

Local 2887

Minutes – General Meeting 12/08/2015
SIUe Bowling Alley

This was the fourth quarter General Membership meeting of AFSCME Local 2887. The meeting was called to order on Tuesday, December 8, 2015 at 5:15 p.m. by Anne Hunter, President with 11 present and 2 board members voting by proxy.

Attendees:

Pam Cunningham – Member / Vicki Daggett – Executive Board (proxy vote) / Debi Downing – Member / Linda Eilerman – Member / Sherie Gottlob – Treasurer / Aliesha Graham – Member / Anne Hunter – President / Lori Huntley – Secretary / Barbara Jatcko – Member / Janice Kolkovich – Executive Board / Diane Schilling – Executive Board (proxy vote) / Vickie Sumner – Executive Board / Rebecca Wayne - Member

Review of Agenda:

Anne Hunter distributed agendas for the meeting.

Approval of Minutes:

Minutes were reviewed and a motion was made to approve by Rebecca Wayne and seconded by Barbara Jatcko.

Reports of Officers

President Report – Anne Hunter

Member participation on the executive board was discussed. Several positions are currently open including the Vice President position, Chief Steward position, PEOPLE Chair and two Trustee positions. All officer positions are up for re-election in the Fall.

An update on the changes to Community Worker positions was given. ESL has completed the interviewing process for Family Engagement Specialists. Once candidates are selected, HR will determine hire dates based on existing seniority. When complete, they will post the Family Engagement Associate position for all remaining Community Workers.

Vice President – position currently vacant

Secretary – Lori Huntley

Open positions have been uploaded to the Local's Facebook page. Communications Committee is still being formed.

Treasurer – Sherie Gottlob

A review of the financials were distributed and discussed. A request to spend \$20.00 to purchase a binder for FY 16 records was made. Rebecca Wayne made a motion to approve this request. Lori Huntley seconded. Motion passed unanimously.

Reports of Committees

PEOPLE – Vacant

A form was distributed announcing a rally in Collinsville that is scheduled for December 10th at 5:30 p.m. The state contract still has not been approved by Governor Rauner.

Solidarity – Vicki Sumner

A drawing was done for those present and Aliesha Graham won a gift certificate to Cracker Barrel.

Steward Report – position currently vacant

Easy resolutions have been made for any issues that have been brought to the union.

Old Business:

The 2nd read of the revised constitution took place at this meeting. After discussion a motion was made to approve the revised constitution. The motion was made by Lori Huntley and seconded by Pam Cunningham. The motion passed unanimously.

There will be a .90 cent increase in union dues per month for 2016 in accordance with the International Union.

New Business:

Upcoming AFL-CIO events were announced including the rally discussed above and the Greater Madison County Federation of Labor Christmas Party on December 17th

Sheri Gottlob made a motion for a 2016 “Member in Need” program to offer \$150.00 to 2 full members mirroring the giving model that the local did a few years ago. Vickie Sumner seconded the motion and it passed unanimously. The details will be discussed at the next executive board meeting.

A motion was made to adjourn the meeting at 5:45 p.m. by Sheri Gottlob and seconded by Vickie Sumner.

Respectfully submitted –

Lori Huntley

AFSCME Local 2887
General Meeting
8 December 2015

AGENDA

1. Call to Order
2. Approval of Minutes
3. Introductions
4. Staff Representative Report
5. Reports of Officers
 - a. President's Report
 - b. Secretary's Report
 - c. Treasurer's Report
 - d. Trustee's Report
6. Reports of Committees
 - a. PEOPLE Committee Report
 - b. Solidarity Committee Report
 - c. Steward Committee Report
7. Old Business
 - a. Constitutional Update – Second Read
8. New Business
 - a. Open Positions
9. Announcements & Discussion
 - a. Rally for Fairness – Thursday, December 10 at 5:30pm at Collinsville IBEW Hall
 - b. GMCFL Meeting and Holiday Party – Thursday, December 17 at 7pm
 - c. Staff Senate Meeting – January 7
 - d. AFSCME Council 31 Legislative Conference – January 9
10. Adjourn

**AFSCME Local 2887
Treasurer's Report - October 2015**

Balance on hand 9/30/15 \$9,666.48

Notes

INCOME:

Rebates deposited for September	839.83
Total Income	\$839.83

EXPENSES:

Administrative \$441.60 *payroll*

Payroll Taxes \$272.46

Meetings

Vicki Daggett	\$75.00	<i>reimb for basket for Employee banquet</i>
Vicky Daggett	\$242.87	<i>Reimb. For convention</i>
Anne Hunter	\$668.10	<i>Reimb. For convention</i>
Total Expenses	\$1,700.03	

Balance on hand 10/31/15 \$8,806.28

Treasurer Signature: Shirley Gottlob
Date: 11-10-15

STAND UP! FOR FAIRNESS!

**THURSDAY, DECEMBER 10TH AT 5:30
IBEW HALL LOCAL 309
2000 MALL STREET, COLLINSVILLE**

We're standing together! State employees will come together for rallies in each region of the state for a fair contract.

The Rauner Administration's contract demands would hurt the services we provide and drive down our standard of living.

We're saying "NO!" to:

- Big hikes in our costs for health care
- A freeze on wages, including no step increases
- An end to protections against irresponsible privatization of public services
- Putting politics into our paychecks with so-called "merit pay" schemes

We'll join with AFSCME members from local governments and state universities, members of other unions, and those in our communities who are being hurt by Rauner's refusal to work toward a fair budget, his harsh cuts to programs that aid children, the elderly and the disabled, and his fierce hostility toward working people having a voice through our unions.



ALL ACROSS ILLINOIS - WE'RE RALLYING FOR FAIRNESS

CONSTITUTION

FOR

LOCAL 2887

ARTICLE I

NAME

The name of this organization shall be Southern Illinois University at Edwardsville Local Number 2887 of the American Federation of State, County and Municipal Employees, AFL-CIO.

ARTICLE II
AFFILIATIONS

This local union shall be affiliated with Illinois Public Employees Council Number 31 of the American Federation of State, County and Municipal Employees.

ARTICLE III
OBJECTIVES

The objectives of this local union shall be to carry out on a local basis the objectives of the American Federation of State, County and Municipal Employees.

ARTICLE IV
MEMBERSHIP AND DUES

Section 1. All employees of the Southern Illinois University at Edwardsville, except building service workers, are eligible for membership in this local union, subject to the requirements of the Constitution of the International Union.

Section 2. Application for membership shall be made on a standard application form. Unless such form includes a valid authorization for payroll deduction of dues, the application shall be accompanied by the current month's dues.

Section 3. The monthly membership dues of the local shall be ~~\$41.65~~ per member. The dues shall be increased automatically in accordance with the International Constitution, Article IX, Section 6. Any increase of odd cents shall be rounded to the nearest even cent.

Section 4. Membership dues shall be payable monthly in advance to the local secretary-treasurer and in any event shall be paid not later than the 15th day of the month in which they become due. Any member who fails to pay dues by the 15th day of the month in which they become due shall be

Comment [AH1]: This will be the current dues rate as of January 1, 2016.

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considered delinquent, and upon failure to pay dues for two successive months shall stand suspended. Provided, however, that any person who is paying dues through a system of regular payroll deduction shall for so long as such person continues to pay through such deduction method, be considered in good standing.

Section 5. A member suspended under the above section may be reinstated to membership in the local on payment of all arrearages or upon payment of a reinstatement fee of \$10.00 plus the current month's dues.

ARTICLE V MEETINGS

Section 1. Regular business meetings of this local shall be held quarterly at a time and place to be fixed by the membership of the local executive board.

Section 2. Special meetings may be called by the local president, the local executive board, or by petition filed with the president and signed by ten (10) members of the local. The petition shall call for a special meeting, shall name a date and the items to be discussed which shall be no sooner than fifteen (15) days subsequent to the filing and the president shall issue a call to the members. Special meetings may also be called by the International President or by an authorized representative of the International President.

Comment [MG2]: Requires details and 15 days' notice of a petitioned meeting (88)

Section 3. The quorum for meetings of this local shall be twelve (12) members in good standing.

ARTICLE VI OFFICERS, NOMINATIONS, AND ELECTIONS

Section 1. Regular elections shall be held during the month of September in even-numbered years. All officers shall be elected for two-year terms. All elected officers will assume office on November 1 of the year in which they were elected.

Comment [MG3]: Moved and condensed for clarity. (328)

Comment [MG4]: Added.

Section 2. The officers of this local shall be a president, a vice-president, a recording secretary, a secretary-treasurer, and three executive board members, and these seven shall constitute the local union executive board. In addition, there shall be elected three members who shall serve as trustees. The trustees shall be elected to three-year terms of office, except that in the initial election, one shall be elected for a one-year term, one for a two-year term, and one for a three-year term. All other officers shall be elected for a term of two years in the even-numbered years. Section 3. In addition, there shall be elected seven (7) members who shall serve as stewards. The stewards shall be elected for two-year terms of office. Steward elections shall follow regular election procedures, every September in even-numbered years. Stewards shall be obligated to attend all steward meetings and all regular and special general membership meetings. Any steward absent for more than three meetings within a one-year period without an excuse acceptable to the executive board may be subject to removal at the discretion of the executive board. Upon petition from a member, the executive board will review stewards.

Moved down [1]: The officers of this local shall be a president, a vice-president, a recording secretary, a secretary-treasurer, and three executive board members, and these seven shall constitute the local union executive board.

Comment [MG5]: Separated section

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Comment [MG6]: 4001

Comment [MG7]: 88

performance. The executive board has the option to remove any steward from his/her duties if just cause is found. Stewards shall not serve an executive function within the local and are therefore not to be considered officers. As such, officers of the executive board are eligible for nomination and election as stewards.

Comment [MG8]: 4001

Section 4. Nominations shall be made at a regular or special meeting of the local. At least fifteen days' advance notice shall be given the membership prior to the nomination meeting. A nominating committee may be appointed or elected to make nominations, but whether or not such nominating committee is used, nominations shall be permitted from the floor at the nomination meeting. All regular elections shall be held in the month of September.

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Deleted: Not less than fifteen days prior to the holding of nominations for local union officers, a notice of the nomination and election shall be mailed to each member at the member's last known address.

Section 5. To be eligible for office, a member must be in good standing for one year six months immediately preceding the election, except in the initial election held in this local; provided, however, that no retired member shall be a candidate for office.

Comment [AH9]: Change allows for other forms/location of notification. Consistent with the International Constitution, Appendix C.

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Section 6. Officers shall be elected by secret ballot vote, and the balloting shall be conducted as to afford to all members a reasonable opportunity to vote. At least fifteen days' advance notice shall be given the membership prior to the holding of the election.

Comment [AH10]: Officers assume office on November 1. The General Meeting prior to that date is held in September.

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Section 7. All matters concerning nominations and elections in this local union shall be subject to the provisions of Appendix D, entitled Elections Code, of the International Union Constitution.

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Comment [MG11]: Allows for newer members to become involved after they're out of probationary period. (4001)

Section 8. Vacancies in office shall be filled for the remainder of the unexpired term by vote of the executive board.

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Section 9. Every officer shall, upon assuming office, subscribe to the Obligation of an Officer contained in Appendix B of the International Union Constitution.

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Section 10. Should any officer be absent from three consecutive board meetings without an excuse acceptable to the board, that office shall be declared vacant and filled in accordance with this constitution.

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ARTICLE VII DUTIES OF OFFICERS AND EXECUTIVE BOARD

Comment [AH12]: Formatting changes were made throughout to be consistent with the International Constitution, Appendix C.

Section 1. The President shall:

- a. Preside at all meetings of the local union and of the executive board.
- b. Be a member of all committees except election committees.
- c. Countersign all checks drawn against the funds of the local.
- d. Appoint all standing committees and all special committees of the local, subject to the approval of the executive board.
- e. Report periodically to the membership regarding the progress and standing of the local and regarding the president's official acts.
- f. Serve as a delegate to conferences of the International Union and Council 31. In the event that the president is unable to attend, the vice-president shall be appointed as delegate.

Comment [AH13]: To allow the local to send at least one vested delegate to AFSCME conferences.

Comment [MG14]: 4001

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Section 2. The Vice-President shall:

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- a. Assist the president in the work of the President's office.
- b. In the absence of the President or in the President's inability to serve, preside at all meetings and perform all duties otherwise performed by the president.
- c. Upon approval by the local executive board, be authorized to act as co-signer of checks drawn on the local funds in place of either the President or the Secretary-Treasurer.
- d. Act as chief steward.
- e. In the event that the president is unable to attend, serve as delegate to International Union and Council 31 conferences.

Comment [MG15]: 4001

Comment [MG16]: 4001

Section 3. The Recording upon Secretary shall:

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- a. Keep a record of the proceedings of all membership meetings and of all Executive Board meetings. In the absence of the recording secretary, the president shall designate a temporary replacement.
- b. Ensure that the minutes of the above meetings are sent to the appropriate bodies in a timely manner.
- c. Carry on the official correspondence of the local, except as the Executive Board may direct otherwise.
- d. Perform such other duties as the Executive Board may require.
- e. Prepare and distribute, at least semi-annually, a newsletter reporting on the activities and issues concerning the local to the general membership.
- f. Distribute meeting materials, calendar all meetings, and manage e-mail distribution list.

Comment [MG17]: 4001

Comment [MG18]: 3135

Comment [MG19]: 3135

Comment [MG20]: 3135

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Section 4. The Secretary-Treasurer shall:

- a. Receive and receipt for all monies of the local union.
- b. Deposit all money so received in the name of the local union in a bank or banks selected by the executive board, and money so deposited shall be withdrawn only by check signed by any two of the following: President, Vice-President, or Secretary-Treasurer.
- c. Prepare and sign checks for such purposes as are required by the constitution or are authorized by the membership or the Executive Board.
- d. Prepare and submit the monthly membership report to the International Union office and see that a check is drawn in payment of the local's per capita tax each month and sent to the International Secretary-Treasurer.
- e. Keep an accurate record of receipts and disbursements and shall, once each month, submit to the membership a monthly operating statement of the financial transactions of the local for the previous month.
- f. Act as custodian of all properties of the local union.
- g. Give a surety bond at the expense of the local union and through the International Union.
- h. See that any financial reports required by the International Union Constitution to be submitted to the International Union are submitted in accordance with the International Union Constitution.

Section 5. The trustees shall make or cause to be made at least semi-annually an audit of the finances of the local, including the finances concerning any health and welfare, pension, insurance or

other benefit programs covering members of such local, and shall report to the membership on the results of such audit.

Section 6. The Executive Board shall be the governing body of the local union except when meetings of the local union are in session. All matters affecting the policies, aims and means of accomplishing the purposes of the local not specifically provided for in this constitution or by action of the membership at a regular or special meeting shall be decided by the Executive Board. The board shall meet ~~monthly unless there is no business or action to be taken, or~~ at the call of the President or of a majority of the members of the board. A report on all actions taken by the Executive Board shall be made to the membership at the next following meeting. A majority of the members of the executive board shall be required for a quorum. ~~Members serving on the Executive Board will also serve as stewards.~~

Comment [AH21]: Reaffirming regular meetings of the Executive Board.

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Comment [MG22]: If these are elected, there is no reason to have all exec board members as stewards. Steward updates can be given by the chief steward to the exec board without details that would breach privacy.

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ARTICLE VIII POLICIES AND PROCEDURES

~~Section 1. An allowance/lost time of \$110 per person per day shall be provided for attending conferences/workshops and/or for performing work for the local required by the American Federation of State, County and Municipal Employees.~~

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~~Section 2. Mileage will be paid at the current rate from the IRS website.~~

~~Section 3. Per Diem will be paid according to the guidelines in the current Financial Standards for the American Federation of State, County and Municipal Employees.~~

~~Section 4. Any member that signs up a new member will be paid a bounty of \$5.00.~~

Comment [MG23]: This is no other constitution, we *should* have to vote to pay for this even if we have an automatic delegate. This would be a check on the delegate to not just spend the union's money without a vote.

~~Section 5. A monthly stipend of \$75 shall be paid to the President, Vice-President, Secretary, Treasurer, and Secretary for miscellaneous expenses and personal time spent on union duties.~~

Comment [AH24]: These were previously approved on April 19, 2005.

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ARTICLE IX MISCELLANEOUS PROVISIONS

Section 1. This local union shall at all times be subject to the provisions of the constitution of the American Federation of State, County and Municipal Employees.

Comment [AH25]: This has been part of our regular operating budget for some time, exact date of approval unknown.

Section 2. Except to the extent specified in this constitution, no officer of the local union shall have the power to act as an agent for or otherwise bind the local union in any way whatsoever. No member or group of members or other person or persons shall have the power to act on behalf of or otherwise bind the local union except to the extent specifically authorized in writing by the president of the local union or by the executive board of the local union.

Comment [MG26]: In no other constitution. If our membership numbers go down or fair share supreme court case isn't decided in our favor, we would be constitutionally obligated to continue paying money we may not have. I recommend deletion until the court case is settled, at which time this constitution can be amended to include officer stipends.

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Section 3. Robert's Rules of Order, Revised, shall be the guide in all cases to which they are applicable and in which they are not inconsistent with the constitution and special rules of this local union or of the American Federation of State, County and Municipal Employees.

ARTICLE ~~X~~
AMENDMENTS

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This constitution may be amended, revised or otherwise changed by a majority vote of the members voting on such proposed change and such change shall take effect only upon written approval of the International President. Proposed amendments to this constitution must be read and voted on at a subsequent meeting of the local union, adequate and proper notice having been given to the membership prior to the date on which the vote is taken. A written copy of the proposed amendment shall be furnished to every eligible voter at the meeting at which the vote is taken.

CONSTITUTION

FOR

LOCAL 2887

ARTICLE I

NAME

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MEMBERSHIP AND DUES

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considered delinquent, and upon failure to pay dues for two successive months shall stand suspended. Provided, however, that any person who is paying dues through a system of regular payroll deduction shall for so long as such person continues to pay through such deduction method, be considered in good standing.

Section 5. A member suspended under the above section may be reinstated to membership in the local on payment of all arrearages or upon payment of a reinstatement fee of \$10.00 plus the current month's dues.

ARTICLE V MEETINGS

Section 1. Regular business meetings of this local shall be held quarterly at a time and place to be fixed by the membership of the local executive board.

Section 2. Special meetings may be called by the local president, the local executive board, or by petition filed with the president and signed by ten (10) members of the local. The petition shall call for a special meeting, shall name a date and the items to be discussed which shall be no sooner than fifteen (15) days subsequent to the filing and the president shall issue a call to the members. Special meetings may also be called by the International President or by an authorized representative of the International President.

Section 3. The quorum for meetings of this local shall be twelve (12) members in good standing.

ARTICLE VI OFFICERS, NOMINATIONS, AND ELECTIONS

Section 1. Regular elections shall be held during the month of September in even-numbered years. All officers shall be elected for two-year terms. All elected officers will assume office on November 1 of the year in which they were elected.

Section 2. The officers of this local shall be a president, a vice-president, a recording secretary, a secretary-treasurer, and three executive board members, and these seven shall constitute the local union executive board. In addition, there shall be elected three members who shall serve as trustees. The trustees shall be elected to three-year terms of office, except that in the initial election, one shall be elected for a one-year term, one for a two-year term, and one for a three-year term.

Section 3. In addition, there shall be elected seven (7) members who shall serve as stewards. The stewards shall be elected for two-year terms of office. Steward elections shall follow regular election procedures, every September in even-numbered years. Stewards shall be obligated to attend all steward meetings and all regular and special general membership meetings. Any steward absent for more than three meetings within a one-year period without an excuse acceptable to the executive board may be subject to removal at the discretion of the executive board. Upon petition from a member, the executive board will review stewards' performance. The executive board has the option to

remove any steward from his/her duties if just cause is found. Stewards shall not serve an executive function within the local and are therefore not to be considered officers. As such, officers of the executive board are eligible for nomination and election as stewards.

Section 4. Nominations shall be made at a regular or special meeting of the local. At least fifteen days' advance notice shall be given the membership prior to the nomination meeting. A nominating committee may be appointed or elected to make nominations, but whether or not such nominating committee is used, nominations shall be permitted from the floor at the nomination meeting.

Section 5. To be eligible for office, a member must be in good standing for six months immediately preceding the election, except in the initial election held in this local; provided, however, that no retired member shall be a candidate for office.

Section 6. Officers shall be elected by secret ballot vote, and the balloting shall be conducted as to afford to all members a reasonable opportunity to vote. At least fifteen days advance notice shall be given the membership prior to the holding of the election.

Section 7. All matters concerning nominations and elections in this local union shall be subject to the provisions of Appendix D, entitled Elections Code, of the International Union Constitution.

Section 8. Vacancies in office shall be filled for the remainder of the unexpired term by vote of the executive board.

Section 9. Every officer shall, upon assuming office, subscribe to the Obligation of an Officer contained in Appendix B of the International Union Constitution.

Section 10. Should any officer be absent from three consecutive board meetings without an excuse acceptable to the board, that office shall be declared vacant and filled in accordance with this constitution.

ARTICLE VII DUTIES OF OFFICERS AND EXECUTIVE BOARD

Section 1. The President shall:

- a. Preside at all meetings of the local union and of the executive board.
- b. Be a member of all committees except election committees.
- c. Countersign all checks drawn against the funds of the local.
- d. Appoint all standing committees and all special committees of the local, subject to the approval of the executive board.
- e. Report periodically to the membership regarding the progress and standing of the local and regarding the president's official acts.
- f. Serve as a delegate to conferences of the International Union and Council 31. In the event that the president is unable to attend, the vice-president shall be appointed as delegate.

Section 2. The Vice-President shall:

- a. Assist the president in the work of the President's office.

- b. In the absence of the President or in the President's inability to serve, preside at all meetings and perform all duties otherwise performed by the president.
- c. Upon approval by the local executive board, be authorized to act as co-signer of checks drawn on the local funds in place of either the President or the Secretary-Treasurer.
- d. Act as chief steward.
- e. In the event that the president is unable to attend, serve as delegate to International Union and Council 31 conferences.

Section 3. The Recording Secretary shall:

- a. Keep a record of the proceedings of all membership meetings and of all Executive Board meetings. In the absence of the recording secretary, the president shall designate a temporary replacement.
- b. Ensure that the minutes of the above meetings are sent to the appropriate bodies in a timely manner.
- c. Carry on the official correspondence of the local, except as the Executive Board may direct otherwise.
- d. Perform such other duties as the Executive Board may require.
- e. Prepare and distribute, at least semi-annually, a newsletter reporting on the activities and issues concerning the local to the general membership.
- f. Distribute meeting materials, calendar all meetings, and manage e-mail distribution list.

Section 4. The Secretary-Treasurer shall:

- a. Receive and receipt for all monies of the local union.
- b. Deposit all money so received in the name of the local union in a bank or banks selected by the executive board, and money so deposited shall be withdrawn only by check signed by any two of the following: President, Vice-President, or Secretary-Treasurer.
- c. Prepare and sign checks for such purposes as are required by the constitution or are authorized by the membership or the Executive Board.
- d. Prepare and submit the monthly membership report to the International Union office and see that a check is drawn in payment of the local's per capita tax each month and sent to the International Secretary-Treasurer.
- e. Keep an accurate record of receipts and disbursements and shall, once each month, submit to the membership a monthly operating statement of the financial transactions of the local for the previous month.
- f. Act as custodian of all properties of the local union.
- g. Give a surety bond at the expense of the local union and through the International Union.
- h. See that any financial reports required by the International Union Constitution to be submitted to the International Union are submitted in accordance with the International Union Constitution.

Section 5. The trustees shall make or cause to be made at least semi-annually an audit of the finances of the local, including the finances concerning any health and welfare, pension, insurance or

other benefit programs covering members of such local, and shall report to the membership on the results of such audit.

Section 6. The Executive Board shall be the governing body of the local union except when meetings of the local union are in session. All matters affecting the policies, aims and means of accomplishing the purposes of the local not specifically provided for in this constitution or by action of the membership at a regular or special meeting shall be decided by the Executive Board. The board shall meet monthly unless there is no business or action to be taken, or at the call of the President or of a majority of the members of the board. A report on all actions taken by the Executive Board shall be made to the membership at the next following meeting. A majority of the members of the executive board shall be required for a quorum.

ARTICLE VIII POLICIES AND PROCEDURES

Section 1. Any member that signs up a new member will be paid a bounty of \$5.00.

ARTICLE IX MISCELLANEOUS PROVISIONS

Section 1. This local union shall at all times be subject to the provisions of the constitution of the American Federation of State, County and Municipal Employees.

Section 2. Except to the extent specified in this constitution, no officer of the local union shall have the power to act as an agent for or otherwise bind the local union in any way whatsoever. No member or group of members or other person or persons shall have the power to act on behalf of or otherwise bind the local union except to the extent specifically authorized in writing by the president of the local union or by the executive board of the local union.

Section 3. Robert's Rules of Order, Revised, shall be the guide in all cases to which they are applicable and in which they are not inconsistent with the constitution and special rules of this local union or of the American Federation of State, County and Municipal Employees.

ARTICLE X AMENDMENTS

This constitution may be amended, revised or otherwise changed by a majority vote of the members voting on such proposed change and such change shall take effect only upon written approval of the International President. Proposed amendments to this constitution must be read and voted on at a subsequent meeting of the local union, adequate and proper notice having been given to the membership prior to the date on which the vote is taken. A written copy of the proposed amendment shall be furnished to every eligible voter at the meeting at which the vote is taken.