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Short Form

Return of Organization Exempt From Income Tax

OMB No 1545-1150

2009

Form 990-EZ

Department of the Treasury
Internal Revenue Service

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ Sponsoring organizations of donor advised funds and controlling organizations as defined in section 512(b)(13) must file Form 990. All other organizations with gross receipts less than \$500,000 and total assets less than \$1,250,000 at the end of the year may use this form.

▶ The organization may have to use a copy of this return to satisfy state reporting requirements.

Open to Public Inspection

A For the 2009 calendar year, or tax year beginning

and ending

B Check if applicable: ☒ Address change ☐ Name change ☐ Initial return ☐ Terminated ☐ Amended return ☐ Application pending	Please use IRS label or print or type. See Specific Instructions.	C Name of organization		D Employer identification number
		UFCW REGION COUNCIL NO.6-NORTHERN PLAINS		23-7114529
		Number and street (or P.O. box, if mail is not delivered to street address)		E Telephone number
		20 NORTH MARTINGALE ROAD		847-619-0660
City or town, state or country, and ZIP + 4		F Group Exemption Number ▶ 0278		
SCHAUMBURG, IL 60173				

• Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ).

G Accounting method: ☒ Cash ☐ Accrual
Other (specify) ▶

I Website: ▶ N/A

H Check ☒ if the organization is notJ Tax-exempt status (check only one) — ☒ 501(c) (5) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527

required to attach Schedule B (Form 990, 990-EZ or 990-PF)

K Check ☐ if the organization is not a section 509(a)(3) supporting organization and its gross receipts are normally not more than \$25,000. A Form 990-EZ or Form 990 return is not required, but if the organization chooses to file a return, be sure to file a complete return.

L Add lines 5b, 6b, and 7b, to line 9 to determine gross receipts; if \$500,000 or more, file Form 990 instead of Form 990-EZ ▶ \$ 331,926.

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (See the instructions for Part I.)

1 Contributions, gifts, grants, and similar amounts received 2 Program service revenue including government fees and contracts 3 Membership dues and assessments 4 Investment income 5a Gross amount from sale of assets other than inventory b Less: cost or other basis and sales expenses c Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a) 6 Special events and activities (complete applicable parts of Schedule G). If any amount is from gaming, check here ☐ a Gross revenue (not including \$ _____ of contributions reported on line 1) b Less: direct expenses other than fundraising expenses c Net income or (loss) from special events and activities (Subtract line 6b from line 6a) 7a Gross sales of inventory, less returns and allowances b Less: cost of goods sold c Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a) 8 Other revenue (describe ▶ _____) 9 Total revenue. Add lines 1, 2, 3, 4, 5c, 6c, 7c, and 8	STMT 3	OGDEN, UT	1	
	5a	180,550.	2	8,255.
	5b	180,813.	3	119,192.
			4	23,929.
			5c	<263.>
	6a			
	6b			
	6c			
	7a			
	7b			
	7c			
	8			
	9			151,113.
	10			119,300.
	11			20,500.
	12			2,232.
	13			9,500.
14				
15			181.	
16			47,269.	
17			198,982.	
18			<47,869.>	
19			1,091,694.	
20				
21			1,043,825.	

Part II Balance Sheets. If Total assets on line 25, column (B) are \$1,250,000 or more, file Form 990 instead of Form 990-EZ.

(See the instructions for Part II.)

	(A) Beginning of year	(B) End of year
22 Cash, savings, and investments	292,056.	232,493.
23 Land and buildings		
24 Other assets (describe ▶ SEE STATEMENT 2)	799,638.	811,332.
25 Total assets	1,091,694.	1,043,825.
26 Total liabilities (describe ▶)	0.	0.
27 Net assets or fund balances (line 27 of column (B) must agree with line 21)	1,091,694.	1,043,825.

932171 02-08-10 LHA For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.

Form 990-EZ (2009)

SCANNED APR 19 2010

Expenses

(Required for section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts, optional for others.)

28a	

28a

29

29a

30

30a

31a

32

[illegible]

Part V Other Information (Note the statement requirements in the instructions for Part V.)

	Yes	No
33 Did the organization engage in any activity not previously reported to the IRS? If "Yes," attach a detailed description of each activity		X
34 Were any changes made to the organizing or governing documents? If "Yes," attach a conformed copy of the changes	X	
35 If the organization had income from business activities, such as those reported on lines 2, 6a, and 7a (among others), but not reported on Form 990-T, attach a statement explaining why the organization did not report the income on Form 990-T.		
a Did the organization have unrelated business gross income of \$1,000 or more or was it subject to section 6033(e) notice, reporting, and proxy tax requirements?		X
b If "Yes," has it filed a tax return on Form 990-T for this year?	N/A	
36 Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If "Yes," complete applicable parts of Sch. N		X
37a Enter amount of political expenditures, direct or indirect, as described in the instructions. ▶ 37a 16,621.		
b Did the organization file Form 1120-POL for this year?		X
38a Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee or were any such loans made in a prior year and still outstanding at the end of the period covered by this return?		X
b If "Yes," complete Schedule L, Part II and enter the total amount involved 38b N/A		
39 Section 501(c)(7) organizations. Enter:		
a Initiation fees and capital contributions included on line 9 39a N/A		
b Gross receipts, included on line 9, for public use of club facilities 39b N/A		
40a Section 501(c)(3) organizations. Enter amount of tax imposed on the organization during the year under: section 4911 ▶ N/A ; section 4912 ▶ N/A ; section 4955 ▶ N/A		
b Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in any section 4958 excess benefit transaction during the year or is it aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I		
c Section 501(c)(3) and 501(c)(4) organizations. Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 ▶ N/A		
d Section 501(c)(3) and 501(c)(4) organizations. Enter amount of tax on line 40c reimbursed by the organization ▶ N/A		
e All organizations. At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If "Yes," complete Form 8886-T		X
41 List the states with which a copy of this return is filed. ▶ NONE		
42a The organization's books are in care of ▶ MR. KEVIN WILLIAMSON Telephone no. ▶ 847-619-0660 Located at ▶ 20 N MARTINGALE ROAD, SUITE 260, SCHAUMBURG, IL ZIP + 4 ▶ 60173-2412		
b At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
If "Yes," enter the name of the foreign country: ▶		
See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
c At any time during the calendar year, did the organization maintain an office outside of the U.S.?		X
If "Yes," enter the name of the foreign country: ▶		
43 Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of Form 1041 - Check here ▶ ☐ and enter the amount of tax-exempt interest received or accrued during the tax year ▶ 43 N/A		
44 Did the organization maintain any donor advised funds? If "Yes," Form 990 must be completed instead of Form 990-EZ		X
45 Is any related organization a controlled entity of the organization within the meaning of section 512(b)(13)? If "Yes," Form 990 must be completed instead of Form 990-EZ		X

Form 990-EZ (2009)

Part VI Section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts only. All section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts must answer questions 46-49b and complete the tables for lines 50 and 51

- 46 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I
- 47 Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II
- 48 Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E
- 49a Did the organization make any transfers to an exempt non-charitable related organization?
- b If "Yes," was the related organization a section 527 organization?
- 50 Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees and key employees) who each received more than \$100,000 of compensation from the organization. If there is none, enter "None."

	Yes	No
46		
47		
48		
49a		
49b		

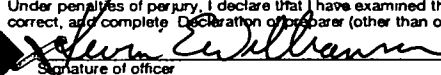
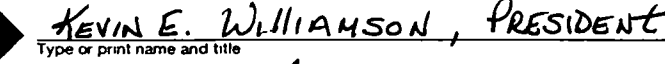
(a) Name and address of each employee paid more than \$100,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans & deferred compensation	(e) Expense account and other allowances
N/A				

f Total number of other employees paid over \$100,000

- 51 Complete this table for the organization's five highest compensated independent contractors who each received more than \$100,000 of compensation from the organization. If there is none, enter "None."

(a) Name and address of each independent contractor paid more than \$100,000	(b) Type of service	(c) Compensation
N/A		

d Total number of other independent contractors each receiving over \$100,000

Sign Here	Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.		
	 Signature of officer Date <u>3/24/10</u>		
Paid Preparer's Use Only	 Type or print name and title Date <u>3/22/10</u> ☐ Check if self-employed Preparer's identifying number (See instr.)		
	Firm's name (or yours if self-employed) <u>LEGACY PROFESSIONALS LLP</u> <u>30 NORTH LASALLE ST</u> <u>CHICAGO, IL 60602</u> EIN Phone no. <u>312-368-0500</u>		

May the IRS discuss this return with the preparer shown above? See instructions

☒ Yes ☐ No

Form 990-EZ (2009)

FORM 990-EZ	OTHER EXPENSES	STATEMENT	1
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DESCRIPTION	AMOUNT
AFFILIATION EXPENSE	100.
TAX EXPENSE	600.
INVESTMENT EXPENSE	1,697.
SURETY BOND	413.
MISCELLANEOUS EXPENSE	30.
REIMBURSEMENTS TO LOCALS	9,368.
TRANSFER TO PAC	16,621.
EDUCATION CONFERENCE EXPENSES	18,440.
TOTAL TO FORM 990-EZ, LINE 16	47,269.

FORM 990-EZ	OTHER ASSETS	STATEMENT	2
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DESCRIPTION	BEG. OF YEAR	END OF YEAR
UNION BANK & TRUST COMMON STOCK	10,000.	10,000.
MUTUAL FUNDS	435,122.	441,742.
US GVT AND AGENCIES	350,860.	221,062.
US GVT TREASURY NOTES	0.	134,872.
OTHER DEPRECIABLE ASSETS	3,656.	3,656.
TOTAL TO FORM 990-EZ, LINE 24	799,638.	811,332.

FORM 990-EZ	GAIN (LOSS) FROM PUBLICLY TRADED SECURITIES	STATEMENT	3
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DESCRIPTION	GROSS SALES PRICE	COST OR OTHER BASIS	EXPENSE OF SALE	NET GAIN OR (LOSS)
U.S. GOVERNMENT AGENCY OBLIGATIONS	180,550.	180,813.	0.	<263.>
TO FORM 990-EZ, LINE 5	180,550.	180,813.	0.	<263.>

FORM 990-EZ	CASH GRANTS AND ALLOCATIONS	STATEMENT	4
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CLASS OF ACTIVITY/DONEE'S NAME AND ADDRESS	DONEE'S RELATIONSHIP	AMOUNT
DONATION HARDSHIP FUND UFCW LOCLA 86D P.O. BOX 1514 MUSCATINE, IA 52761	NONE	15,000.
DONATION UFCW INTERNATIONAL UNION 1775 K STREET, NW WASHINGTON, DC 20006	NONE	75,000.
DONATION SENIORS AND WORKERS FOR QUALITY P.O. BOX 1801 ST PAUL, MN 55101	NONE	6,500.
DONATION UFCW MINORITY COALITION 4301 GARDEN CITY DRIVE, STE 400 LANDOVER, MA 20785	NONE	6,000.
DONATION LESS THAN \$5K EACH N/A NA	NONE	6,800.
DONATION UFCW LOCAL 1400 1526 FLETCHER ROAD SASKATOON, SK S73 5MI, CANADA	NONE	10,000.
TOTAL INCLUDED ON FORM 990-EZ, LINE 10		119,300.

FORM 990-EZ

PART IV - LIST OF OFFICERS, DIRECTORS,
TRUSTEES AND KEY EMPLOYEES

STATEMENT 5

NAME AND ADDRESS	TITLE AND AVRG HRS/WK	COMPEN- SATION	EMPLOYEE BEN PLAN CONTRIB	EXPENSE ACCOUNT
KEVIN E. WILLIAMSON	PRESIDENT 3.00	0.	0.	0.
ERNEST L. DURAN	V.P. 1.00	0.	0.	0.
DANIEL HOPPE	V.P. 1.00	0.	0.	0.
MARV HARRINGTON	SEC. TREAS. 1.00	0.	0.	0.
DAVID DODGE	V.P. 1.00	0.	0.	0.
DENNIS LALLY	V.P. (PAST) 1.00	0.	0.	0.
RAY SAWICKY	V.P. 1.00	0.	0.	0.
STEVEN GILBERTSON	V.P. (PAST) 1.00	1,000.	0.	0.
WARREN A. BAKER, JR.	V.P. 1.00	0.	0.	0.
JAMES OLESEN	V.P. (PAST) 1.00	0.	0.	0.
DONNA MCDONALD	RECORDING SECRETARY (PAST) 1.00	0.	0.	0.
JOHN HONEYCUTT	SECRETARY - TREASURER (PAST) 3.00	1,232.	0.	0.
MICHAEL POTTER	V.P. 1.00	0.	0.	0.
LEO KANNE	V.P. 1.00	0.	0.	0.

UFCW REGION COUNCIL NO.6-NORTHERN PLAINS

23-7114529

MARK REICHEL	V.P.	1.00	0.	0.	0.
ROGER KAIL	V.P.	1.00	0.	0.	0.
DON SEAQUIST	RECORDING SECRETARY	1.00	0.	0.	0.
JERRY MESSER	V.P.	1.00	0.	0.	0.
GARY MORGAN	V.P.	1.00	0.	0.	0.
TOTALS INCLUDED ON FORM 990-EZ, PART IV			2,232.	0.	0.

Y/E 12/31/09

EN: 23-7114529

BYLAWS
OF
REGION COUNCIL NO. 6 - NORTHERN PLAINS
UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

PREAMBLE

We, the United Food and Commercial Workers International Union, Region Council No. 6, realize that the struggle to better our working and living conditions is in vain unless we are united to protect ourselves collectively against the organized forces of the employer. We, therefore, form an Organization which unites all workers in our industry on an Industrial or Craft basis with rank and file control, regardless of craft, age, sex, nationality, race, color, creed, disability, sexual orientation, or political beliefs, consistent with democratic processes, and we pledge ourselves to pursue at all times a relentless and aggressive struggle to advance our interests.

We recognize that our industry is composed of workers of all nationalities, of many races, of different creeds, and political opinions. In the past, these differences have been used to divide us and one group has been set against another by those who would prevent our unifying. We have organized by overcoming these divisive influences and by recognizing that our movement must be big enough to encompass all groups and all opinions.

We must always be alert and ready to strike down any attempt to divide us. We must destroy the possibility of disunity through the education of our membership in the spirit of solidarity with a view to eliminating all prejudices.

In this same spirit of unity we pledge ourselves to work to perpetuate our Union and for a work dedicated to the Principles of the Four Freedoms; Freedom of Speech, Freedom of Worship, Freedom from Want, and Freedom from Fear, and to making this truly the Century of the Common Person.

ARTICLE 1

Name-Affiliation-Jurisdiction

(A) This Council shall be known as Region Council No. 6 - Northern Plains, of the United Food and Commercial Workers International Union, chartered by the United Food and Commercial Workers International Union.

(B) All Local Unions within the jurisdictional limits of Region Council No. 6 - Northern Plains who are chartered by the United Food and Commercial Workers International Union, shall affiliate with the Region Council and shall maintain themselves in good standing in accordance with these bylaws and the Constitution and laws of the International Union.

(C) No Local Union seceded, suspended or expelled from the United Food and Commercial Workers International Union shall be allowed membership, representation or recognition in this organization.

(D) This organization shall have such jurisdiction as granted to it by the International Union, subject to the continuing right of the International Union to decree otherwise.

ARTICLE 2

Objectives

The objectives of Region Council No. 6 shall be:

(A) To coordinate the work of all Local Unions in the Region and to promote unified action that will maintain, protect, and advance the interests and welfare of all workers coming within the jurisdiction of this Council.

(B) Completely organize all workers eligible for membership within the jurisdiction of Region No. 6.

(C) To effectuate the decisions of the International Conventions and International Executive Board and to support policies that will safeguard and improve our economic security and social welfare.

(D) To secure and promote legislation, to promote public relations, and to extend education in the various cities and states that is beneficial to our membership.

(E) To work with all like-minded groups to do whatever may be necessary to accomplish these objectives.

(F) The Region Council shall issue a news organ to serve as a source of information and education to the membership.

(G) Contracts and their approval shall be handled as provided for in the International Constitution and the Regional Director shall be informed.

ARTICLE 3

Headquarters

The headquarters of Region Council No. 6 shall be located in the city designated by the Region Council President and within UFCW Region No. 6 - Northcentral.

ARTICLE 4

Council Officers

(A) The constitutional officers of this Region Council shall be a President, Executive Vice President, Secretary-Treasurer, Recorder and 11 Vice Presidents.

(B) The duties of Council officers and employees shall be those provided by the Constitution and laws of the International Union and such other duties as may be provided in these bylaws or by the Local Unions from time to time.

(C) Any officer, representative and/or employees handling funds or assets of the Region Council shall be bonded through the International Office in conformity with the provisions of applicable law.

(D) 1. All Region Council Officers who are entrusted with any books or records of the Council shall maintain and keep such books or records in good order and shall at all times have them available for authorized audit, examination or inspection.

2. All officers at the expiration of their respective terms of office, or when removed or when their offices are declared vacant, shall deliver to their duly elected successors, and if there is no such successors, then to the duly elected Trustees of the Council, all books, papers, monies, and other property in their possession belonging to the Council or International Union and they shall not be relieved from their bonds or obligations until they have complied with this requirement.

ARTICLE 5

Nominations and Election

(A) Nomination and election of officers shall be held every three years at the Region Council Convention, and they shall hold office until a successor is installed, unless the term ends earlier by resignation, death, or removal.

(B) The President, Executive Vice President, Secretary-Treasurer, and Recorder shall be nominated and elected at-large at the Region Council Convention. Beginning at such Convention in 2000, the 15 members that make up the Executive Board will be apportioned to the States in Region No. 6 on the following basis:

Minnesota	6
Nebraska	2
North Dakota	0
South Dakota	1
Iowa	5
Colorado/Wyoming	1

Once the election of the offices of President, Executive Vice President, Secretary-Treasurer and Recorder are completed, the number so elected from a State will be reduced by that same number from the above apportionment. The remaining 11 Vice Presidents shall then be nominated and elected by and from the delegates of the respective state at the Region Council Convention, meeting in special session for this purpose. No Local Union shall be entitled to more than one member on the Executive Board. No member shall hold more than one office in the Region Council.

(C) All officers shall be elected by a roll call vote. A plurality of votes cast shall be required for election except as to the offices of President and Secretary-Treasurer, where a majority of votes cast shall be required for election. Where the election for an office other than President or Secretary-Treasurer results in a tie or where no nominee for President or Secretary-Treasurer receives a majority of votes cast, a runoff election between the two nominees with the higher number of votes shall be conducted.

(D) Subject to the limitations set forth in Article 5(B), any member from an affiliated Local Union shall be eligible to be a candidate for Regional Executive Board if he or she has been an active member of the Local Union or a member of another organization merged with the Local Union, for a continuous aggregate of at least one year immediately preceding the month in which the Convention is held, or an active member in the Local Union who has been an active member for at least two years immediately preceding the month in which the Convention is held.

Any candidate who for some unforeseen and justifiable reason is not able to be present at the time of nominations, must submit to the Convention, a written, signed statement indicating the office that he or she will accept, if nominated. Nominations must be accepted or declined at the time of nomination.

(E) Before the vote is taken, the presiding officer shall appoint three tellers who are not candidates for office, to see that the votes are correctly counted.

ARTICLE 6

Duties of the President

(A) The President shall be the chief executive officer of the Council and shall be responsible for enforcing the Constitution and laws of the International Union and the bylaws and rules of the Region Council. The President shall have general supervision over the affairs of the Region Council, consistent with the provisions of the International Constitution.

(B) It shall be the duty of the President to act as Chairperson of the Region Council, to preside over all meetings of the Region Council, to act as an ex-officio member of all committees, and to work in conjunction with the International Union and the Region Council.

(C) The President shall appoint all committees as may be necessary, and shall perform such other duties as are required by the President's office.

The President shall vote where the vote would be determinative of the outcome or in all cases where a secret ballot is conducted.

(D) The President shall disburse the Council's funds and except for disbursements required to be made from the funds of the Council by the Constitution or laws of the International Union or these bylaws, disbursements shall be authorized or ratified by the Region Council Executive Board. Disbursements shall be made in accordance with Article 36(C) of the International Constitution. The President shall invest and reinvest the surplus funds of the Council, upon the approval of the Council Executive Board, according to standards applicable to fiduciaries.

ARTICLE 7

Duties of the Executive Vice President

(A) The Executive Vice President shall give the President any assistance he or she may require.

(B) He or she shall assist committees of the Region Council in the matters that may occur in his or her jurisdiction, when called upon by any committee.

ARTICLE 8

Duties of the Secretary-Treasurer

(A) The Secretary-Treasurer shall assist the President in the carrying out of the President's duties and responsibilities and shall conduct the Secretary-Treasurer's office under the general supervision of the President.

(B) He or she shall issue the call to the Convention 90 days prior to the Convention. He or she shall transmit to each Local Union a notice of the amount of its indebtedness to the Region Council, prior to the Convention, and if same is not paid 60 days prior to the Convention, delegates representing such Local Unions may be prevented from taking their seats at the Convention. He or she shall further furnish a written statement to the Convention and to the President and Executive Board as to the standing of each Local Union.

ARTICLE 9

Duties of the Recorder

It shall be the duty of the Recorder to keep an accurate and permanently bound or unalterable electronically stored correct record of all proceedings of the Council; and a record of the names of the delegates comprising each committee.

ARTICLE 10

Duties of the Vice Presidents

The Vice Presidents shall assist the President in the discharge of the President's official duties. They shall be numerically designated for election purposes only.

ARTICLE 11

Region Council Executive Board

(A) The constitutional officers of the Region Council shall constitute the Executive Board.

The duties of the Executive Board shall be those provided in the International Constitution and these bylaws and such other duties as may be provided by the Local Unions from time to time.

(B) The Executive Board shall execute the instructions of the Convention and shall have full and complete charge of all business of the Council not otherwise delegated to a specific officer or officers or reserved to the membership. It shall meet at least three times a year, and one may be a telephone conference, at a time and place to be designated by the President. The President shall be authorized to call additional meetings of the Executive Board whenever he or she deems it advisable or whenever requested by a majority of its members. A majority of its members shall constitute a quorum.

(C) The Executive Board shall see that all persons who are not entitled to remain in an Executive Board meeting shall retire after they have been heard and have submitted their business to the Board.

(D) In case of death, resignation, removal or absence from three successive Board meetings without reasonable excuse, the office shall be deemed vacant. Such vacancy shall be filled by the Executive Board who shall appoint a successor to fill the unexpired term.

(E) All decisions of the Executive Board made while convened in meetings shall be decided by a majority vote of those members present and voting.

Decisions made through a polling of the Executive Board members by mail, telephone, or other form of communication deemed appropriate by the Council President, shall be decided by a majority vote of those members voting. All members of the Board shall be notified of the result of the voting, and how each member voted and such action shall be reduced to writing.

(F) All members of the Board shall be required to attend Region Council Conventions, and shall be a delegate by virtue of their office.

(G) Any member of a Local Union may appeal to the Convention against any decision of the Board, provided such appeal is filed in writing with the Region council President at least five days prior to convening of the Convention.

(H) When Executive Board members are required to attend to official Region Council business, they shall be entitled to necessary transportation; or reimbursement at the standard mileage rate as allowed under the standard mileage method prescribed by the Internal Revenue Service when their own personal transportation is used. In addition, they shall be reimbursed for necessary expenses at whatever is the current amount paid by the UFCW International Union for each day spent on Region Council business, and actual hotel or motel room rental costs, including taxes, if any, for single rate occupancy and based upon receipted substantiation, if such accommodations are necessary.

ARTICLE 12

Region Council Board of Trustees

(A) Three Council Executive Board members shall, by virtue of their offices, constitute the Region Council Board of Trustees. Two of these shall be the President and the Secretary-Treasurer, and the Council Executive Board shall annually designate one of the other members of the Executive Board to be the third Trustee.

(B) The Trustees shall be responsible for ensuring that all finances of the Council are managed in accordance with the Constitution and laws of the International Union and these bylaws. The Trustees shall be responsible for ensuring that the funds and property of the Council are properly received and managed for the sole use and benefit of the Council and in accordance with standard accounting practices.

(C) The signatures of two of the three Trustees shall be required on all checks, electronic transfers, and all other financial documents, and the Trustees shall be responsible for ensuring that all banks and other financial institutions holding funds or property of the Council are so instructed.

(D) The Trustees shall examine the financial records of the Council. The Trustees shall make a financial report to the International Secretary-Treasurer on forms supplied or approved by the International Secretary-Treasurer and on such schedule as he or she may determine, and they shall also promptly submit a copy of said report to the Council Executive Board. The Trustees shall also file with the International Secretary-Treasurer copies of all audits required by the International Constitution and all annual financial reports required by the federal government within 30 days of their completion.

(E) The Trustees shall employ a certified public accountant to assist them in the performance of their duties and to perform a complete audit of the council not less than once a year.

(F) The Trustees shall ensure that Council officers, representatives, and employees are bonded as directed by the International Secretary-Treasurer and in accordance with Article 11(L) of the International Constitution.

(G) The title to a headquarters building or other real property held by the Council shall be vested by proper conveyance in its own name, if applicable state law permits; in the names of the individual members of the Board of Trustees and their successors in office, to be held in trust for the sole use and benefit of the Council; or in a separate building corporation whose corporate documents have been approved by the International President.

ARTICLE 13

Conventions

(A) The Regional Convention shall convene every three years, meeting sometime in the last six (6) months of the third (3rd) year, beginning in the year 2012, for the purpose of holding an election of officers for a three year term, and further Regional Conventions will be held every three years, thereafter. During the intervening two years, an educational conference shall be convened.

(B) A registration fee may be levied by the Region Council Executive Board to cover necessary expenses.

(C) Not later than 90 days before the convening of the Convention, the President shall cause the Convention Call and credential blanks to be sent out to all affiliated Local Unions. Duplicate copies of all credentials, with names of delegates and alternates shall be returned to the Regional Headquarters not later than 30 days before convening of the Convention.

(D) The Secretary-Treasurer shall prepare a preliminary roll call of delegates, where no contest is filed, from duplicate credentials in his or her possession and such delegates on the roll call shall have power to transact business until the report of the Committee on Credential & Rules is received and adopted.

(E) Call for a Special Convention may be issued by a two-thirds vote of the members of the Executive Board. The Call shall state the reasons for the Convention at least 30 days prior to the date for which said Convention is called. Such Special Convention shall transact only such business as stated in the Call.

(F) The selection of delegates to the Regional Convention shall be in accordance with applicable law, the International Constitution and bylaws of the Local Union and expenses of Local Union delegates shall be borne by the Local Union.

(G) Region 6 International Staff shall be delegates to the Region Council Convention, except they shall not vote in election of officers unless they are a delegate from their Local Union.

(H) Any Local Union in good standing with the Region Council may submit proposed resolutions to the Council Convention. Such resolutions must be adopted by the Local Union membership at a regular or special meeting and must be submitted to the Regional office no later than 15 days prior to the convening of the Convention. Resolutions must deal with only one subject. The Secretary-Treasurer shall have all resolutions prepared for distribution to the delegates upon their arrival in the convention city.

Resolutions dealing with bylaw amendments may be submitted by the Local Unions, and must state clearly the Article, Section and page numbers referred to. No resolution shall be received from any delegate at the Convention, except by order of the Convention. The Region Council Executive Board may, at any time, submit resolutions to the Convention, which shall be marked as "Submitted by the Executive Board." Any delegate or delegates presenting a resolution to the Convention shall have the right to withdraw such resolution at any time before voting on the question has commenced.

(I) On questions coming before the Convention, a roll call vote shall be taken on request of 30 percent of the delegates present. For the purpose of a roll call, the Credential & Rules Committee shall submit the number of votes to which each Local Union is entitled.

(J) The following committees shall be appointed by the President as Convention Committees, and shall meet prior to the convening of the Convention as determined necessary by the President:

Credential & Rules Committee

Bylaws Committee

Resolutions Committee

All issues pertaining to committees presently named in these bylaws such as Officers' Reports, Organization, Education-Cope, Legislation, Public Relations, Civil Rights, Women's Activities, Health Insurance, Pension, and Worker's Compensation, shall be delegated to and handled by the Resolutions Committee. The Rules and Order of Business governing the preceding Convention shall be in force from the opening of any Convention until new rules have been adopted.

ARTICLE 14

Basis of Representation

(A) The number of votes to which a Local Union shall be entitled shall be figured on the average paid per capita tax from December 1st through November 30th of the year preceding the Convention. Months for which a Local Union has been officially exonerated from payment of per capita tax shall not be used in computing their average paid monthly per capita tax.

(B) Each Local Union shall be entitled to one delegate and one vote for the first 100 members or fraction thereof, and one additional delegate and one additional vote for each additional 100 members or majority fraction thereof, except that no Local Union shall be entitled to more than ten (10) delegates.

(C) Local Unions that have been affiliated with the Region Council less than one year shall be given representation on the basis of a monthly average paid per capita tax for the period of time they have been affiliated.

(D) No Local Union shall be entitled to representation at the Convention unless all legal indebtedness to the Region Council has been paid. Local Unions must pay such obligation 30 days prior to the Convention.

(E) No person shall be eligible to act as a delegate to the Region Council Convention unless he or she is employed in the industries over which the United Food and Commercial Workers International Union, has jurisdiction, or is employed by the AFL-CIO, or a state or local central body thereof, the International Union, the Region 6 Council, or a Local Union in Region 6, and is an active member of a Local Union in Region No. 6.

(F) Each Local Union having a chartered Retired Members Club shall be entitled to select one member to represent the Club at the Conventions. Such Club member shall be allowed to attend and address the Convention at the discretion of the Council President.

Retired members shall have no voice or vote in Council affairs, nor shall they hold office in the Council.

ARTICLE 15

Finances

(A) Per Capita Tax: Effective July 1, 1998, each Local Union shall pay to the Region Council a monthly per capita tax of 15 cents per member, based on the same number of members as paid to the International Union. The Executive Board shall have the authority to grant or deny any Local Union seeking exoneration for paying per capita tax to the Region Council. Any Local Union seeking exoneration must submit their request and reason in writing before any exoneration is considered. It is understood that the 15 cents per capita tax can be exonerated for part-time workers, carry-outs, poultry workers, etc. Five cents per capita tax will be paid on these members.

(B) Expenses for organizing will be available upon prior request and approval of the President of the Council.

ARTICLE 16

Reports

The Region Council shall from time to time send written reports to Local Unions giving a report on activities in the Region. Local Unions shall furnish the Region Council office with information which they feel would be of news value to other Local Unions in the Region.

ARTICLE 17

Officers' Oath

The following Oath shall be taken by Executive Board members upon installation:

"I, _____, do hereby sincerely pledge my honor, to perform the duties of my position as prescribed by the Laws of this Union, and to bear true allegiance to the United Food and Commercial Workers International Union. I will deliver to my successor in office, all books, papers and other property of this Union that may be in my possession at the close of my term. I will deliver all property of the International Union to the International Union upon demand."

"Further, I do solemnly swear (or affirm) that I am not a member of any organization which advocates the overthrow of the Government of the United States or Canada by force, violence or other subversive or unconstitutional methods, and during my term of office will not knowingly aid or support the activities of any such party or organization."

"All this I solemnly promise, with full knowledge that to violate this pledge is to stamp me as a person devoid of principle and destitute of honor."

ARTICLE 18

Disciplinary Proceedings

(A) Any officer of this Council may be disciplined or removed from office for violation of his or her oath of office or any infringement of these bylaws, Council Rules or the Constitution and laws of the International Union, in accordance with these bylaws.

(B) 1. An officer shall be charged and tried in the Council at the time the charges are filed, except as otherwise provided in the International Constitution.

2. Charges may be filed by an active member of the Council or by a representative of the International Union.

3. More than one charging party may join in the same set of charges, but the charges must name one of the charging parties as the representative of the others to be responsible for filing papers, receiving papers, and trying the case. Where the charges fail to designate such representative, then the first charging member named in the charge shall be considered the representative of the others.

4. Charges and other formal documents referred to in this Article, sent by mail, shall be considered filed as of the date of the postmark. Charges and other formal documents delivered in person shall be considered filed as of the date of delivery.

5. Charges shall be filed with the Council Executive Board within six months after the basis for the alleged violation has been discovered or should have been discovered.

6. The charges shall specify the Article or Articles of the International Constitution, or laws or the Council bylaws or rules allegedly violated and shall also set forth a short and plain factual statement of the act or acts considered to be in violation, including available information as to dates and places, in such a manner and sufficient detail as to fairly inform the accused of the specific acts which are alleged to constitute violations of the International Constitution or laws or the Council bylaws or rules. Either upon motion by the charged parties or the Council Executive Board, charges failing to comply with this requirement shall be dismissed by the Council Executive Board, without prejudice to the refile of charges within ten days which do comply with this requirement. Dismissal of refiled charges shall constitute final action, subject to appeal as provided in Article 26(C) of the International Constitution.

7. A true and correct copy of the charges and a copy of the International Constitution and Council bylaws shall, without delay, be served upon the accused party by the Council Executive Board by certified mail, return receipt requested, or in person. The accused shall be afforded a reasonable opportunity to reply in writing to the charges, if he or she so desires.

8. On motion of the accused before trial, or upon its own motion, the Council Executive Board may dismiss without trial any charges which, after assuming the charging party's facts are true, fail to allege actions which would constitute violations of the International Constitution or laws or the Council bylaws or rules. Such dismissal shall be subject to appeal as provided in Article 26(C) of the International Constitution.

9. On motion of the accused before trial, or upon its own motion, the Council Executive Board may dismiss without trial any charges it finds are of such trivial nature that the interest of the Council does not justify the expenditure of time, money, and other resources necessary for the conduct of a disciplinary proceeding, or where it finds that the undisputed material facts warrant dismissal of the charges. Such dismissal shall be subject to appeal as proved in Article 26(C) of the International Constitution.

10. Except for charges processed pursuant to Article 26(A)16 of the International Constitution, the trial on the charges shall be held as soon as practicable, but no later than 60 days following the date on which the charges are filed. However, upon request of either party, for good cause shown, an adjournment to a later date, not to exceed 100 days from the date the charges are filed, may be granted by the Council Executive Board. The Council Executive Board shall have the power, upon its own motion, to postpone any scheduled trial provided such postponement shall not be beyond 100 days from the date charges are filed. Any such Executive Board decision to postpone the trial beyond the scheduled date or to set a trial for 60 days beyond the date of the charges being filed must be served upon all parties immediately. Every effort shall be made to schedule the trial so that it does not conflict with the working schedule of the parties, and at least 14 days notice of the trial date shall be given in writing. The written notice to the charging and accused parties shall state that the parties have the right to have other members of the Local Union attend the trial, subject to reasonable accommodations of space. Any request for the postponement of the trial date must be received by the Executive Board at least 3 days before the scheduled trial date unless a satisfactory showing is made of inability to comply with this requirement. The request must include good cause for such a postponement. In the event the accused fails to appear for a duly noticed trial, it shall nevertheless proceed.

11. The trial shall take place before the Council Executive Board, which for purposes of this Article shall mean those members of the Council Executive Board serving for purposes of trial. The President of the Council shall be chairperson of the Executive Board for purposes of the trial proceeding. No charging party or accused member or a witness may serve on the Executive Board in the conduct of disciplinary proceedings. Where the chairperson is unable to serve for any reason, the remaining members of the Council Executive Board shall designate one of their number to act as chairperson. On motion filed with the Council Executive Board, prior to trial, either party may ask that a

particular Board member be excused from participating in the proceeding if he or she thinks that he or she cannot receive a fair trial before that Board member. The Executive Board shall give precedence to consideration of such motion. For purposes of trial, a quorum of the Executive Board shall consist of three of its members and a quorum is necessary throughout the trial.

If an Executive Board member is absent during any portion of the trial, he or she may not participate further in the proceeding. All questions of order, procedure, and admissibility of evidence shall be decided by the chairperson, subject to being overruled by a majority vote of the board upon motion by a member of the Board.

12. The accused and charging parties shall have a fair and impartial trial and shall have the right to present witnesses and other evidence in their behalf and to examine any witnesses. The accused shall have the right to refuse to testify. A charging or accused member may be assisted, advised, or represented by another member of the Council. At the commencement of the trial, the chairperson of the Board shall advise the parties of their rights as set forth above in this Article and shall read the charges to the accused. The accused shall then plead guilty or not guilty to each charge. In the event the accused elects not to appear or to respond, he or she shall be deemed to have entered a plea of not guilty and the trial shall proceed. Throughout the trial, there shall be a presumption of innocence in favor of the accused. The charging party shall present his or her case first and shall have the burden of proving the allegations contained in the charges. At the close of the charging party's case, either the accused or a member of the Executive Board shall have the right to move to dismiss the charges because the charging party has failed to present record evidence that establishes a violation of the International Constitution or laws or Council bylaws or rules.

13. A detailed written record of the trial proceedings shall be made and preserved and shall constitute the trial record, provided that no fine, nor loss of membership rights or union office, shall be imposed unless a stenographic record and transcript are kept of the trial proceedings.

14. Upon completion of the trial proceedings, the Executive Board shall, within 45 days, determine the innocence or guilt of the accused, based solely on the record evidence. The parties shall be advised of the decision in person or by certified mail. A verdict of guilty shall require a two-thirds majority vote of Executive Board. If the decision is that of guilty, the Executive Board shall affix appropriate penalties provided that such discipline shall be reasonable and fair and, provided further, that no discipline shall be imposed without stating with specificity what the discipline is being imposed for. If any officer or representative of the International Union or any of its chartered bodies is found guilty, he or she may be disciplined as provided in this paragraph and, in addition, may be suspended or removed from office or position, subject to the conditions above.

15. The decision of the Executive Board shall become immediately operative unless stayed by the Council Executive Board or unless a stay is directed by the International President following an appeal as set forth in Article 26(C) of the International Constitution.

16. Appeals may be taken to the International President, and then to the International Executive Board, as set forth in Article 26(C) of the International Constitution. The appeal to the International President shall be filed no later than 15 days from the date the adverse ruling is delivered to the appealing party; however, the International President, for good cause shown, may extend the time within which the appeal may be filed. Such notice of appeal must briefly state why the party believes the Council's decision should be reversed. Either party may appeal from the decision of the International President to the International Executive Board by filing a notice of appeal with the International Secretary-Treasurer within 30 days of the date the International President's decision has been mailed, stating briefly why the party believes the International President's decision should be reversed.

ARTICLE 19

Amendments and Interpretations

(A) These bylaws, as amended at each Convention, shall be in full force and effect, as a whole, immediately upon adjournment of the Convention, subject to approval by the International President.

(B) Any Local Union in good standing with the Region Council may submit to the Region No. 6 Constitutional Convention, proposed amendments to these bylaws.

Such amendments must be adopted by the membership at a regular or special meeting of the Local Union. Amendments submitted must reach the Region Council Headquarters not later than 15 days prior to the convening of the Region Council Convention.

(C) Amendments must state the Article and Section of the bylaws sought to be amended and shall bear the signature of the President and either the Secretary-Treasurer or Recorder of the Local Union, and shall be impressed with the Seal of the Local Union. It shall take a two-thirds majority vote of all delegates present and voting at any regular Convention or at a Special Convention called for that purpose in accordance with the requirements of these bylaws to amend these bylaws. No amendments shall be received from any delegate at the Convention except by order of the Convention. The Region Council Executive Board may submit amendments to the bylaws marked "Submitted by the Executive Board."

ARTICLE 20

Separability of Bylaws Provisions

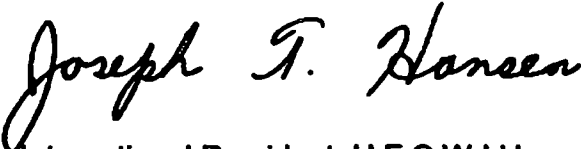
(A) If any provision of these bylaws shall be declared invalid or inoperative by any competent final authority of the Executive, Judicial or Administrative Branch of Federal or State Governments, the Region Council Executive Board shall have the authority and be instructed to suspend operation of such provision which will meet the objection to its validity and which will be in accord with the intent and purpose of the invalid provision.

Such provision shall be presented at the next regular Council Convention, in accordance with Article 19 of these bylaws. If any Section of these bylaws should be held invalid by operation of law or by any Tribunal or Competent Jurisdiction, the remainder of these bylaws or the application of such Section to persons or circumstances other than those as to which it has been held invalid, shall not be affected thereby.

(B) The Constitution of the International Union and the laws and policies of the International Union which shall be made in pursuance thereof, shall be the supreme law of the International Union.

The International Union, subordinate bodies, and all members shall be bound thereby; nothing in the bylaws or rules of any subordinate body to the contrary shall be an exception. Neither the absence nor presence of any provision in these bylaws shall be interpreted or applied in any manner which is inconsistent with the Constitution or laws of the International Union.

APPROVED

By 
International President, U.F.C.W.I.U.

This 9th day of December, 2009.