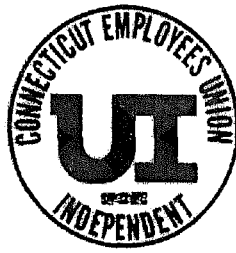


BY-LAWS
OF



Connecticut Employees
Union Independent

Local 511
Service Employees
International Union

AS REVISED AND AMENDED OCTOBER 2003

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**BY-LAWS
OF
CONNECTICUT EMPLOYEES
"UNION INDEPENDENT," INC.**

Article I
NAME

Section 1. This organization shall be known as the Connecticut Employees Union "Independent", Inc. (hereinafter referred to as the "Union"). This organization is also an affiliate of Service Employees International Union, AFL-CIO and as an affiliate it is also known as Local 511 of Service Employees International Union.

Article II
OBJECTS

Section 1. It shall be the object of the Union to secure a comfortable living, adequate wage standards, shorter working hours, improved working conditions, and security for its members; to protect, maintain and advance their interest, and to organize the unorganized; to engage in all such civic, social, political, legal, economic, cultural, educational, charitable and other activities as will advance this Union's standing in the community and in the labor movement.

Article III
MEMBERSHIP

Section 1. This Union shall consist of an unlimited number of members admitted to membership classifications described in Section 2.

Section 2. There shall be two classes of members as follows:

Active Members. Any person actively employed in the public sector by the State of Connecticut, by a municipality, Board of Education or any other public or quasi public entity, and any person actively employed by any firm or entity in the private sector in Connecticut, is eligible for active membership. Active members shall be voting members. Upon retirement or separation from employment, a person shall no longer be eligible to retain active membership status. Active members dues shall be as established in Article VIII.

Retiree Members. Any person who formerly was actively employed by the State of Connecticut, by a municipality, Board of Education or any other public, quasi public entity, or private employer in Connecticut, and who receives a pension as a retiree is eligible for status as a retiree member. Retiree members shall not have voting rights; however, a retiree member shall be eligible to hold office or to serve on the Executive Board and to vote as a member of the Board. Active members who retire from employment shall be converted to retiree status thirty (30) days after the effective date of retirement and be entitled to reduced dues, as applicable, for retiree members from time to time.

Section 3. Any person eligible for membership who desires to become a member of this Union must fill out the regular application and sign his/her name to it, which application, together with initiation fee in such amount as may be from time to time established at a convention, and shall file the same with the Union office.

Section 4. Any dispute respecting membership or eligibility for membership shall be decided by the President with the applicant having a right to appeal his/her decision to be Executive Board, in writing, within ten (10) days after notice of decision. The decision of the Executive Board shall be final and binding on the applicant and the Union to the full extent permitted by law.

Article IV CONVENTION

Section 1. A Union convention shall be held biennially at a time and place in Connecticut, designated by the President with the advice of the Executive Board. All voting at the convention shall be by delegates.

Section 2. Special conventions may be called upon request of the President or order of the Executive Board at such time and place as the President with the advice of the Board may determine, and any and all business may come before such special convention, unless specifically limited by the call. Notice of such call shall be given at least sixty (60) days before the date of the special convention. All other provisions of this Article shall control special conventions.

Section 3. The convention shall consist of duly elected delegates elected by members present at regional membership meetings, the officers and trustees of the Union, and all Chief Stewards.

Section 4. Members will be represented by the delegates and each State agency or subagency shall be entitled to two (2) delegates, plus one (1) additional delegate for each fifteen (15) members in excess of twenty-five (25) members; provided, however, that no State agency shall have more delegates than it has members at the time of the call. For each municipality, Board of Education or other public or quasi public entity employing one

or more member, those members will be entitled to two (2) delegates, plus one (1) additional delegate for each fifteen (15) members in excess of twenty-five (25) members. For each private employer in Connecticut, members shall be entitled to two (2) delegates, plus one (1) additional delegate for each fifteen (15) members in excess of twenty-five (25) members. Any steward in active standing and attending at least four (4) meeting during the preceding year (or with a reasonable excuse for being absent from the required four meetings) shall be entitled to one of the allotted positions as a delegate from his/her respective agency. Alternates may be elected in the same manner as delegates, who shall be entitled to be seated as delegates only in the absence or incapacity of the delegates to whom they may be alternates. Each delegate shall have one (1) vote.

Section 5. The list of State agencies, local units and private employers from which delegates shall be elected will be compiled by the President and Secretary/Treasurer with the advice of the Executive Board. The term "agency" and "subagency" includes departments as structured from time to time by the State government and separate operating facilities within such departments as structured by the State government from time to time.

For the purpose of representation and voting in the convention, the number of members in good standing in each unit shall be based on the number of members for whom monthly dues have been paid up to sixty days prior to the date fixed for the opening of the convention.

No member shall be elected as a delegate to the convention who has not been a member in good standing in the Union for at least sixty days prior to the date fixed for the opening of the convention.

Section 6. At least fifty (50) days before the date fixed for the opening of the convention, the Secretary/Treasurer, on direction of the President or Executive Board, shall issue the call for the convention. The Secretary/Treasurer shall notify each agency, subagency, and each other employer as appropriate, of all relevant facts pertaining to the proposed convention, giving instructions as to the time, place and other important facts pertaining thereto. The Secretary/Treasurer shall advise each unit of the number of delegates each is entitled to elect and furnish each unit with official credential blanks and other necessary forms and papers.

Section 7a. Proposed resolutions to be considered by the convention must be forwarded to the Secretary/Treasurer in writing not less than thirty (30) days before the opening of the convention; however, resolutions deemed important by the President or the Executive Board may be presented to the convention regardless of the time limit.

Section 7b. If ballots are to be tallied at a biennial convention as described in Articles V and VI for officers or trustees to compose the Executive Board, any active member or retiree member who wishes to be nominated shall forward his/her name in writing to the Secretary/Treasurer and which notice must be received by the Secretary/Treasurer not less than forty (40) days before the opening of the convention and

identify the specific office for which such person desires to run. No person shall be nominated from the floor.

Section 8. Sufficient delegates to the convention shall be elected at the regional meetings, or failure thereof, by appointment of the President.

Section 9. Objections to the credentials of any delegate shall be forwarded to the President of the Union at least seven days before the opening of the convention, but the absence of any objection shall not prevent the Credentials Committee or the convention from disapproving, for good cause, the credentials of any delegate.

Section 10. Proposed Constitution and/or By-law changes shall not be considered by the convention unless forwarded to the Secretary/Treasurer in writing and received not less than thirty (30) days before the opening of the convention.

Section 11. The Executive Board shall constitute the Credentials Committee for the purpose of passing upon credentials of delegates and objections thereto, if any. Appeals from the decisions of the Credentials Committee may be made to the convention. The vote of the convention shall be final and binding.

Section 12. At all conventions, a majority of the delegates seated shall constitute a quorum and shall have full authority to act on behalf of the Union.

Section 13. Order of Business. Unless varied by the President and Secretary/Treasurer, the normal order of business at conventions shall be:

- (a) Roll call of delegates;
- (b) Reports of credentials committee;
- (c) Officers' reports;
- (d) Executive board report;
- (e) Committee reports;
- (f) Old business; and
- (g) New business.

Robert's Rules shall apply to parliamentary questions.

Article V OFFICERS

Number, Qualifications, Term, and Election

Section 1(a). The officers of the Union shall be the President, Vice President, Secretary/Treasurer and five Trustees.

(b). No more than 2 members of the Executive Board shall be employed at the same agency. No more than 1 member of the Executive Board shall be a retiree. Agency

and Retiree status will be determined at the time of the election and no subsequent change in status will deprive the Executive Board member of the right to fulfill his/her term.

(c). To apply the restrictions of Section (b). Officer elections will be sequenced as follows: President, Vice President, Secretary/Treasurer and Trustees and the higher office will take precedence. As the votes for each office are tallied in the order of precedence and a candidate elected, the restrictions will be applied to determine eligible candidates for the next office.

Section 2. The officers of the Union shall be elected by mail ballot every four years. Such ballots shall be opened and tallied at the convention every four years.

Section 3. The officers shall hold office for a term of four years, unless removed for cause as hereinafter provided, or until their successors have been duly elected and installed in office; provided, however, that an officer shall hold office only during such period as he/she is an active or retired member in good standing.

Section 4. No member shall be eligible for nomination or election as an officer or Trustee unless he/she shall have been in continuous good standing in the Union for a period of two years immediately preceding the opening of the convention and remains in good standing. Retired members in good standing are eligible for nomination and election as an officer or trustee.

Section 5. Elections shall be by mail ballot. Ballots shall be mailed to all those active members in good standing for a period of at least sixty calendar days prior to the date of the election. Such ballots shall be mailed first class to the active members address on file with the Union no more than thirty (30) calendar days but no less than twenty-one (21) calendar days prior to the date announced and established for the Union convention (date of election). The ballots must be returned and received by the Union in the numbered outer envelope with the ballot enclosed in the sealed inner envelope no later than the business day immediately preceding the date established for the convention. All ballots timely received and in compliance with the announced election rules shall be opened and counted at the convention. Ballots may be disregarded if not in compliance with the instructions for return. The candidate receiving a plurality of the votes cast for any office shall be declared elected in accordance with the provisions set forth in Article V, Section 1.

Section 6. The newly-elected officers shall immediately begin the term of office and be installed in office at the convention at which they were elected; provided, however, if such newly-elected officer is not present at the convention, he/she shall be installed in office within thirty days of the date of election.

Section 7. No person who has been convicted of a felony as defined in Section 504 of the Landrum-Griffin Act (or an indictable offense in Canada) shall, from the date of the judgment of the trial court, or the date of the final sustaining of such judgment on appeal, whichever is the later event, be eligible to hold office in this Union for five (5) years after such conviction or after the end of an imprisonment, whichever is the later.

Vacancies and Removal of Officers

Section 8. Except as otherwise provided in the Constitution or By-laws, if the office of President, Vice President, Secretary/Treasurer, or Trustee becomes vacant due to death, permanent disability, resignation, or removal, or should a vacancy exist from the creation of a new office approved by amendment to these By-laws, the vacancy may be filled for the period from which the office becomes vacant until the next regularly scheduled mail ballot election as described in Section 2 by vote of the remaining members of the Executive Board, though such remaining members are less than a quorum, and though the number of members present and voting is less than a quorum, and though such majority is less than a quorum.

Section 9. Officers may be removed for just cause by an affirmative vote of two thirds (2/3) of the total membership of the Executive Board after reasonable advance notice of reason(s) and hearing held before the Executive Board. Such hearing shall be for fact-finding before the vote of the Executive Board. Absence of any officer from three consecutive Executive Board meetings without reasonable excuse therefore may deem reasonable cause for removal from office.

Duties of Officers

Section 10. The President shall preside at all conventions of the Union and at all meetings of the Executive Board. The president shall be the chief executive officer of the Union. He/she shall exercise general supervision over all officers and employees of the Union and shall, with the advice of the Executive Board, appoint all committees, not otherwise provided for by these By-laws and Constitution, and shall appoint such organizers and/or staff representatives as may be necessary, subject to the approval of the Executive Board. He/she shall, by virtue of his/her office, be an exofficio member of all committees. The President shall have exclusive authority to hire and dismiss employees of the Union. The President shall be authorized to issue public statements, documents, and newspaper releases as the need arises, and no member of the Union shall be authorized to make such statements and/or releases on behalf of the Union, without the prior approval of the President. The President, with the advice of the Executive Board, shall appoint all committees.

In addition to such general authority and without limiting such authority, the President also shall have authority to:

- (a) vote to make and then to break a tie in case of a tie vote on any question before the Executive Board;
- (b) call and make arrangements for meetings, seminars and conferences as he/she may deem necessary; and shall direct the research, educational, legislative, publications and political education activities of the Union. The Secretary/Treasurer shall make the necessary arrangements on instructions from the President.

- (c) have general supervision and direction of the organizing efforts of this Union and the power to appoint organizers, representatives, coordinators and organizing committees.
- (d) negotiate and enter collective bargaining agreements, and to coordinate activities toward this end in consultation with the Executive Board; and
- (e) appoint such other assistants, counsel, accountants, and other professional personnel as the president may require to assist in the duties of the office and to fix their fees and compensation, with the advice of the Executive Board.

Section 11. The Vice President shall assist the President in the discharge of his/her duties and act as President in the absence or inability of the President and until such vacancy in the office of President is filled by an election as provided for by these By-laws. The Vice President shall also preside at meetings when called upon by the President. In case of a vacancy in the office of President and Vice President, the Executive Board may designate a pro tempore President.

Section 12. The Secretary/Treasurer shall, with the assistance of the office staff and others as designated by the President, keep a true record of all proceedings of the Union, including reports of the Secretary/Treasurer. He/she shall also receive and keep all papers and documents and conduct the correspondence of the Union, and have charge of the seal of the Union; he/she shall have responsibility for convention notices and calls and to make all convention arrangements. He/she shall also keep all membership records.

Section 13. It shall be the duty of the Secretary/Treasurer to receive and record all monies due the Union and maintain such records. He/she shall keep accurately the accounts of the Union with its members. He/she shall at all times have the books and records open for examination by the Trustees.

Section 14. The Secretary/Treasurer shall deposit all monies received in a depository or depositories designated by the Executive Board in the name of the Union. He/she shall sign all checks and have them countersigned by the President. He/she shall keep regular and correct accounts of all money received and paid by him/her, and report at each meeting the balance of cash as shown by the last report, the amount received since, the total checks issued and authorized, and the balance remaining. His/her accounts shall be open for examination by the Trustees, or any other officer at any time when called upon.

Section 15. The Trustees shall review the books and accounts of the Secretary/Treasurer at least two times a year, including a verification of the bank accounts of the Union, and report their findings to the Executive Board and make an annual report to the convention. Annually, the President shall select a qualified accountant

to review the books and accounts. A copy of the report shall be submitted to the Executive Board and a written report given at the convention.

Compensation

Section 16. The salaries of officers and employees shall be such as may be from time to time set by the Executive Board. The Executive Board may enter written contracts of employment with the officers and employees on such terms as it deems reasonable and appropriate.

Article VI EXECUTIVE BOARD

Number and Qualifications

Section 1. The Executive Board shall be composed of the President, Vice President, Secretary/Treasurer and five Trustees in accordance with Article V, Section 1.

Section 2. No person shall be eligible to serve on the Executive Board unless he/she has been a member in good standing for at least two years, as required by Article V, Section 4, and remains a member in good standing.

Duties of Executive Board

Section 3. The general management and the control of the affairs, funds, and property of the Union shall be vested in the Executive Board.

Section 4. The Executive Board shall approve and adopt an annual operating budget and the Executive Board shall control the disbursements of funds of the Union. The Secretary/Treasurer shall make no disbursements without the authorization and/or approval of the Executive Board unless the disbursement constitutes an item budgeted and included within the adopted budget. The Executive Board shall have the authority to approve budget amendments or transfers as voted from time to time. The Executive Board shall further have the power to appropriate funds to defray necessary expenses incurred during the budget year and not anticipated in the budget.

Section 5. The Executive Board may, from time to time, delegate any of its powers and duties to a committee of officers, but such delegation shall be revocable by the Executive Board at any time. The Executive Board may establish an Investment Committee to advise the Union with regard to investment of Union funds. Such Committee may include advisers who are not members of the Union and who have special knowledge and experience with investments. The Executive Board shall also have the authority to receive proposals for affiliation, consolidation or merger with this Union and to approve

such proposals and agreements as the Board believes will effectuate the objects and purposes of this Union and the interests of its members.

Section 6. The Executive Board shall also have the power to receive and hear complaints filed against any member or members and act as a trial body, pursuant to procedures established in these By-laws.

Meetings and Voting

Section 7. The Executive Board shall hold regular meetings at such time and place as it shall designate by resolution.

Section 8. Special meetings of the Executive Board may be held upon the call of the President or at the request of a majority of the members of the Executive Board. The call for a special meeting need not designate the nature of the business to be transacted, and any business may be transacted at a special meeting. Notice of any special meeting may be either by letter, telegraph, or telephone. Three days notice shall be sufficient if by letter; two days shall be sufficient if by telegraph; and eight hours notice shall be sufficient if by telephone. Any act shall be valid for all purposes, if approved by the written assent of a majority of the members of the Executive Board, with or without a meeting.

Section 9. At any meeting of the Executive Board duly called, a majority of the members of the Board, as then composed, shall constitute a quorum for the purposes of conducting business. Once a quorum has been established, all business may be transacted notwithstanding the withdrawal from the meeting of any member or members so as to cause less than a majority of the membership of the Board to be present. Action of the Executive Board shall require the vote of a simple majority of the members present.

Article VII REGIONAL MEMBERSHIP MEETINGS

Section 1. The Union shall be composed of regions based on geographic areas as determined from time to time by the Executive Board.

Section 2. The members of the Union within each region shall meet at regular intervals as determined by the President of the Union, subject to approval of the Executive Board.

Section 3. Special regional meetings may be called by the President when so instructed by a majority vote of the members of the Executive Board, or by 3% of the members in good standing. A notice in writing of each special regional meeting of members shall be given to each member entitled to vote at such meeting, by leaving such notice with him/her at his/her last known post office address last shown on the list of members of the Union, postage prepaid, not less than seven days nor more than fifty days

before the date of the meeting. Each notice of such special meeting shall state the place, day, and hour of the meeting, and the general purpose or purposes for which the special meeting is called and no other business shall be transacted at the meeting.

Section 4. Regional meetings of members may be utilized to inform members, to approve extraordinary transactions, and to select delegates to convention. Extraordinary transactions shall mean a transaction not part of the ordinary course of business and which transaction involves the expenditure of funds not normally budgeted.

Section 5. Provision may be made for meetings of members employed in each department, facility or other appropriate unit involving the jurisdiction of the Union. Such regional meetings shall consider matters of particular concern to that unit within the region, but no action may be taken by such unit or regional meeting on matters affecting all members of the Union without the approval of the members at regular regional meetings.

Article VIII INITIATION FEES AND DUES

Section 1. Initiation fees shall be in such amount, if any, as may be from time to time established by the membership at regional meetings.

Section 2. The dues or agency fee paid each pay period by all CEUI bargaining unit members may be adjusted from time to time by a majority vote of the delegates at a convention specifically called for such purpose and upon sixty (60) days' notice.

Section 3. Any member who shall fail to pay his/her dues for a period of two months without exoneration shall be dropped from membership in good standing and be notified by the Secretary/Treasurer. If such delinquent member fails to place himself/herself in good standing within thirty (30) days from such notice, the Union shall take such action as appropriate under the applicable collective bargaining agreement.

Section 4. Dues, if any, for retiree members shall be established in such amounts set by the Executive Board from time to time.

Article IX CHARGES & TRIALS

Section 1. Charges may be preferred against any member or officer of the Union for:

- (a) violation of any specific provision of this Constitution or By-laws;
- (b) gross disloyalty to the Union;

- (c) engaging in corrupt or unethical practices or racketeering;
- (d) misappropriation of funds;
- (e) misfeasance or malfeasance; and/or,
- (f) preferring false charges without reasonable cause.

Such charges shall be made in writing and actions thereon shall only be taken after notice and hearing. Charges must be signed by the complainant and be sufficiently specific to enable the respondent to prepare a defense.

Section 2. Within five (5) days after receipt of signed, written charges filed with the Secretary/Treasurer, the Secretary/Treasurer shall cause a copy of the charges to be served on the respondent, together with a notice of hearing. The hearing date may be changed for convenience of the participants.

Section 3. When signed, written charges are filed against the Secretary/Treasurer, then the President shall cause a copy of the charges and notice of hearing to be served on the Secretary/Treasurer as respondent.

Section 4. The Executive Board of the Union shall act as the trial body. The respondent may appear in person and with witnesses to answer the charges against him or her and shall be afforded a fair opportunity to present relevant and material facts. The hearing shall be for fact-finding and in receiving evidence the Executive Board shall apply the rules of evidence normally applied at arbitration hearings. Rulings on evidence by vote of the Executive Board shall be final. The respondent may select a member of the Union or an attorney to represent him/her in the presentation of the facts.

Section 5. The complainant or attorney for the complainant may present the complainant's evidence. If the charges, or any portion thereof, are sustained, the Executive Board shall render judgment and impose disciplinary sanctions. If the charges are not sustained, the charges shall be dismissed and the respondent restored to full rights of membership or office.

Section 6. The decision of the trial body shall be reported to the next regular membership meeting. A copy of the Executive Board's decision shall be forwarded by certified mail to the respondent and to the person(s) who filed the written charges.

Section 7. Any member of the Union against whom charges have been sustained may be fined, suspended or expelled from the Union. In any case in which a respondent has been found guilty of charges, the Executive Board shall refer the matter to counsel for the Union for review of the proceedings to assure that minimal due process has been afforded. If counsel does not find that minimal due process has been afforded, he/she may overrule the Executive Board, and with instructions refer the charges back for

rehearing. If, for any reason, a member of the Executive Board has asked to be disqualified, has a conflict of interest and cannot fairly hear the matter, then the President shall designate a person or persons from among the Chief Stewards or stewards to serve. If the President is the subject of the charges, then the Secretary/Treasurer shall make such designation.

Article X SEAL

Section 1. Any officer or member of the Union who illegally issues or supplies, or aids in illegally issuing or supplying, a Union label or seal shall be legally prosecuted and barred from membership in the Union.

Article XI AMENDMENTS

Section 1. The Constitution may be amended and the By-laws changed by a two-thirds (2/3) vote of the delegates at a regular or special convention called for such purpose and provided further that the amendment or amendments to be voted on has/ have been read aloud at the preceding regular or special convention or the members and delegates have been notified in writing of the proposed amendment(s) at least fourteen (14) days in advance of the meeting, and the delegates present at the meeting constitute at least three (3%) percent of the total membership of the Union.

Article XII STEWARDS

Section 1. As the conditions require, stewards shall be selected to represent Union members. All stewards will serve a four year term. The method of selection shall be as follows:

- (a) By appointment of the Executive Board; or
- (b) By vote of members at the work site in an election conducted under the auspices of the Executive Board and after approval of results by the Executive Board.

If a steward resigns or is otherwise removed during his/her term, a special election shall be held by vote of members at the worksite in order to elect a steward to

complete said term. After duly held elections, such terms shall commence on January 1, 2002 and every four years thereafter.

Section 2. The Executive Board shall be responsible for and have final authority for developing policies and plans concerning all aspects of the Union's steward system, including the selection, duties, activities, training, meeting and removal of stewards/chief stewards.

Section 3. Where conditions warrant, the Executive Board may appoint a chief steward who shall be responsible for coordination of Union matters in his/her respective department or facility and for matters specifically designated by the Executive Board, i.e., stewards, contract administration.

Section 4a. It shall be the duty of a steward to:

- (a) Represent members in dealing with the first line supervision;
- (b) In conjunction with the Staff Representative, to assure that all grievances conform to and are in accordance with current Union policy and contract language.
- (c) Act as contact person between the Union and the members.
- (d) Extend and maintain Union membership;
- (e) Inform his/her group of important Union issues;
- (f) Report on all matters affecting his/her group to chief steward, Staff Representative, Executive Board; and,
- (g) Participate in Union activities, i.e., training sessions, and membership meetings as required by the Executive Board.

Section 4b. In addition to performing the duties described in paragraph 4a, the chief steward shall have the responsibility, in conjunction with the Staff Representative, to advise and monitor the performance of stewards at his/her jurisdiction.

Section 5. A steward or chief steward may be involuntarily removed by vote of the Executive Board after a Stewards Policy and Review Committee hearing and written recommendation finding just cause for removal. The involuntary removal of a steward/chief steward shall be by a majority vote of the entire Executive Board. Should the Executive Board overrule a Stewards Policy and Review Committee recommendation regarding a steward/chief steward, the reasons shall be issued in writing to the Stewards Policy and Review Committee and to the affected steward.

Section 6. Normal procedure for removal of a steward or chief steward shall be the following:

- (a) Stewards/chief stewards may submit written resignation to the Executive Board.
- (b) Any member at a facility may petition the Stewards Policy and Review Committee to remove his/her steward/chief steward. The petition must be in writing and contain specific reasons the member requests removal of the steward; and
- (c) Any other steward, officer, trustee or staff representative may in a writing to the Executive Board seek removal of a steward/chief steward. This request will be referred to the Stewards Policy and Review Committee for hearing in the same manner as a member petition.

Section 7. Process for removal of a steward/chief steward by petition shall be as follows:

- (a) Such petition shall be made in writing and action thereon shall only be taken after notice and an opportunity for a hearing. A petition must be signed by the member complainant and be sufficiently specific to enable the respondent steward to prepare a defense. The petition will be filed with the Union's Secretary/Treasurer within 180 days of the occurrence of the reason for seeking removal;
- (b) Upon receipt of such petition, the Secretary/Treasurer shall, within five (5) business days after receipt of the signed, written petition, cause a copy of the petition to be served on the respondent by certified mail, return receipt requested, and Stewards Policy and Review Committee.
- (c) The Stewards Policy and Review Committee shall schedule a fact-finding hearing with the complaining member(s) who filed the petition and the respondent steward. Such hearing shall be held within thirty (30) business days of the receipt of the petition by the Stewards Policy and Review Committee after reasonable notice of the day and time of the complaining member(s) and respondent steward;
- (d) Member(s) who have petitioned to remove a steward shall attend the Stewards Policy and Review Committee hearing to substantiate their allegations against the steward with witnesses, documentation, etc. The respondent steward shall be allowed to bring documentation and witnesses to testify on his/her behalf. Those who provide evidence shall be placed under oath. The respondent may select a member of the Union to represent him/her in the presentation of the facts;

- (e) The Stewards Policy and Review Committee of the Union shall act as the fact-finders. The hearing shall be solely for fact-finding, receiving evidence and making a recommendation to the Executive Board. The Stewards Policy and Review Committee shall apply the rules of evidence normally applied at arbitration hearings. A Stewards Policy and Review Committee report and recommendation for action based on evidence presented shall be sent to the Executive Board;
- (f) Member(s) who have petitioned to remove a steward shall be granted one postponement of such hearing for inconvenience. Any party may request a continuance for good cause other than inconvenience.
- (g) If, after a second scheduled Stewards Policy and Review Committee hearing, the member(s) fail to appear to substantiate their petition, the Stewards Policy and Review Committee shall deny the petition with no action taken and forward the recommendation to the Executive Board.
- (h) The Stewards Policy and Review Committee shall send a copy of its written report via certified mail, return receipt requested, to the member and steward/chief steward involved, including its recommendation to the Executive Board for resolving such petition. In the event a petition has been filed by more than one member, one member will be designated by the petitioning members to receive a copy of the written report and recommendation by certified mail;
- (i) The Stewards Policy and Review Committee shall issue its report and recommendation within thirty (30) calendar days after the close of the hearing. An extension of time may be requested from the Executive Board for good reason.
- (j) Any steward removed by the Executive Board upon receipt of the report and recommendation shall not be eligible for re-appointment or re-election for a period not less than two years.

Article XIII INDEMNIFICATION

Section 1. Except as otherwise provided in this Article, the Union shall indemnify any person who was or is a party, or was threatened to be made a party, to any threatened, pending or completed action, suit or proceeding, including suits for negligence whether civil, administrative or investigative, other than an action by or in the right of the Union, by reason of the fact that he/she, or the person whose legal representative he/she is, is or was an Executive Board member, officer, employee or agent of the Union, or is or

was serving at the request of the Union, as an Executive Board member, officer, employee or agent against claims, suits judgments, fines amounts paid in settlement and expenses, including attorneys' fees, actually and reasonably incurred by him/her and the person whose legal representative he/she is, in connection with such action, suit or proceeding, or any appeal therein. The Union shall not so indemnify any such person unless it shall be concluded as provided in Section 3 of this Article that such person, and the person whose legal representative he/she is acted in good faith and in a manner he/she reasonably believed to be in the best interest of the Union.

Section 2. The conclusion provided for in Section 1 of this Article may be reached by any one of the following: the Executive Board of the Union by a consent in writing signed by a majority of the Board who were not parties to such action, suit or proceeding; or, independent legal counsel selected by a consent in writing signed by a majority of those Executive Board members who were not parties to such action, suit or proceeding. Such person shall also be entitled to apply to a court for such conclusion, upon application as provided in Section 3, even though the conclusion reached by any of the foregoing shall have been adverse to him/her or to the person whose legal representative he/she is.

Section 3. An application for indemnification or for a conclusion as provided in this Article shall be made to the court in which the action is pending or, in the absence thereof, to the Superior Court for the county where the principal office of the Union is located. The application shall be made in such manner and form as may be required by the applicable rules of the country or, in the absence thereof, by direction of the court. The court may also direct that notice be given in such manner as it may require at the expense of the Union and to such other person as the court may designate.

Section 4. Expenses which may be indemnifiable under this Article incurred in defending an action, suit or proceeding may be paid by the Union in advance of the final disposition of such action, suit or proceeding as authorized by the Executive Board upon agreement by or on behalf of the Board member, officer, employee or agent, or his/her legal representative, to repay such amount if he/she is later found not entitled to be indemnified by the Union as authorized in this section.

Section 5. The Union shall not indemnify any Board member, officer, employee or agent against judgment, fines, amounts paid in settlement and expenses, including attorneys' fees to an extent greater than that authorized by this Article, but the Union may procure insurance providing greater indemnification and may share the premium cost with any Executive Board member, officer, employee or agent on such basis as may be agreed upon.

Article XIV PLEDGE OF UNION OFFICIALS

Officers, members of the Executive Board and stewards shall make the following affirmation:

I, _____ pledge my honor to faithfully observe the Constitution and laws of this Union; to comply with all the rules and regulations for the government thereof; not to divulge or make known any private proceedings of this Union; to perform faithfully all the duties assigned to me to the best of my ability and skill; to so conduct myself at all times as not to bring reproach upon my Union; and at all times to bear true and faithful allegiance to the Connecticut Employees Union "Independent," Inc.

Article XV
PARTICIPATION IN SEIU ACTIVITIES

Section 1. When this Union selects delegates for SEIU conventions or participates in SEIU activities, the applicable provision of the SEIU Constitution and By-laws will control.

Section 2. In order to be eligible for selection as a delegate to the SEIU Convention, a person must have been a member in good standing for a minimum of two (2) years.

Article XVI
STEWARDS POLICY
AND REVIEW COMMITTEE

Section 1. There shall be a Stewards Policy and Review Committee composed of a minimum of six (6) persons and a maximum of nineteen (19) persons, plus two alternates, all of whom are Union members in good standing and who have served as stewards for a minimum of two (2) consecutive years before appointment to the Stewards Policy and Review Committee.

Section 2. The Stewards Policy and Review Committee shall have the authority:

- (a) to study and advise the Executive Board on issues related to the Union steward system submitted to the Stewards Policy and Review Committee by the Executive Board; and,
- (b) To file reports and make recommendations for discipline of stewards/chief stewards up to and including removal of a steward/chief steward for just cause.

Section 3. The Stewards Policy and Review Committee shall hold meetings at the Union office as needed or when requested by the Executive Board.

Section 4. At any meeting of the Stewards Policy and Review Committee duly called or at any hearing, a majority of the members of the Stewards Policy and Review Committee as then composed, shall constitute a quorum for purposes of conducting business. Once a quorum has been established, all business may be transacted notwithstanding the withdrawal from the meeting of any member or members to cause less than a majority of the membership of the committee to be present. Action of the Stewards Policy and Review Committee shall require the vote of a simple majority of the members present.

Section 5. The Stewards Policy and Review Committee, upon concluding hearing on a petition, shall promptly notify the Executive Board by a written report and recommendation.

Saving Clause. In the event of any conflict between these Articles and By-laws with federal law governing private sector members, the federal law shall control.