

Local Constitution & By-Laws Does Yours Reflect Your Business?

Constitution & By-Laws

- How important are your By-Laws
- International, State and Local By-Laws
- Define the rights and responsibilities of members and officers in your local
- Do your By-Laws accurately define the way business is being conducted, i.e. MT Convention Rules
- Importance of Providing Continuity

U.S. Department of Labor

Office of Labor-Management Standards (OLMS)

U.S. Dept of Labor

- Labor-Management Reporting and Disclosure Act of 1959 (LMRDA) applies to Private Sector and Postal Employees
- Requires unions to maintain 2 current copies on file with the Office of Labor-Management Standards (OLMS)
- Form LM-1 reporting identifies the structure, practices and procedures of the union

Montana Department of Labor & Industry

Board of Personnel Appeals (BOPA)

BOPA

- Administrative oversight for Labor issues in MT
- Oversees Labor Hearings
- Submits Legislation
- Requires ALL Unions in MT to maintain a current copy of their By-Laws on file
- Do your Bylaws allow for other locals to join?

Justification Clause

"...and any other proposed bargaining unit approved by this body."

Board of Personnel Appeals

- 1. Anne MacIntyre, Presiding Officer
- 2. Jenny Stringer, Management Board Member
- 3. Kevin McRae, Management Board Member
- 4. Quinton Nyman, Labor Board Member
- 5. Jim Soumas, Labor Board Member

C&BL Legal Requirements

- Are you at risk of a lawsuit from your members?
- Defines the process for conducting elections
- Defines the Rights and Responsibilities of Membership
- Do your By-Laws include a provision for Active Retirees?

Election Process

- DOL Standards, i.e. electronic voting
- Nomination process for Officers and Delegates
- Ballots and counting processes

Primary Officers

- Bonding
- Responsibilities
- Limitations
- Fiduciary Requirements

Finances

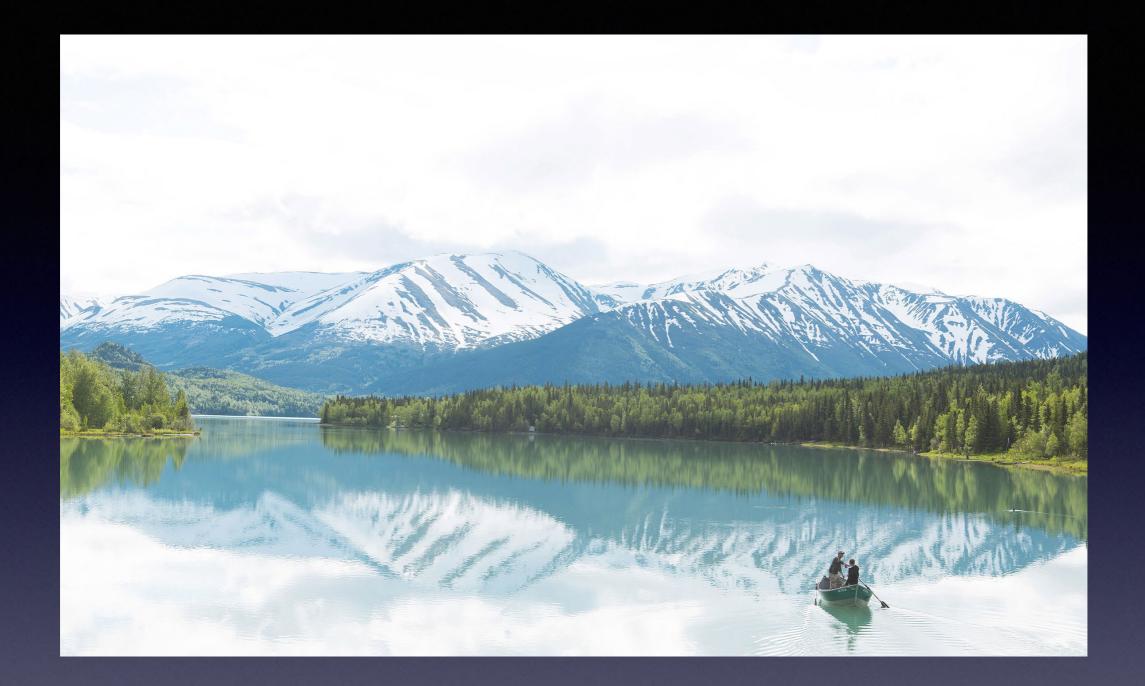
- IRS and APOC requirements
- Spending Limits
- How are your dues collected
- PAC's, Benevolent Funds

By-Law Changes

- How often are your Bylaws reviewed
- What is the process for actually making changes

Case Studies

- Applying for a Non Rep position in Anchorage
- 7th Dist Eboard Member that is not in good standing with the local
- Using the Board instead of a Grievance Comm



Local Constitution & By-Laws

Questions or Comments?