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Form **990-EZ****Short Form**
Return of Organization Exempt From Income Tax

OMB No. 1545-1150

2009**Open to Public Inspection**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

A For the 2009 calendar year, or tax year beginning **January 1**, 2009, and ending **December 31**, 20 **09****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**American Postal Workers Union, Utica NY**

Number and street (or P.O. box, if mail is not delivered to street address)

Room/suite

PO Box 4028

City or town, state or country, and ZIP + 4

Utica, NY 13504-4038**D** Employer identification number**23-7341575****E** Telephone number**315-724-0361****F** Group Exemption Number ►

• 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) ►**Website:** ► www.uticanylocal.org**J** Tax-exempt status (check only one) — ☒ 501(c) () ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527**H** Check ☒ if the organization is not 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. \$**Part I** **Revenue, Expenses, and Changes in Net Assets or Fund Balances** (See the instructions for Part I.)

Revenue	1	Contributions, gifts, grants, and similar amounts received	1	0
	2	Program service revenue including government fees and contracts	2	0
	3	Membership dues and assessments	3	55957
	4	Investment income	4	774
	5a	Gross amount from sale of assets other than inventory	5a	0
	5b	Less: cost or other basis and sales expenses	5b	0
	5c	Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a)	5c	0
	6	Special events and activities (complete applicable parts of Schedule G). If any amount is from gaming, check here <input type="checkbox"/>		
	6a	Gross revenue (not including \$ of contributions reported on line 1)	6a	0
	6b	Less: direct expenses other than fundraising expenses	6b	0
6c	Net income or (loss) from special events and activities (Subtract line 6b from line 6a)	6c	0	
7a	Gross sales of inventory, less returns and allowances	7a	0	
7b	Less: cost of goods sold	7b	0	
7c	Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a)	7c	0	
8	Other revenue (describe ► social functions, rebates, etc.)	8	3802	
9	Total revenue. Add lines 1, 2, 3, 4, 5c, 6c, 7c, and 8	9	60533	
Expenses	10	Grants and similar amounts paid (attach schedule)	10	0
	11	Benefits paid to or for members	11	2568
	12	Salaries, other compensation, and employee benefits	12	26275
	13	Professional fees and other payments to independent contractors	13	1025
	14	Occupancy, rent, utilities, and maintenance	14	1933
	15	Printing, publications, postage, and shipping	15	1563
	16	Other expenses (describe ► travel, education, insurance, etc.)	16	24615
	17	Total expenses. Add lines 10 through 16	17	57979
Net Assets	18	Excess or (deficit) for the year (Subtract line 17 from line 9)	18	2554
	19	Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return)	19	44099
	20	Other changes in net assets or fund balances (attach explanation)	20	0
	21	Net assets or fund balances at end of year. Combine lines 18 through 20	21	46653

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	39699	22 42253
23 Land and buildings	0	23 0
24 Other assets (describe ► fixed assets)	4400	24 4400
25 Total assets	44099	25 46653
26 Total liabilities (describe ►)	0	26 0
27 Net assets or fund balances (line 27 of column (B) must agree with line 21)	44099	27 46653

For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.

Cat No 106421

Form **990-EZ** (2009)

SCANNED MAY 26 2010

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Part III	Statement of Program Service Accomplishments (See the instructions for Part III.)
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Expenses

What is the organization's primary exempt purpose?

Describe what was achieved in carrying out the organization's exempt purposes. In a clear and concise manner, describe the services provided, the number of persons benefited, and other relevant information for each program title.

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

28	_____		

	(Grants \$ _____) If this amount includes foreign grants, check here ► <input type="checkbox"/>	28a	
29	_____		

	(Grants \$ _____) If this amount includes foreign grants, check here ► <input type="checkbox"/>	29a	
30	_____		

	(Grants \$ _____) If this amount includes foreign grants, check here ► <input type="checkbox"/>	30a	
31	Other program services (attach schedule)		
	(Grants \$ _____) If this amount includes foreign grants, check here ► <input type="checkbox"/>	31a	
32	Total program service expenses (add lines 28a through 31a) ►	32	

Part IV	List of Officers, Directors, Trustees, and Key Employees. List each one even if not compensated. (See the instructions for Part IV.)
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(a) Name and address	(b) Title and average hours per week devoted to position	(c) Compensation (If not paid, enter -0-.)	(d) Contributions to employee benefit plans & deferred compensation	(e) Expense account and other allowances
Frederick Ashley ----- 457 Ashwood Ave, Utica NY 13502	President, 40 hrs	8707	0	788
Gary Gratch ----- 404 Woodburne Dr, Utica NY 13502	V-Pres/Chief Stew, 40/15 hr	3851	0	594
Francis Bowman ----- 119 John St, Ilion NY 13357	Steward, 6 hrs	108	0	0
John Boyles ----- 7023 Trenton Rd, Barneveld NY 13304	Main Dir/Trustee, 10/2 hrs	1518	0	393
John Cain ----- 708 W. German St, Herkimer NY 13350	Trustee, 2 hrs	427	0	0
Kenneth Cooper ----- 409 E Campbell Ave, Sherrill NY 13461	Steward, 6 hrs	1429	0	330
William Hinman ----- 399 Berberick Rd, Frankfort NY 13340	Steward, 6 hrs	54	0	0
Daniel Meyer ----- 3400 Snowden Hill Rd, Clinton NY 13323	V-Pres/Main Dir, 40/10 hrs	3742	0	524
Linda Mierek ----- 5760 Grace Rd, Utica NY 13502	Steward, 6 hrs	1321	0	270
Nino Polidori ----- 11 Washington St, St Johnsville NY 13452	Steward, 6 hrs	1296	0	48
Bonnie Przestrzelski ----- 428 Deland Dr, Utica NY 13502	Trustee, 2 hrs	492	0	0
Mary Ryan ----- 921 Armory Dr, Utica NY 13501	Sec/Treas, 20 hrs	2885	0	0
George Winn ----- 1 Pheasant Ln, New Hartford NY 13413	Steward, 6 hrs	1292	0	289
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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	33	✓
34 Were any changes made to the organizing or governing documents? If "Yes," attach a conformed copy of the changes	34	✓
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?	35a	✓
b If "Yes," has it filed a tax return on Form 990-T for this year?	35b	
36 Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If "Yes," complete applicable parts of Schedule N	36	✓
37a Enter amount of political expenditures, direct or indirect, as described in the instructions. ► 37a _____		
b Did the organization file Form 1120-POL for this year?	37b	✓
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?	38a	✓
b If "Yes," complete Schedule L, Part II and enter the total amount involved 38b _____		
39 Section 501(c)(7) organizations. Enter:		
a Initiation fees and capital contributions included on line 9 39a _____		
b Gross receipts, included on line 9, for public use of club facilities 39b _____		
40a Section 501(c)(3) organizations. Enter amount of tax imposed on the organization during the year under: section 4911 ► _____ ; section 4912 ► _____ ; section 4955 ► _____		
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	40b	✓
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 ► _____		
d Section 501(c)(3) and 501(c)(4) organizations. Enter amount of tax on line 40c reimbursed by the organization ► _____		
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.	40e	✓
41 List the states with which a copy of this return is filed. ► _____		
42a The organization's books are in care of ► <u>Utica Area Local</u> Telephone no. ► <u>315-724-0361</u> Located at ► <u>100 Pitcher St, Utica NY</u> ZIP + 4 ► <u>13504-4038</u>		
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)?	42b	✓
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.?	42c	
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 _____		
44 Did the organization maintain any donor advised funds? If "Yes," Form 990 must be completed instead of Form 990-EZ	44	✓
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	45	✓

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	46	Yes	No
47	Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II	47		
48	Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	48		
49a	Did the organization make any transfers to an exempt non-charitable related organization?	49a		
b	If "Yes," was the related organization a section 527 organization?	49b		<input checked="" type="checkbox"/>
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."			

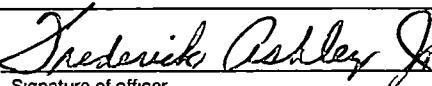
(a) Name and address of each employee paid more than \$100,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans & deferred compensation	(e) Expense account and other allowances

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

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		4/25/10 Date	
Paid Preparer's Use Only	Frederick Ashley Jr, President Type or print name and title			
	Preparer's signature	Date	Check if self-employed <input type="checkbox"/>	Preparer's identifying number (See instructions)
	Firm's name (or yours if self-employed), address, and ZIP + 4	EIN	Phone no	

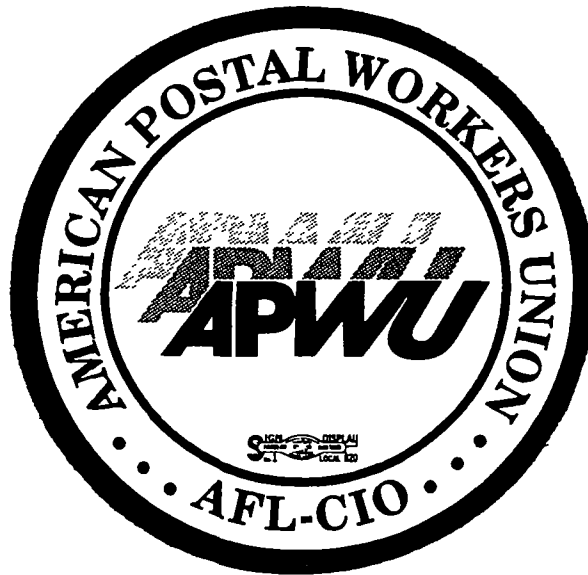
May the IRS discuss this return with the preparer shown above? See instructions ▶ ☐ Yes ☐ No

To be sent w/ 990 EZ (2009)

EIN: 23-734157

CONSTITUTION
And
BYLAWS
OF THE
UTICA NY AREA LOCAL

AMERICAN POSTAL
WORKERS UNION
AFL-CIO



Sept. 19, 2009
AS AMENDED ~~APRIL 18, 2001~~

ARTICLE 1 TITLE

- SECTION 1. This body shall be known as the UTICA AREA LOCAL, OF THE AMERICAN POSTAL WORKERS UNION, AFL/CIO.
- SECTION 2. This body shall maintain its affiliated relationship with the AFL/CIO, headquartered in Washington, D.C.

ARTICLE 2 OBJECTS

- SECTION 1 The objects of this Utica Area Local, APWU, AFL/CIO shall be to unite all Postal Workers into one organization for their social and economic advancement, and to aid in the improvement of the U S P S

ARTICLE 3 MEMBERSHIP

- SECTION 1. Any regular postal employee and any flexible part time postal employee employed in the USPS, not receiving supervisors pay, shall be eligible for membership, regardless of sex, race, color, creed, or place of national origin.

A. EXCEPTIONS

This body shall not accept applications from persons:

- (1) Who are engaged in a supervisory capacity.
- (2) Who are unwilling to sign an application for payroll deduction of their dues
- (3) Who have been forcibly separated from any other affiliated Labor Union
- (4) Who separate themselves, of their own choice, from our rolls for a period of three months, and at that time if reinstated, shall pay a TEN DOLLAR reinstatement fee to the Treasurer.

SECTION 2. ASSOCIATE MEMBERSHIP

Associate membership will include:

- (1) Supervisors
- (2) Retirees
- (3) Postal employees who maintain full membership in another Union inside the Postal Service. These members shall not have any voice in the normal business meetings of this local except those matters pertaining purely to social functions. The dues shall be TWO DOLLARS less than a full member pays.
- (4) All Associate Members of this Local, with the exception of retirees will be required to pay the same fees as non-members at all Union Social functions.

ARTICLE 4 MEETINGS

- SECTION 1 Membership meetings shall be held on a monthly basis. These meetings shall occur on the Third Saturday night of the month, at 6.00 P.M., or as soon as a quorum is assembled, thereafter. The place shall be determined by the Executive Board. As long as the Executive Board meets in the months of July, August, and December, there will not be a monthly meeting

- SECTION 2 To encourage more members to attend the monthly meetings, the union proposes to conduct a monthly drawing. At each regularly scheduled monthly meeting \$20 will be offered as a prize to one name drawn from only those full dues paying and fully

See
Amendmen
3-20-10

ARTICLE 4 SECTION 2 (cont)

participating members who are in attendance at that meeting, who have signed the "Signature Book", who are present at the conclusion of the meeting when the drawing is made and who have filled-out a drawing form with their name affixed which will be available at the time the "Signature Book" is signed. No limitations on the number of times a person may win

Each newsletter following the monthly meeting will announce the winner and the amount won. Ten members in good standing shall constitute a quorum for the transaction of business at any regular monthly meeting. Each member present shall sign the "Signature Book" at the head table and no member shall sign any signature other than his own. The Ten members that constitute a quorum will sign the "Signature Book" before the meeting is convened

SECTION 3. Each Officer of the Union shall be present at all monthly meetings. Excuses from said attendance shall be obtained from the Executive Board forty-eight hours in advance of the meeting date. Emergencies that preclude the formal notice shall be honored. EMERGENCY SHALL BE HEREIN DEFINED AS: DEATH, ILLNESS, TOUR OF DUTY, OR OUT OF TOWN VACATION. Punitive action shall be taken against any officer not complying with this section at the determination of the Executive Board. PUNITIVE ACTION SHALL BE LIMITED TO: (1) The MINIMUM action that may be taken will be a fine of one dollar. (2) The MAXIMUM action that may be taken shall be a hearing before the Executive Board to determine if that Officer should be removed from office. Any Officer missing THREE consecutive monthly meetings shall be subject to the MAXIMUM punitive action.

SECTION 4. Monthly meetings shall be conducted in accordance with ROBERTS RULES OF ORDER, unless otherwise specified in this Constitution.

SECTION 5. Each member (FULL MEMBER) shall be entitled to cast one vote on any issue discussed at a regular monthly meeting. Any full member properly excused (see Article 4 Section 3 Emergency) from that regular meeting but wishing to cast a vote on a specific issue shall be entitled to cast an absentee ballot in conformance with the following rules:

- (1) The issue to be voted on must be specifically stated in the ballot.
- (2) The ballot is limited to a YES or NO vote on the issue stated.
- (3) The ballot must be signed on the outer envelope.
- (4) The ballot must be sealed in an envelope and given to the Executive Board forty-eight hours prior to the meeting.
- (5) Specified Issues are as follows: Special Monetary Assessments, Amendments To The Constitution, or Special Resolutions.

Ballots given to the Executive Board in conformance with these rules shall be opened in the presence of the membership at that meeting after the vote on that issue has been taken from the floor.

SECTION 6. ~~Any proposal for the allocation of funds presented at a regular or special meeting involving a total cash outlay of the union of \$100.00 or more will be referred to the Executive Board for their review. After the Executive Board has reviewed the proposal and made a recommendation, the proposal will be presented to the membership for their vote. At this time the motion will be acted on by a majority vote.~~

ARTICLE 5 SPECIAL MEETINGS

- SECTION 1** A Special Meeting must be called when it is requested in writing (petition or individual letters) by THIRTY or more members in good standing. These special meetings shall be convened within thirty calendar days of the postmark of the petition, or of the last letter received over thirty making the same request. Official notice of such meetings shall be given; no more than one special meeting shall be held on the same day. No other business than that stated in the call will be conducted at these special meetings. A special meeting is limited to ONE SPECIFIC ITEM. Official notice shall consist of a notice placed on the Main Post Office Bulletin Boards and at Each Station and Branch when each meeting shall take place. This shall be deemed as sufficient notification of any function of the Union (local). Satellite Offices shall receive notification by the mails ten days prior to each meeting. Local notice shall be at least forty-eight hours in advance of the meeting. The PRESIDENT shall determine the Time and Place of all special meetings.
- SECTION 2** A quorum for a special meeting shall be THIRTY members in good standing, present and signing the "Signature Book". Special meetings shall not be convened prior to obtaining thirty signatures.

ARTICLE 6 DUES STRUCTURE

- SECTION 1.** The dues of this AREA LOCAL (UTICA) shall be set as of April 18, 2001 at SIXTEEN DOLLARS AND SIXTEEN CENTS (\$16 16) per pay period per member (payroll Deduction) for FULL membership.
The dues structure for any PTF working in an (AO) Associate Office will be one half the amount of the regular dues, NOT INCLUDING THE PER CAPITA TAX.
These PTF'S would be considered full dues paying members and upon conversion to fulltime status their dues would increase to the full amount
- SECTION 2** The dues of this AREA LOCAL (UTICA) shall be set as of April 18, 2001 at FOURTEEN DOLLARS AND SIXTEEN CENTS (\$14 16) per pay period per member for associate membership.

ARTICLE 7 USAGE OF DUES MONEY

- SECTION 1** The dues of this UTICA AREA LOCAL shall be used by the PRESIDENT and authorized members of the Union to pay the National Per Capita Tax and other assessments, debts and obligations authorized by the membership
- SECTION 2** Other necessary assessments that fall upon the local or that the Executive Board (subject to their duty description) shall deem necessary shall be levied. With the exception of those determined by the Executive Board said levies against the Treasury will be passed if ~~if two~~ ~~three~~ of the membership voting on the issue approve. Due Official Notice must be given when said assessment against the Treasury are being voted upon.

ARTICLE 8 ELECTION OF OFFICERS

- SECTION 1. Officers of the UTICA AREA LOCAL shall consist of: (1) GENERAL PRESIDENT, CHIEF STEWARD. (2) EXECUTIVE VICE-PRESIDENT (3) BUSINESS AGENT. (5) SECRETARY. (5) TREASURER. (6) EIGHT STEWARDS AS FOLLOWS: ONE TOUR 1 MANUAL CLERK CRAFT STEWARD; ONE TOUR 1 MACHINE CLERK CRAFT STEWARD; ONE TOUR 2 MANUAL CLERK CRAFT STEWARD; ONE TOUR 2 MACHINE CLERK CRAFT STEWARD; ONE TOUR 3 MANUAL CLERK CRAFT STEWARD; ONE TOUR 3 MACHINE CLERK CRAFT STEWARD, ONE STEWARD IN THE MAINTENANCE CRAFT; & ONE STEWARD IN THE MOTOR VEHICLE CRAFT. (8) ONE AREA STEWARD PER ASSOCIATE OFFICE.
- SECTION 2. The election of officers shall be by the most votes cast for a candidate in any one office. If no choice is made (in the event of a tie) then the second ballot taken for that office shall cause the candidate with the lowest number of votes to be dropped and so on until a choice is made
- SECTION 3. The election of Officers shall be taken by secret ballot, the cost of each ballot being borne by the local treasury ~~which shall be paid by the local treasury~~
- SECTION 4. A) The term of office for any officer in this local shall be three (3) years He/She may be re-elected any number of times.
B) One week after election ballots are counted the newly elected officers are to take office.
- SECTION 5. To be eligible for office a candidate must:
- 1) Be a full member in good standing.
 - 2) Have been a full member for at least one year.
 - 3) Resign any supervisory duties and for term of office turn down any offers of said duties, positions, and pay.

ARTICLE 9 DUTIES OF OFFICERS

SECTION 1. THE PRESIDENT CHIEF STEWARD

The President Chief Steward, herein called the President, shall preside at all meetings. The President shall be a member of all committees and shall appoint the same unless otherwise ordered to do so. The President shall appoint a Sargent of Arms at each meeting from the membership present. The President shall appoint to office a member approved by the Executive Board to fill any office vacant or vacated after the November election, until the Vacancy can be filled by election at the expiration of the term. The President shall attend the NATIONAL CONVENTION of the APWU. The President shall convene the Executive Board each Monday of the year as business conditions warrant and based on the availability of the members thereof, at a time and place selected by him. The President shall arrange a monthly Labor-Management meeting and be empowered to bargain at said meetings for each member. At least one other member of the Executive Board or from the general membership shall attend with him to record the minutes. The President shall sign all warrants drawn upon the Treasury that have been authorized by the membership. He shall direct all officers and members on matters of Official Policy within the Local. The President shall maintain the integrity of the Local and the interest of the membership in the execution of his duties and may be recommended by two-thirds membership (in writing) to the Executive Board for Punitive Action. The President shall be the Chief Steward of the Local. He shall have the right to represent any member of any craft in a confrontation between the members rights and management upon the request of the member.

ARTICLE 9 DUTIES OF OFFICERS (cont)

The President shall escort all National Officers in the Utica Area Local or at Social Functions.

The President shall inform all members of the Executive Board of all pertinent matters of the local.

SECTION 2. THE EXECUTIVE VICE PRESIDENT

The Executive Vice President shall aid and assist the President in all matters that the President requires. He shall coordinate all activities of the officers not on the Executive Board to relieve the President to more necessary tasks. The Executive Vice President shall head the grievance committee. He shall act on all grievances to determine if a grievance exists. He shall follow and assist all grievances from beginning to end. He shall be the Hospital Plan Representative locally and assist in any other area as the President directs.

SECTION 3. THE BUSINESS AGENT

The Business Agent of the Utica Area Local shall, at the direction of the President, arrange the occurrence of those Social Functions that the membership approves. The Business Agent shall arrange all aspects of said functions at his current salary level. All expenses incurred or expected to be incurred above his salary shall be submitted to and acted upon by the Executive Board before payment. The monetary limit of the Executive Board may not be exceeded. He shall prepare for publication in the News Media as well as in the Official organs of Local, State, and National Unions such articles as will best suit the interest and set forth the aims of the Utica Area Local.

SECTION 4. THE SECRETARY

The Secretary shall keep a complete and accurate account of all monthly meetings and all other meetings as the President directs. He shall attend to all the correspondence pertaining to the Local. He shall notify members of all regular monthly meetings and all other meetings. He shall have complete charge of all electronic equipment and shall at the next regular monthly meeting give a brief summary of the events that took place the previous month. One week after the termination of his term of office he shall turn over to his successor or the Local all documents, equipment and property in his possession belonging to the Local.

SECTION 5. THE TREASURER

The Treasurer shall receive and safeguard all money paid to the Local. He shall give out said money only upon the warrant of the Local or their duly authorized representatives. He shall have his accounts posted and in order for his Annual Trustees meeting, and at such other times as the Executive Board may require. He shall keep a true and accurate account of the receipts and disbursements of the Local. He shall at the end of his term of office account for and turn over to the Local all Money, Equipment, Documents, and Property in his possession within ten days. He shall render a true and accurate report at each regular monthly meeting, showing the financial condition of the Local. He shall perform other duties as the President directs.

SECTION 6. THE EXECUTIVE BOARD

The Executive Board shall consist of (1) General President Chief Steward, (2) Executive Vice President, (3) Business Agent, (4) Secretary, (5) Treasurer, (6) Three Trustees, (7) Stewards. The Executive Board shall be called to meet every Monday of the year as business conditions and availability of the members warrants. They shall

~~be authorized to execute the business of the Local until the next meeting of the Executive Board.~~ In these matters it is empowered to ~~execute the business of the Local until the next meeting of the Executive Board.~~ execute the business at hand. The Executive Board shall have complete control of all matters in this Local not otherwise provided for in this Constitution.

ARTICLE 9 DUTIES OF OFFICERS (CONT)

The Executive Board alone shall administer PUNITIVE ACTIONS. A three-quarters majority vote of the Ballots cast are necessary to remove an officer from his position. The number of members necessary to make a quorum shall be Four members of the Board present. In any vote of the Executive Board the General President may only vote to break a tie.

SECTION 7. THE GRIEVANCE COMMITTEE

The grievance Committee shall consist of: (1) The Executive Vice President, (2) Four Stewards (one from each craft). The duties of the Grievance Committee shall be to receive all grievances from the membership, and determine if a genuine grievance exists. Their decision shall be final.

SECTION 8A. STEWARDS

The Steward shall handle all matters pertaining to the interest of the members of the Local in their areas of operation. They shall, if requested, accompany any member in a matter of counseling. Step (1) of the grievance procedure or witness the questioning of an employee by the Postal Inspection Service. The Steward shall perform all other duties as the President shall direct.

CHIEF STEWARD

The Chief Steward shall handle all duties as described above in Section 8 A. The Chief Steward shall provide guidance and information with all other stewards of this Local. The Chief Steward will have the authority to represent employees on all tours and crafts.

MAINTENANCE CRAFT DIRECTOR

The Maintenance Craft Director shall handle all duties as described above in Section 8A. The Maintenance Craft Director shall provide guidance and information to the Stewards of this craft and local. The Maintenance Craft Director will have the authority to represent maintenance employees on all tours. The Maintenance Craft Director shall be an appointed position by the General President after each general election.

SECTION 8B Stewards of all crafts, be they elected or appointed, will present a written summary of the grievances pending or acted upon in their own section as well as suggestions to resolve current areas of difficulties in their sections. They should indicate in these reports all complaints given them by the membership in outline form so that the Vice President as well as the Executive Board may be prepared to act upon them at Labor-Management meetings if not this, the grievance procedure. These reports will be presented at each monthly meeting.

SECTION 9 COMPUTER TECHNICIAN

The Computer Technician's duties shall include maintaining computer system for the Utica Area Local and technical support to the Officers and Stewards of the Union as needed. The Computer Technician shall be an appointed position by the General President after each general election.

ARTICLE 10 SALARY STRUCTURE

SECTION 1 A.	PRESIDENT (General President and Chief Steward).....	\$5380.99/yr
	EXECUTIVE VICE PRESIDENT.....	\$3297.74/yr
	SECRETARY.....	\$1990.66/yr
	TREASURER.....	\$1728.00/yr
	BUSINESS AGENT.....	\$1194.40/yr
	COMPUTER TECHNICIAN.....	\$2592.00/yr
	CHIEF STEWARD.....	\$1233.79/yr
	CLERK STEWARDS (6).....	\$798.34/yr
	MAINTENANCE DIRECTOR.....	\$984.96/yr
	MAINTENANCE STEWARD.....	\$798.34/yr
	MOTOR VEHICLE CRAFT STEWARD.....	\$400.20/yr
	ASSOCIATE STEWARDS.....	\$198.72/yr
	TRUSTEES (3).....	\$476.93/yr
	EDITOR.....	\$746.50/yr

- B Board of Directors and Trustees, hereby known as the Executive Board, will review the salaries of the officers prior to election ~~whereby the members of the~~

~~structure that shall be considered and presented to the general membership prior to the nomination of officers up for election.~~

SECTION 2 Payment to authorized union members executing officially approved union business (i e., attending Conventions and Seminars) shall be compensated at the rate of his current salary per day, plus room, meals, and travel expenses

- SECTION 3
- A Family of ~~deceased members or members of the immediate family~~ or a ~~deceased~~ ~~retiree or a spouse of a retiree~~ flowers or a contribution to a charitable organization of their choice in the amount of \$30.00
 - B In the event of ~~the death of a member or spouse of a member~~ or ~~the death of a member or spouse of a member~~ the Union shall ~~provide a check for \$30.00~~
 - C All full dues paying members will be presented with a check for ~~the dues~~ and an ~~award for their years of affiliation~~ in recognition for their years of affiliation with the American Postal Workers Union To be eligible he/she must be an APWU member for a minimum of 5 years prior to ~~their retirement~~ and also be in bargaining unit status at that time.
 - D When a member or spouse ~~leaves the Union~~ the Union shall send ~~the member or spouse a check for \$30.00~~

ARTICLE 11
GENERAL RULES PERTAINING TO THE ATTENDANCE TO CONVENTIONS
AND OTHER MEETINGS OF THE UNION

SECTION 1. It shall be the duty of all Officers and Delegates on pain of fine and removal from office and reimbursement of all funds used, or both, at the discretion of the Executive Board, to attend all regular and special meetings and sessions and to actively represent the interest of the Local at all seminars and conventions. He shall submit a written report to the membership of the business taken up at said meetings and conventions, at the next regular monthly meeting.

ARTICLE 12 AMENDMENTS

SECTION 1. A motion to amend this Constitution must be presented to the Secretary in writing (three copies of each Amendment must be presented) at a regular or special meeting. The motion must be then posted in a prominent and public place for thirty (30) calendar days and voted on at the next regular monthly meeting. A two-thirds majority vote of the members present being necessary to adopt.

GENERAL PRESIDENT

THOMAS BUONO



EXECUTIVE VICE PRESIDENT

RICHARD FAIRBROTHER



SECRETARY

JOYCE CARROLL



TREASURER

STEVE COLEMAN



APRIL 18, 2001

Submitted by: Steve Coleman

March 15, 2003 General Membership Meeting If adopted these amendments would be effective with the election of officers for the 2003-2006 Term of Office.

Constitution & ByLaws of the Utica NY Area Local

Article 8 Election of Officers

Section 1. Officers of the Utica Area Local shall consist of (1) General President, Chief Steward. (2) Executive Vice-President. (3) Business Agent. (4) Secretary. (5) Treasurer. (6) Eight Stewards as follows: One Tour 1 Manual Clerk Craft Steward, One Tour 1 Machine Clerk Craft Steward, One Tour 2 Manual Clerk Craft Steward; One Tour 2 Machine Clerk Craft Steward; One Tour 3 Manual Clerk Craft Steward; One Tour 3 Machine Clerk Craft Steward; One Steward in the Maintenance Craft; and One Steward in the Motor Vehicle Craft. (8) One Area Steward Per Associate Office.

~~Proposed Amendment~~

~~Article 8 Election of Officers~~

Section 1. Officers of the Utica Area Local shall consist of: (1) General President, Chief Steward. (2) Executive Vice-President. (3) Secretary-Treasurer. (4) Five Stewards as follows: One Tour 1 Clerk Craft Steward; One Tour 2 Clerk Craft Steward; One Tour 3 Clerk Craft Steward; One Steward in the Maintenance Craft; & One Steward in the Motor Vehicle Craft. (5) One Area Steward Per Associate Office. (6) Two Trustees.

Article 9 Duties of Officers

Section 3. The Business Agent

The Business Agent of the Utica Area Local shall, at the direction of the President, arrange the occurrence of those Social Functions that the membership approves. The Business Agent shall arrange all aspects of said functions at his current salary level. All expenses incurred or expected to be incurred above his salary shall be submitted to and acted upon by the Executive Board before payment. The Monetary limit of the Executive Board may not be exceeded. He shall prepare for publication in the News media as well as in the Official organs of Local, State, and National Unions such articles as will best suit the interest and set forth the aims of the Utica Area Local

~~Proposed Amendment~~

~~Section 3 The Business Agent~~

Delete this section in its entirety.

03-01
BA
TB

Submitted by: Steve Coleman

March 15, 2003 General Membership Meeting If adopted these amendments would be effective with the election of officers for the 2003-2006 Term of Office.

Article 9 Duties of Officers

Section 4 The Secretary

The Secretary shall keep a complete and accurate account of all monthly meetings and all other meetings as the President directs. He shall attend to all the correspondence pertaining to the Local. He shall notify members of all regular monthly meetings and all other meetings. He shall have complete charge of all electronic equipment and shall at the next regular monthly meeting give a brief summary of the events that took place the previous month. One week after the termination of his term of office he shall turn over to his successor or the Local all documents, equipment and property in his possession belonging to the Local.

Section 5. The Treasurer

The Treasurer shall receive and safeguard all money paid to the Local. He shall give out said money only upon the warrant of the Local or their duly authorized representatives. he shall have his accounts posted and in order for his Annual Trustees meeting, and at such other items as the Executive Board may require. He shall keep a true and accurate account of the receipts and disbursements of the Local. He shall at the end of his term of office account for and turn over to the Local all Money, Equipment, Documents, and Property in his possession within ten days. He shall render a true and accurate report at each regular monthly meeting, showing the financial condition of the Local. He shall perform other duties as the President directs.

Proposed Amendment

Article 9 Duties of Officers:

Section 3. The Secretary-Treasurer:

The Secretary-Treasurer shall keep a complete and accurate account of all monthly meetings and all other meetings as the President directs. He shall attend to all the correspondence pertaining to the Local. He shall notify members of all regular monthly meetings and all other meetings. He shall have complete charge of all electronic equipment and shall at the next regular monthly meeting give a brief summary of the events that took place the previous month. One week after the termination of his term of office he shall turn over to his successor or the Local all documents, equipment and property in his possession belonging to the Local. The Secretary-Treasurer shall receive and safeguard all money paid to the Local. He shall give out said money only upon the warrant of the Local or their duly authorized representatives. He shall have his accounts posted and in order for his Annual Trustees meeting, and at such other items as the Executive Board may require. He shall keep a true and accurate account of the receipts and

Submitted by: Steve Coleman

March 15, 2003 General Membership Meeting If adopted these amendments would be effective with the election of officers for the 2003-2006 Term of Office.

March 15, 2003

disbursements of the Local. He shall at the end of his term of office account for and turn over to the Local all Money, Equipment, Documents, and Property in his possession within ten days. He shall render a true and accurate report at each regular monthly meeting, showing the financial condition of the Local. He shall perform other duties as the President directs.

Article 9 Section 6. The Executive Board

The Executive Board shall consist of: (1) General President Chief Steward, (2) Executive Vice President, (3) Business Agent, (4) Secretary, (5) Treasurer, (6) Three Trustees, (7) Stewards. The Executive Board shall be called to meet every Monday of the year as business conditions and availability of the members warrants. They shall act on all matters needing immediate attention that cannot wait until the next regular monthly meeting. In these matters it is empowered to use sums up to One Hundred Dollars (\$100.00) in total to execute the business at hand. The Executive Board shall have complete control of all matters in this Local not otherwise provided for in this Constitution.

~~Proposed Amendment~~

~~Article 9 Section 6 - The Executive Board~~

The Executive Board shall consist of: (1) General President Chief Steward, (2) Executive Vice President, (3) Secretary-Treasurer (4) Two Trustees, (5) Stewards. The Executive Board shall be called to meet every Monday of the year as business conditions and availability of the members warrants. They shall act on all matters needing immediate attention that cannot wait until the next regular monthly meeting. In these matters it is empowered to use sums up to One Hundred Dollars (\$100.00) in total to execute the business at hand. The Executive Board shall have complete control of all matters in this Local not otherwise provided for in this Constitution.

~~Proposed Amendment~~

~~Article 10 - Salary Structure~~

~~Section 1 A.~~

This Amendment eliminates the Business Agent Position, combines the Secretary-Treasurer position at the same salary level for Secretary, eliminates 3 Clerk Steward positions and 1 Trustee position.

See
9-19-09
Amendment

****Our Local has seen a reduction in the number of full dues paying members due to retirements and no new hirings. The intent of these proposed amendments to the current Constitution is to downsize the Executive Board and thereby reduce expenditures to the Local.**

July 28, 2009

Amendment to Constitution

To: Mary Ryan-Secretary-Treasurer Utica Area Local APWU AFL-CIO

From: Fred Ashley

STRUCTURE ARTICLE 10 SALARY

SECTION 1 A

OFFICE	CURRENT SALARY YEARLY	PROPOSED
PRESIDENT	\$5380.99	\$6987.01
VICE-PRESIDENT	\$3297.74	\$4282.77
SEC-TREASURER	\$2797.00	\$3632.47
CHIEF STEWARD	\$1233.79	\$1602.32
CLERK STEWARDS (3)	\$798.34	\$1036.80
MAINTENANCE DIRECTOR	\$984.96	\$1279.16
MAINTENANCE STEWARD	\$798.34	\$1036.80
MOTOR VEHICLE STEWARD	\$400.20	\$519.74
TRUSTEES (2)	\$476.93	\$619.38

TERM TO BEGIN NOVEMBER 1, 2009 THRU OCTOBER 31, 2012

TO BE PRESENTED AT THE MONTHLY MEETING SEPTEMBER 19, 2009 AT THE UTICA
MANNERCHOR LOCATED ON FLANAGAN ROAD MARCY NY.
MEETING BEGINS AT 6:00 PM.

Passed
9-19-09

11 yes

3 4 no