

CONSTITUTION
FOR
ADMINISTRATIVE, PROFESSIONAL AND TECHNICAL ASSOCIATION,
LOCAL 2187

ARTICLE I
NAME

The name of this organization shall be Administrative, Professional and Technical Association, Local Number 2187 of the American Federation of State, County and Municipal Employees, AFL-CIO.

ARTICLE II
AFFILIATIONS

This local union shall be affiliated with Administrative, Professional and Technical Association, City of Philadelphia, District Council Number 47 of the American Federation of State, County and Municipal Employees; the Pennsylvania AFL-CIO; and the appropriate central body of the AFL-CIO.

ARTICLE III
OBJECTIVES

The objectives of this local union shall be to carry out on a local basis the objectives of the American Federation of State, County and Municipal Employees.

ARTICLE IV
MEMBERSHIP AND DUES

Section 1. All administrative, professional, and technical employees of the City of Philadelphia, Pennsylvania, excluding those employees within the jurisdiction of Local 2186 and except those classifications assigned to Council 33 in accordance with the agreement of October 7, 1970; and including professional employees of the Philadelphia Parking Authority, the Philadelphia Commercial Development Corporation and residual employees of the Philadelphia Housing Authority are eligible for membership in this local union, subject to the requirements of the Constitution of the International Union.

Section 2. Application for membership shall be made on a standard application form. Unless such form includes a valid authorization for payroll deduction of dues, the application shall be accompanied by the current month's dues.

Section 3. The membership dues shall be \$22.31 per member per pay period. Effective July 1, 2006 the membership dues shall be \$23.31 per member per pay period. Effective July 1, 2007 the membership dues shall be \$24.80 per member per pay period,

except that the rate for part-time employees working 20 or fewer but more than 12 hours per week shall be 25% less and the rate for part-time employees working 12 hours per week or fewer shall be 50% less. Any increase in membership dues must be adopted in accordance with the procedure for amending the Constitution contained in Article XI, except that for every increase in per capita taxes for either Council 47 or the International Union, there shall be an immediate and automatic increase in the dues of this local union in an equal amount. Any increase shall be rounded to the nearest dime but in no event shall such increase be less than that required by the International Constitution.

Except that for members employed by the Philadelphia Housing Authority and Philadelphia Commercial Development Corporation membership dues shall be 1.25% (one and one-quarter percent) regular gross salary per member per month.

Section 3A. Solidarity Fund. An assessment of \$.75 per bargaining unit member per pay for bargaining unit members shall be paid biweekly; and \$.38 per bargaining unit member per pay for those paid weekly shall be deducted with the dues/agency fee and will be kept in a separate interest bearing account for the sole purpose of assistance with bargaining unit members who are participating in an authorized job action; except that part-time bargaining unit members shall pay one-half (1/2) of the assessment for the solidarity fund.

Section 4. Membership dues shall be payable monthly in advance to the local secretary-treasurer and in any event shall be paid not later than the 15th day of the month in which they become due. Any member who fails to pay dues by the 15th day of the month in which they become due shall be considered delinquent, and upon failure to pay dues for two successive months shall stand suspended. Provided, however, that any person who is paying dues through a system of regular payroll deduction shall for so long as such person continues to pay through such deduction method, be considered in good standing.

Section 5. A member suspended under the above section may be reinstated to membership in the local on payment of all arrearages.

ARTICLE V MEETINGS

Section 1. Regular meetings of this local shall be held four (4) times per year in the months of March, June, September, and December, at a time and place to be fixed by the membership of this local executive board. A quorum of three (3) percent of the members in good standing in this local is necessary to hold a general membership meeting.

Section 2. Special meetings may be called by the local president, the local executive board, or by petition filed with the president and signed by 10% of the members of the local. Special meetings may also be called by the International President or by an authorized representative of the International President.

ARTICLE VI OFFICERS, NOMINATIONS, AND ELECTIONS

Section 1. The officers of this local shall be a president, a vice-president, a recording secretary, a secretary-treasurer, a union agent and nine (9) executive board members, and these fourteen (14) shall constitute the local union executive board. All officers and executive board members shall be elected for a three-year term commencing

in 1997. In addition, there shall be elected three (3) members who shall serve as trustees. The trustees shall be elected to three-year terms beginning in 2000.

Section 2. Nominations shall be made at a regular or special meeting of the local. At least fifteen (15) days' advance notice shall be given the membership prior to the nomination meeting. Nominations shall be permitted from the floor at the nomination meeting. All regular elections shall be held in the month of October.

Section 3. To be eligible for office, identified in Article VI, Section 1, a member must be in good standing for one (1) year immediately preceding the election, provided, however, that no retired member shall be a candidate for office. A member who transfers in from Local 2186 is considered to meet this requirement.

Section 4. Officers shall be elected by secret ballot vote, and the balloting shall be so conducted as to afford to all members a reasonable opportunity to vote. At least fifteen (15) days' advance notice shall be given the membership prior to the holding of the election.

Section 5. All matters concerning nominations and elections in this local union shall be subject to the provisions of Appendix D, entitled Elections Code, of the International Union Constitution.

Section 6. Vacancies in office shall be filled until the next regular October election, by vote of the executive board.

Section 7. Every officer shall, upon assuming office, subscribe to the Obligation of an Officer contained in Appendix B of the International Union Constitution.

Section 8. All elections held by this local except steward elections shall be by secret mail ballot, except that in the case of the election of delegates to the AFSCME International Conventions or the election of delegates to the convention of any organization with which Local 2187 is affiliated, those elections shall be in accordance with Appendix D, Section 3 of the International Constitution. Those delegate nominations and elections shall take place at a regularly scheduled general membership meeting with voting by secret ballot. At least 15 days written notice shall be given the membership prior to the meeting where these delegates shall be nominated and elected.

ARTICLE VII DUTIES OF OFFICERS AND EXECUTIVE BOARD

Section 1. The president shall serve full-time as the administrative and executive officer of this local and shall receive compensation and expenses as established by the executive board. Further, the president shall:

- a. preside at all meetings of the local union and of the executive board.
- b. be a member of all committees except election committees.
- c. countersign all checks drawn against the funds of the local.
- d. appoint all standing committees and all special committees of the local, subject to the approval of the executive board.
- e. report periodically to the membership regarding the progress and standing

of the local and regarding the president's official acts.

- f. be an automatic delegate to all conventions to which the local is entitled to send representation.
- g. direct the activities of such paid staff as may be determined by the executive board.
- h. perform such other duties as may be required by the office.

Section 2. The vice-president shall:

- a. assist the president in the work of the president's office.
- b. in the absence of the president or in the president's inability to serve, preside at all meetings and perform all duties otherwise performed by the president.
- c. upon approval by the local executive board, be authorized to act as co-signer of checks drawn on the local funds in place of either the president or the secretary-treasurer.

Section 3. The recording secretary shall:

- a. keep a record of the proceedings of all membership meetings and of all executive board meetings.
- b. carry on the official correspondence of the local, except as the executive board may direct otherwise.
- c. perform such other duties as the executive board may require.

Section 4. The secretary-treasurer shall:

- a. receive and receipt for all monies of the local union.
- b. deposit all money so received in the name of the local union in a bank or banks selected by the executive board, and money so deposited shall be withdrawn only by check signed by the president and the secretary-treasurer.
- c. prepare and sign checks for such purposes as are required by the constitution or are authorized by the membership or the executive board.
- d. prepare and submit the monthly membership report to the International Union office and see that a check is drawn in payment of the local's per capita tax each month and sent to the International Secretary-Treasurer.
- e. keep an accurate record of receipts and disbursements and shall, once each month, submit to the membership a monthly operating statement of the financial transactions of the local for the previous month.
- f. act as custodian of all properties of the local union.
- g. give a surety bond for an amount to be fixed by the executive board of the local union, at the expense of the local union and through the International Union.

h. see that any financial reports required by the International Union Constitution to be submitted to the International Union are submitted in accordance with the International Union Constitution.

Section 5. The union agent shall serve full-time and shall receive compensation and expenses as established by the executive board. Further, the union agent shall:

- a. carry out all orders, rules and regulations of the local.
- b. see that all orders made by the officers and executive board shall be carried out fully by the members.
- c. have the authority to deal with such matters as they are placed in the union agent's hands by the officers or the executive board.

Section 6. The executive board shall be the governing body of the local union except when meetings of the local union are in session. All matters affecting the policies, aims and means of accomplishing the purposes of the local not specifically provided for in this constitution or by action of the membership at a regular or special meeting shall be decided by the executive board. The executive board may employ, terminate, fix the compensation and expenses of such staff as may be required to carry out effectively the functions of the local. The board shall meet at the call of the president or of a majority of the members of the board. A report on all actions taken by the executive board shall be made to the membership at the next following meeting. A majority of the members of the executive board shall be required for a quorum.

Section 7. The trustees shall make or cause to be made at least semi-annually an audit of the finances of the local, including the finances concerning the health and welfare, pension, insurance or other benefit program covering members of such local, and shall report to the membership on the results of such audit.

ARTICLE VIII DELEGATES TO DISTRICT COUNCIL 47 DELEGATE ASSEMBLY

Section 1. The number of delegates to be elected is determined in the District Council 47 constitution. The president of Local 2187 shall, by virtue of his office, automatically be one of the delegates to the District Council 47 Assembly.

Section 2. Except for conventions to the International Union, delegates shall be elected to a three-year term of office, commencing with the 1997 election when one-half shall be elected. In 1998 the other half shall be elected.

Section 3. The delegates elected to the first Delegate Assembly shall be elected within sixty days of the ratification of this constitution.

Section 4. The nomination and election of delegates shall be subject to the provisions of Appendix D, entitled Elections Code, of the International Union Constitution.

Section 5. Vacancies in office shall be filled until the expiration of the delegate's term by vote of the executive board.

ARTICLE IX STEWARDS

Section 1. Duties of the stewards include:

- a. enforcement of the contract and union rules
- b. organizing his or her section
- c. bringing the members' thinking to the leadership
- d. informing the members about the action, plans, and thinking of the leadership
- e. receiving grievances, attempting their resolve and representing the grievant in the first step of the grievance procedure
- f. reporting all unsafe working conditions to the person in charge
- g. attending all scheduled meetings of the board of stewards, and general membership meetings of this local and report back to the members in his or her section.

Section 2. Stewards are elected for a term of two years; steward elections shall begin in the fall of the odd-numbered years and be completed as soon thereafter as possible. An election may be held sooner by a petition of one-third of his or her constituency. If the steward does not fulfill the duties as listed in Article IX, Section 1, the executive board member and/or officer of the local has the responsibility to bring the matter to the attention of the local executive board. If a majority of the local executive board finds that the steward has not substantially fulfilled his or her duties, then a new election shall be held at that time. Reasons for the new elections shall be stated and the steward shall have the opportunity to run again.

ARTICLE X MISCELLANEOUS PROVISIONS

Section 1. This local union shall at all times be subject to the provisions of the constitution of the American Federation of State, County and Municipal Employees.

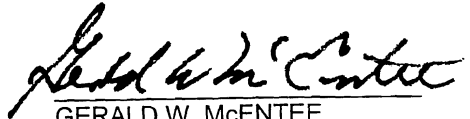
Section 2. Except to the extent specified in this constitution, no officer of the local union shall have the power to act as agent for or otherwise bind the local union in any way whatsoever. No member or group of members or other person or persons shall have the power to act on behalf of or otherwise bind the local union except to the extent specifically authorized in writing by the president of the local union or by the executive board of the local union.

Section 3. Robert's Rules of Order, Revised, shall be the guide in all cases to which they are applicable and in which they are not inconsistent with the constitution and special rules of this local union or of the American Federation of State, County and Municipal Employees.

ARTICLE XI
AMENDMENTS

This constitution may be amended, revised, or otherwise changed by a two-thirds vote of the members voting on such proposed change and such change shall take effect only upon written approval of the International President. Proposed amendments to this constitution must be read at a regular or special meeting of the local union, fifteen (15) days notice having been given to the membership prior to the date on which the vote is taken. A written copy of the proposed amendment shall be furnished to every eligible voter at the meeting at which the vote is taken. A voting quorum of three (3) percent of the local union shall be necessary to amend this constitution.

APPROVED BY:



GERALD W. McENTEE
International President

10/26/05
Date