

**BY-LAWS
OF THE**

AMPTHILL RAYON WORKERS, INC.



**APPROVED BY
ARWI MEMBERSHIP
JULY 2016**

AMPTHILL RAYON WORKERS, INC.

9330 Jefferson Davis Highway

North Chesterfield, VA 23237

(804) 275-8074

www.ampthillrayonworkers.com

ORGANIZATION

The standard of living of the workers in our industry can be raised only through the medium of organization and collective bargaining. The only way that most working people can have any real power at work is through their union. Promotions may go by seniority – but not if the union fails to enforce the contract. What makes the difference between a livable workplace and a sweatshop is the shop floor strength of the union and the consciousness of the membership: this willingness to stand up for themselves.

A basic element of a good job is freedom from fear. It's not a good job if you dread losing it so much that you will kiss up to keep it. No matter how well paid, it's not a good job if you work under a threat of losing it every day.

TABLE OF CONTENTS

Article I	Membership	1
Article II	Meetings of Members	3
Article III	Area Directors and Meetings	5
Article IV	Elections and Voting	10
Article V	Officers	13
Article VI	Seal	17
Article VII	Rights to Vote	18
Article VIII	Committees	18
Article IX	Amendments	23
Article X	Attorney	24
Article XI	Seniority	24
Article XII	Contracts	25
Article XIII	Stewards	25
Article XIV	Expulsions and Removals	27
Article XV	Sergeant at Arms	30
Article XVI	Affiliations	30
Article XVII	Petitions	31

ARTICLE I

MEMBERSHIP

SECTION 1. Any person employed within the Bargaining Units for which the Union is certified or recognized as Bargaining Agent shall be eligible for Membership in this Union, except persons previously expelled may not re-enter without approval of the Board of Directors.

SECTION 2. Any eligible person desiring Membership shall sign an application for Membership together with such authorization for payroll deduction of dues as are necessary. Such application will be recorded immediately. After approval of such application and after a full month's payroll deduction and payment of any reinstatement fees, the applicant will be a Member in good standing and may exercise all the rights and privileges of such Membership as set forth in these by-laws. *(Ref. Article VII)*

SECTION 3. Upon the resignation of a Member from the Union or upon the withdrawal of the authorization for payroll deduction of dues, that Member shall be dropped from the Membership rolls on his/her anniversary date of union membership. Upon re-acceptance to

the Union for Membership, a reinstatement fee of two hundred (\$200.00) dollars must be paid upfront, in full, to the Treasurer of the A.R.W.I. prior to any dues deduction as well as any previously delinquent dues (not to exceed twelve [12] months of dues). In the event a member terminates payroll deduction prior to his/her membership being terminated (on the anniversary date), the member is responsible to send his/her dues directly to the Treasurer of the A.R.W.I.

SECTION 4. A member must be in good standing in order to vote or hold any office or position in the union. Good standing requires that a member has paid all applicable initiation or reinstatement fees and be current on all monthly dues, including any delinquent dues from any prior terms of membership. In order to hold office you must comply with all other eligibility provisions of these by-laws.

SECTION 5. Dues of membership shall be paid monthly and shall be non-refundable if deducted in good faith. Change in the amount of dues or the period for which they are paid may be made only with the approval of the Members in good standing by secret ballot.

SECTION 6. The Board of Directors can only waive the reinstatement fee for a limited time for the purpose of a membership drive.

ARTICLE II

MEETINGS OF MEMBERS

SECTION 1. The annual meeting of the Members of the Corporation shall be held in the Richmond metropolitan area, at such convenient times and place as is designated by the Board of Directors.

SECTION 2. The Board of Directors is comprised of the four officers and the area directors identified in Article III Section 1, except that the President shall be a non-voting member except in the event of a tie vote.

SECTION 3. There shall be monthly meetings (except in December and August) of the Members of the Corporation in the Richmond metropolitan area, at such convenient times and places as are designated by the Board of Directors.

SECTION 4. Special meetings of the Members of the Corporation may be held at any time upon the call of the Board of Directors or upon a petition of at least ten percent (10%) of the

Members in good standing.

SECTION 5. For every regular meeting of the Members, notices posted in at least three prominent places in the plant for one week prior to such meeting shall be deemed sufficient. For special meetings of the Members, notices posted in at least three prominent places for four (4) days prior to such meeting shall be deemed sufficient.

SECTION 6. Twenty-five Members at a meeting shall constitute a quorum. Each Member shall be limited to three minutes discussion on any one subject unless the time is extended by a majority vote of the Members present. The Board of Directors will transact business in the event no quorum is present at a Membership meeting.

SECTION 7. All meetings of the Board of Directors and membership will be conducted in accordance with these by-laws first and then in accordance with Robert's Rules of Order. In the event of a procedural conflict between the provisions of the by-laws and Robert's Rules of Order, the provisions of these by-laws shall control.

SECTION 8. The order of business at all meetings of the Corporation shall be: (1) calling of meeting to order, (2) proof of due notice of meeting, (3)

recording of Members present, (4) reading and disposal of any unapproved minutes, (5) reports of Officers and Committees, (6) unfinished business, (7) new business, (8) adjournment.

SECTION 9. The posted notices notifying the Membership of meetings also shall contain notice of any Union business that is scheduled to be presented, when practical.

ARTICLE III

AREA DIRECTORS AND MEETINGS

SECTION 1. At the next election of the Board of Directors after adoption of these by-laws and thereafter, one Director shall be elected by and from the Members in good standing within each of the areas as hereinafter listed, except as such areas may be changed in accordance with the provisions of this Article. The Board of Directors may create new areas, may combine, eliminate or rearrange any of the hereinafter named areas when such changes are deemed necessary or desirable with the approval of the Membership in a meeting; provided however, such changes shall not affect the term of the office of any Director at the time of change.

The Areas until properly changed shall be as follows:

1. Nomex[®] Fibers
2. Nomex[®] Paper
3. Tyvek[®] L1/2
4. Tyvek[®] L4/L7
5. Power Operations
6. Kevlar[®] Plt.3 Spinning and NFT
7. Kevlar[®] Group 5's, Plt.2 Spinning, Pulp, RTA and Spin Lab
8. Technical Assistants
9. Clerical and Office
10. Shops, Crafts, MET's and Planners
11. Site Millwrights and Lubricators
12. P.T. Lab, Control Lab

In addition to the Area Directors elected from the above-mentioned areas, there shall be one additional Director. This Director shall be the President of the Corporation whose election as President automatically elects him/her as Director at-large.

SECTION 2. The Board of Directors shall order the Election Committee to hold an election immediately in the area where the vacancy occurs when resignation has been accepted or when a Director has been removed. When

a Directorate becomes vacant by reason of death, or transfer out of the area or bargaining unit, the President shall order an election held immediately. If any such vacancy shall occur after the expiration of three-fourths ($\frac{3}{4}$) of the term of office, an alternate Director may be designated by the Board of Directors to serve the unexpired term of office so vacated.

SECTION 3. Each Director shall appoint another Board Member to act as substitute in cases of temporary absence of the Director. Such appointments shall be made at the first Board of Directors Meeting after election.

SECTION 4. Regular monthly meetings of the Board of Directors shall be held at such time and place as may be designated by the President or a majority of the Board of Directors. Special meetings of the Board of Directors may be held in the same manner. A quorum at any meeting shall consist of a majority of the entire Board of Directors, and a majority of those present shall decide any question that may properly come before the meeting. The order of business shall be the same as in meetings of the Membership (*See Article II Section 8*).

SECTION 5. Notice of the regular meeting of the Board of Directors shall be conveyed to each Director not less than seven (7) days before the meeting. Notice of special meeting of the Board of Directors shall be conveyed to each Director not less than four (4) days before the meeting, unless so ordered by the President.

SECTION 6. All Officers and Directors are required to attend all Membership and Board of Director's Meetings unless excused. The President for reasonable cause may excuse Officers and Directors from attendance. Scheduled or overtime work shall constitute reasonable cause for failure to attend either Membership or Board of Director's Meetings. A Director shall forfeit his/her position and a Directorate shall fall vacant when a Director has failed to attend three successive meetings of the Board of Directors, unless excused, or three (3) successive meetings of the Members, unless excused. The President shall pass on all excuses and shall permit a Director a reasonable time to present an excuse before declaring the Office vacant.

SECTION 7. The Board of Directors shall fix compensation of Officers and Agents including office personnel, subject to the approval of the

Membership; shall conduct business for the corporation; shall have full power and authority to provide for quarters for business and meetings; shall have full power and authority to make investigations, to study and to negotiate with the Company in any matters for the improvement of employment; and shall remove Directors as provided herein.

SECTION 8. Each Director shall represent the Members in his/her area in any question pertaining to grievance, discipline, or working conditions or work loads. In any case of grievance or discipline, the Members concerned shall be present in any meeting with Management, if he/she should so desire. If any Director fails to satisfy a Member, the Member may call on the Grievance Committee to represent him. A Director can make no agreement contrary to contract.

SECTION 9. Any interpretation of any provision of these by-laws, which may be required, shall be made by the Board of Directors.

ARTICLE IV

ELECTIONS - VOTING

SECTION 1. A General Election of all Officers and Directors of the Union shall be held on the second Monday of June every third year, beginning with the year "1999". The term of Office for all Officers and Directors shall be for three (3) years (to begin on the first day of July after their election). A joint meeting of the out-going and in-coming Boards will be held prior to July 1st.

SECTION 2. No Member in good standing shall at the same time be a candidate for or hold more than one of the Offices named in Article V, Section 1.

SECTION 3. The Manner of conducting Elections shall be as follows:

1. Nominations shall be open for one week. To be a candidate for Office, a Member must be in good standing for one (1) year immediately prior to the election.

2. Any eligible Member may be nominated for Office by petition signed by ten (10) Members in good standing eligible to vote for him/her for the particular office

3. Three (3) weeks before the date of each Election, the Election Committee shall cause posting of notices which shall state: (1) The Office or Offices to be filled; (2) Manner of nomination, quoting these by-Laws, (3) That nominations are open and when they will close; (4) Date when ballots will be mailed out and date by which they must be mailed back.

4. At least fifteen (15) days prior to the date of the Election, the Election Committee shall cause to be mailed to each eligible Member in good standing a printed ballot in such form that the vote shall be secret and that a check may be made of the validity of the ballot.

5. To be valid, votes must be postmarked before midnight on the date set for Election.

6. Three (3) days after the date of the Election, the ballots shall be inspected for validity and counted by the Election Committee, which shall report the results to the Secretary and cause the results to be posted on the bulletin boards as soon as possible, and the Secretary shall make a report thereof to the State Corporation Commission of Virginia.

7. If there should be a tie, a second election shall be conducted between the candidates that

tied only. If the second election should result in a tie, a candidate will be appointed by the Board.

8. After compliance with the provisions of paragraph six (6) of this SECTION 3, all ballots shall be delivered to the Secretary of the Corporation who shall preserve such ballots in a safe place for a period of at least one (1) year after the Election.

9. If a Member is terminated due to a reduction of force and has been a Member in good standing for one (1) year prior to termination, the Member shall be eligible to run for Office in the next general election provided the Member rejoins the Union within thirty (30) days after re-employment and has paid one (1) month's dues.

SECTION 4. In order for the President to authorize a strike, a vote of Members in good standing will be conducted by a secret ballot vote. A two-third ($\frac{2}{3}$) majority of those casting a vote during an all day vote will determine the Membership's decision with respect to this issue. The notice for the vote will be posted for thirty (30) days, which will allow the Membership to be fully apprised of the fact that such vote will be conducted.

SECTION 5. The Board can conduct voting that does not involve elections, with or without assistance from the election committee. All-day votes can be used by the Board to determine the wishes of membership in areas such as shift schedules, wages, affiliations, agreements, etc.

SECTION 6. Referendums shall be conducted by the Election Committee at the order of the Board of Directors. Voting shall be by secret mailed ballot. The matter to be voted on shall be posted on all Union bulletin boards when ballots are mailed out. If the matter to be voted on can be printed on a single sheet of paper, a copy shall be included with each ballot, using such wording as is approved by a majority of the Board of Directors. No referendum shall be conducted on any subject for which a referendum has been held within the past six (6) months.

ARTICLE V

OFFICERS

SECTION 1. The Officers of the Union shall be a *President, Vice-President, Treasurer, and Secretary*. Officers shall be elected by and from the Members in good standing at large.

SECTION 2. The President shall preside at all meetings of the Members and at all meetings of the Board of Directors; shall be an ex-officio member of all committees; shall sign or countersign all checks; shall sign or countersign all contracts with Management when authorized to do so by the Board of Directors; shall be an Ex-Officio Member of all Committees but does not have a vote on matters considered by the Board of Directors except in the case of a tie vote; shall make reports as needed to the Directors and Members and perform all other such duties as are incident to his/her Office or properly required by the Board of Directors. The President shall be responsible for filing with Governmental authorities all necessary forms, affidavits, etc., required to permit action before the National Labor Relations Board, and he/she shall have the necessary power and authority to require signatures and necessary data from other Officers.

SECTION 3. The Vice-President shall attend all meetings of the Members and of the Board of Directors and shall, in the absence of the President, exercise all the President's functions. In dealings with the Employer, the

Vice-President shall act for the President in the absence of the President. In the event the Office of President becomes vacant for any reason, the Vice-President shall act as President for the remainder of the unexpired term. In the event a Vice-President so elevated, vacates the Office of President for any reason, the Board of Directors shall appoint a President of their choice for the remainder of said term, provided less than one-fourth ($\frac{1}{4}$) of the three (3) year term remains; otherwise, Election will be held for the President and Vice-President.

SECTION 4. The Secretary shall issue notices for all meetings; shall keep their minutes; shall have charge of the Seal and the Corporate records, except the Treasurer's books; shall sign or countersign such instruments with the President as shall require such signature and shall make such reports and perform such other duties as are incident to his/her Office or are properly required of him/her by the Board of Directors.

SECTION 5. The Treasurer shall have custody of all of the funds and securities of the Corporation, and shall deposit the same in the name of the Corporation in such bank, banks, or other insured depositories as the Board of Directors may from

time to time designate. He/she shall sign all checks, drafts, notes, and orders for payment of money, and he/she shall pay out and dispose of the same under the direction of the Board of Directors. He/she shall at all reasonable times exhibit his books and account to any Director or Member of the Corporation upon application, approved by the Board. All bills or obligations of the Union must be presented for majority approval of the Board of Directors in a Meeting. The Treasurer shall be bonded at the expense of the Union in the amount to be fixed by the Board of Directors. The Treasurer shall be authorized to accept Membership applications and resignations, with a monthly report to the Board of Directors. The Treasurer shall make a monthly report to the Members and to the Board of Directors on the Union's financial status and expenditures; (listing rents, salaries, office supplies and expense, florists, cost of any special project, Election, attorney fees, extra time lost time and mileage allowances paid to Directors or Officers in the course of their duties, Social Security taxes, etc.). The Treasurer's books shall be audited by a Certified Public Accountant at the end of each fiscal year (which shall coincide with

the term of Office).

SECTION 6. The Parliamentarian shall be elected from the Board of Directors. He/she shall make procedural rulings to the Board of Directors during meetings of the Board of Directors and membership based on parliamentary procedure using the by-laws and Robert's Rules of Order.

SECTION 7 The chain of command for the Union shall be:

1. President
2. Vice-President
3. Treasurer
4. Secretary
5. Chairman of Executive Committee
6. Chairman of Grievance Committee
7. Vice-Chair of Executive Committee
8. Vice-Chair of Grievance Committee

They shall relieve the President accordingly in his/her absence

ARTICLE VI

SEAL

SECTION 1. The Corporate Seal of the Corporation shall consist of two concentric circles between which is the name of the Corporation and in the

center shall be inscribed the word "A.R.W.I."

ARTICLE VII

RIGHTS TO VOTE

SECTION 1. Any member in good standing shall have the right to vote in any election or referendum. Voting on contractual issues shall be restricted to members in good standing covered by said contract. That is, Clerical, Technical, and Office (CT&O) employees shall vote on contractual issues relating to their contract. Production and Maintenance (P&M) employees shall vote on contractual issues relating to their contract. (Good standing shall be determined by *ARTICLE I, Section 4 of these by-laws.*)

SECTION 2. Members in good standing shall have the right to vote in any Membership Meeting and have the right to be canvassed on any matters relating to their specific Craft, Area, and/or Shift.

ARTICLE VIII

COMMITTEES

SECTION 1. The Board of Directors shall elect an Executive Committee consisting of not less than five (5) or more than seven (7) of its Members

or Officers. The Chairman of the P&M Contract Committee and the Chairman of the CT&O Contract Committee shall automatically be a member of the Executive Committee and be voting members of the Executive Committee. Those on the Executive Committee shall serve one (1) year or at the pleasure of the Board of Directors. This Committee shall deal with the Company in matters for the improvement of working conditions, general betterment of the conditions of employment, employee movement on the plant and all site policies.

SECTION 2. The Board of Directors shall elect a Grievance Committee consisting of not less than three (3) or more than five (5) of its Members or Officers. Said Committee to serve one (1) year or pleasure of the Board of Directors. The Committee shall deal directly with the Company on any grievance presented it in writing by any Director or by any Member. The Director of the Area wherein the Grievance arises shall be an Ex-Officio Member of the Grievance Committee for that grievance.

SECTION 3. There shall be a Contract Committee for the Clerical, Technical and Office (CT&O) group consisting of not less than five (5) Members. A

maximum of three (3) or a minimum of two (2) shall be elected from the Board of Directors which number, whether three (3) or two (2), shall be determined by the Board of Directors. A maximum of three (3) or a minimum of two (2) shall be elected from the Members at a Membership Meeting. These two (2) or three (3) elected from the floor at the Membership Meeting shall be restricted to Clerical, Technical and Office (CT&O) Members only. The Chairman of the CT&O Contract Committee shall automatically be placed on the Executive Committee and be a voting member of the Executive Committee. There shall be a Contract Committee for the Production and Maintenance (P&M) group consisting of not less than five (5) Members. Of these members, two (2) shall be elected from the floor at the Membership Meeting. Membership on the Production and Maintenance (P&M) Contract Committee shall be restricted to Members of the Production and Maintenance group only. Members elected to these Committees must have been a Member in good standing for at least one (1) year immediately prior to such election. It shall be the duty of these Committees to prepare and

negotiate Contracts with the Company, subject to the approval of the Board of Directors and the Members in good standing and to prepare and negotiate the increase of wages, subject to the approval of the Board of Directors. Regular meetings of these Committees shall be held at a time and place convenient to the Committees for the purpose of making reports on studies in connection with future contracts and wage increases. The Chairman of the P&M Contract Committee shall automatically be placed on the Executive Committee and be a voting member of the Executive Committee.

SECTION 4. There shall be an Election Committee of not less than three (3) nor more than five (5) Members who shall not be Officers or Directors. A member of the Election Committee cannot participate in any election that he/she is a candidate for office. The Committee shall be appointed by the Board of Directors at the beginning of each fiscal year and shall serve at its pleasure, and its duties shall be to conduct Elections and Referendums in the manner outlined in these By-Laws. Members elected to this Committee must be Members in good standing for not less than one (1)

year immediately prior to the date of their appointment. The Committee shall make a signed report to the Secretary and to the Membership on each Election, or Referendum, showing the number of ballots mailed, number of ballots returned, number of ballots for each candidate or Referendum item, statement of elected candidates or Referendum results and shall submit all bills for approval. Election or Referendum results shall be included in the minutes for the Membership Meeting in which the report is made.

SECTION 5. There shall be a By-Laws Committee consisting of not less than five (5) members. The Board of Directors shall elect three (3) and not less than two (2) shall be elected from the Members in good standing at a membership meeting. Duties of the By-Laws Committee shall be to make recommendations to the Board of Directors, in writing, of changes to be made in the By-Laws. Before any changes can be made, a two-thirds (2/3) majority of the Board of Directors must approve it. If the change is approved, it shall be submitted to Membership in the form of a Referendum.

ARTICLE IX

AMENDMENTS

SECTION 1. Any proposed amendments to these By-Laws must be submitted to the Board of Directors in writing. The Board of Directors may approve the Amendment, in which case it shall be submitted to the Members in good standing in a Referendum. If the Board of Directors disapproves of an Amendment, it must be presented to the Members in a meeting. If the Members, in two (2) successive meetings, approve the Amendment it shall be submitted to a vote of the Members in good standing in a Referendum.

SECTION 2. Referendums on Amendments to these By-Laws shall be held in conjunction with a General Election, if possible, and in no case shall there be more than one (1) Referendum on Amendments every six (6) months. Six (6) months will start from the date votes are counted.

SECTION 3. The Amendments shall be adopted if the majority of the votes cast in the Referendum conducted as outlined in *ARTICLE IV* favors such adoption; provided however, that no Referendum shall be conducted on any Amendment for which

a Referendum has been held within the past six (6) months.

SECTION 4. Any interpretation of these by-laws will be made by the Board of Directors. The Board of Directors may seek the advice and counsel of an attorney in deciding such appropriate interpretation.

ARTICLE X

ATTORNEY

SECTION 1. The Board of Directors shall arrange for the services of an Attorney, or Attorneys, for such sum, or sums, as may from time to time be necessary.

ARTICLE XI

SENIORITY

SECTION 1. Changes in seniority provisions of the Contract must be approved by the Board of Directors. The Members in good standing of the Corporation must approve a certified copy of the motion or resolution approving such changes before an agreement can be concluded with E.I. Dupont de Nemours and Company, Inc. or

successor company or companies.

ARTICLE XII

CONTRACTS

SECTION 1. Any collective bargaining contracts between Amphill Rayon Workers, Inc. and E.I. DuPont de Nemours and Company, Inc., or successor company or companies, in which ARWI is a party, must, after approval by the Board of Directors, be approved by the Members in good standing by a secret ballot vote before signing. In the event the Board of Directors shall approve such contract, special Membership Meetings shall be called to discuss the proposed contract. The time and place of such Meetings must be arranged to accommodate the entire Membership, and the majority of those voting in the Meetings shall determine the issue. In the event of no Quorum, the Board of Directors are authorized to approve such contract as final.

ARTICLE XIII

STEWARDS

SECTION 1. All Stewards elected or appointed by and from their Craft, Area and/or Shift must be a

Member in good standing.

SECTION 2. The Members in good standing of each Craft Area, and/or shift may elect Stewards to serve as its Director's Assistants in a number to be determined under the terms of the contract. The Stewards so elected shall have such power and serve such terms as determined by the Board of Directors, and shall have such other duties as may properly be required of them by the Craft or Area Director. In case the Members of any Craft or Area fail to elect Stewards within fourteen (14) days after the election of the Director for that Craft or Area, then the Director may appoint such Stewards.

SECTION 3. A Steward will be removed from such position (A) upon submission to the Board of Directors of a petition of valid evidence stating the cause of such petition for consideration of removal, signed by more than one-half ($\frac{1}{2}$) of the Members in good standing of the Area, Craft and/or shift involved, or (B) when such Steward is unable or unwilling to cooperate with the Area Director, in either event the Board must vote in favor for such removal to occur. The Steward may submit a letter of defense if he/she so desires. Any Steward so removed shall not serve again as

Steward during the remainder of the term of the then incumbent Director.

ARTICLE XIV

EXPULSIONS AND REMOVALS

SECTION 1. The Members in good standing in his/her Craft or Area may remove any Director from Office by these methods.

A. Submission of a petition which is directed to the Board of Directors and filed with the Secretary requesting a referendum on removal and signed by fifty-one percent (51%) of the Members in good standing in the Crafts or Areas the Director represents requires the conducting of a referendum on said removal. An affirmative vote on the referendum will mean automatic removal. The Board of Directors prior to ordering a referendum shall verify the petition.

B. A petition requesting removal of a Director from Crafts or Areas signed by two-thirds ($\frac{2}{3}$) of the Members in good standing submitted to the Board of Directors and filed with the Secretary. After receiving such a petition, the Director shall be removed. The Board of Directors must verify the petition.

Any Director so removed from office may not

run for the same position until the next general election after the removal.

SECTION 2. In the case of a removal of an officer, the Board of Directors shall recommend to the Members his/her removal. Such recommendation shall then be presented to the membership for approval or disapproval by referendum. In the case of an expulsion of a member from the union, the Board of Directors shall recommend to the Members in a meeting his/her expulsion. Before recommending removal of an officer or expulsion of a member, the Board must first find such removal or expulsion justified after a hearing to be conducted as follows:

1. Specific charges of questionable conduct (in the case of a Member), or (in the case of any Officer or Director) failure to carry out the duties of his Office, or active support of another Union that is not approved by the Board, shall be made in writing and presented to the Secretary of the Union. Charges may be presented by any Member in good standing as defined by these By-Laws.

2. The Secretary shall lay the charges before the Board of Directors at the next Meeting of the Board.

3. The Board shall decide on the desirability

of removing the officer or prosecuting the Member accused. In the event the Board decides to conduct a hearing to consider recommendations, a complete copy of the charges against him/her shall be sent to him/her by the Secretary together with a notice of the date and time of the Meeting at which the hearing is to be held. The charges and notice shall be sent by registered mail. The Board at its sole discretion may grant a reasonable postponement to the accused upon request.

4. The Member in good standing making the charges shall appear to present proof of his/her charges. Either the accuser or the accused may bring witnesses and question all witnesses.

5. When accuser and accused have had their final hearing, the Board shall vote on removal or expulsion by secret ballot. A two-thirds (2/3) majority of the Board in attendance must approve the action before the recommendation may be presented to the Membership.

6. After a recommendation of removal or expulsion is presented to the Membership by the Board of Directors, such recommendation shall not become effective unless and until it is approved by the Membership in a regular or

special meeting with a Quorum present.

ARTICLE XV

SERGEANT AT ARMS

SECTION 1. The Sergeant of Arms, will be elected by the Board of Directors, the primary duties of the Sergeant of Arms are:

1. Preserve order.
2. Allow only A.R.W.I. Union Members in the Union Meeting.
3. Other duties as assigned by the President or the Board.

ARTICLE XVI

AFFILIATIONS

SECTION 1. Any affiliation or merger of the ARWI must be approved by a vote of Members in good standing by a secret ballot vote.

SECTION 2. In the event of an affiliation, all assets of the ARWI will remain with the local.

ARTICLE XVII

PETITIONS

SECTION 1. The ARWI will only recognize Petitions

from members which contain the following:

- a. Purpose of the Petition on each page;
- b. Printed Name of Petitioner;
- c. Signature of Petitioner;
- d. Payroll Number of Petitioner; and
- e. Date of Petition

SECTION 2. All petitions properly submitted to the Secretary of the Union become the property of the Board of Directors and will not be returned.

BYLAWS COMMITTEE

Chairman: Pat Daniel

Vice-Chairman: Mickey Galderise

Blake Portis

Greg Washington

James Palmore

Dana Bryant

