

Nick Casselli  
President

Nancy M. Rolling  
Vice President

Donna M. Alvin  
Treasurer

Atiyah I. Ivey  
Director of Industrial Relations

# American Postal Workers Union, AFL-CIO Philadelphia, PA Area Local



864 Main Street Darby, PA 19023  
Phone (610) 522-4520 • Fax (610) 522-4533



---

## PROPOSED CHANGES TO THE PHILADELPHIA, PA AREA LOCAL #89 CONSTITUTION

### PRESENT

#### ARTICLE 1

The name of this organization shall be the American Postal Workers Union, Philadelphia, Pennsylvania, Area Local, AFL-CIO.

### PROPOSED CHANGES

Line 2 of Article 1, add "89" after word Local  
To read as follows:

The name of this organization shall be the American Postal Workers Union, Philadelphia, Pennsylvania, Area Local, **89**, AFL-CIO.

### PRESENT

#### ARTICLE II

Section 4.

The APWU, Philadelphia, Pa. Area Local is established as an industrial union, including in its membership postal workers of all crafts.

### PROPOSED CHANGES

Line 1 of Article II, add "89" after word Local  
To read as follows:

Section 4.

The APWU, Philadelphia, PA. Area Local **89** is established as an industrial union, including in its membership postal workers of all crafts.

Nick Casselli  
President

Nancy M. Rolling  
Vice President

Donna M. Alvin  
Treasurer

Atiyah I. Ivey  
Director of Industrial Relations

# American Postal Workers Union, AFL-CIO Philadelphia, PA Area Local



864 Main Street Darby, PA 19023  
Phone (610) 522-4520 • Fax (610) 522-4533



---

## PRESENT

### ARTICLE III—Membership

#### Section 2.

No person eligible under the above provisions shall be denied membership because of sex, race, creed, color, political affiliation or nationality.

## PROPOSED CHANGES

Line 2 of Article III, add “sexual orientation or religion” after word nationality  
To read as follows:

#### Section 2.

No person eligible under the above provisions shall be denied membership because of sex, race, creed, color, political affiliation or nationality, ***sexual orientation or religion.***

## PRESENT

### ARTICLE IV—Jurisdiction

The APWU, Philadelphia, PA Area Local, AFL-CIO, claims jurisdiction over all Postal and Mail Handling Operations including, but not limited to, sorting machines (first, second, third class, parcel post, sack, etc), all areas and levels of Postal and Federal maintenance, all transport and special delivery of mail and all technical advancement in the area of mail processing.

The APWU, Philadelphia, Pa. Area Local, AFL-CIO, also claims jurisdiction I all areas of personnel, accounting technicians, bulk mail facilities, and supply centers, at all nonsupervisory level and grades of the U.S. Postal Service which are directly or indirectly involved in mail handling processes, including its personnel in the regional office, in Philadelphia, PA.

## PROPOSED CHANGES

In line 1 of Article IV, add “89” are word Local; In Line 5, remove “and special delivery of”, and add “89” after the word Local  
To read as follows:

The APWU, Philadelphia, Pa. Area Local, **89**, AFL-CIO, claims jurisdiction over all Postal and Mail Handling Operations including, but not limited to, sorting machines (first, second, third class, parcel post, sack, etc), all areas and levels of Postal and Federal maintenance, all transport of mail and all technical advancement in the area of mail processing.

The APWU, Philadelphia, Pa. Area Local, **89**, AFL-CIO, also claims jurisdiction in all areas of personnel, accounting technicians, bulk mail facilities, and supply centers, at all nonsupervisory levels and grades of the U.S. Postal Service which are directly or indirectly involved in mail handling processes, including its personnel in the regional office, in Philadelphia, PA.

Nick Casselli  
President

Nancy M. Rolling  
Vice President

Donna M. Alvin  
Treasurer

Atiyah I. Ivey  
Director of Industrial Relations

# American Postal Workers Union, AFL-CIO Philadelphia, PA Area Local



864 Main Street Darby, PA 19023  
Phone (610) 522-4520 • Fax (610) 522-4533



---

## PRESENT

### ARTICLE V—Convention

#### Section 12.

Any member serving as a delegate, other than from the Philadelphia, PA Area Local, forfeit their right to be a Local delegate.

## PROPOSED CHANGES

Line 1 of Article add "89" after word Local, add Section 13  
To read as follows:

#### Section 12.

Any member serving as a delegate, other than from the Philadelphia, PA Area Local **89**, forfeit their right to be a Local delegate.

Article V, "Section 13"  
To read as follows:

#### Section 13.

***Any delegate who fails to attend any State or National Convention in its entirety, unless excused with prior authorization from the President, will be subject to a reimbursement of all amounts expended on their behalf by the Local said convention.***

## PRESENT

### ARTICLE VII—GENERAL OFFICERS' DUTIES

#### Section 6. Trustees

The Trustees shall work under the direction of the President. They shall check and ascertain that all laws and regulations of the Department of Labor, Landrum-Griffin Law, and the Taft-Hartley Law and any applicable law issued by the Internal Revenue Service or other regulatory agency are being complied with by the Local. The Trustees shall have general supervision over the property of the Union. They shall submit written annual reports making recommendations of the physical condition of the Union property. They shall examine the Union expenditures, after receipt of the audit reports and submit written reports to the next general membership meeting. They shall take a yearly physical inventory of the Local's property and assets, making annual written reports together with recommendations. They shall be paid \$500.00 per annum.

Nick Casselli  
President

Nancy M. Rolling  
Vice President

Donna M. Alvin  
Treasurer

Atiyah I. Ivey  
Director of Industrial Relations

# American Postal Workers Union, AFL-CIO Philadelphia, PA Area Local



864 Main Street Darby, PA 19023  
Phone (610) 522-4520 • Fax (610) 522-4533



---

## PROPOSED CHANGES

In line 9 of Article VII, Add "\$800.00" after the word paid  
To read as follows:

### Section 6. Trustees

The Trustees shall work under the direction of the President. They shall check and ascertain that all laws and regulations of the Department of Labor, Landrum-Griffin Law, and the Taft-Hartley Law and any applicable law issued by the Internal Revenue Service or other regulatory agency are being complied

with by the Local. The Trustees shall have general supervision over the property of the Union. They shall submit written annual reports making recommendations of the physical condition of the Union property. They shall examine the Union expenditures, after receipt of the audit reports and submit written reports to the next general membership meeting. They shall take a yearly physical inventory of the Local's property and assets, making annual written reports together with recommendations. They shall be paid **\$800.00** per annum.

## PRESENT

### ARTICLE VII—GENERAL OFFICERS' DUTIES

### Section 7. Sergeant-at-Arms

The Sergeant-at-Arms shall take a roll of members present at each special membership and regular meeting and shall submit same to the Recording Secretary at the end of the meeting. He/She shall preserve order and respectful deference to all as becomes Ladies and Gentlemen. He/She shall perform all other duties that the Local may require of him/her. He/She shall be paid \$500.00 per annum.

## PROPOSED CHANGES

Line 4, add \$600.00 after paid  
To read as follows:

### Section 7: Sergeant-at-Arms

The Sergeant-at-Arms shall take a roll of members present at each special membership and regular meeting and shall submit same to the Recording Secretary at the end of the meeting. He/She shall preserve order and exact respectful deference to all as becomes Ladies and Gentlemen. He/She shall perform all other duties that the Local may require of him/her. He/She shall be paid **\$600.00** per annum.

Nick Casselli  
President

Nancy M. Rolling  
Vice President

Donna M. Alvin  
Treasurer

Atiyah I. Ivey  
Director of Industrial Relations

# American Postal Workers Union, AFL-CIO

## Philadelphia, PA Area Local



864 Main Street Darby, PA 19023  
Phone (610) 522-4520 • Fax (610) 522-4533



---

### PRESENT

#### ARTICLE VIII —CHIEF STEWARDS

They shall maintain liaison between the Executive Board and the members within the area they represent. They shall coordinate and organize all Union activities in their respective areas. They shall handle and channel all grievances to the proper level craft. They shall perform such other duties as the President may require of them. They shall be paid \$500.00 per annum.

There areas will be the following:

- a. Northeast Area – 11-14-15-16-20-24-34-35-36-37-49-52-54 and Bristol Post Office.
- b. Northwest Area – 17-18-19-25-26-27-28-29-32-33-38-40-41-44-50 and Elkins Park Post Office.
- c. Central and South Philadelphia Area – 8-9-12-21-22-23-30-45-46-47-48-Contential, Penn Center, John Wanamaker, William Penn Annex and Middle City
- d. West Philadelphia Area – All stations west of Schuylkill River
- e. Tour 1 – P&DC and District Office
- f. Tour 2 – P&DC and District Office
- g. Tour 3 – P&DC and District Office

### PROPOSED CHANGES

#### ARTICLE VIII —CHIEF STEWARDS

Line 4, add "\$800.00: after word paid  
To read as follows:

They shall maintain liaison between the Executive Board and the members within the area they represent. They shall coordinate and organize all Union activities in their respective areas. They shall handle and channel all grievances to the proper level craft. They shall perform such other duties as the President may require of them. They shall be paid **\$800.00** per annum.

- a. Northeast Area – 11-14-15-16-20-24-34-35-36-37-49-52-54 and Bristol Post Office.
- b. Northwest Area – 17-18-19-25-26-27-28-29-32-33-38-40-41-44-50 and Elkins Park Post Office.
- c. Central and South Philadelphia Area – 8-9-12-21-22-23-30-45-46-47-48-Contential, Penn Center, John Wanamaker, William Penn Annex and Middle City
- d. West Philadelphia Area – All stations west of Schuylkill River
- e. Tour 1 – P&DC and District Office
- f. Tour 2 – P&DC and District Office
- g. Tour 3 – P&DC and District Office

Nick Casselli  
President

Nancy M. Rolling  
Vice President

Donna M. Alvin  
Treasurer

Atiyah I. Ivey  
Director of Industrial Relations

# American Postal Workers Union, AFL-CIO Philadelphia, PA Area Local



864 Main Street Darby, PA 19023  
Phone (610) 522-4520 • Fax (610) 522-4533



---

## PRESENT

### ARTICLE IX

#### Section 1. Craft Directors

The Craft Directors shall work under the direction of the President. They shall be a member of the Grievance-Arbitration, Organization, Safety and Health and Social and recreation Committees. They shall be responsible for processing all grievances in their craft under the direction of the Director of Industrial relations. They shall be the Chairman of the Safety and Health Committee for their craft and shall work under the direction of the vice President. They shall administrator the organization program for their craft under the direction of the vice President. They shall represent their craft at Labor Management Meetings and be a member of the Local Negotiating Team. They shall submit recommendations for Stewards for their craft.

- a. Clerk Director – Shall be paid \$2,000.00 per annum.
- b. Maintenance Director – Shall be paid \$1,500.00 per annum.
- c. Motor Vehicle Director – Shall be paid \$1,200.00 per annum.

## PROPOSED CHANGES

Article IX, add to **b**: Maintenance Director, "\$1,700.00" after word paid; Article IX, add to **c**: Motor Vehicle Director, "\$1,500.00" after the word paid;

To read as follows:

#### Section 1. Craft Directors

The Craft Directors shall work under the direction of the President. They shall be a member of the Grievance-Arbitration, Organization, Safety and Health and Social and recreation Committees. They shall be responsible for processing all grievances in their craft under the direction of the Director of Industrial relations. They shall be the Chairman of the Safety and Health Committee for their craft and shall work under the direction of the vice President. They shall administrator the organization program for their craft under the direction of the vice President. They shall represent their craft at Labor Management Meetings and be a member of the Local Negotiating Team. They shall submit recommendations for Stewards for their craft.

- a. Clerk Director – Shall be paid \$2,000.00 per annum.
- b. Maintenance Director – Shall be paid **\$1,700.00** per annum.
- c. Motor Vehicle Director – Shall be paid **\$1,500.00** per annum

Nick Casselli  
President

Nancy M. Rolling  
Vice President

Donna M. Alvin  
Treasurer

Atiyah I. Ivey  
Director of Industrial Relations

# American Postal Workers Union, AFL-CIO Philadelphia, PA Area Local



864 Main Street Darby, PA 19023  
Phone (610) 522-4520 • Fax (610) 522-4533



---

## PRESENT

### ARTICLE IX

#### Section 2.Craft Assistant Directors

The Assistant Craft Director shall work under the direction of the President and the Craft Director. The Assistant Clerk Craft Director shall perform the duties of the Craft Director in the case of absence or inability to attend to the duties of this office, and shall assist the Craft Director with grievances, organization, and safety and health, and may be assigned as designee at hearing and arbitration.

- a. Clerk Assistant Director – shall be paid \$1,500.00 per annum
- b. Maintenance Assistant Director – shall be paid \$800.00 per annum
- c. Motor Vehicle Assistant Director – shall be paid \$800.00 per annum

## PROPOSED CHANGES

In Line 5 of Article IX, Section 2, add **a.** (A) Plant after the word Director, add \$1,200.00 after the word paid; In Line 6 of Article IX, Section 2, add (B) City Stations after word Director, add \$1,200.00 after word paid; In Line 7 of Article IX, Section 2, add **b.** (A) Plant after word Director, add \$900.00 after word paid; ; In Line 8 of Article IX, Section 2, add (B) City Stations after word Director, add \$900.00 after word paid; In Line 9 of Article IX, Section 2, add **c.** add (A) Plant after word Director; add \$900.00 after the word paid ; In Line 10 of Article IX, Section 2; add (B) VMF-Clarissa Street after word Director; add \$900 after word paid.

To read as follows:

#### Section 2.Craft Assistant Directors

The Assistant Craft Director shall work under the direction of the President and the Craft Director. The Assistant Clerk Craft Director shall perform the duties of the Craft Director in the case of absence or inability to attend to the duties of this office, and shall assist the Craft Director with grievances, organization, and safety and health, and may be assigned as designee at hearing and arbitration.

- a. *Clerk Assistant Director (A) Plant – shall be paid \$1,200.00 per annum*  
**Clerk Assistant Director (B) City Stations – shall be paid \$1,200.00 per annum**
- b. *Maintenance Assistant Director (A) Plant – shall be paid \$900.00 per annum*  
**Maintenance Assistant Director (B) City Stations – shall be paid \$900.00 per annum**
- c. *Motor Vehicle Assistant Director (A) Plant – shall be paid \$900.00 per annum*  
**Motor Vehicle Assistant Director (B) VMF, Clarissa Street – shall be paid \$900.00 per annum**

Nick Casselli  
President

Nancy M. Rolling  
Vice President

Donna M. Alvin  
Treasurer

Atiyah I. Ivey  
Director of Industrial Relations

# American Postal Workers Union, AFL-CIO Philadelphia, PA Area Local



864 Main Street Darby, PA 19023  
Phone (610) 522-4520 • Fax (610) 522-4533



---

## PRESENT

### ARTICLE X—APPOINTED POSITIONS (Committee Chairperson(s), etc.)

#### Section 6. Stewards.

c. All stewards and part-time officers shall have their dues refunded annually by this Local, provided they attend a minimum of seven monthly union meetings during the calendar year.

#### Section 7. Committees

Any committee of the Philadelphia PA Area Local APWU must confirm at all times to the provisions of the local and national constitutions of the American Postal Workers Union, AFL-CIO including all provisions relating to financial matters. The President, Vice President or Treasurer is responsible for any distribution of funds. No committee of this Local shall have the power to act as agent or otherwise bind the Local in any way whatsoever unless specifically authorized by the Local President with the prior approval of the Executive Board

## PROPOSED CHANGES

In Line 1, Section 6. Stewards, c: **delete** "part-time" after word and  
To read as follows:

#### **Section.6 Stewards.c**

***All stewards and officers shall have their dues refunded annually by this Local, provided they attend a minimum of seven monthly union meetings during the calendar year.***

In Line 1, Article X, add "89" after word Local  
To read as follows:

#### Section 7. Committees

Any committee of the Philadelphia PA Area Local **89** APWU must confirm at all times to the provisions of the local and national constitutions of the American Postal Workers Union, AFL-CIO including all provisions relating to financial matters. The President, Vice President or Treasurer is responsible for any distribution of funds. No committee of this Local shall have the power to act as agent or otherwise bind the Local in any way whatsoever unless specifically authorized by the Local President with the prior approval of the Executive Board.

Article X, **add** "**Section 8: HEALTH PLAN COORDINATORS**

To read as follows:

#### **Section 8.**

***Health Plan Coordinators coordinates all Open Season, enrollments, questions and Health Plan issues. Attends all Annual Health Plan Seminars.***

- a. Health Plan Coordinator – Shall be paid \$500.00 per annum***
- b. Health Plan Assistant Coordinator – Shall be paid \$250.00 per annum***



Nick Casselli  
President

Nancy M. Rolling  
Vice President

Donna M. Alvin  
Treasurer

Atiyah I. Ivey  
Director of Industrial Relations

# American Postal Workers Union, AFL-CIO Philadelphia, PA Area Local



864 Main Street Darby, PA 19023  
Phone (610) 522-4520 • Fax (610) 522-4533



---

## PRESENT

### ARTICLE XI—NOMINATIONS AND ELECTIONS

#### Section 2.

Notice of the time and place of the nomination and/or elections and of the offices to be filled shall be mailed to each member at his/her last known home address not less than fifteen (15) days prior to same. The mailing of the nomination notice and/or the election notice may be combined and they may be published in the Local Union's monthly newspaper.

## PROPOSED CHANGES

*Article XI, Section 2, delete "monthly"*  
To read as follows:

#### **Section 2.**

***Notice of the time and place of the nomination and/or elections and of the offices to be filled shall be mailed to each member at his/her last known home address not less than fifteen (15) days prior to same. The mailing of the nomination notice and/or the election notice may be combined and they may be published in the Local Union's newspaper.***

## PRESENT

### ARTICLE XI—NOMINATIONS AND ELECTIONS

#### Section 18.

The selected balloting association shall use a return address at a Post Office not represented by the Philadelphia PA Area Local on the outer and inner envelopes. The outer envelope shall, under the return address, include "Forward and Return Postal Guaranteed and Address Correction Requested". All ballots, to be valid, must be in the hands of the balloting association no later than the second Thursday in June of each election year. Members' name, address and the unique identification number should be printed, typed or legibly written on the return envelope to be valid. The selected balloting association shall receive from the printer all the over-run and mutilated ballot kits. The selected balloting association shall supervise the transportation of all completed ballot kits from the printer to the post office for mailing. The selected balloting association shall maintain all unused and mutilated ballots and other election materials. When the election is declared valid, all election materials must be turned over to the Judge of Election of the Philadelphia, Pennsylvania Area Local, by the selected balloting association.

Nick Casselli  
President

Nancy M. Rolling  
Vice President

Donna M. Alvin  
Treasurer

Atiyah I. Ivey  
Director of Industrial Relations

# American Postal Workers Union, AFL-CIO Philadelphia, PA Area Local



864 Main Street Darby, PA 19023  
Phone (610) 522-4520 • Fax (610) 522-4533



---

## PROPOSED CHANGES

Line 2, Article 18, add "89" after word Local, Line 11 add "89" after word Local  
To read as follows:

### *Section 18.*

The selected balloting association shall use a return address at a Post Office not represented by the Philadelphia PA Area Local **89** on the outer and inner envelopes. The outer envelope shall, under the return address, include "Forward and Return Postal Guaranteed and Address Correction Requested". All ballots, to be valid, must be in the hands of the balloting association no later than the second Thursday in June of each election year. Members' name, address and the unique identification number should be printed, typed or legibly written on the return envelope to be valid. The selected balloting association shall receive from the printer all the over-run and mutilated ballot kits. The selection balloting association shall supervise the transportation of all completed ballot kits from the printer to the post office for mailing. The selected balloting association shall maintain all unused and mutilated ballots and other election materials. When the election is declared valid, all election materials must be turned over to the Judge of Election of the Philadelphia, Pennsylvania Area Local **89**, by the selected balloting association.

## PRESENT

### **ARTICLE XI—NOMINATIONS AND ELECTIONS**

#### Section 19.

A notice must be posted on all Bulletin Boards naming the Judge of Election. This notice shall notify the members that all questions concerning the election must be made through the Judge of Election. The members shall be informed that if a ballot is not received four (4) days after mailing they must request, in writing, a duplicate ballot from the selecting balloting association. The address of the selected balloting association must be included in the notice. The notice shall include the date ballots are mailed. Information as to the contact point for the Judge of Election shall be reimbursed at his/her same hourly rate for all time used in the performance of his/her position. All necessary expenses, including transportation incurred, shall be paid for by the Local Union. He/She shall be paid a sum of \$150.00 over and above all reimbursements. The Tellers shall be paid in the same manner as Judge of Election. They shall be paid the sum of \$50.00 over and above the other reimbursements.

## PROPOSED CHANGES

Line 8, Article XI add "\$200.00" after word of, Line 10 add "250.00" after word of  
To read as follows:

#### Section 19.

A notice must be posted on all Bulletin Boards naming the Judge of Election. This notice shall notify the members that all questions concerning the election must be made through the Judge of Election. The members shall be informed that if a ballot is not received four (4) days after mailing they must request, in writing, a duplicate ballot from the selecting balloting association. The address of the selected balloting

Nick Casselli  
President

Nancy M. Rolling  
Vice President

Donna M. Alvin  
Treasurer

Atiyah I. Ivey  
Director of Industrial Relations

# American Postal Workers Union, AFL-CIO Philadelphia, PA Area Local



864 Main Street Darby, PA 19023  
Phone (610) 522-4520 • Fax (610) 522-4533



association must be included in the notice. The notice shall include the date ballots are mailed. Information as to the contact point for the Judge of Election shall be reimbursed at his/her same hourly rate for all time used in the performance of his/her position. All necessary expenses, including transportation incurred, shall be paid for by the Local Union. He/She shall be paid a sum of **\$250.00** over and above all reimbursements. The Tellers shall be paid in the same manner as Judge of Election. They shall be paid the sum of **\$200.00** over and above the other reimbursements.

## PRESENT

### ARTICLE XII—DUES AND ASSESSMENTS

#### Section 2.

Fifty (\$.50) cents of each member's dues shall be deposited in a separate account to be known as the APWU Philadelphia, PA Area Local, AFL-CIO Contingency Fund.

## PROPOSED CHANGES

Article XII, Line 2, add "89" after work Local  
To read as follows:

#### Section 2.

Fifty (\$.50) cents of each member's dues shall be deposited in a separated account to be known as the APWU Philadelphia, Pa Area Local **89**, AFL-CIO Contingency Fund.

Article XII add "Section 8.Loss Time"  
To read as follows:

#### **Section 8.Loss Time**

***Loss Time is defined as any member in good standing and or officer with the authorization of the President or his/her designee to take time off from the Postal Service clock to perform duties for the Local Union and to be fully compensated. A completed PS Form 3971 must be submitted for payment and copy of pay stub.***

Nick Casselli  
President

Nancy M. Rolling  
Vice President

Donna M. Alvin  
Treasurer

Atiyah I. Ivey  
Director of Industrial Relations

# American Postal Workers Union, AFL-CIO Philadelphia, PA Area Local



864 Main Street Darby, PA 19023  
Phone (610) 522-4520 • Fax (610) 522-4533



---

## PRESENT

### ARTICLE XIII—MEETINGS

#### Section 2.

Special meetings may be convened by the President whenever he/she may deem it necessary to the best interest of the Local Union, or at the written request of one hundred (100) members in good standing or by vote of the general membership meeting. No business, but that for which the meeting was called, shall be transacted. A notice of such meeting, stating the time and place selected and the object for which called, shall be posted on all Bulletin Boards at the Main Post Office, and a copy of the same sent to all sections and stations where members are assigned to duty. There must be at least three (3) days notice prior to such meeting.

### PROPOSED CHANGES

Line 5, Article XIII remove "Main Post Office" add "Philadelphia Processing & Distribution Center"

To read as follows:

#### Section 2.

Special meetings may be convened by the President whenever he/she may deem it necessary to the best interest of the Local Union, or at the written request of one hundred (100) members in good standing or by vote of the general membership meeting. No business, but that for which the meeting was called, shall be transacted. A notice of such meeting, stating the time and place selected and the object for which called, shall be posted on all Bulletin Boards at the **Philadelphia Processing & Distribution Center**, and a copy of the same sent to all sections and stations where members are assigned to duty. There must be at least three (3) days notice prior to such meeting.

## PRESENT

### ARTICLE XIII—MEETINGS

#### Section 7:

No criticism, reflection, argument or debate touching any member's creed, color or nationality, sex, sexual orientation, or political party discussions, shall be allowed at any meeting of this Union.

### PROPOSED CHANGES

Line 2, Article XIII add word "religion" after the word orientation  
To read as follows:

#### Section 7.

No criticism, reflection, argument or debate touching any member's creed, color or nationality, sex, sexual orientation, **religion**, or political party discussions, shall be allowed at any meeting of this Union.

Nick Casselli  
President

Nancy M. Rolling  
Vice President

Donna M. Alvin  
Treasurer

Atiyah I. Ivey  
Director of Industrial Relations

# American Postal Workers Union, AFL-CIO Philadelphia, PA Area Local



864 Main Street Darby, PA 19023  
Phone (610) 522-4520 • Fax (610) 522-4533



---

## PRESENT

### ARTICLE XIV—LOCAL AND MEMBERSHIP PROTECTION

#### Section 1.

All charges of misconduct against an officer or member of the Local shall be processed in accordance with Article XV of the American Postal Workers Union, AFL-CIO, National Constitution and By-Laws.

#### Section 2.

All records, books, files, etc., pertaining to Union members' business or committees must be kept in the Union Office at all times. If work must be done at home with these records, books, files, etc., they can only be removed from the Union Office with the approval of the President and for a period not to exceed five (5) calendar days.

#### Section 3.

All officers shall, at the close of their term of office, turn over to their successor all books, papers and documents that belong to this Local Union.

## PROPOSED CHANGES

Article XIV add "Section 4" Add "Section 5"  
To read as follows:

#### **Section 4.**

***Inventory must be performed by the Trustees thirty (30) days prior to the Election results.***

#### **Section 5.**

***No Contracts will be signed past the term of the present administration, three (3) years.***

## PRESENT

### ARTICLE XV—OFFICER BENEFITS

#### Section 1:

The Local shall pay in full all retirement, Health Plan and insurance premiums for full-time officers.

#### Section 2:

The Local shall be a part of the APWU Nationally Sponsored 401(k) Plan for Locals and State Organizations. All employees on the payroll of the Philadelphia Area Local will be eligible to participate, including full time Officers and Local Staff. New employees of the Philadelphia PA Area Local shall have a 90-day waiting period, and may start contributions effective the first full pay period after satisfying the waiting period.

Nick Casselli  
President

Nancy M. Rolling  
Vice President

Donna M. Alvin  
Treasurer

Atiyah I. Ivey  
Director of Industrial Relations

# American Postal Workers Union, AFL-CIO

## Philadelphia, PA Area Local



864 Main Street Darby, PA 19023  
Phone (610) 522-4520 • Fax (610) 522-4533



FERS employees that use Code 84 to work for the union that lose any part of their Thrift Saving Plan contribution can contribute their same employee contribution and mount or percentage as when they work for the Postal Service and the Local will contribute the matching employer funds, up to a maximum of 4%. Employees may contribute the maximum-percentage of their pay into the Plan that is allowable under current law. The Plan will be administered by the Philadelphia Area Local Treasurer.

Section 3:

All full-time officers shall be granted twenty-six (26) days annual leave and sick leave as needed.

Section 4:

No full-time officer will be permitted to carry more than fifty-five (55) days annual leave into the following calendar year. Any future contractual increases to leave carry over or leave reimbursement will be automatically included in this constitution.

Section 5:

All full-time officers shall be paid weekly. All other officers shall be paid quarterly.

### PROPOSED CHANGES

Article XV – delete Section 2, add Section 2  
To read as follows:

**Section 2:**

***The Local shall pay in part-time all retirement, Health Plan and insurance premiums for part-time officers.***

Section 3:

All full-time officers shall be granted twenty-six (26) days annual leave and sick leave as needed.

Section 4:

No full-time officer will be permitted to carry more than fifty-five (55) days annual leave into the following calendar year. Any future contractual increases to leave carry over or leave reimbursement will be automatically included in this constitution.

Section 5:

All full-time officers shall be paid weekly. All other officers shall be paid quarterly.

Nick Casselli  
President

Nancy M. Rolling  
Vice President

Donna M. Alvin  
Treasurer

Atiyah I. Ivey  
Director of Industrial Relations

# American Postal Workers Union, AFL-CIO Philadelphia, PA Area Local



864 Main Street Darby, PA 19023  
Phone (610) 522-4520 • Fax (610) 522-4533



---

## PRESENT

### ARTICLE XVII—ELECTION APPEALS

#### Section 1.

This Local Union shall establish an Election Committee, no member of which shall be a candidate for election while serving on such committee. The Election Committee shall be responsible for the conduct of Local elections and shall have full authority to decide all controversies arising out of election processes until such controversy(s) are finalized. Any member who feels aggrieved in connection with the conduct of an election shall file his/her grievance with the Election Committee within seventy-two (72) hour after his/her grievance arises. (For the purpose of this Article, the term "election" shall include nominating procedures.)

Appeals from decision of the Local Election Committee shall be made to the National Election Appeals Committee described in Section 3 of this Article, shall be in writing, shall set forth all the relevant facts on which the appeal is based and shall be filed with the National Election Appeals Committee within five (5) days from the date of the Local Election Committee's decision.

## PROPOSED CHANGES

*Line 2, Article XVII add "The Committee shall be formed the Monday after the Third (3<sup>rd</sup>) Thursday General Membership Meeting in the month of April at which time nominations were held."*

To read as follows:

#### **Section 1.**

This Local Union shall establish an Election Committee, no member of which shall be a candidate for election while serving on such committee. ***The Committee shall be formed the Monday after the Third (3<sup>rd</sup>) Thursday General Membership Meeting in the month of April at which time nominations were held.*** The Election Committee shall be responsible for the conduct of Local elections and shall have full authority to decide all controversies arising out of election processes until such controversy(s) are finalized. Any member who feels aggrieved in connection with the conduct of an election shall file his/her grievance with the Election Committee within seventy-two (72) hour after his/her grievance arises. (For the purpose of this Article, the term "election" shall include nominating procedures.)

Appeals from decision of the Local Election Committee shall be made to the National Election Committee described in Section 3 of this Article, shall be in writing, shall set forth all the relevant facts on which the appeal is based and shall be filed with the National Election Appeals Committee within five (5) days from the date of the Local Election Committee's decision.

Nick Casselli  
President

Nancy M. Rolling  
Vice President

Donna M. Alvin  
Treasurer

Atiyah I. Ivey  
Director of Industrial Relations

# American Postal Workers Union, AFL-CIO Philadelphia, PA Area Local



864 Main Street Darby, PA 19023  
Phone (610) 522-4520 • Fax (610) 522-4533



---

## PRESENT

### ARTICLE XIX—AMENDMENTS TO THE CONSTITUTION

#### Section 2

The Executive Board shall have the authority to amend the Constitution and By-Laws as necessary to remove any conflict between its provisions and those of any applicable federal or state law. The Board is also empowered to modify such provision as necessary to conform to amendments adopted by the membership. Any such amendment adopted by the Executive Board shall be posted on the Philadelphia PA Area Local's webpage, if available, and shall be announced at the next Membership meeting.

## PROPOSED CHANGES

Line 5, Article XIX add "89"

To read as follows:

#### Section 2

The Executive Board shall have the authority to amend the Constitution and By-Laws as necessary to remove any conflict between its provisions and those of any applicable federal or state law. The Board is also empowered to modify such provision as necessary to conform to amendments adopted by the membership. Any such amendment adopted by the Executive board shall be posted on the Philadelphia PA Area Local's **89** webpage, if available, and shall be announced at the next Membership meeting.