Affiliated Bodies Series Local Unions

#698 Modesto, Calif.
1950
Dear Brother Tobin;

Enclosed please find copy of proposed By-Laws which has been read to the membership at the December and January meetings and accepted at the meeting of February 15, 1950.

We are therefore sending this copy to you for your consideration and if accepted by the International will be the By-Laws of this Local.

With kind regards I remain,

Yours Fraternally,

[Signature]

George H. Nelson
Secretary-Treasurer
February 20, 1950

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 15th, 1950, and copy proposed by-laws from Local Union No. 698 of Modesto, Calif.

I will much appreciate your having these gone over and returned here as soon as possible.

Sincerely yours,

A E/CH
Encls

AL EVANS
GENERAL ORGANIZER
March 1, 1950

Mr. Al Evans, General Organizer
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen & Helpers of America
222 East Michigan Street
Indianapolis 4, Indiana

Dear Mr. Evans:

We have studied the proposed By-Laws of the above mentioned Union and find that we have only one suggestion to make:

1. In Section 33, the following words should be added:

   "Provided, however, that the member involved, upon his request, can have a trial in accordance with the provisions of Article XVIII of the International Constitution."

The proposed By-Laws are returned herewith.

Very truly yours,

John R. Foley

Enc.
March 17, 1950

Mr. George E. Nelson, Sec'y-Treasurer
Dried Fruit, Nut Packers and Dehydrator Warehousemen
Local Union No. 698,
910 - 11th Street,
Modesto, Calif.

Dear Sir and Brother,

I am enclosing herewith copy of your proposed By-Laws, submitted to this office for approval. I am today approving these By-Laws subject to the following single change and in approving them wish to extend to you my congratulations upon a fine set of By-Laws.

Section 33, the following words should be added:

"Provide, however, that the member involved, upon his request, can have a trial in accordance with the provisions of Article XVIII of the International Constitution."

When these By-Laws have been made up in printed booklet form please send three (3) copies to this office for our files and future reference.

I also request that you include at the end of your By-Laws the name of the International official approving these and date of said approval.

Fraternally yours,

[Signature]

ACTING FOR DANIEL J. TOBIN
GENERAL PRESIDENT

Enclosure
May 23, 1950

Thomas E. Flynn
International Brotherhood of Teamsters
232 E. Michigan St.
Indianapolis 4, Indiana

Dear Brother Flynn:

Enclosed please find three copies of our By-Laws in printed form as per your request.

Thanking you for approval and communication received from you.

With kind regards, I remain.

Yours fraternally,

[Signature]

George E. Nelson
Sec'y-Treas.
BY-LAWS

THE DRIED FRUIT, NUT PACKERS AND DEHYDRATOR WAREHOUSEMEN'S UNION
Local No. 698

Affiliated with the International Brotherhood of Teamsters, Chauffeurs, Wreckremoval and Helpers

JURISDICTIONAL COVERAGE:
BANOGUS COUNTY
NAME

This Union shall be known as the Dried Fruit, Nut Packers and Dehydrator Warehousemen's Union, Local No. with jurisdictional coverage of Stanislaus County, California.

DECLARATION OF PURPOSES

The object of this Union shall be to foster and encourage a high degree of skill and efficiency among the workers, cultivate friendship among the members, reduce wage scales commensurate with increased production, improve moral, intellectual, social and economic conditions of the workers.

Assist other International Brotherhood of Teamsters' Unions attain their just demands.

ORDER OF BUSINESS

1. Roll call of Officers.
2. Initiation of New Members.
3. Reading of the minutes of the previous meeting.
   (a) Regular meeting.
   (b) Executive meeting.
4. Communications and Bills.
5. Report of Officers
7. Unfinished Business
8. New Business,
   (a) Nomination of Officers,
   (b) Election of Officers,
   (c) Installation of Officers
10. Good of the Order.
11. Adjournment.

OATH OF OBLIGATION

You of your own free will, so sincerely promise to abide by the laws of this Union?

"You also promise to bear true allegiance to the International Brotherhood of Teamsters, and never consent to subordinate your interest to those of any labor organization of which you may now or hereafter be a member."

You also promise to keep inviolate the traditional principles of the American Laborer, namely, to be respectful on word and action in every woman and child, to be considerate to
the widows and orphans, the weak and defenseless, and never discriminate against a fellow worker on account of creed, color or nationality. To defend freedom of thought whether expressed by tongue or pen, with all the power at your command?

"You further agree to educate yourself and fellow workers on the history of the labor movement, and to defend, to the best of your ability, the trade-union principles which guard its autonomy and which regards Capital as the product of the past labor of all toilers of the human race, and that wages can never be regarded as the full equivalent for labor performed, and that it is the mission of the Trades Unions in the present and the future to protect the wage earner against oppression and to fully secure the toiler's disenthrallment from every species of injustice?" You further promise that you will never knowingly wrong a brother or see him wronged, if in your power to prevent it, and that you will endeavor to subordinate every selfish
impulse to the task of elevating the material, intellectual and moral conditions of the entire laboring class?" You further solemnly promise on your word of honor, that you will, whenever and wherever possible, purchase only strictly union made goods and that you will use your best endeavors to influence others to do the same, and never become faithless in your obligation. To all of this you pledge your honor to observe and keep as long as life remains or until you may be absolved from this obligation by the International Brotherhood of Teamsters."
BY-LAWS

Section 1. MEMBERSHIP.
Any person becoming a member of this Union shall fill out the regular form supplied by the Union, affix his or her signature thereto, and after being accepted by this Union or examination committee, the application shall be filed with Secretary-Treasurer for future reference.

Section 2.
Any person 18 years or over, of good moral character, employed in the craft, 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.

Section 3.
The examination shall be conducted by the Executive Board. The Execu
tive Board shall have the right to compel the applicants to undergo a Doctor's examination, (at the expense of the Union) if in its judgment it is necessary, and if rejected by the Doctor, shall not be admitted to the Union for membership.

Section 4.
No member of the Communist Party or any other subversive organization, nor any person who subscribes to their doctrines, shall be allowed to hold membership or be admitted to membership in any Local Union of the International organization, in compliance with Article II, Section 3 of the International Constitution.

Section 5.
All initiation fees left on deposit by default shall be considered forfeited at the expiration of thirty (30) days, and no money on deposit for initiation will be returned unless applicant is rejected. Dues must be paid on or before the first of the month to be considered in good standing.

Section 6. OFFICERS.
The elective officers shall be—Pres...
Section 7.
The Executive Board shall consist of the elective officers.

Section 8.
The President, Secretary-Treasurer, shall by virtue of their office, serve as union delegates to all labor bodies to which the Union is affiliated, except the Joint Council. The six executive officers of the Local Union shall constitute the delegates to the Joint Council. See Art. XV, Sec. 2(b) International Constitution.

Section 9.
The other additional delegates shall be elected from the floor, or be appointed by the President with the permission of the Union.

Section 10. NOMINATIONS
Nomination of officers shall take place in November or December, and the election shall fall at the next meeting. The officers-elect may be in
stalled at the same meeting at which they were elected. While the nominee is unopposed at the regularly designated nomination meeting, he shall be declared elected at the regular election meeting.

Section 11.
No member shall be permitted to hold an elective office or accept nomination for office, who has not been in good standing for two (2) years prior to nominations.

Section 12.
All candidates must be present to accept nominations or they must notify the Union in writing stating their intentions of accepting nominations before being eligible for nominations. No write-ins are permitted.

Section 15. ELECTIONS
1. The elective officers shall be elected by the Australian ballot. The election shall be held at the following regular meeting after nominations.
2. The term of office for the Secretary Treasurer and President shall be for two years. The President shall
be elected on the odd number years and the Secretary Treasurer shall be elected on the even number years.

b. The term of office for Vice President and recording secretary shall be for one year. The 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.

Section 14. INSTALLATION OF OFFICERS

All officers shall be given the following obligation:

1. — — — do hereby pledge my honor to perform the duties of my office, as prescribed by the laws of this Union, and to bear true allegiance to the International Brotherhood of Teamsters. I will deliver to my successor in office all books and papers and other property of this Union that may be in my possession at the close of my official term. I will also deliver all property of the International Brotherhood of Teamsters to the
President of the same upon demand.
All of this I solemnly promise with
the full knowledge, that to violate this
pledge is to stamp me as a man de
void of all principle and destitute of
honor.
1. Officers not appearing for in
stallation, for two consecutive meet
ings, except, because of sickness,
leave of absence, or other unavoid
able reason, shall forfeit their rights
of office.
2. The officers can be removed at
any time for incompetency, neglect of
duty or dishonesty or other violations
of the International Constitution and
the Local's By-Laws, provided they
are given the proper trial and hearing
in accordance with provisions of the
International Constitution and the
Article governing Trials and Appeals.

Section 19. DUTIES OF OFFICERS.
The President shall
1. Preside at the meeting of the
Union
2. Enforce the International Con
stitution and By-Laws of the
Local Union.
3. Use the Robert's rules of order and the International Brotherhood of Teamsters Constitution and By-laws of the Local Union as a guide for making decisions.
4. Sign all checks and official documents that may be passed by the Union, perform all duties pertaining to the office.
5. Be ex-officio member of all committees.

Section 16.
The Vice-President shall:
1. Transact all duties of the President in his absence.

Section 17.
The Recording Secretary shall:
1. Keep an accurate record of the proceedings of all meetings.
2. Read all necessary correspondence to the Union.
3. Perform all other duties that may arise pertaining to the office.

Section 18.
The Board of Trustees shall:
1. Have supervision of all funds or
received and duplicate filed with the Union records
3. Maintain a true and correct accounting record covering financial resources and requirements in accordance with the rules and regulations of the International Brotherhood of Teamsters.
4. Be custodian of all official records, including the official seal of the Union. Properly handle all correspondence and keep a record thereof.
5. Give a financial report to the Union at each meeting.
6. Sign all checks jointly with the President or Vice President.
7. He shall be bonded in an amount to be determined by the Executive Board of the Local Union, which shall be a sum not less than the actual sum of money he will handle in a 12-month period. The premium of the bond is to be paid by the Union.
8. Otherwise be governed by the duties of the Secretary Treasurer as stated in the International Constitution.
two months in arrears or on withdrawal card will not be permitted, without permission from the Union.

3. Be empowered to refuse admission to any one under the influence of intoxicating liquors.

4. Be empowered to call upon any member of the Union, for assistance in the performance of his duties, and any member refusing to assist the Sergeant at arms, shall be disciplined and fined by the President.

Section 22.
The Shop Steward shall:

1. Be appointed by the Executive Board. A shop steward meeting shall be instituted and must meet a minimum of once every two months. Shop stewards shall receive just compensation as determined by the Union.

Section 23. WITHDRAWAL CARDS AND TRANSFERS

1. An honorable withdrawal card will be issued to members of this
Union who are temporarily or permanently out of the jurisdiction of this Local. In order to receive a withdrawal card, the applicant must be in good standing with this Union, and must have the current month’s due stamp in his membership book.

2. Anyone holding a withdrawal card must deposit said immediately upon going to work in the industry.

3. This Union will not issue out of work or unemployment stamps to members not employed. Members out of work must either pay dues or apply for a withdrawal card.

Section 24. INITIATION FEES AND DUES.

1. The initiation fee shall not be less than fifteen dollars ($15.00) plus dues. The Executive Board shall have the authority, however, to set special initiation fees for organizing purposes.

2. Dues shall not be less than two dollars and fifty cents ($2.50) per month, provided they are paid before the first of the month, in advance. Dues shall be three dollars ($3.00) per month if paid after the tenth day.
of the month. This is in accordance with Article X, Section 6(c) of the International Constitution.

3. Dues are due and payable on or before the first day of the current month, in advance.

4. Members failing to pay for three (3) months in succession shall stand automatically suspended at the end of the third month. They may be reinstated by payment of three (3) months dues, dues for the current month and a reinstatement fee of twelve dollars ($12.00) or a total of twenty dollars ($20.00).

5. Change of dues must be treated as an amendment to the By-Laws. It has been the policy of the International Brotherhood of Teamsters, that they be read at two (2) meetings, tabled without discussion and voted upon at the third (3rd) meeting. Voting shall be by written ballot under the 5th order of business and it shall take a two-thirds (2/3) vote to effectuate a change.

Section 15. ASSESSMENTS

1. The maximum assessment that
Section 28. SELECTION OF SUCCESSOR

The Executive Board shall select a successor to fill the office until the next regular meeting wherein a successor selected by the Executive Board, may be approved by the Union, or an election may be held during that meeting to fill the vacancy.

Section 29. LEAVES OF ABSENCE

1. A leave of absence may be granted to any employee of this Union with the consent of the Executive Board.

2. A sick leave of thirty (30) days per administrative year, without reduction of pay, shall be granted all employees who have been in the employ of this Union one year or more. Sick leave shall be accumulative, but accumulative time shall not exceed in excess of ninety (90) days. However, sick leave in excess of ninety (90) days may be granted upon majority vote of the Union during any regular meeting.

Section 30. COMMITTEES

1. Committees necessary to conduct the affairs of the organization
may be appointed by the chair or selected by the Union.

Section 32. APPROPRIATIONS.
1. No money being received and except current months bills which be paid out of the treasury of the Union except by order of the Secretary. The Secretary shall keep an accurate record of all receipts and disbursements. All money received shall be paid into the Union and all cheques shall be drawn in the name of the Union.

2. Any member residing in a town or city shall be entitled to receive fifteen dollars ($150) per
day to cover expenses plus first-class transportation, and time lost from work.

3. No more than twenty-five dollars annually shall be donated for any purpose from the general fund at any one time. Whenever requests for donations from a Union to this Union are made, the request must be in writing, signed by the Treasurer, bearing the official seal of that Union. Requests including those from non-Union or Charitable organizations shall be referred to the Executive Board for investigation and recommendations. The recommendations shall be referred to the Union and accepted by the Union before becoming effective.

4. No appropriations or donations shall be made to any organization in violation of rules and regulations of the International Brotherhood of Teamsters.

Section 13. FINES

1. A minimum fine of five dollars ($5.00) may be levied by the Union or the President to property conduct
the meetings and to protect the integrity of this Union. Provided, however, that the member involved upon his request, can have a trial in accordance with the provisions of Article XVIII of the International Constitution.

Section 34. CHARGES AND TRIALS
1. Charges and trials shall be governed by the International Brotherhood of Teamsters' Constitution, Article XVIII, Section 1 (a) to (d) inclusive.

Section 35.
Any member working the minimum of three (3) days in any one month will be eligible to pay monthly dues.

Section 36.
These By-Laws may be amended in the following manner: A proposed amendment to the By-Laws shall be made in writing and signed by at least three members in good standing, and shall designate by number which section or articles of sections they wish to amend. Such proposed amend
ment should be submitted to the Local Union and read at two regular meetings and voted upon at a third meeting. If it is approved by two-thirds vote of the membership present at that meeting, it shall then be sent to the office of the General President for approval. The amendment shall take effect immediately upon the Local receiving approval from the General President's office.

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.

Approved March 17, 1950.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS

THOMAS FLYNN,
Acting for Daniel J. Tobin,
General President