

Article I Name and Object

Section 1. This organization shall be known as UNITE HERE, Local 43, Chicago, Illinois, affiliated with UNITE**HERE!**

Section 2. The purpose of this organization shall be to organize all persons within its jurisdiction; to establish and maintain equitable wage scales and working conditions; to elevate moral, social and intellectual standing of its members; to guard their financial interests; to promote their general welfare and the Local's cardinal principles of truth, justice and morality; to secure employment for its members and to uphold the dignity of labor; and to assist employees in the railroad industry in all legitimate ways.

Section 3. Wherever a masculine pronoun occurs in these bylaws, it shall be deemed to include the feminine pronoun.

Article II Membership

Section 1. Membership of this organization shall consist of an unlimited number of workers within the jurisdiction of the local, who agree to abide by the bylaws of this Local and the Constitution of UNITE**HERE!**, as presently in effect or as hereafter amended.

Section 2. Acquiring Membership. A person eligible for membership and working within the jurisdiction of this Local Union, making application for membership, shall become a member of this Local and the International Union upon receipt of the membership application and the dues and fees which may be required. Any member who desires to protest the membership of such person must do so within 30 days of receipt of the application for membership by filing a protest with the Financial Secretary-Treasurer of this Local Union. In the event of such a protest, the Executive Board of this Local Union shall review the qualifications of such person and shall determine if the membership is to be revoked. The member shall be given notice that a protest of his membership has been filed and given an opportunity to appear before the Executive Board. The decision of the Executive Board shall be considered the decision of the Local Union and shall be appealable in accordance with the International Constitution; provided further, however, that the decision of the International President shall not be further appealable.

Section 3. Passive Membership. Any person who is a manager, owner, or proprietor or any person who is employed outside the jurisdiction of this Local Union may be accepted for or hold membership in this Local Union only as a passive member, provided such person maintains no affiliation with a proprietors' organization hostile to this Union.

(a) Passive membership shall not be entitled to voice or vote or to attend meetings of the Local Union. They shall be ineligible for election to any office in this Union or for any position as a delegate representing the Union.

(b) Passive membership is hereby declared a privilege, revocable at will by the Executive Board of the Local Union or by the International President; such revocation of passive membership by the International President shall not be appealable.

(c) Any member desiring to change his membership status from active to passive or passive to active must appear before the Executive Board of the Local and such change in status can only be granted upon the approval of the Executive Board.

Article III Meetings

Section 1. Meeting Schedule.

The regular membership meetings of this Local shall be held at the headquarters location of the Local, as well as in all other major crewbases during the -months of January, April, July and October. - Meetings in other locations will be held at the discretion of the local President or at the request of at least ten (10) members employed in those locations. The membership shall be appropriately notified of the meeting schedule no less than ten (10) days prior to the scheduled date of the meeting. All membership meetings of this Local shall be held in accordance with Roberts Rules of Order.

Section 2. Special Meetings. Special meetings may be called by the President, by majority vote of the Executive Board, upon the written request of ten (10) members in good standing, or by vote of the Union. In any case, all members shall be notified of such meeting by the Financial Secretary-Treasurer. No business shall be transacted other than that for which the meeting is called.

Section 3. Quorum. Six members, including one qualified to preside, shall constitute a quorum for the transaction of all business meetings.

Section 4. Members shall be expected to attend all meetings when possible and to take an active interest in the affairs of the Union.

Article IV Officers

Section 1. The officers of this Local Union shall be the President, Vice President, General Chairperson, General Chairperson (East), and the Financial Secretary-Treasurer.

Section 2. There will be seven Trustees of the Local as defined in Article IX Duties of Officers, Section 6.

Section 3. The Executive Board will consist of the above Officers and Trustees.

Section 4. All officers, agents, shop stewards, and other representatives or employees of this Local Union or of any trust in which the Local Union is interested, who handle funds or other property, shall be bonded for the faithful discharge of their duties in accordance with requirements of applicable Federal and State Law and the International Constitution. The premiums on said bonds shall be paid by the Local Union.

Section 5. Any officer or employee of this Local entitled to a vacation shall be required to take such vacation within two years after becoming entitled to same. If such officer or employee fails to take such vacation, he shall be deemed to have waived the right to same.

Article V Nomination and Election

Section 1. The election of officers shall be held by Australian ballot by mail in the month of April 2015 and every three years thereafter among the members in good standing in this Local Union.

Section 2. A reasonable opportunity shall be given to the members to nominate candidates for office. Nominations of officers shall be received in the month of March 2015 and every three years thereafter.

(a) Nominations shall be received in accordance with Roberts Rules of Order at a membership meeting held in Chicago, Illinois during March of an election year.

(b) Nominations may also be sent by certified mail provided that such nomination is received by the Financial Secretary-Treasurer no later than midnight on the date preceding the opening of nominations.

(c) Within fifteen (15) days of the nomination meeting, all nominees shall be notified by the Secretary-Treasurer or his/her designee of their eligibility to run for office. All eligible nominees must submit written acceptance of the nomination within ten (10) days of their receipt of such notice in order to be placed on the ballot.

Section 3.

(a) In order to be eligible for nomination of office, a member must have been an active member in continuous good standing for a period of twelve calendar months immediately preceding nominations.

(b) No member may be eligible to be nominated to any office in this Local Union unless that member has been employed or available for employment in the jurisdiction of this Local Union or is an officer or employee of this Local Union or the International Union.

(c) In order for any member to be eligible to be nominated for office, that member must be present at a nominating meeting or must have submitted a written statement to the Financial Secretary-Treasurer no later than midnight on the date preceding the opening of nominations, indicating his/her willingness to accept nomination if his/her name is proposed.

(d) No member may be nominated for more than one office when such offices conflict.

(e) Any member accepting nomination for the position of Financial Secretary-Treasurer must upon acceptance of said nomination commit to in writing the willingness and ability to perform the duties of the Financial Secretary-Treasurer as set forth in Article IX Section 5.

Section 4. The Financial Secretary-Treasurer, not less than 21 days prior to the date of nominations, shall mail to each member in good standing to his/her last known home address a notice of the offices to be filled and the time, date, place and manner of submitting nominations. The notice shall bear the signatures of the President and the Financial Secretary-Treasurer.

Section 5. An Election Committee of three members plus two alternate members, the majority appointed by the President and the minority appointed by the Financial Secretary-Treasurer, shall take charge of the election and provide safeguards to ensure a fair election. No candidate for office or any officer serving out his/her term of office shall be eligible to serve on the Election Committee. The Election Committee shall pass on the eligibility of all candidates and their decision shall be subject to appeal to the International President.

Section 6. The Election Committee, not less than 21 days prior to the date of the election, shall mail to each member in good standing to said member's last known home address a mail ballot which shall contain: 1) instructions for voting, including the deadline for return of ballots; 2) a return envelope addressed to the Committee's post office box; 3) a secret ballot envelope; and 4) a secret ballot containing the names of all

eligible candidates. The deadline for return of ballots shall be 20 days from the date of mailing. All ballots shall be mailed on the same date.

Section 7. Any candidate shall have the right to have an observer at the polls and at the counting of the ballots. All observers must be active members in good standing in this Local Union.

Section 8. The votes cast by members of this Local shall be counted and the results for each office shall be announced and published separately. The Financial Secretary-Treasurer shall preserve for one year the ballots and all other records pertaining to the election.

Section 9. The installation of all officers-elect shall take place within one month following the election. If any officer-elect fails to make an appearance at the installation, that person shall forfeit the office to which elected, unless that person has been excused by the Executive Board because of illness or other justifiable reason.

Article VI Vacancies

Section 1. Vacancies in any office shall be filled for the unexpired term by appointment of President, subject to the approval of the Executive Board.

Section 2. In the event of a vacancy in the office of President, such vacancy shall be filled for the unexpired term by appointment of the Executive Board, subject to approval by the membership.

Article VII Resignations

Section 1. Officers, with the exception of bonded officers, shall have the privilege of resigning at any regular meeting, provided no charges are pending against them and their resignations are submitted in writing.

Section 2. A bonded officer shall present his/her resignation in writing at least one meeting before it is acted upon and, if the Board of Trustees reports that the financial accounts of the Local are in proper order and there are no charges pending, the resignation may be accepted.

Article VIII Delegates-

Section 1. Where permitted, delegates to all bodies with which the Local Union votes to affiliate shall be appointed by the President, subject to approval of the Executive Board and ratification by the membership.

Section 2. Delegates to the International Convention may be nominated and elected at the same time as the regular nomination and election of officers is held if there is an International Convention scheduled during that term of office. In any event, delegates to the International Convention shall be elected not less than 45 days prior to the date of the Convention.

Section 3. The procedures and requirements, including the notice pertaining to the nomination and election of officers as set forth in these bylaws, shall (where necessary) apply equally to the nomination and election of delegates to the International Convention and all other bodies.

Article IX Duties of Officers

Section 1. President. The President shall perform the following duties:

(a) The President shall preside at all regular and special membership meetings and at all meetings of the Executive Board at the headquarters location. The President shall have the authority to call special meetings of the Executive Board, and shall take such action as he deems necessary to preserve order and decorum.

(b) The President shall appoint the majority of all committees. He/she shall be a member ex officio of all committees, except trial and election committees.

(c) The President shall co-sign all checks for payment of money from Union funds. He/she shall sign all documents required by the Local and the International Union for the protection and welfare of the members.

(d) The President shall appoint a Sergeant-at-Arms at each general membership meeting.

Section 2. Vice President. The Vice President shall aid and assist the President in the discharge of his duties and in preserving order and decorum in the Local. He/she shall preside over all meetings in the absence of the President and, for the time being, be invested with the same power as though he/she were President. He/she shall perform such other duties as may be consistent with his office.

In the absence of the Vice President, he/she shall designate a representative to preside over meetings.

Section 3. General Chairperson. The General Chairperson shall perform the following duties:

(a) The General Chairperson shall be the official representative of the Local Union in collective bargaining with employers for wages and working conditions except

that on Amtrak such duties will be performed by the designated appointee to the Amtrak Service Workers Council.

(b) The General Chairperson shall be responsible for handling all claims and grievances within his/her jurisdiction and shall process those actions in accordance with the collective bargaining agreement.

Section 4. General Chairperson (East). The General Chairperson (East) shall perform the following duties:

(a) The General Chairperson (East) be responsible for handling all claims and grievances within his/her jurisdiction and shall process those actions in accordance with the collective bargaining agreement. His/her jurisdiction shall be all East Coast Crew Bases, including Boston, MA; New York, New York; Raleigh, NC; and Miami, FL.

Section 5. Financial Secretary-Treasurer. The Financial Secretary-Treasurer shall perform the following duties:

(a) Keep or cause to be kept a complete and accurate set of books in such a manner that it will show all of the business transactions of the Union, including its income and expenditures and its assets and liabilities.

(b) Make a financial report to the membership at quarterly meetings, giving an official accounting of all monies collected and expended by the Union.

(c) Keep regular office hours for the convenience of the members, as well as the employers, and perform such other duties as may be required of him/her.

(d) Collect or cause to be collected all fines, dues and any other fees due the Union and shall give official receipt for all monies collected. He/she shall co-sign all checks for disbursement of Union funds. It shall be his/her duty to make prompt deposits of all monies in a bank designated by the Executive Board, except for an amount of petty cash to be determined by the Executive Board.

(e) He/she shall have charge of and attend to all official correspondence of the Union, impress the seal thereon and keep on file a copy of all such correspondence. He shall attend to all clerical work of the office unless otherwise provided for. He shall counter-sign all working, traveling and withdrawal cards.

(f) He/she shall compile or cause to be compiled under his direction and supervision the roster of the Local Union as required by the International Constitution.

(g) He/she shall compile or cause to be compiled under his direction and supervision monthly reports to the International Union as required by the International Constitution.

(h) In the absence of a presiding officer, he/she shall call meetings to order and preside until a temporary chairman is elected by the membership.

(i) He/she shall keep a complete record of all committees and officers of the Local Union. He shall notify all committee members of their appointment. He/she shall take or cause to be taken a true and faithful record of proceedings of the Local Union's meetings which shall be transcribed in the minute book provided for that purpose by the Local. He/she shall call the roll of all officers present at all meetings and record attendance in the minute book.

(j) He/she shall employ or terminate office personnel and other employees needed by the Union. He/she shall have the authority to appoint and terminate District Chairpersons - and craft representatives. All employees shall act under his direction and supervision. The remuneration of said employees shall be in accordance with Article IX, Section 7(c) of these bylaws.

(k) He/she shall assign tasks and direct the organizational work of all staff members. He/she shall do his utmost to enlarge the membership of the Union.

(l) He/she shall, by virtue of his office, be a delegate to the International Union Convention and a delegate to all other bodies with which the Local Union affiliates.

Section 6. Trustees. The Trustees shall supervise the property of the Local and shall submit an itemized inventory thereof each fiscal year. They shall audit the books of the Financial Secretary-Treasurer each month and verify the monthly financial reports and annual audit required by the International Constitution. They shall certify that the books of all officers desiring to resign are properly balanced and audited and that any of the Local's business which might have been entrusted to those officers has been properly completed and accepted by the Local before the resignation can be accepted. All books, papers, documents and money belonging to the Local Union which officers or members of the Local might have in their possession shall be made available to the Trustees for inspection at a designated time.

Section 7. Executive Board. The Executive Board shall consist of the President, Vice President, General Chairperson, General Chairperson (East), Financial Secretary-Treasurer and Seven (7) Trustees. The Executive Board shall meet no less than bi-monthly and a majority of the Executive Board shall constitute a quorum for the transaction of all business. The Executive Board shall perform the following duties:

(a) Between regular meetings, the Executive Board shall be the governing body of the Union. It shall have complete authority between meetings of the Union as may be exercised by the Union under the International Constitution and these bylaws.

(b) All applications for donations and all proposed expenditures in excess of one thousand (\$1,000.00) Dollars, other than routine operating expenses, such as payroll, expense reimbursement and monthly payables, shall - be referred to the Executive Board for their approval. Proposed expenditures in excess of three thousand (\$3,000.00) shall further be subject to approval by the majority vote of membership present at a regular or special meeting.

(c) All salaries, wages, compensation or expense allowances for employees and delegates of the Union shall be recommended by the Executive Board. Salaries, wages and allowances for officers shall be reviewed and recommended by the Trustees and shall be subject to approval by majority vote of the membership present at a regular or special meeting.

(d) All plans for the ownership or long-term lease of real estate or the use of any of the funds of the Local or its members for such purposes shall be first recommended by the Executive Board, approved by a two-thirds majority of the membership at a regular or special meeting, and then submitted to the International President for final approval.

(e) Whenever this Local Union, a trust fund, corporation or other entity created directly or indirectly from funds derived from the Local Union or its members enters into a plan for the ownership, sale, encumbrance, remodeling or long term lease of real estate or uses any of its own or its members' funds for such purposes, the entire plan, including any trust agreements, articles of incorporation, corporate bylaws, contracts and leases, shall be subject to approval of the International President before becoming effective.

(f) This Local Union or other such entity may not establish or participate in a plan to hold real estate which does not permit the International Union to audit fully the building funds in the same manner as the Local Union's assets are audited.

Article X

Duties of Members

Section 1. Members shall observe secrecy in regard to the business transacted by this Local and shall not discuss the affairs of the Local with non-members.

Section 2. Members shall obey all lawful orders of the officers of this Union and of the International Union or its representatives.

Section 3. Members shall not work for wages below the scale adopted by the Union and shall abide by all working conditions contained in the working agreement adopted by the

Union. Members must ascertain the wages and conditions to be received and shall immediately report all violations to the Union office.

Section 4. Members compelled to terminate their employment for any reason shall notify the Local Union.

Section 5. All active members shall do such picket duty as may be necessary to bring successfully to conclusion any strikes or organizing programs declared by the Union. The Financial Secretary-Treasurer shall keep a rotating picket list so that all members shall do an equal amount of picketing.

(a) Any active member, refusing to do picket duty when called upon, may take the option of paying the Union an established fee to have someone picket instead. If a member refuses to picket or to take this option, he shall be subject to charges and, if found guilty, shall be suspended or expelled. Exempted from picketing or paying an established fee are members who have attained 65 years of age or any member who is sick and cannot work.

Section 6. Members shall inform the Union office of any demographic information changes such as new home address and telephone number. Further, Members shall notify the Union office in a timely manner whenever their crew base reporting location changes.

Section 7. Members shall inform the Union office, in a timely manner, when time will be taken off work in excess of a full calendar, and the reason for the time off.

Section 8. Members shall make every reasonable effort to ensure that their dues are current and paid, whether by automatic deduction or personal submission, on a timely basis.

Article XI Trials and Appeals

Section 1. No member of this Local may be fined, suspended, expelled or otherwise disciplined, except for non-payment of dues, by this Local or any of its officers unless such member has been (a) served with written specific charges; (b) given a reasonable time to prepare his defense; and (c) afforded a full and fair hearing as set forth in this Article.

Section 2. A member or officer of this Local shall be subject to charges and to stand trial when charged with violating these bylaws or the International Constitution. The procedures and requirements of said charges, trials and appeals shall be as set forth in the International Constitution.

Section 3. The President and Financial Secretary-Treasurer shall appoint a trial board of five from the membership to hear the charges and to render a decision. When the accused is found guilty, the penalty may be a fine, suspension, expulsion, limitation to

hold office or attend meetings, any combination of the foregoing or such other penalty as the determining authority may deem appropriate.

Section 4. The Financial Secretary-Treasurer shall notify the accused of the charges by sending him a copy thereof by registered mail or by delivering a copy of the charges to the accused personally. The accused shall be notified of the time, date, and place of trial and shall be allowed not less than ten (10) days from the time of such notice for the preparation of a defense. Each side shall procure the attendance of its witnesses.

Section 5. The decision and penalty of the trial board shall be approved or modified at the next regular meeting of the Local before becoming effective.

Article XII Finances-

Section 1. Initiation Fees. The initiation fee of the Local shall be \$100.00.

Section 2. Monthly Dues. Dues of employees covered by the Amtrak Service Workers Council agreement shall be in accordance with the terms of that agreement. Dues are payable on the first day of each month.

Section 3. The Executive Board with approval of the membership may establish reduced dues for retired members and may set requirements for eligibility for reduced dues and the amount of said dues

Section 4. Members in good standing but unable to work due to illness or personal injury, shall notify the Financial Secretary-Treasurer as soon as feasibly possible after such occurrence. Provided the member makes such notification, he/she will be billed dues only for the period which he/she collects the union-negotiated supplemental insurance. Those dues will be collected upon the member's return to work. A member ineligible to receive the union-negotiated supplemental insurance, or who has exhausted such benefits, will be placed on withdrawal and not billed for any period of illness or injury that he/she was unable to collect benefits.

In the event a member is unable to work due to on-the-job injury that involves a Federal Employees Liability Act (FELA) claim, he/she will be placed on withdrawal and not billed for the period of his/her disability.

Section 5. Any member being two calendar months in arrears for the payment of any dues, assessments or fines shall be considered automatically suspended, except that if a member is on dues check-off and his arrearage is of no fault of his own, the Secretary-Treasurer may grant special consideration. The provisions of Article XI of these bylaws shall not apply to such suspension.

Section 6. Reinstatement to membership in this Local Union shall be made in accordance with the procedures set forth in the International Constitution.

Article XIII Amendments

Section 1. The members may modify or repeal any provision of these By-laws, or add new provisions, by a majority of the members voting on the question, at a regular meeting, or a special meeting called for that purpose.

Section 2. By-law amendments may be submitted for adoption by the majority vote of the members attending any membership meeting, by the Executive Board, or by petition signed by not less than one-third of the Local's members filed with the Secretary-Treasurer. The procedure outlined in Section 1 above shall be fully applicable to amendments providing for an increase in dues or initiation fees, except it shall require a majority vote by secret ballot at each regular or special meeting held on this subject after reasonable written notice of intent to vote on the increase is given to the membership. The amendment as set forth in the notice is not subject to change after the notice is sent.

Section 3. Notice of a vote to adopt amendments must be given at the regular meeting preceding the meeting at which the vote takes place, and by posting notices for ten days at the Local's office (if any) and at the members' workplaces.

Article XIV International Constitution

Section 1. The terms and provisions of the International Constitution and any amendments thereto shall be binding upon this Local Union, its officers and members, as if fully set forth herein.

Section 2. Any provisions of these bylaws which are in conflict with the International Constitution or State or Federal law shall be of no force or effect.