

**NATIONAL ASSOCIATION OF LETTER CARRIERS
CONNECTICUT MERGED BRANCH 20
BY-LAWS**

These By-laws were adopted January 1, 1985
and amended at the regular branch meetings on:

June 3, 1985

October 7, 1985

September 1, 1987

September 12, 1988

January 6, 1992

June 1, 1992

June 5, 1995

October 7, 1996

October 6, 1997

December 7, 1998

October 4, 1999

October 2, 2000

February 4, 2002

October 3, 2005

February 5, 2007

December 7, 2009

November 15, 2013

December 2, 2015

June 6, 2018

**NATIONAL ASSOCIATION OF LETTER CARRIERS
CONNECTICUT MERGED BRANCH 20
BY-LAWS**

ARTICLE 1 NAME

This branch shall be known as Connecticut Merged Branch #20 of the National Association of Letter Carriers.

ARTICLE 2 MEMBERSHIP

Application for membership made within six months from the date applicant becomes eligible to join the branch shall be accepted without a fee. Application for membership made after this period must be accompanied by a fee of \$200.

ARTICLE 3 MEETINGS

Sec. 1 It is the duty and responsibility of all members to attend the regular and special meetings of this branch.

Sec. 2 The regular meetings of this branch shall be held in the first week of each month at 7:00 PM, except that by a majority vote the July and August meetings may be cancelled. Meetings will be held in the Branch meeting hall or in a hall designated by the Branch President.

Sec. 3 Special meetings will be called by the President upon the written request of ten percent of the active members. Notification of such meetings, stating the object of the call, shall be posted on the carrier's bulletin boards in each station a minimum of two days prior to the meeting.

Sec. 4 Ten members shall constitute a quorum at all regular and special meetings of this branch.

ARTICLE 4 OFFICERS

Sec. 1 The officers of this branch shall be: President, Vice-President, Secretary, Treasurer, Assistant Secretary-Treasurer, Health Benefit Representative, and three Trustees.

Sec. 2 The Executive Council shall be comprised of the following elected officers: President, Vice-President, Secretary, Treasurer, Assistant Secretary-Treasurer, HBR and the three Trustees.

Sec. 3 The following positions are appointed by the President: Chief stewards and stewards.

Sec. 4 The term of all offices, both elected and appointed, shall be for three years.

Sec. 5 Any person elected President of Branch 20, who has served at least (2) full terms, shall upon retirement or resignation become President Emeritus. They may attend all Executive Board Meetings and have a voice, but no vote, in all matters of the meeting.

ARTICLE 5 ELECTIONS

Sec. 1 Nominations of officers shall be held at the regular branch meeting in November. All candidates for office must be present at the meeting when nominated or signify, in writing, their willingness to serve if elected.

Sec. 2 The election of branch officers shall be held by secret mail ballot in the month of December. Return mail ballots shall be postmarked no later than December 30th.

Sec. 3 Installation of Officers shall take place at the first regular meeting of the branch following their election and shall be by such ceremony as the National Association may provide for.

ARTICLE 6 DUES

Sec. 1 The dues of this branch shall be equal to two hours pay of a regular carrier, Grade 1, step 1 base pay. These dues shall be due monthly and withheld by payroll deductions.

Sec. 2 Retired members will pay dues in the amount of the current per capita tax.

ARTICLE 7 DECEASED MEMBERS OR FAMILY

Sec. 1 Upon the death of an active branch member, a remembrance not to exceed one hundred dollars (\$100) shall be sent on behalf of the branch.

Sec. 2 Upon the death of a branch member's immediate family (spouse or child) or upon the death of a retired member, a remembrance not to exceed fifty dollars (\$50) shall be sent on behalf of the branch.

ARTICLE 8 EXPENDITURES OF FUNDS

Sec. 1 The President shall be empowered to spend up to two thousand dollars, in emergencies, between branch meetings. Any such expenditure must be explained and justified to the membership at the first meeting following the expenditure.

Sec. 2 No expenditure in excess of two thousand dollars shall be voted upon unless it has been proposed at the previous meeting and posted on the carriers' bulletin boards a minimum of three days prior to the meeting at which it is to be voted on. Expenditures authorized in the National Constitution and local by-laws shall not be subject to this provision.

Sec. 3 No funds of this branch shall be used for the relief of any member.

Sec. 4 Members using their cars for authorized Union business shall be compensated at the rate set by the USPS per mile plus tolls.

Sec. 5 Upon retirement from the Postal Service, any Letter Carrier who has been an active dues paying member of this branch for a minimum of twenty years or their entire length of service, shall be presented a gift of one hundred fifty dollars.

ARTICLE 9 SALARIES

Sec. 1 The President shall be a full-time employee of this branch and shall be compensated as follows:

- a. Five days pay at letter carrier pay at Grade 1 Level O plus \$1 per hour.
- b. \$12,000 per year salary.
- c. USPS share of FERS Retirement System.
- d. Total cost of Health Benefits.
- e. Total cost of Life Insurance.
- f. Annual payment for sick leave and annual leave based on USPS seniority.

Sec. 2 The Vice-President will work a minimum of two days a week for the Branch and will be compensated as follows:

- a. Paid at the rate of a letter carrier Grade 1 Level O.
- b. \$6000.00 per year salary.
- c. Total cost of employee's share of health benefits.
- d. Reimbursement for lost annual leave and sick leave.

Sec. 3 The salaries of the Officers and stewards will be paid quarterly as follows:

President	\$3,000.00	
Vice-President	\$1,500.00	
Secretary	\$1,000.00	
Treasurer	\$1,000.00	
Assist. Secretary-Treasurer	\$ 100.00	
HBR	\$ 125.00	
Trustee	\$ 100.00	
Chief Steward	\$ 250.00	(In offices with more than one (1) steward or a steward who represents more than fifty (50) carriers in two (2) or more separate post offices.)
Steward	\$ 187.50	(20 to 50 members)
Steward	\$ 100.00	(Less than 20 members)

ARTICLE 10 CONVENTIONS

Sec. 1 The President and Vice-President by virtue of their office will be paid delegates to all State and National Conventions.

Sec. 2 Any paid delegates to the State or National Conventions are required to have attended six regular meetings during the course of the election year.

Sec. 3 All paid delegates to the State or National Conventions will be required to attend all convention sessions. Any paid delegate requiring a late arrival or early departure from any convention sessions must notify the President (or President's designee) in advance. Any delegate failing to adhere to this provision will be subject to forfeiture of compensation.

Sec. 4 Payment of National Convention Delegates:
The President and Vice-President shall be paid all reasonable expenses necessary to attend the National Convention.

Unless otherwise voted by the Branch, all other elected National Convention delegates' expenses shall be paid as follows:

At the first regular Union meeting following the elections of delegates the proposed amount of money to be allotted for convention delegate expenses will be discussed.

At the following regular Union meeting a vote will be taken on the total amount of money the branch will allot for National Convention delegates, other than the President and Vice-President.

Any delegate who is a Branch 20 Officer or paid Regular Steward shall, if sufficient funds have been voted, will have their hotel room and travel expense to and from the convention paid, along with \$50 per day per diem.

All remaining elected delegates shall have the balance of the funds allotted by the Branch divided equally among them.

ARTICLE 11 DUTIES OF OFFICERS

Sec. 1 The duties of the officers of Branch 20 shall be as enumerated in the NALC Constitution for the Government of Subordinate and Federal Branches.

Sec. 2 In addition to the duties in Section 1 above, the President shall be the Editor of the Branch newsletter.

Sec. 3 In addition to the duties in Section 1 above, the Vice-President shall act as the Branch Sergeant at Arms and as an Area Steward when appointed by the President.

ARTICLE 12 BY-LAW PROCESS

- A. A Branch 20 By-law Committee shall be established and comprised of the elected NALC Branch 20 Executive Board. The Branch President shall be the Chairperson of the Committee.
- B. All proposed changes to Branch 20's By-laws must be presented in writing to the Branch Secretary who will within 10 calendar days provide a copy to the By-Law Committee for review.
- C. The By-Law Committee will meet within 10 calendar days from receipt of the proposal to review and recommend approval or disapproval of the proposal.
- D. It shall take a 2/3 vote of the By-Law Committee to approve the proposal.
- E. Any approval by the By-Law Committee shall be presented to the membership at the next regular meeting and once presented the Branch shall make suitable notification to all members at least 10 days prior to the regular meeting at which the vote is to be taken.
- F. A vote of 2/3 of the members present and voting shall be required to make any change to the by-law of Branch 20.