

ROBERT SIMPSON  
EXECUTIVE VICE-PRESIDENT

GERALD MCCARTHY  
PRESIDENT

BERNADETTE ROMANS  
VICE-PRESIDENT

MICHAEL MURRAY  
SECRETARY-TREASURER

ROBERT DAMATIN  
FINANCIAL SECRETARY

## **National Association of Letter Carriers Joseph P. Considine Branch No. 34, AFL-CIO**

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CLERK, M.B.A., N.S.B.A.  
JOSEPH DEMAMBRO  
HEALTH BENEFITS OFFICER

ROSS MURRAY  
"CLAN" EDITOR  
DAN KELLY  
SERGEANT-AT-ARMS

TRUSTEES  
DAN O'CONNOR  
PAUL ROCHE  
VIGO CONTE

AREA STEWARDS  
LAURA FAHEY  
JOHN FUCILE  
JOHN LUCEY  
DAVID O'CONNOR

### **Branch #34 New By-law Proposal:**

#### **Major Changes to By-laws:**

Article #1: No Changes.

Article #2: Changing all monthly meetings following a Monday Holiday till Wednesday.

Article #3: Full-time Officers former salaries will be updated to reflect their current contractual salaries, (No Wage Increases) / Provide raises to all part-time officers, (first time in over 25 years). Additional Duties added to Clerk NSBA — MBA position.

Article #4: Convention fund increased from \$600.00 monthly to \$1000.00 monthly.

Article #5: No Changes

Article #6: Remove Section #1 / Remove Branch reinstatement fee.

Article #7: Ballot position moved to Friday following nominations at Branch Office at 5 p.m. Sample Ballot mailing changed from 20 days to 30 days prior. Nominations for State and National Conventions shall be taken at the November meeting prior to said convention. (ADDED) / Ballot mailing changed from 15 days to 20 days before election. Members not receiving ballots can call the Branch 6 days after mailout between 2 and 5 pm and a member of the election committee will be present. Date of election mailout will be provided at the January Meeting. Concerned Candidates will be notified on recounts

Article #8: Sections 5 and 6 have been eliminated.

Article # 9: Floral donation for deceased members changed from \$75.00 to \$150.00.

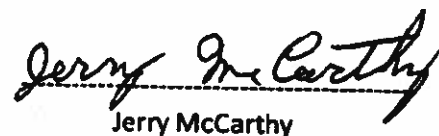
Article #10: No Changes

Article #11: No Changes

Next Steps: 1. A membership vote will be conducted by mail (next 60-90 days).  
2. By-Laws presented to NALC National Committee of Laws for approval.

#### **2020 By-Law Committee:**

1. John (J.T.) McMahon (Chairman)
2. Keith Meredith
3. Michael Gorham
4. Sandino Blaise
5. Robert Reczek



Jerry McCarthy  
President Branch #34



# 2020 BRANCH 34 Constitution and By-Law Proposal:

## ARTICLE 1

### NAME

SECTION 1. This Branch shall be known as the Joseph P. Considine Branch No. 34, Boston, of the National Association of Letter Carriers of the United States of America.

## ARTICLE II

### MEETINGS AND QUORUMS

SECTION 1. The Regular Monthly Meeting of Branch 34 will be held on the second Tuesday of the month at seven o'clock (7:00) p.m., except in the months of July and August, they shall be suspended subject to the call of the President when necessary, provided further that by a majority vote at a regular meeting, those members present may change date or suspend the next upcoming monthly meeting.

Be it further provided that the President may cancel any regular meeting in the event of an emergency.

SECTION 2. The meeting for the election of Officers shall be called to order at nine o'clock (9:00)a.m. to enable the Committee on Nominations and Elections to proceed with the counting of the ballots, but no other business shall be transacted at the meeting until seven o'clock (7:00) p.m. If the date for the regular monthly should fall on a holiday, the meeting shall be held on one of the five days following subject to the call of the President.

SECTION 3. Fifty (50) members shall constitute a quorum for the transaction of the regular order of business; provided that for the purpose of polling the vote at the regular election of Officers and Delegates twenty (20) members shall constitute a quorum.

SECTION 4. A special meeting shall be called by the President upon the written request of one hundred (100) members in good standing representing twenty-five (25%) percent of the Stations or by vote at a regular monthly meeting.

SECTION 5. Tuesday meetings after a Monday holiday will be held at seven o'clock (7:00) the following Wednesday.

## ARTICLE III

### DUTIES OF OFFICERS

SECTION 1. The Officers of this Branch shall be: A President, Executive Vice President, Vice President, Secretary-Treasurer, Financial Secretary, Editor, Sergeant-at-Arms, Clerk, N.S.B.A.-M.B.A., Health Benefits Officer, three Trustees, four Area Stewards.

#### President

SECTION 2. The President shall preside at all meetings of the Branch, preserve order, draw and sign all warrants on the Treasury ordered by the Branch and all other papers ordered by the Branch, have general supervisory power over the Branch, sees that the Officers perform their duties, enforce the Constitution and By-Laws, rules and regulations of the Branch. Appoint all committees not otherwise provided for. The committees shall be paid a per diem rate at the salary level of a top grade letter carrier, plus expenses. He/she shall give the deciding vote when a tie occurs, examine and announce the results of all balloting and other votes. He/she shall not make or second any motion or take part in any debate while in the chair; He/she shall ascertain from the Financial Secretary before adjournment of the meeting, the amount of money received since the previous meeting and from the Secretary-Treasurer if he/she has received the same.

At the end of his/her term he/she/ shall make a report showing the progress and the condition of the Branch. He/she shall together with the Secretary-Treasurer sign and file with the Secretary of Labor on behalf of the Branch, an annual financial report if required by public law. The filing of such report will be required unless the Branch has received express notification that it is exempt from such requirement. He/she shall be virtue of his/her office, be the Chief Steward for the Branch and he/she may delegate such authority to other members. He/she shall be the editor of all Branch publications.

**By virtue of his/her office, he/she shall be a delegate to the national and state conventions, as specified on the notice of election and election ballot. He/she shall represent Branch 34 at all meetings called for and authorized by the NALC.**

He/she shall be bonded in such amount and in such manner as the Branch may direct. The office shall be a full-time position. He/she shall have the authority to appoint such office assistants, counsel accountants and other professional and administrative personnel as he/she may require to assist him/her to affix compensation. For the faithful performance of his/her duties, he/she shall receive an annual salary of \$90,041.38 and all the salary increments and fringe benefits of a top grade letter carrier, plus all expenses incurred in the performance of his/her duties. He/she shall be entitled to the same sick and annual leave provisions of a top grade letter carrier.

## Executive Vice President

SECTION 3. The Executive Vice President shall preside in the absence of the President and in case of death, resignation, disqualification, refusal or neglect of the President to discharge the duties of his/her office. The Executive Vice President shall then perform all duties incumbent upon the President for the remainder of the term of office. He/she shall serve as Director of Education and Training. He/she shall be associate editor of all Branch 34 publications. He/she shall perform all other duties assigned to him/her by the President. This shall be a Full Time position, and shall be bonded in such an amount and in such a manner as the Branch may direct. For the faithful performance of his/her duties he/she shall receive an annual salary of \$84,611.02 and all of the salary increments and fringe benefits of a top grade letter carrier. By virtue of his/her office, he/she shall be a delegate to the National and State Conventions as specified on the notice of election and election ballot. He/she shall be entitled to the same sick and annual leave provisions of a top grade letter carrier.

## Vice President

SECTION 4. The Vice President shall be Assistant Chief Steward. He/she shall be subject to the direction of the President. In the performance of his/her duties, he/she shall investigate and assist in the preparation of grievances, arbitration cases, unfair labor practices and all other matters for the good and welfare of the membership. He/she shall be the Assistant Director of Education and Training. For the faithful performance of his/her duties, he/she shall receive an annual salary of \$83,397.60, and all of the salary increments and fringe benefits of a top grade letter carrier. **By virtue of his/her office, he/she shall be a delegate to the National and State Conventions, as specified on the Notice of Election and Election ballot.** This office will be a fulltime position. He/she shall be entitled to the same sick and annual leave provisions of a top grade letter carrier.

## Secretary-Treasurer

SECTION 5. The Secretary-Treasurer shall keep a correct record of the proceedings of the Branch in a book to be kept for that purpose. He/she shall notify applicants for membership in writing of their election or rejection and members of their suspension, expulsion or acceptance of resignation. He/she shall present a copy of the Branch Constitution and By-laws to the new applicant upon his/her acceptance into the Branch. He/she shall attend to all correspondence of the Branch and properly make and file all papers ready for the inspection at anytime and notify the members of special meetings when ordered by the president. **He/she shall make a semi-annual report to the Branch showing the number of members elected, rejected, suspended, re-instated, withdrawn and the number of deaths. Also, the receipts, benefits paid, amount expended and amount on hand.** He/she shall together with the President, sign and file with the Secretary of Labor in behalf of the Branch an annual financial report if required by public law. Within one week after his/her term expires or upon an earlier termination thereof, he/she shall deliver his/her successor all books and papers together with all other property of the Branch in his/her possession. The Secretary-Treasurer shall receive receipt for and disperse all

monies of the Branch, and keep a regular account thereof. He/she shall pay all warrants, voted by the Branch and signed by the President and have all accounts receipted upon payment of the same. He/she shall whenever requested by the President at every meeting, make a report showing his/her receipts, disbursements and amount of money on hand. This office shall be a full-time position, and he/she shall be bonded in such an amount and in such a manner as the Branch may direct. For the faithful performance of his/her duties, he/she shall receive an annual salary of \$84,019.26 and all salary increments and fringe benefits of a top grade letter carrier. **By virtue of his/her office, he/she shall be a delegate to the National and State Conventions, as specified on the Notice of Election and Election ballot.** He/she shall be entitled to the same sick and annual leave of a top grade letter carrier.

## Financial Secretary

SECTION 6. The Financial Secretary shall keep a record showing the names of members when admitted and place of residence, collect dues and all other monies due to the Branch; keep a regular account thereof, and at each meeting (or prior thereto whenever the prompt payment of the National per capita tax or other necessity may require same), pay the same to the Treasurer, take his/her receipts and retain them as vouchers in settlement. He/she shall solicit payment for all members in arrears, and on the day of an election and before the ballot is taken, furnish the Chairman of the Election Committee with a list of members not entitled to vote. He/she shall semiannually furnish the National Secretary-Treasurer with a list of names of all members of the Branch in good standing. He/she shall notify the National Secretary-Treasurer monthly of the election of new members; also, those suspended, expelled, deceased or resigned. He/she shall keep an account of all properties, investments and funds of the Branch which at all times shall be open for inspection, and at the end of his/her term, make a report and deliver to his/her successor in office, all the books, papers and property in his possession belonging to the Branch. To insure the faithful performance of his/her duties, he/she shall receive \$4500.00 per annum. This office shall be remunerated on lost time basis at the salary of a top grade letter carrier and shall have full protection of all fringe benefits as needed.

## Clan Editor

SECTION 7. The CLAN Editor shall be responsible for the printing, mailing, distribution and advertising of the Branch 34 CLAN. He/she shall, together with the President and Associate Editor, be responsible for all items published in the CLAN. The CLAN Editor shall make a report of the condition of the CLAN at each Executive Board Meeting. For the faithful performance of his/her duties, he/she shall receive the sum of \$2500.00 per annum. This office shall be remunerated for a lost time basis at the salary of a top grade letter carrier and shall have full protection of all fringe benefits.

## Sergeant – at – Arms

**SECTION 8.** The Sergeant-at-Arms shall preserve order in the meetings under the instruction of the President. It shall be his/her duty to see that no one but members are present at the meetings unless directed by the President or a vote of the Branch. For the faithful performance of his/her duties, he/she shall receive the sum of \$2000.00 per annum. This office shall be remunerated on a lost time basis at the salary of a top grade letter carrier and shall have full protection of all fringe benefits as needed.

## Clerk, N.S.B.A.-M.B.A.

**SECTION 9.** The Clerk of the United States Letter Carriers' National Sick Benefit Association, who shall be a member of the N.S.B.A., shall perform duties as the Constitution and Laws of the United States Letter Carriers' National Sick Benefit Association requires. He/she shall, when requested by the President and at the end of his/her term, make a report showing his/her receipts, disbursements and amount of money on hand, deliver his/her books, papers and money to his/her successor in office and to insure the faithful performance of his/her duties he/she shall be bonded in such manner as the Branch may direct. **The Clerk, N.S.B.A.-M.B.A. shall display information, program materials at the January, June and September regular meetings.**

For the faithful performance of his/her duties, he/she shall receive the sum of \$2500.00 per annum. This office shall be remunerated on a lost time basis at the salary of a top grade letter carrier and shall have full protection of all fringe benefits as needed.

## Health Benefits Officer

**SECTION 10.** The Health Benefit Officer who shall be enrolled in the NALC Health Benefit Plan, shall perform such duties as the Constitution and Laws of the National Association of Letter Carriers Health Benefits Plan requires. For the faithful performance of his/her duties, he/she shall receive the sum of \$4000.00 per annum. This office shall be remunerated on a lost time basis at the salary of a top grade letter carrier and shall have full protection of all fringe benefits.

## Trustees

**SECTION 11.** The Trustees composed of three (3) in number shall examine and report to the Branch, the condition of the books of the Officers at least once every six months; Compare the vouchers and records and see that they correspond with the collections and disbursements. All bills presented for payment shall be itemized before being approved. They shall have custody of all Branch property, and shall perform such other duties as the Branch By-Laws may require of them. It shall be the further duty of the Trustees to offer any recommendation which in their opinion will be of material assistance to this Branch. The Board of Trustees shall be known as the Trustees of the Joseph P. Considine Branch Number 34 of the National Association of Letter Carriers of the United States of America

For the faithful performance of their duties, they shall each receive the sum of \$2500.00 per annum. These Trustees shall be remunerated on a lost time basis at the salary of a top grade letter carrier and shall have full protection of all fringe benefits as needed.

## Area Stewards

**SECTION 12.** Area Stewards shall be subject to the direction of the President. In the performance of their duties they shall investigate and assist in the preparation of grievances, arbitration cases, unfair labor practices and all other matters for the good and welfare of the membership. For the faithful performance of his/her duties he/she shall receive the sum of \$3500.00 per annum. This office shall be remunerated on a lost time basis at the salary of a top grade letter carrier and shall have full protection of all fringe benefits as needed.

## Parliamentarian

**SECTION 13.** The Parliamentarian, who shall be appointed by the President, shall rule on questions of Parliamentary procedures. For the faithful performance of his/her duties, he/she shall receive the sum of \$750.00 per annum. This office shall be remunerated on a lost time basis at the salary of a top grade letter carrier and shall have full protection of all fringe benefits as needed.