the decision of the chair be sustained as the decision of the meeting?" The member will then have the right to state the grounds of his appeal, and the chair will give his reasons for his decision; thereupon the Local will proceed to vote on the appeal without further debate.

Sec. 16. No member shall speak more than once on the same subject until all members desiring the floor shall have spoken, nor more than twice without consent.

Sec. 17. The presiding officer shall not speak on any subject except points of order and appeals from the decision of the chair; he shall have a vote on all
questions before the meeting, and in case of a tie vote the question at issue shall be declared lost.

Sec. 18. When a question is before the meeting, no motion shall be in order except:
   a. To adjourn,
   b. To lay on the table,
   c. To postpone to a given time,
   d. To refer to recommit
   e. To amend,
   and these several motions shall have precedence in order herein arranged.

Sec. 19. The following are not debatable:
   a. To adjourn.
   b. To lay on the table.
   c. To read a document or paper.

Sec. 20. When the previous question is moved and seconded, it shall be put in this form: "Shall the main question now be put?" If this is carried, all further motions, amendments and debate shall be excluded and the question put without delay.

Sec. 21. If a motion has been amended the question on the amendment shall be put first. If more than one amendment has been offered, the question shall be put as follows:
   a. Amendment to the amendment.
   b. Amendment.
   c. Original proposition.

Sec. 22. When a question is postponed indefinitely, it shall not come up again except by unanimous consent.

Sec. 23. A motion to adjourn shall always be border except:
   a. When a motion is before the house.
   b. When a member has the floor.
   c. When the members are voting.
   d. When it has been decided to take the previous question.
   e. When the delegates from affiliated unions desire to make a report.

Sec. 24. Before putting a question to a vote the presiding officer shall ask: "Is the Local ready for the question?" Then it shall be open for debate. If no member rises to speak, the presiding officer shall then put the question. And after the vote is taken the presiding officer shall immediately announce the result.

Sec. 25. When the presiding officer has commenced taking a vote, no further debate or remarks shall be allowed, unless a mistake has been made, in which
case the mistake shall be rectified and the presiding officer shall recommence taking the vote.

Sec. 26. Before the presiding officer declares the vote on a question, any member may ask for a division of the house, when the chair is in duty bound to comply with the request, and a standing vote shall be taken.

Sec. 27. Every member present shall vote on all questions before the Local unless personally interested or excused by the Local.

Sec. 28. When a blank is to be filled, the question shall be taken first upon the highest sum or number or the longest or latest time.

Sec. 29. When a question has been decided, it can be reconsidered only at the same meeting or on the next regular meeting night.

Sec. 30. A motion to reconsider must be made and seconded by two members who voted with the majority.

Sec. 31. All questions not herein decided shall be governed by Roberts Rules of Order.