Affiliated Bodies Series Local Unions

#19½ Bridgeport, Connecticut

1945; 1951-1952
Mr. Joseph Pudlayn
736 Bowen Building
Washington 5, D. C.

July 24, 1945

Dear Judge:

I am enclosing herewith copy of a letter received from John J. Allen of Local Union 191 regarding the organization of the sanitation department drivers and helpers of the City of Bridgeport. Will you give me your opinion on this matter.

I am also enclosing an official opinion by James A. Emert, Attorney General of Indiana, olis, Indiana. I ask that you give me your comments on this opinion.

Sincerely yours,

[Signature]

ACTING FOR DANIEL J. TORIN
GENERAL PRESIDENT
August 6, 1945

Mr. Thomas E. Flynn,
Acting General President
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen & Helpers of America
222 East Michigan Street
Indianapolis 4, Indiana

Dear Mr. Flynn:

We have your letter of July 24th in which you enclose an inquiry from John J. Allen, Secretary-Treasurer of Local 191 of Bridgeport, Connecticut, concerning the authority of a municipality to enter into collective bargaining agreements with labor organizations composed of employees of a municipality. Also enclosed in the letter is an opinion written by James A. Emmert, Attorney General of the State of Indiana, with regards to this same subject matter, namely, the authority of municipalities to bargain collectively with unions of their employees.

One of the officers of the Connecticut Federation of Labor at Bridgeport, Connecticut, has asked President Green to have this office give an opinion on the authority of the City of Bridgeport to enter into a collective bargaining agreement with the Teamsters Union. We have replied to this letter and are enclosing a copy of our reply. In our opinion rendered, pursuant to the instructions of President Green concerning the legal aspects of this situation in Bridgeport, we did not have information as to whether or not the teamsters involved were covered by Civil Service laws. Mr. Allen states in his letter that Civil Service laws do not apply to drivers and helpers of the City of Bridgeport. Evidently any competent person may then be hired by the municipality, and the Sanitation Department has wide discretion in determining whom it should hire and whom it should retain in its employment.

Under these circumstances, it is the opinion of this office that the head of the Sanitation Department of the City of Bridgeport has the
authority to enter into a closed shop agreement with the Teamsters Union providing for all terms and conditions of employment not in conflict with state laws. We state that the head of the Sanitation Department would have the authority to enter into such an agreement, and in making this statement we assume that the head of the Sanitation Department is given the authority to operate the department and enter into such contracts as may be necessary for the proper functioning of the department. If the head of the Sanitation Department is not given the authority to enter into contracts for the operation of the department, then whatever city official who has been given this authority is the one who would have the authority to enter into the agreement with the union on behalf of the municipality.

The opinion of the Attorney General of Indiana, which you enclosed in your letter, is a most interesting opinion. The opinion clearly states the law but arrives at an erroneous conclusion in our opinion. For example, the Attorney General states correctly that,

"It is well settled that a municipal corporation is a subordinate branch of the domestic government of the state and possesses only those powers expressly granted by the Legislature, those necessarily or fairly implied in or incident to powers expressly granted, and those indispensable to the declared purposes and objects of the municipality. * * *

Municipalities are given the authority by the state to function and operate in the public welfare. They must be given this power if they are to govern and function at all. The state in granting the authority to the municipality does not expressly state each and every power and authority the municipality is to have to function. The state does not expressly state that the municipality shall have the authority to enter into contracts for the purchase of fire-fighting equipment, for the purchase of asphalt to pave the streets, for the hiring of cement finishers to repair the sidewalks, or teamsters to do the necessary hauling, but obviously the municipalities must have such authority for that authority is indispensable to the operation of the municipality. When the employees of the municipality join in a labor organization and seek a collective bargaining agreement, they obtain an economic position whereby the city in some instances might not be able to function in the absence of a collective bargaining agreement with a
labor organization of these employees. If the municipality does not have the authority to enter into this collective bargaining agreement, then it cannot carry out its declared purposes and objectives. The authority to enter into collective bargaining agreements with organizations of the employees of the municipality comes within those powers which, as correctly stated by the Attorney General in his opinion, a municipality has as "necessarily or fairly implied in or incident to powers expressly granted, and those indispensable to the declared purposes and objects of the municipality."

We do agree with the Attorney General's opinion that closed shop contracts cannot be entered into by municipalities, in those instances where the employment of the municipal employees is governed by Civil Service laws. In those instances employment cannot be made subject to any affiliation, but is based purely on merit. Therefore, an employee who, under the Civil Service laws, merits a job cannot be denied that job for his failure to become affiliated with a certain labor organization, a certain church, or any other body.

The field of collective bargaining with municipalities is a newly opening field which promises to become of primary importance as employees of municipalities realize the necessity for organization and collective bargaining to obtain and maintain favorable working conditions. To the present time there is little or no judicially established precedent concerning this branch of the law; however, it is safe to predict that over the period of the next few years, the judiciary of many states will be called upon to express opinions regarding the authority of municipalities and state governments to enter into agreements with labor organizations of their employees. The opinion we have stated herein is our opinion in the matter and one which we feel the courts will follow.

Yours very truly,

JOSEPH A. PADWAY

By

ROBERT A. WILSON

Enclosure
August 6, 1945

Mr. Harold V. Feinmark, Secretary-Treasurer
Connecticut Federation of Labor
Room 407-408 Johnson Building
1034 Main Street
Bridgeport, Connecticut

Dear Mr. Feinmark:

President Green has forwarded your letter of July 19th to this office and has requested that we furnish you with an opinion in this matter of collective bargaining between the municipalities and the employees of municipalities.

A municipality has the power and the authority to enter into collective bargaining agreements with organizations of its employees concerning all terms and conditions of employment which are not in conflict with state laws or the ordinances of the municipality. Municipalities have the authority and the power to conduct the business of operating the city and obviously one of the problems in the operation of a city is the hiring of employees, the establishment of terms and conditions of employment with these employees and the maintenance of stable and satisfactory labor relations with these employees. If the city can better operate in the interest of the residents of the city through bargaining collectively with labor organizations representing the employees of the city, then the officials of the city not only have the authority, but in fact the moral obligation to bargain with these representatives of the employees of the city and to enter into contracts with such organizations on behalf of the employees.

As we have stated heretofore, the provisions of such contracts cannot be in conflict with state statutes or municipal ordinances, and this brings us squarely to the question of whether or not a municipality may enter into a closed shop contract with a labor organization. The answer generally depends on whether or not the city is governed by Civil Service laws and what such
Mr. Harold V. Fainmark

August 6, 1945

Civil Service laws provide. If the employment of the municipality is governed by Civil Service laws, than the courts have held, under such circumstances, that a closed shop contract cannot be entered into because such a contract would deny to all otherwise qualified applicants the right to take employment with the municipality unless the applicant is a member of a union. Civil Service laws expressly provide that political affiliations, religious, fraternal unions, or other affiliations, cannot be made the basis for qualifying for employment by the municipality. It is quite likely, therefore, that a court will uphold the city in refusing to enter into a closed shop contract because such a contract requires union affiliation as a condition of employment and eliminates from employment all who are not so affiliated though otherwise qualified under the Civil Service laws.

Whether Bridgeport is governed by Civil Service laws or not, it has the right to enter into collective bargaining agreements and to recognize unions. Whether any particular official has authority to enter into such contracts without the consent of the Common Council depends entirely upon the powers vested in it by the municipal charter, ordinances, or other rules and regulations of the municipality or the state. However, some official of the city must be given the general power to enter into contracts, generally, on behalf of the municipality, for otherwise it could not function.

Yours very truly,

JOSEPH A. PADRAY

By ROBERT A. WILSON
Counsel
AMERICAN FEDERATION OF LABOR

Rome

so: Mr. William Green, President
American Federation of Labor
901 Massachusetts Avenue
Washington, D. C.
June 12, 1951

Mr. John J. Allen, Sec'y-Treasurer
Local Union No. 191,
114 State St.,
Bridgeport, Conn.

Dear Sir and Brother:

Referring to your Local Union By-Laws, the last (and only) booklet we held in this office bears the date of July 13, 1944, three years before our August 1947 International Convention.

After the holding of each International Convention and the revision and reprinting of our Constitution, which is then mailed out to our local unions, the latter should at once set about revising their local by-laws, finally sending them in here for approval. Upon their return they are to be printed for distribution to the general membership and three copies sent to the office of the General President.

We request that you give this most important matter your prompt attention.

Fraternally yours,

... ACTING FOR DANIEL J. TOBIN
GENERAL PRESIDENT
February 22nd, 1952

Mr. John F. English, General Secretary-Treasurer,
International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America
222 East Michigan Street
Indianapolis, Indiana

Dear Sir and Brother:

We, the undersigned members of a duly
appointed By-Law Committee, respectfully request approval
of the enclosed alterations in the By-Laws of the Local
Union.

Your immediate attention would be ap-
preciated and would assist us in getting the material
to the printer's, and distributed to the membership.

Fraternally yours,

[Signatures]

Chairman

[Signatures]
February 27, 1952

Mr. J. Albert Woll, General Counsel
736 Bowen Building,
815-15th St. N. W.,
Washington 5, D. C.

Dear Al:

Enclosed find letter of February 22nd, 1952, from Local 191 of Bridgeport, Conn., together with proposed amendments to their present by-laws.

Also enclosed is copy of their current by-laws.

We will appreciate your having these gone over as soon as conveniently possible, returning this material to us together with suggested changes and improvements.

Sincerely yours,

[Signature]

[Name]

[Date]
Mr. Albert Evans
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen & Helpers of America
222 E. Michigan Street
Indianapolis, Indiana

In Re: By-laws of Local 191,
Bridgeport, Connecticut

Dear Mr. Evans:

We have studied the proposed by-laws of the above-mentioned union and submit the following suggestions:

1. Delete the words "Constitution and" from the heading.

2. In the Preamble, 3rd para., the last two lines, delete the words "Constitution and."

3. In Article I, Section 2 add the following provisions:

"Any person 18 years or over, of good moral character, employed in the craft or the various employment over which this local union has jurisdiction, shall be eligible to membership in this organization. Provided, that hereafter no person shall be eligible for membership in this organization who has not declared his intention to become a citizen of the United States, if a resident of the United States, or of Canada, if a resident of Canada, or who having declared such intention has permitted same to lapse."

"No member of the Communist party or other subversive organization, nor any person who subscribes to their doctrines, shall be allowed to hold membership or be admitted to membership in the local union as set out in Article II, Section 3(a) of the International Constitution."
4. In Article VII, para. 6, Line 18, delete the words:

"He must furnish a suitable bond, the amount of same to be determined and paid by the local union" and substitute the following:

"He must furnish a bond in an amount not less than the actual sum of money he will handle in a 12 month period. The premium on the bond shall be paid by the local union."

5. In Article VII, para. 9, under the heading "Trustees" insert the following after the first sentence:

"Trustees shall be elected in the following manner: one for three years, one for two years and one for one year, and thereafter each trustee for a period of three years unless the election is to fill an unexpired term."

6. In Article VIII, Section 2, Line 2, insert the word "International" before the word "Constitution".

7. In Article XI, delete the second sentence and insert the following:

"The proposed amendment shall be read at three regular meetings and voted upon at the third regular meeting. A two-thirds majority of the members present and voting shall be required for adoption. The proposed amendment shall be forwarded to the General Office for approval. It shall become effective immediately upon receipt of that approval."

8. Add the following at the end of the by-laws:

"The by-laws herein are approved. However, should any conflict arise between these by-laws, or any provision thereof, and the International Constitution, or any provision thereof, the International Constitution shall prevail regardless of the present approval."

The copy of the proposed by-laws of Local 191, Bridgeport, Connecticut, are returned herewith.

Very truly yours,

WOLL, GLENN & THATCHER

JRF/oc

John M. Foley
April 3, 1952

Mr. John J. Allen, Sec'y-Treasurer
Local Union No. 191,
114 State St.,
Bridgeport, Conn.

Dear Sir and Brother:

We are enclosing herewith copy of your proposed by-laws, submitted to this office for approval. We are today approving these By-laws subject to the following corrections:

(1) Delete the words "Constitution and" from the front cover.

(2) On the front cover (that is, when these by-laws are reprinted in booklet form), insert the words before the International title "affiliated with". This is at, or on the recommendation of our legal department, and is to help prevent our International from being joined with any of its affiliated bodies in a possible law suit or trouble.

(3) On the title page delete the words "Constitution and". Only this International Union has a Constitution, all of its affiliated bodies having by-laws only.

(4) Delete the words "of the" preceding the International title and insert the words "affiliated with".

(5) In the Preamble, last two lines, delete the words "Constitution and".

(6) Page 3 - delete the words "Constitution and" from the heading.

(7) In Article I, Section 2, add the following provisions:

"Any person 18 years or over, of good moral character, employed in the craft or the various employment over which this local union has jurisdiction, shall be eligible to membership in this organisation. Provided, that here-
after no person shall be eligible to membership in this organization, who has not declared his intention to become a citizen of the United States, if a resident of the United States, or of Canada, if a resident of Canada, or who having declared such intention has permitted same to lapse."

"No member of the Communist party or other subversive organization, nor any person who subscribes to their doctrines, shall be allowed to hold membership or be admitted to membership in the local union as set out in Article II, Section 3(a) of the International Constitution."

(8) In Article VII, para. 6, Line 18, delete the words:

"He must furnish a suitable bond, the amount of same to be determined and paid by the local union" and substitute the following:

"He must furnish a bond in an amount not less than the actual sum of moneys he will handle in a 12 month period. The premium on the bond shall be paid by the local union."

(9) In Article VII, para. 9, under the heading "Trustees" insert the following after the first sentence:

"Trustees shall be elected in the following manner: one for three years, one for two years and one for one year, and thereafter each trustee for a period of three years unless the election is to fill an unexpired term."

(10) In Article VIII, Section 2, Line 2, insert the word "International" before the word "Constitution".

(11) In Article XI, delete the second sentence and insert the following:

"The proposed amendment shall be read at three regular meetings and voted upon at the third regular meeting. A two-thirds majority of the members present and voting shall be required for adoption. The proposed amendment shall be forwarded to the General Office for approval. It shall become effective immediately upon receipt of that approval."

(12) Add the following at the end of the by-laws:

"The by-laws herein are approved. However, should any conflict arise between these by-laws, or any provision thereof, and the International Constitution, or any provision thereof, the International Constitution shall prevail regardless of the present approval."
When these by-laws have been made up in printed booklet form please send three copies to this office for our files and future reference.

We also request that you include at end of your by-laws the name of the International official approving these and also date of said approval.

Fraternally yours,

AE/MMH
Enclosure

ALBERT EVANS
BY-LAWS
Teamsters, Chauffeurs, Warehousemen and Helpers Local Union
No. 191
BRIDGEPORT, CONN.

AFFILIATED WITH
International Brotherhood
Teamsters, Chauffeurs, Warehousemen and Helpers
of America
BY-LAWS
Teamsters, Chauffeurs, Warehousemen and Helpers Local Union
No. 191
BRIDGEPORT, CONN.

AFFILIATED WITH
International Brotherhood
Teamsters, Chauffeurs,
Warehousemen and Helpers
of America
PREAMBLE

WHEREAS, we believe it to be an indisputable fact that almost every improvement in the condition of the working people is the result of organized labor, that our welfare as individuals engaged in the trucking industry can best be protected and enhanced by our united action in one body, that it is our national right to share to the fullest extent the wealth created by our labor; therefore, be it.

RESOLVED, that we pledge ourselves to try to promote the general welfare of the trucking industry, that our members must be honest, sober, intelligent and naturally adapted to the business, that we will at all times endeavor to perpetuate our Union, upon its principles as the basis of friendship, justice and brotherly love.

To further these objects, we ask our hearts to be loyal tradeunionists, and to give this organization their full support, and although we do not believe in political action in our meetings, we ask that you study their political situation and vote for the men who do not by presence but by actions show they are willing to stand for and accept the essence of the working class, and it is your duty that the following By-Laws are referred.
BY-LAWS

ARTICLE 1

Section 1. This organization shall be known as the Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 410, affiliated with International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

Sec. 2 Membership of this Local Union shall be composed of an unlimited number of General Teamsters, Warehousemen, Helpers, Plant Men, Drivers, Salesmen who are actively engaged in the trucking industry and are of good moral character.

Any person 21 years of age or over, of good moral character employed in the craft or the various employment over which this local union has jurisdiction, shall be eligible to membership in this organization. Provided, that hereafter no person shall be eligible to membership in this organization, who has not declared his intention to become a citizen of the United States, or of Canada, if a resident of Canada, or who having declared such intention has permitted

No member of the Communist party or other subversive organization, nor any mem-

ber who subscribes to their doctrines, shall
be allowed to hold membership or be admitted to membership in the local union as set out in Article II, Section 3(a) of the International Constitution.

ARTICLE II

Section 1. Upon becoming a member of the organization we all agree to abide by its laws, both General and Local, use all efforts to attend the meetings, pay all dues and assessments levied in accordance with our Laws from time to time, be watchful of all we say and do, and never forget the Obligation we have taken. Free speech and free vote under proper heading shall never be denied a member in good standing.

ARTICLE III

Section 1. The Initiation Fee shall be as the Local Union from time to time deems.

Sec. 2. The dues shall not be less than twenty dollars ($20.00) per month, payable on the first day of each month.

Sec. 3. No assessments shall be levied upon the members without a two-thirds vote of all members present at a regular meeting called for that purpose. Fees and Assessments must always be paid before members can be credited on the books for dues.
Sec. 4. A delinquent member of this Local Union shall not be eligible to become a member of any other Teamsters Local Union before paying up all back dues and assessments to this Local. His name will remain on the books until such time as he is released by transfer, withdrawal, expulsion or death.

Sec. 5. Should a member be taken in by another Local while in debt to this Local and want to come back on a Transfer Card, he will not be considered in good standing until his indebtedness to this Local is paid.

(This does not apply to a member coming in with new name, unless the Executive Board deems it advisable.)

Sec. 6. No member shall be entitled to vote on any matter or for Officers unless his dues are paid within two (2) months.

Sec. 6. (a) Any member desiring to assume the duties of a dispatcher must submit a request to the Executive Board for disposition as follows:

Sec. 6. (b) Any member desiring to assume the duties of a dispatcher shall, by Executive Board action, either be continued as a member in good standing, or be issued an honorable withdrawal card.

Sec. 7. No member voting against a motion shall not be excused to move for a re-consideration of same.
Sec. 8. All Committees shall perform the duties assigned to them within the time specified and report the result back to the Local Union at the next regular meeting.

Sec. 9. The Warden shall have charge of the inner door and shall not admit any member who is more than sixty days in the arrears, unless authorized to do so by the Chair and shall not allow any member under the influence of liquor or drugs to enter the hall.

Sec. 10. No member shall leave the hall before adjournment unless excused by the Vice-President.

Sec. 11. It shall be the duty of each and every member to sustain the officers in the proper discharge of their duties.

ARTICLE IV

Stewards

Section 1. All Stewards shall be appointed by the Business Agent and they shall be guided by the instructions of the Executive Committee and the Business Agent. They shall be removed only by action of the Business Agent.

Sec. 2. (Stewards' Duties) When a member has a complaint, he must report it to the Steward in writing with signature attached.
The Steward's duty is to take the matter to the employer, hear both sides of the case and if the employer is right tell him (member) so. If he is not satisfied, send him to the office of the Local Union to file a grievance report.

When a man is employed, ask him for his due book. If he is not a member of Local in good standing, Steward shall report same to the officials of this Local Union. Stewards must not call a strike unless authorized by the Business Agent.

Stewards should use all their influence to prevent a strike until the officers have had a chance to adjust the difference.

Complaints will not be taken by the Business Agent unless first submitted to the Steward.

ARTICLE V

Section 1. When charges are preferred against any member of this Local, the member preferring same shall follow the instructions provided for same in Article XVIII, International Convention.

ARTICLE VI

1. The Regular meetings shall be held the third Saturday of each month at the Executive Board as empowered to call special meetings.
ARTICLE VII

Officers

President shall be elected for a term of two (2) years and his duties are to preside at all meetings of the Local Union, preserve order, appoint all committees, be a member ex-officio on all committees, sign all vouchers for payment of money authorized by the Local Union.

Vice-President shall be elected for a term of two (2) years and his duties are to assist the President in preserving order, and in the absence of that officer he shall conduct the meeting in accordance with the previous action.

In the event that both the President and Vice-President should be absent, the Recording Secretary shall preside pro tempore and the Executive Board shall elect a chairman who shall preside and conduct the meeting until the arrival of the proper officers.

In the absence of the Recording Secretary, the President shall appoint a member of the Executive Board to act as Recording Secretary pro tempore.

Recording Secretary shall be elected for a term of two (2) years and his duties are to attend all meetings, keep a minute book showing a correct and true record of all
receiving. He shall draw vouchers to the Secretary-Treasurer for all money ordered paid by the Local Union.

The term of office of Secretary-Treasurer shall be determined by the rank and file at time of election to office, but in no event shall it be less than three (3) years nor more than four (4) years. His duty shall be to act as Business Representative. It shall also be his duty to see that all money belonging to the Local is properly and regularly deposited; keep itemized records of all money received and expended; sign all checks, pay all bills of the Local Union upon a voucher drawn by the Recording Secretary and countersigned by the President; make a monthly and yearly report giving the financial standing of the Local, and such other duties as are outlined in Article XVII, International Constitution. Before accepting office he must furnish a bond in an amount not less than the actual sum of money he will handle in a 12 month period. The premium on the bond shall be paid by the local union. Such bond to be approved by the International Union, and a copy filed therewith.

On his ascertainment being elected he shall turn over all books, money, papers and property belonging to the Local Union. He shall at any regular meeting or requested to do so by
the President. For the faithful performance of his duties he shall receive such sums as the Local Union may from time to time determine.

The Secretary-Treasurer shall direct the work of the Business Agents or Agents, and shall employ such assistants as may be necessary to carry on the work authorized by the Union of funds permit.

Trustees

The Local Union shall elect three (3) trustees.

(1) The duties of the Trustees shall be to audit the books once a month.

(2) To keep general supervision of all money and effects of the Local Union.

(3) Their reports must always be in writing.

(4) They shall see that the Secretary-Treasurer, Bookkeeper and Business Representatives are reliable men and see that the Secretary-Treasurer pays all bills authorized by the Local Union on draft drawn by the Recording Secretary and countersigned by the President.

(5) Upon discovering any irregularity, they shall report whatever they uncover at
the next regular meeting. For their failure to do so they will be subject to immediate suspension.

ARTICLE VIII

Duties of the Executive Board

Section 1. The Executive Board shall have power to transact all necessary business of the Local Union between meetings, and to them shall be referred all matters not otherwise disposed of and they shall decide same and make report on same at next regular meeting.

Sec. 2. They shall hear all disputed questions on reference to the International Constitution and By-laws and decide same.

Sec. 3. Only in cases of emergency are they empowered to spend any of the funds of the Local Treasury, unless otherwise ordered to do so at a regular or summoned meeting.

Sec. 4. Should any officer fail to answer the Roll Call for three (3) consecutive meetings without giving a good reason for his absence, his office shall be declared vacant and at the following meeting the chairman shall appoint a member to fill the vacancy for the balance of his term.

ARTICLE IX

Business Representatives

Section 1. The Local Union shall have one (1) Business Representative. They shall be elected the same as any other officer, but
can be removed at any time for incompetence, dishonesty or neglect of duty, or if
there are no funds in the Local Treasury to pay their salary. They shall be given a trial
as stated above, the same as any other officer, according to Article XXI, Section 1-f,
and Article XVIII, International Constitution.

Sec. 2. The term of office of the Business
Agent shall be determined by the rank and
file at time of election to office, but in no
event shall it be less than three (3) years
nor more than four (4) years.

Sec. 3. They shall serve on all Committees
between Employers and the Organization
and use their best endeavors to adjust all
grievances.

Sec. 4. They shall make every effort to
organize men in the craft who are not in
the Organization.

Sec. 5. They must furnish a suitable bond,
the amount of same to be determined and
paid by the Local Union, and a copy to be
filed with the International Office.

Sec. 6. For the faithful performance of
their duties, they shall receive such sum as
the Local Union may from time to time de-
termine, no increase in salaries can be made
in any paid officer without a vote at a spe-
cial meeting called for that purpose.
ARTICLE X

Section 1. Eligibility to office as per International Constitution.

Sec. 2. Nominations shall take place at the regular meeting in November, and elections shall take place at a special meeting in December. Newly elected officers shall be installed at the Regular Meeting in January.

Sec. 3. Election shall be by the Australian ballot; names to be placed alphabetically on the ballots and sample copies to be furnished to members.

Sec. 4. An Election Committee of five shall supervise the election. Should more ballots appear than there were members voting, the election shall be declared invalid, and another vote immediately had. A ballot whose intent is not plain shall be counted void.

Sec. 5. Polling place shall be in the city where the service of the Local are established.

ARTICLE XI

Section 1. No part of these By-laws shall be repealed, altered, amended or annulled for one (1) year from date and then only by request of ten (10) members in standing, which must be in writing. The proposed new-draft shall be read at regular meetings and voted upon at the
third regular meeting. A two-thirds majority of the members present and voting shall be required for adoption. The proposed amendment shall be forwarded to the General offices for approval. It shall become effective immediately upon receipt of that approval. Each member on the day of his initiation shall receive a copy of these By 

laws by which he shall be governed. All questions not provided for are to be decided by Robert's Rules of Order.

RULES OF ORDER

1. When the meeting is called to order the Warden and Conductor shall see to it that every member as nearly as possible, be seated, loud talking must immediately cease and everybody must hear a respectful attitude toward the chair.

2. When a member wishes to bring a motion before the house be must rise and address himself specifically to the Chairman and if his motion is seconded, his second shall do likewise.

3. Any member debating shall address himself strictly to the question under debate, avoid all personal remarks or indecent language or to reflect upon this or any other part of the members.

4. A point of order shall have precedence in any debate subject to the determination
of the point of order and the speaker shall resume his seat and remain seated until the point of order has been determined when he may resume speaking according to the decision.

5. No member shall speak more than once on the same question until all other members who wish to speak have had opportunity to do so, nor more than twice on the same subject without permission from the Chair.

6. Any member using profane language while the meeting is in session or interfering with any member speaking may be requested to leave the room immediately.

7. Any member appearing at any meeting under the influence of drink will positively be seated and all business shall immediately cease, until the member so declared has left the room.

8. Any member desiring to leave the room must request permission from the President or Vice-President in a quiet and orderly manner and must give the name of the state when returning and again when returning.

9. Any member having been found by the President for a breach of discipline or an infringement of the By-Laws shall not be permitted to protest against the fine or
time of its infliction, but shall have the
right to appear before the Executive Board
at its next session.

MOTTO

"No man can help an organization
greater, better, more successful
and more efficient without making
himself the same."

The By-Laws herein are adopted. How-
ever, should any conflict arise between these
By-Laws, or any provision thereof, and the
International Constitution, or any provision
thereof, the International Constitution shall
prevail regardless of the present approval.

Albert Evans
General Organizer

BY-LAW COMMITTEE
Joseph Scott, Chairman

Eugene Avensano
Clifford Schaab
Harry Hohler
Arthur Roundin
Albert Howard
Henry Smith
I have received and pledge myself to read contents of my Local By-Laws.

Name
Street and No
City and State
Place of Employment
Social Security No.

Return this page to Local Union No. 191
111 State Street
Bridgeport, Conn.

Approved By Me April 3, 1922
ALBERT EVANS
Acting For The Gen'l President.