

ARTICLE 1

NAME

This Branch shall be known as "The Wasatch Branch," Branch #111 of the National Association of Letter Carriers.

ARTICLE 2

OBJECT

Branch 111 will achieve solidarity through strength. Our strength will be the result of empowering our leaders and members through education, training and involvement. We recognize our obligations as we embrace the principles of integrity, open communication, and unity.

~~And what is specified under Article 1 Section 2 of The National Constitution for the government of subordinate and federal branches.~~

ARTICLE 3

MEMBERS

Section 1.

The dues of this branch shall be ~~2 hours at Grade 2 Step 0~~ per month plus any assessment by the State Association. Any member not on dues check off shall maintain their dues (1) year in advance.

Section 1.

The dues of this branch shall be 1 hour at Grade 2 Step 0 per pay period plus any assessment by the State Association. Any member not on dues check off shall maintain their dues (1) year in advance.

Section 2.

The dues for retirees shall be twenty-four (\$24) dollars yearly plus any assessment by the State Association.

Section 3.

Any probationary employee that joins Branch 111 during their first ninety (90) days of employment, who fails to pass probation, shall upon request to Branch 111 be refunded any dues actually deducted from their paycheck.

Section 4.

An aggrieved member dissatisfied with the decision of the President or any other officer of the Branch may appeal in accordance with Article XI of the NALC Constitution.

Section 5.

~~For Delegate eligibility, see Article 7. Sections 3 thru 7.~~

Section 6.

Members of NALC, Branch 111, who have maintained continuous membership for fifteen (15) years, who upon retirement from the United States Postal Service, shall be given a retirement watch and a retirement pin. ~~After the retiree has been properly notified by his/her Steward or designee, he/she will be given three (3) regular Branch meetings in which to pick up their watch at a regular Branch meeting. If he/she cannot pick it up due to ill health or other extenuating circumstances the President is free to present the watch and the pin at a place and time of the retiree's choosing.~~

ARTICLE 4

OFFICERS

Section 1.

The Recording Secretary shall ~~cause to be published on the front of the "Pavement Pounder"~~ a notice of nomination and election. This issue shall be mailed not less than 45 days prior to the date of nominations. Such notice must state:

- A. The offices to be filled and length of term for each office.
- B. Date, time, place, and method for submitting nominations.
- C. Date, time, place, and method of election.
- D. Which officers will be convention delegates by virtue of the office they hold.

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- B. *Date, time, place, and method for submitting nominations.*
- C. *Date, time, place, and method of election.*
- E. *Which officers will be convention delegates by virtue of the office they hold.*

Section 2.

Elected offices to be filled are: President, Vice President, Recording Secretary, Financial Secretary/Treasurer, Sergeant-at-Arms, Health Benefits Representative, MBA & Compensation Specialist, Safety and Health Representative, Director of Retirees and three (3) Trustees. The Trustees will choose the Chairperson of the Board of Trustees. Elected offices are for a term of three (3) years.

Section 3.

Nominations of officers shall take place at the October meeting every third year. All nominees must accept the nominations in person, by letter, or by proxy. The election by secret ballot shall be conducted prior to the December meeting.

- A. No member shall be eligible for nomination to hold more than one elected office at one time within the Branch.
- B. Self-nomination is permissible.
- C. ~~No person shall accept nomination for more than one office.~~
- D. Upon nomination, every nominee must certify that he or she has not served in, or applied for, a supervisory position for the twenty four (24) months prior to being nominated.

Section 3.

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- B. *Self-nomination is permissible.*
- C. *Upon nomination, every nominee must certify that he or she has not served in, or applied for, a supervisory position for the twenty four (24) months prior to being nominated.*

Section 4.

Installation of officers shall take place prior to, ~~or at the beginning of~~ the January branch meeting. The exception being in case of a tie, the installation of Officers shall be after the run off election.

Section 5.

The members of each Delivery Unit shall conduct a nominating election for Shop Steward within ten (10) days prior to the end of March every even year. The ~~Recording Secretary~~ shall ~~cause to be posted at each delivery unit notice of~~ such election not sooner than January 1st and not less than forty-five (45) days prior to the nominating election. Each candidate for office of Shop Steward must comply with NALC National Constitution Article V, Section 2. The Branch President shall appoint nominated stewards on April 1st for a term of two (2) years. Stewards may be removed from office for reasonable cause by the Branch President. ~~Reasonable cause may be:~~ gross negligence of duty, failure to regularly attend Branch meetings or steward meetings (e.g. less than 50%), or at the expressed request of at least 51% of members assigned to the steward's unit. A removed steward may appeal the removal to the Executive Board ~~who will then provide to the Branch President a recommendation to reinstate or not reinstate the appellant.~~ Should vacancies occur at any Delivery Unit for the office of Shop Steward, the President of the branch shall appoint a replacement in order to fill the vacancy.

Section 5.

The members of each Delivery Unit shall conduct a nominating election for Shop Steward within ten (10) days prior to the end

of March every even year. The Secretary shall post at each delivery unit notice of such election not sooner than January 1st and not less than forty-five (45) days prior to the nominating election. Each candidate for office of Shop Steward must comply with NALC National Constitution Article V, Section 2. The Branch President may appoint nominated stewards on April 1st for a term of two (2) years. Stewards may be removed from office for reasonable cause by the Branch President, e.g. gross negligence of duty, failure to regularly attend Branch meetings or steward meetings (less than 50%), or at the expressed request of at least 51% of members assigned to the steward's unit. A removed steward may appeal the removal to the Executive Board. The Executive Board will provide a recommendation to the Branch President. Should vacancies occur at any Delivery Unit for the office of Shop Steward, the President of the branch shall appoint a replacement in order to fill the vacancy.

Section 6.

All officers of Branch 111 shall fulfill the requirements of the Constitution for Subordinate Branches plus the following sections, and the President shall be Chairperson of the Executive Board.

Section 6.

All officers of Branch 111 shall fulfill the requirements of the Constitution for Subordinate and Federal Branches, and the Branch Bylaws. The President shall be Chairperson of the Executive Board.

Section 7.

The Recording Secretary shall also be the Secretary of the Executive Board and such other Committees as directed by the President.

Section 8.

The Board of Trustees shall keep a written record of all Branch 111 property and whom it has been assigned to, and shall check this

property and audit all books and financial records at least every six (6) months. The Trustees shall also be tellers when a vote count is taken. ~~The Financial Secretary/Treasurer (or he/she designated to act in the capacity thereof) shall attend the meeting of the Trustees.~~

Section 8.

The Board of Trustees shall keep a record of all Branch 111 property, and shall check this property and audit all books and financial records at least every six (6) months. The Trustees shall also be tellers when a vote count is taken.

Section 9.

The ~~Financial/Secretary~~ Treasurer, in addition to his/her other duties, shall handle all taxes for the Branch. ~~He/she shall assist the Recording Secretary.~~ Before the ~~Financial Secretary/Treasurer~~ can issue a voucher for payment he/she must be given an itemized statement of services rendered, purchases made, or incurred expenses. Two authorized bonded union officers must sign all checks and withdrawals from savings.

Section 10.

The ~~Recording Secretary~~ and the ~~Financial Secretary/Treasurer~~ shall preserve all official papers for the period required by law.

Section 11.

All officers and shop stewards shall be bonded in accordance with the requirements of the Labor-Management Reporting and Disclosure Act of 1959.

Section 12.

The Director of Retirees shall be a retired member of Branch 111.

Section 13.

The office hours of Branch 111 will be established ~~(as recommended by the Executive Board)~~ and posted, National and State holidays exempted. If the President cannot be at the office during the designated hours, he/she will ensure that a telephone-recording device will be in place or he/she will designate (in this order) the Vice President, a bonded officer, or steward to take his/her place.

Section 14. _____

The President or Vice President will make every attempt to visit every station once every twelve (12) months.

Section 15.

In case any elected Branch office, except that of the President (Refer to Article 6 Section 2 of Subordinate and Federal Branches of the National Constitution), becomes vacant the Branch President will, within thirty (30) days and in accordance with applicable rules specified within the NALC Constitution, appoint a member in good standing to fill the vacancy until the end of the office's term.

Section 14.

If any Branch office, except that of the President (Refer to Article 6 Section 2 of Subordinate and Federal Branches of the National Constitution), becomes vacant the Branch President will, within thirty (30) days and in accordance with applicable rules specified within the NALC Constitution, appoint a member in good standing to fill the vacancy until the end of the office's term.

Section 16.

The Shop Steward shall represent the Branch at their respective delivery units and perform such other duties as may be assigned them.

Section 15.

The Shop Stewards shall represent the Branch and perform such other duties as may be assigned them.

Section 17.

The Shop Steward may assign such duties to an assistant as will further the welfare of the Branch. Assistant/alternate stewards must meet the same NALC Constitutional requirements as any elected/appointed shop steward.

Section 16.

The Shop Steward may assign such duties to alternates as will further the welfare of the Branch. Alternate stewards must meet the same NALC

Constitutional requirements as any shop steward.

Section 18.

The Branch President shall appoint the Parliamentarian, Legislative Representative, Organizer, Editor, Secretary Treasurer, and Food Drive Coordinator.

Section 17.

The Branch President shall appoint other officers as necessary.

Section 19. _____

All other duties as listed in the National Constitution.

ARTICLE 5

MEETINGS

Section 1.

At the special or regular meeting thirty (30) members shall constitute a quorum for the transaction of business.

Section 2.

The number of members upon whose written request for a special meeting of this Branch shall be called shall be twenty five (25) in good standing.

Section 3.

The regular Branch meeting shall start promptly at 6:00 P.M. on the second (2nd) Thursday of each month.

Section 3.

The regular Branch meeting shall start promptly at 7:00 P.M. on the second (2nd) Thursday of each month.

Section 4. _____

Each Branch meeting will commence with the Sergeant at Arms, or designee, leading the assembled in the Pledge of Allegiance to the flag of the United States of America.

Section 5.

The Recording Secretary shall post the minutes of the previous union meeting on the branch web site and in a conspicuous place prior to the commencement of the current meeting for review. The minutes of the prior meeting will only be read as a consequence to a motion from the floor carried by a majority vote.

Section 4.

The Secretary shall post the minutes of the previous union meeting prior to the commencement of the current meeting for review.

Section 6.

~~ALL REMARKS ARE TO BE LIMITED TO FIVE (5) MINUTES. No member shall speak the second (2nd) time on a motion as long as any member who has not spoken on the motion desires to speak. Members who speak a second (2nd) time shall be limited to two (2) minutes. No member shall speak a third (3rd) time on a subject except by permission of two thirds (2/3) of the members present and voting.~~

Section 7.

The Sergeant-at-Arms will monitor the recording of attendance, via a sign in sheet, and provide the completed list to the Recording Secretary. The Recording Secretary will keep on file for six years each roll record for future reference.

Now Section 5

Section 8.

It shall be the responsibility of each member to sign his/her name legibly to the aforementioned roll record as proof of his/her attendance.

Now Section 6

Section 9

For the purpose of convention eligibility, non-attendance of meetings will be permissible for valid reasons (official NALC duties, vacation, military duty, illness, or personal reasons that are perceived to be valid by the Branch President or Vice President). The member will be required to submit said reasons to the President or Vice President who in turn will

report the applicant's attendance status to the Recording Secretary before the next scheduled branch meeting.

Section 7.

For the purpose of convention eligibility, non-attendance of meetings will be excused for valid reasons (official NALC duties, vacation, military duty, illness). The member will submit the reasons to the President or Vice President who will report in writing, the member's attendance status to the Secretary.

Section 10.

Branch 111, with prior approval of its membership, shall have the option of only meeting ten (10) times per year.

Now Section 8

Section 11.

Any member asking for expenditures of Branch funds in excess of one hundred (\$100) dollars shall present to the Executive Board his/her proposal for review. The Executive Board will only make recommendations on such requests. For consideration by the Executive Board requests must be submitted prior to the next Branch meeting at a regularly scheduled Executive Board meeting.

Section 9.

Any member asking for expenditures of Branch funds in excess of one hundred (\$100) dollars shall present to the Executive Board his/her proposal. The Executive Board will make recommendation on requests. Proposals must be submitted at a regularly scheduled Executive Board meeting.

Section 12.

There shall be four drawings for the amount of twenty-five (\$25) dollars at the regular Branch meeting immediately after the adjournment of the Branch meeting.

Now Section 10

Section 13.

The Vice President will schedule a regular monthly Shop Stewards Training Meeting. Up to two meetings per year may be cancelled. The Vice

President or his/her designee will conduct this training.

Now Section 11

ARTICLE 6

Executive Board

Section 1.

Board Composition. The Executive Board shall consist of all elected and appointed officers of Branch 111.

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Board Composition. The Executive Board shall consist of all elected and appointed officers of Branch 111, and any other member that the President shall deem necessary for advice to discharge the business at hand shall attend the meetings in a consulting capacity only.

Section 2.

Elected officers of the Branch shall be voting members of the Executive Board, appointed officers of the Branch shall be non-voting members of the Executive Board. There must be a quorum of at least 5 voting members of the Executive Board present to vote on any issue.

Section 3.

The Executive Board shall meet every first Thursday of the month at 6:00 pm at the Branch office. The Branch President or his/her designee shall be the Chairperson at the Executive Board meetings.

Section 3.

The Executive Board shall meet every first Thursday of the month at 7:00 pm at the Branch office.

Section 4.

Special Executive Board meetings can be called by the Branch President or 5 members of the Executive Board in writing and presented to the Branch Secretary. Executive Board meetings may only be cancelled if they are in close proximity or during holidays, conventions or training sessions.

Section 5.

~~Those elected voting members of the Executive Board shall consist of the Branch President, Vice President, Recording Secretary, Financial Secretary/Treasurer, Sergeant at Arms, Safety and Health Representative, MBA & Compensation Specialist, Health Benefits Representative, Director of Retirees, and three Trustees.~~

~~Section 6.~~

~~These non-voting members of the Executive Board shall consist of the Parliamentarian, Legislative Representative, Organizer, Editor, Secretary Treasurer, and Food Drive Coordinator. And any other member that the President shall deem necessary for advice to discharge the business at hand shall attend the meetings in a consulting capacity only~~

Section 7.

Boards duties and powers. The Executive Board shall have general supervision of the affairs of the Branch between its business meeting, make recommendations to the Body at regular and special meetings, and perform such other duties as are specified in these bylaws. The Board shall be subject to the orders of the Body, and none of its acts shall conflict with the NALC's National Constitution or these Bylaws. The Executive Board shall take no action committing or binding the Branch to a definite policy or pledging its funds or property without first submitting the same to the Branch for consideration, except in an urgent situation.

Section 5.

The Executive Board shall have general supervision of the affairs of the Branch. The Executive Board shall be subject to the orders of the Body. The Executive Board shall take no action committing or binding the Branch to a definite policy or pledging its funds or property without first submitting the same to the Branch for consideration, except in an urgent situation

ARTICLE 7

COMMITEES

Section 1. Election Committee.

- A. The President shall appoint an Election Committee of 9 members and three alternates. These appointments will be made after the nominations and at least 21 days before the election. This committee shall be composed of non-candidates; one member shall be appointed Chairperson. The President will instruct the Election Committee of its duties and responsibilities at the time of appointment.
- B. The Election Committee shall adhere strictly to Federal Labor Election Law; comply with provisions of the Labor-Management Reporting and Disclosure Act of 1959, the N.A.L.C. Constitution and to the guidelines contained in the publication "NALC REGULATIONS GOVERNING BRANCH ELECTION PROCEDURES."
- C. All members of the Election Committee, candidates, and observers must have available a copy of U.S. Department of Labor Office of Labor - Management Standards publication entitled, "ELECTING UNION OFFICERS" and a copy of "NALC REGULATIONS GOVERNING BRANCH ELECTION PROCEDURES."
- D. Balloting in Branch 111 shall be conducted by mail as described in "NALC REGULATIONS GOVERNING BRANCH ELECTION PROCEDURES"
- E. ~~The November issue of the "Pavement Pounder"~~ will be mailed no less than 10 days prior to the mailing of election ballots. All candidates may submit a biographical sketch, no more than one (1) page, at no cost to the candidate.
- E. The issue of the branch newsletter immediately prior to a scheduled branch election will be mailed no less than 10 days before the mailing of election ballots. All candidates may submit a biographical sketch, not more than one (1) page, at no cost to the candidate.*
- F. The Election Committee must receive all ballots no later than 5:00 P.M. on a date to be determined by the Election Committee, not more than 5 days prior to the December branch meeting. The cut off date shall be printed on the ballot. Tallying of ballots will begin immediately thereafter. There shall be no alcohol consumed on the premises during the counting of the ballots. All improperly marked ballots shall be handled according to Section 17 of the Regulations Governing Branch Election Procedures (RGBEP).
- G. The newly elected officers shall be announced at the December meeting by the Election committee chairperson. The results of the election shall also be published in the ~~Pavement Pounder~~ and posted on the branch web page.
- G. The newly elected officers shall be announced at the December meeting by the Election committee chairperson. The results of the election shall also be published in the branch newsletter and posted on the branch web page.*
- H. In the case of a tie, a notice will be ~~printed in the "Pavement Pounder"~~ for release no later than fifteen (15) days prior to the January branch meeting announcing a run off election to be conducted at said meeting. For such run off election, polls will be open from 4:00 PM to 8:00 PM, on the night of the January branch meeting. If a tie still exists a flip of the coin will decide the winner.
- H. In the case of a tie, a notice will be sent by mail no later than fifteen (15) days prior to the January branch meeting announcing a run off election to be conducted at said meeting. For such run off election, polls will be open from 4:00 PM to 8:00 PM, on the night of the January branch meeting. If a tie still exists a flip of the coin will decide the winner.*
- I. Appeals of an election will be conducted according to "NALC Regulations Governing Branch Election Procedures" and Article XI Section 4 of the National Constitution.
- Section 2. Official Delegations:
- A. The elections of delegates and alternates to a National Convention shall take place on odd numbered years at the regular ~~December~~ meeting. The nominations of those delegates shall be made at the last regular meeting held prior to that ~~December~~ meeting. Notice of nomination and election shall be made at

least forty-five (45) days prior to the date of nomination.

A. *The elections of delegates and alternates to a National Convention shall take place on even numbered years at the regular February meeting. The nominations of those delegates shall be made at the last regular meeting held prior to that meeting. Notice of nomination and election shall be posted at least forty-five (45) days prior to the date of nomination.*

B. The elections of delegates and alternates to a Utah State Association of Letter Carriers Convention shall take place on even numbered years at the regular December meeting. The nominations of those delegates shall be made at the last regular meeting held prior to that December meeting. Notice of nomination and election shall be posted in the Pavement Pounder and on the Branch web page at least forty-five (45) days prior to the date of nomination.

B. *The elections of delegates and alternates to a Utah State Association of Letter Carriers Convention shall take place on odd numbered years at the regular February meeting. The nominations of those delegates shall be made at the last regular meeting held prior to that meeting. Notice of nomination and election shall be posted at least forty-five (45) days prior to the date of nomination.*

C. The nominations of delegates and alternates to the Utah AFL - CIO Convention shall be made at the April meeting of the year of the Utah AFL - CIO Convention, and elections to take place at the May meeting. Notice of nomination and election shall be posted in the Pavement Pounder and on the Branch web page at least forty five (45) days prior to the date of nomination.

Section 3.

The Branch President is an automatic delegate to all National, State and AFL-CIO conventions. In the event that the President cannot attend the Vice President shall be the automatic delegate.

Section 4.

~~Subsequent to implementation of Section 3 above,~~ the Branch President shall determine Branch representatives to training and seminars. ~~Members who wish to attend shall sign a list provided by the Branch President. The Executive Board shall make a recommendation on the funds to be expended.~~

Section 4.

The Branch President shall determine Branch representatives to training and seminars.

Section 5.

This Branch shall elect a full delegation and an equal number of alternates to all National and State Conventions. Rank shall be established by popular vote of those attending the regularly scheduled December meeting using a secret ballot. ~~Ranking shall determine priority to funding for Conventions.~~

Section 5.

This Branch shall elect a delegation and a number of alternates to all National and State Conventions. Rank shall be established by popular vote of those attending the regularly scheduled February meeting using a secret ballot.

A. Candidates for delegate to National and State Conventions shall be elected according to the number of votes received. Should delegate vacancies occur those candidates receiving the next highest number of votes should be delegates.

B, The Executive Board will recommend and the Branch will determine the number of delegates who will receive financial assistance and the amount to be granted each delegate based on the designated funds available. These expenses shall not exceed IRS allowances.

C. Convention delegates and training seminar attendees shall receive funds, prior to departure to the event, from the branch for lodging, transportation and per diem. Adjustments for lodging may be made by the Branch President for delegates sharing a room. These expenses shall not exceed IRS allowances.

- D. Convention delegates and training seminar attendees who choose to provide their own lodging and/or transportation will receive funds equal to those provided by the branch.
- E. Any losses incurred by the Branch due to a member's cancellation of travel plans shall be made good by that member.

2. Members of newly merged branches must attend two - thirds (2/3) of Branch meetings from date of merger to the date of the convention

B. No elected delegate to Utah State NALC or Utah AFL-CIO conventions shall receive expense allowances unless he/she will have attended at least six (6) regular branch meetings annually, held from April of Convention year to and including March of the next Convention year. Members with less than one full year with the Postal Service (including merged branches) must attend sixty percent (60%) of regular branch meetings from their anniversary date to receive expense allowances.

Section 6.

No delegate or alternate elected to any National, State, or AFL-CIO Convention shall receive any convention expenses from this Branch unless his/her regular Union Dues and assessments have been paid in full, as provided for in Article 3 Section 1 of the By-Laws and in accordance with Article V, Section 2 of the National Constitution.

A. Be it further provided that no elected delegate or alternate elected to represent this Branch at a National Convention shall receive any expense monies from this Branch unless he/she shall have attended at least eight (8) meetings annually, held from April of Convention year to and including March of the next Convention year.

1. If a member enters the Postal Service following the April of Convention year, to receive monies he/she must be a member of Branch 111, NALC one (1) year and have attended ~~three fourths (3/4)~~ of the union meetings including March of the next Convention year.

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2. Members of newly merged branches must attend three fourths (3/4) of Branch meetings from date of merger to the date of the convention.

~~Section 7.~~

~~Refer to Article 5 section 7 for Convention eligibility.~~

Section 8.

The Membership Committee shall consist of the Branch Vice President as Chairperson and all Shop Stewards as members. They shall perform the duties outlined in the Constitution for the government of Subordinate Branches, together with such other duties as may be referred to them by the Branch.

New Section 7

~~Section 9.~~

~~The Sick and Floral Committee shall consist of all Shop Stewards. They shall report to the branch office, whereupon, the President, or his/her designee, shall be empowered to send sympathy cards and floral devices or memorial contributions for families of deceased members, at a reasonable cost.~~

Section 8.

The President shall appoint a Sick and Memorial Committee. The Director of Retirees shall serve as Chairman of this committee. The committee may make expressions of sympathy or memorial to families of gravely ill or deceased members, at a reasonable cost.

Section 10.

Such other committees, standing or special, shall be appointed by the President as deemed necessary to carry on the work of the branch.

New Section 9

Section 11.

President's Ex-Officio Committee Membership.

The President shall be Ex-Officio a member of all committees except the Election Committee

New Section 10

ARTICLE 8

FINANCIAL

Section 1.

The Executive Board will review and recommend an annual budget to the Branch for its approval. The budget will be presented in January to the membership and its approval will require a majority vote. Refer to Article 6 Section 7.

Section 1.

The Executive Board will review and recommend an annual budget to the Branch for approval. The budget will be presented in January to the membership for approval.

Section 2.

Branch Officers shall be empowered to pay all bills relative to the operation of Branch 111 up to the approved annual budgeted amounts. Spending beyond amounts authorized by passage of the budget require a two-thirds vote by the body to increase those budgeted amounts.

Section 2.

Branch Officers are empowered to pay all bills relative to the operation of Branch 111. Spending beyond amounts authorized by the budget require a vote by the body to increase budgeted amounts.

Section 3.

All receipts and disbursements will flow through one checking account designated as the General Fund.

Section 4.

Amounts budgeted but not used will be deposited into the following savings accounts:

- 1-National Convention
- 2-State Convention
- 3-Retirees
- 4-Health Benefits
- 5-Contingency Funds

Section 5

~~In the event the Financial Secretary/Treasure discovers and confirms any inadvertent charges made by a Branch officer on the Branch credit card (or via an invoice for goods/service, or by any other means), the officer who is responsible for the inadvertent charge will be billed for the amount and must remit to the Branch that amount within 31 days, or within some other extended amount of time as deemed appropriate by the Executive Board. In the event the officer so billed wishes to challenge the amount (in whole or in part) as an appropriate expense to the Branch, he/she may appeal the billing at the next Branch meeting where the decision of the membership, as expressed by a majority vote of those there assembled, will prevail.~~

Section 5

Any use of branch funds for personal, inadvertent or inappropriate use, shall, upon discovery, the member responsible,

will be billed for the amount. Payment will be required not more than thirty (30) days after receipt of the bill. If the member disputes the bill, they may appeal to the Executive Board.

Section 6.

The Branch 111 Full Time President shall receive a salary equal to a full time letter carrier at ~~Top Level, Top Step~~, plus 5 hours per week at the overtime rate, payable biweekly. The president shall also receive payments equal to bonuses or any other payments made by the Postal Service (that they would have been entitled to if in a duty status).

Section 6.

The Branch 111 Full Time President shall receive a salary equal to a full time letter carrier at City Carrier Grade 2, Step O, plus 5 hours per week at the overtime rate, payable biweekly. The president shall also receive payments equal to bonuses or any other payments made by the Postal Service (that they would have been entitled to if in a duty status).

- A. The Branch will pay all costs to the U.S. Postal Service for the employee and employer contributions to retirement, life insurance, and health insurance (up to the current cost of the NALC Health Plan), which are directly billed the branch. The president will be exempt from collection of union dues.
- B. In case the President is covered under the Federal Employees Retirement System (FERS), the branch will pay the postal service their contribution for agency automatic and matching funds, up to the Agencies maximum to offset the added costs for retirement benefits.
- C. In case the President is a Retired Letter Carrier the branch will pay the cost of the Presidents Health Benefit premiums and a

maximum of \$20 for USPS Basic life insurance premiums.

- D. The President shall receive annual leave equal to the amount that he/she would earn if working full time for the Postal Service. The President will not be required to use annual leave for actual days while attending official NALC functions and events. Annual Leave may be accrued during each term of office, but must be used before the end of their term or forfeit all unused leave. ~~Trustees will monitor leave usage of the President.~~
- D. *The President shall receive annual leave equal to the amount that he/she would earn if working full time for the Postal Service. The President will not be required to use annual leave for actual days while attending official NALC functions and events. Annual Leave may be accrued during each term of office, but must be used before the end of their term or forfeit all unused leave.*
- E. The President shall receive 13 days of sick leave per year (which accumulates) but must be used before leaving office or forfeit all unused leave.
- F. The President of Branch 111 shall receive an annual clothing allowance equal to the sum of a Letter Carrier uniform allowance as determined by the National Agreement (~~Article 26, Section 2a~~).
- G. The President shall receive an entertainment expense allowance of \$800 per year
- H. The President shall have up to ninety (90) days per year salary, to distribute to any union member in good standing, to conduct union business, attend special meetings, regional assemblies and conferences. Pay shall be equal to NALC Grade-2 Step O Letter Carrier. ~~The Executive Board must approve the use of monies from this account to pay the President.~~
- H. *The President shall have up to ninety (90) days per year salary, to distribute to any other union member in good standing, to conduct union business, attend special*