

**Proposed Southwest Coastal Area Local Constitutional
Changes per *ARTICLE 15 – Amendments***

January 26, 2019

Proposed Change Number 1: Article 7 Section 1 and 3 – eliminate the Vice President Position.

Article 7 would then read:

ARTICLE 7 - Officers

SEC. 1. The elected officers of this Area Local shall be: President, Secretary-Treasurer, Clerk Division Director, Maintenance Division Director, Motor Vehicle Division Director, and a Chief Steward from each member installation. For representational purposes, the Santa Ana GMF (or whatever its name in the future) and the North and South County GMF's (or whatever their names in the future) shall each be considered an installation from the city in which they are located and are entitled to a Chief Steward for that particular facility.

SEC. 2. The aforementioned officers shall constitute the Executive Board of this Area Local.

SEC. 3. The temporary succession of officers shall be: Secretary-Treasurer, Clerk Division Director, Maintenance Division Director, and Motor Vehicle Division Director. Including the President, these officers constitute the General Officers.

Proposed Change Number 2: Article 8 Section 2 – eliminated the Vice President Position. And then renumber sections in article 8.

Proposed Change Number 3: Article 8 Current Section 3 – Add a new first sentence The Secretary-Treasurer shall work full time for the Southwest Coastal Area Local.

Article 8 would then read:

ARTICLE 8 - Duties of Officers

SEC. 1. The President shall preside at all stated and special meetings of the general membership and all meetings of the Board. He shall appoint all committees and shall be a member of all committees. He shall appoint all members to fill elective offices with the approval of the Executive Board until time as an election can be held in accordance with Article 11 of this constitution. He shall appoint all members to the position of steward in member installations after consultation with the Chief Steward of respective installation.

He shall be responsible for all work of the Area Local, and all officers of the Area Local shall work under his supervision. The President, subject to review by the Executive Board, shall have the authority to request members of this local to perform duties for the Local in a pay status payable in accordance with the provisions of Article 13 of this constitution with all other benefits being compensated the same as the President. He may hire and separate office help when needed by this Area Local. He shall have the authority to authorize all necessary and reasonable expenses needed for the administration of the local.

He or his designee shall be responsible for all submissions of grievances to Step 2 and Step 3 of the grievance procedure.

The President of this Area Local shall work full time and be compensated at a rate of Level 11 step P of the US Postal Service pay scale plus 17%. In addition, the President shall be compensated for the employers and employees share of benefits, including cost of living as now paid to postal employees, and any increase which may be granted later and including annual and sick leave benefits at a rate equal to that which would have been provided had he been in a normal duty status.

Thrift Savings Plan (TSP). Full-time officers of the Southwest Coastal Area Local enrolled in FERS who participate in the Thrift Savings Plan as Postal employees, may continue to do so as union officers. The responsibility of the employer (USPS) is shifted to the Southwest Coastal Area Local, therefore, the Local will contribute one percent of the salary that each full-time FERS-enrolled officer would be earning if he or she was still working for the Postal Service. The Southwest Coastal Area Local will also pay TSP a one hundred percent matching contribution of up to three percent of the officer's postal salary (not the salary being paid to the officer by the APWU Local). The Local will pay into TSP an additional fifty percent matching contribution of up to an additional two percent of his or her salary. When a full-time union officer wishes to change the amount deducted from his or her paycheck and have the Local make the employer's corresponding matching contribution, the officer must himself or herself make these changes through the Postal Service. (Required by NED Resolution of November 2003)

On the anniversary date of the President's installation, the maximum amount of annual leave and sick leave that may be carried over to the next year shall be Four Hundred Forty (440) hours each. Any annual and sick leave in excess of Four Hundred Forty (440) shall be paid at the current rate of pay. Any future contractual increases in leave carry over will be automatically included in this Constitution.

SEC. 2. The Secretary-Treasurer shall work full time for the Southwest Coastal Area Local. The Secretary-Treasurer shall keep a complete and correct record of the proceedings of this Area Local. He shall perform such duties as may be assigned by the President. He shall be required to produce at all meetings the minutes of past meetings for the purpose of ready reference, and an up-to-date copy of the Constitution and By-Laws.

The Secretary-Treasurer shall call a meeting of the Executive Board within ten (10) days after notification that the absence of the President will be of a permanent nature: the purpose of the meeting being to take necessary action to elect a new President: this election will be conducted in the following manner:

(A) Nominations and elections at this Special Executive Board Meeting.

(B) A two-thirds (2/3) majority vote of the Executive Board present shall prevail in the selection. Where there are more than two candidates for the position of President, the candidate receiving the lowest vote will not be eligible for the next ballot. The new President will assume the duties of the office at the close of this meeting.

The Secretary-Treasurer shall establish and maintain a proper accounting system that will reflect the financial standing of the Area Local and will furnish a statement of income and expenditures for the month just past at each meeting. The Secretary-Treasurer will collect all monies due this Area Local and is responsible for all disbursements. The Secretary-Treasurer shall prepare such forms and make such reports to the American Postal Workers Union, AFL-CIO, at the National and State levels as may be requested and will prepare such forms and reports for the United States Department of Labor and the Internal Revenue Service or any other governmental agency or department as may be required by law. The Secretary-Treasurer will perform such other duties consistent with the offices as may be directed by the President.

SEC. 3. The Division Directors shall assist in processing all grievances within their crafts. They shall be responsible for organizing the membership within their craft. They shall also perform such other duties as may be assigned them by the President.

SEC. 4. The Chief Stewards shall:

(A) Recommend to the President, members from their respective installations to be appointed to the position of steward and alternate steward, according to the apportionment specified in the National Agreement.

(B) Recommend to the President, members to be appointed to fill any vacancies in the steward positions.

(C) Represent the Area Local in their respective installations in the absence of the President.

(D) Enforce the National and Local Agreements in their respective installations.

SEC. The Executive Board, of which the President shall be Chairperson, shall determine the place and time of Executive Board meetings. The Executive Board shall make or authorize to be made all contracts, or expenditures of this Area Local, subject to review of the general membership. The Executive Board shall receive all petitions not otherwise provided for in this constitution and will conduct all business for the proper management of the Area Local.

Proposed Change Number 4 Change the word may to shall in first sentence of Article 12 Section 3

Proposed Change Number 5 Add a new Article 12 Section 6 Sec: 6. All Southwest Coastal Area Local Meetings will be open meetings except for a Trial Board Hearing

Proposed Change Number 6 Add a new Article 12 Section 7 Sec: 7 The Southwest Coastal Area Local Retirees shall be allowed to meet regularly at the local union office.

Article 12 then would read:

ARTICLE 12 - Meetings

SEC. 1. The regular business meeting of this Area Local shall be the General Meeting. During non-local election years, the General Meeting shall be held during the months of January, April, July and October. During election years, the General Meeting will be held during the months of February, April, July and October. If the conventions and election occur in the same year, the General Meeting will be held January, February, July and October.

SEC. 2. (A) At any regular meeting, fifteen (15) members in good standing representing not less than three (3) installations and five (5) members of the Executive Board shall constitute a quorum.

(B) In the event that no quorum is present, the Executive Board will be empowered to conduct all business of this Area Local.

SEC. 3. A special or extra meeting shall be called by the President, or upon written request to the President, by not less than three (3) Chief Stewards from individual installations. Notice of special meetings shall be posted in all member installations, at least three (3) days prior to the meeting. At special and/or extra meetings, only that business for which the meeting was called may be discussed.

SEC. 4. The Chief Stewards of all member installations are authorized and encouraged to conduct regularly scheduled meetings of the members of their respective installations. The date and time of these meetings will be decided by the installation members concerned.

SEC. 5. The Executive Board will be required to hold a meeting at least once each quarter prior to the General Meeting.

Sec: 6. All Southwest Coastal Area Local Meetings will be open meetings except for a Trial Board Hearing.

Sec:7: The Southwest Coastal Area Local Retirees shall be allowed to meet regularly at the local union office.

Proposed Southwest Coastal Area Local Constitutional Provision/Procedure

ARTICLE 15 - Amendments

SEC. 1. Any propositions to repeal, annul, or alter any section or article of this Constitution must be submitted to the Secretary-Treasurer in writing. Such proposed amendments shall have affixed thereto the signatures of at least ten (10) members in good standing in addition to the sponsor of the proposed amendment. The submitted proposal shall cite the article and section numbers to be amended, followed by the proposed change, and by the full text of the section or sections as it or they would read upon adoption of the proposed amendment. The Secretary-Treasurer shall read same at the current regular meeting. Debate shall be opened at this time and any proposed changes to the amendment shall be in order.

SEC. 2. Prior to the next general meeting, the proposed amendment shall be publicized by posted notices and in the Area Local publication.

SEC. 3. At the next general meeting following the introduction of the proposed amendment, the Secretary-Treasurer will again read the proposed amendment. It will be discussed. If any further changes are passed, the amendment as changed will be reposted as per section 2. No further changes will be accepted.

SEC. 4. It shall require two-thirds (2/3) majority vote of the members present and voting to secure adoption of any proposed amendment, except as may be otherwise provided in this Constitution.

SEC. 5. Proposed amendments containing the same subject matter as previously defeated amendments shall not be presented again for a six (6) month period from the date of the defeat of the originally proposed amendment.

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