

BYLAWS

Rail Conference
International Brotherhood of Teamsters

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Article I

Name

This organization shall be known as the Rail Conference of the International Brotherhood of Teamsters. The Rail Conference shall consist of Craft Divisions chartered by the International Brotherhood of Teamsters in the United States of America.

Article II

Jurisdiction

The jurisdiction of the Rail Conference shall include all Craft Divisions representing employees working within the Rail Industry in the United States of America and such additional members working within the Rail Industry in the United States of America as the International Union may determine or as may be affiliated by the voluntary action of any affiliate.

Article III

Principal Office

Section 1. The principal office of the Rail Conference shall be located in Washington, D.C.

Section 2. All books, records, and financial documents shall be kept at the principal office of the Rail Conference.

Article IV

Objects

Section 1. The objects of the Rail Conference shall be:

(A) To coordinate activities on behalf of Teamsters members and Teamsters-represented employees within the Rail Industry in the United States, to obtain for these members and employees the fair wages and working conditions that they deserve, and to insure that they receive the best possible representation with respect to their wages, hours and working conditions.

(B) To engage in organizing workers to provide the benefit of unionism to all workers and to protect and preserve the benefits obtained for members of this organization;

(C) To provide educational advancement and training for employees, members and officers;

(D) To safeguard, advance, and promote the principle of free collective bargaining, the rights of workers and consumers, and the security and welfare of all the people by political, educational and other community activity;

(E) To engage in cultural, civic, legislative, political, fraternal, educational, charitable, welfare, social, and other activities which further the interests of this organization and its membership, directly or indirectly;

(F) To provide financial and moral assistance to other labor organizations or other bodies having purposes and objectives similar to those of this organization;

(G) To protect and preserve the Union as an institution and to perform its legal and contractual obligations;

(H) To carry out the objectives of the International Union as an affiliate thereof and its duties as such an affiliate;

(I) To receive, manage, invest, expend or otherwise use the funds and property of this organization to carry out the duties and to achieve the objectives set forth in these Bylaws and the International Constitution and for such additional purposes and objects not inconsistent therewith as will further the interests of this organization and its members, directly or indirectly.

Section 2. It is recognized that the problems with which this labor organization is accustomed to deal cannot be resolved in isolation but require achievement of a broad spectrum of economic and social objectives as set forth above and as the Union may determine from time to time; we, therefore, determine and assert that the participation of this labor organization, individually and with other organizations, in the pursuit and attainment of the objectives set forth herein are for the benefit of the organization and its members.

Article V

Rail Conference Delegates and Convention

Section 1. Delegates to the Rail Conference shall consist of the officers of the executive boards or equivalent bodies of each Craft Division. All expenses of delegates shall be paid by the Craft Division which the delegate represents.

Section 2. The Rail Conference Convention of delegates selected in accord with the preceding paragraph shall be held once every four years beginning in 2006 at a date and place designated by the Policy Committee. The President of the Rail Conference Policy Committee shall issue a Convention Call to all affiliated Craft Divisions not less than ninety (90) days prior to the Convention.

Section 3. Between regular quadrennial conventions, if two-thirds (2/3) of the delegates petition the President of the Policy Committee to convene a Special Convention of the Rail Conference, the President of the Policy Committee shall set a date for a Special Convention within sixty (60) days, except that a Special Convention may not be called to convene in the regular convention year. Any Special Convention shall have authority only with respect to the matters for which the Special Convention is called.

Section 4. A majority of the delegates shall constitute a quorum for the transaction of business at the Convention.

Article VI

Policy Committee, Powers and Duties

Section 1. The Policy Committee shall be the principal governing body of the Rail Conference between Conventions. The Policy Committee shall be comprised of representatives from each of the Craft Divisions affiliated with the Rail Conference. Each Craft Division affiliated with the Conference shall be entitled to one Member on the Policy Committee for the first 10,000 active members (or any fraction thereof), plus one additional Member for each additional 10,000 active members (beyond the first 10,000 members) or fraction thereof. Members to the Policy Committee shall be chosen by the execu-

tive board or equivalent body of each affiliated Craft Division either upon affiliation with the Rail Conference or prior to each regular Rail Conference Convention. Once chosen by the appropriate Craft Division executive board or equivalent body, Policy Committee Members shall serve until the next regular Conference Convention.

Section 2. Except as may be otherwise provided in these Bylaws, the Policy Committee is authorized and empowered to conduct and manage the affairs of this organization, and to manage, invest, expend, contribute, use, borrow, lend and acquire funds and property in the pursuit or accomplishment of the objectives set forth in the Constitution of the International Union and these Bylaws and resolutions adopted in furtherance thereof.

Such powers and duties shall include, but not be limited to, the following:

Appoint any and all committees, both general and special, as in its judgment may be required from time to time;

To supervise and conduct the affairs of the Conference and its employees;

To approve all bills for services rendered on behalf of the Conference. To authorize two or more persons, who shall be properly bonded, to sign checks. To grant financial assistance to subordinate bodies when such request is made, subject to such limitations as may be imposed by the Policy Committee.

To take such action as in its judgment will further the best interests of the Conference and its members, which actions may include, in addition to the granting of financial assistance set out above, such other aid and assistance, monetary or otherwise, to such other persons or organizations which it determines to be deserving of such aid in the best interests of the labor movement.

To call such meetings as it may believe necessary and appropriate to carry out the objects of this organization between Conventions.

To interpret these Bylaws and to decide all questions of law thereunder, subject to review by the General President.

To assist in all labor disputes involving the Conference subject to all provisions of the International Constitution.

Section 3. The Policy Committee shall elect Members of the Policy Committee to serve as President, Vice-President, and Secretary-Treasurer of the Rail Conference. Once selected, these officers shall serve until the next following regular Conference Convention. During the term of office, no action under any circumstances may be taken to affect or modify the basic powers and duties of the incumbent officers, as established by the Bylaws or past practice. In the event that any officer or member of the Policy Committee is unable to discharge the powers and duties of his office for a period of six (6) months, the office shall become vacant and the Policy Committee or Craft Division shall fill the vacancy.

Section 4. All decisions of the Policy Committee will be decided by majority vote, with a quorum being more than half of the Committee members.

Article VII
Policy Committee, Meetings

Section 1. The Policy Committee shall meet at least quarterly on a date and at a time and place designated by the President of the Policy Committee.

Section 2. Special meetings of the Policy Committee may be called by the President or by the request of a majority of the Members of the Policy Committee. Advance written notice shall be sent to each Policy Committee Member.

Section 3. A majority of the Policy Committee shall constitute a quorum for the transaction of business at any meeting of the Policy Committee.

Section 4. As to all matters requiring action by the Policy Committee, and when the Policy Committee is not in formal session, the Policy Committee may act by telegram, facsimile, letter, telephone, video conference or other suitable means. When action by the Policy Committee is required, the President may obtain same by telegraphing, writing or telephoning the members of the Policy Committee and such members may take action on the matter brought to their attention in the same manner as if they were in formal session; provided, however, that whenever action is sought by any of the foregoing methods, all members of the Policy Committee shall be polled. Such action so taken by the majority of the members of the Policy Committee shall constitute action of the Committee as though the Committee were in formal session; provided, however, that any such action shall be confirmed at the next formal session of the Policy Committee.

Article VIII
Officers and Director

Section 1. The President shall be the principal officer of the Conference. He shall be responsible for conducting the day-to-day affairs of the Conference between meetings of the Policy Committee. He shall preside at all meetings of the Policy Committee and at any regular or Special Convention and any other meeting of the Rail Conference. He shall enforce the provisions of these Bylaws, and the rules and resolutions adopted thereunder, and the provisions of the International Constitution. He shall decide all points of order, subject to an appeal to the appropriate body, and shall have the deciding vote in case of a tie on any question that is voted upon by the delegates. He shall announce the results of all votes and enforce all fines and penalties. He shall hire, with Policy Committee approval, assign tasks to, and direct the work of all staff members, and he shall give regular reports of their activities to the Conference. He shall appoint members to all committees, subject to the approval of the Policy Committee. He shall countersign all checks for the withdrawal of funds from the account of the Conference. The President shall perform such other duties as these Bylaws, the International Constitution, or the Policy Committee may require.

Section 2. It shall be the duty of the Vice-President, in the absence of the President, to perform all of the duties pertaining to the office of the President. He shall render such assistance to the President as may be required, and he shall perform such other duties as may be directed by the Policy Committee.

Section 3. The Secretary-Treasurer shall countersign all checks for the withdrawal of funds from the account of the Conference. He shall receive and receipt for all moneys due to the Conference, shall keep the books and records of the Conference in accord with the standards established by the International

Union and applicable law, shall keep all Conference records, and shall keep minutes of all Policy Committee Meetings, Conventions and other Conference meetings. He shall render such assistance to the President as may be required, and he shall perform such other duties as may be directed by the Policy Committee.

Section 4. The General President shall have authority to appoint a member as an International Director to act as liaison between the International Union and the Conference. The Director shall be entitled to participate in all affairs of the Conference, including all meetings of the Policy Committee, but shall not be an officer of the Conference and shall not be entitled to a vote. Any expense of the Director shall be the responsibility of the International Union and not the Conference.

Article IX Revenue

Section 1. Each Craft Division or other body affiliated with the Rail Conference shall pay to the Conference a per capita tax of \$0.25 per member per month for all members working within the jurisdiction of the Conference. Prior to the first Rail Conference Convention, the Conference per capita shall be paid out of the per capita paid to the International Union by the Craft Divisions within the Conference. The delegates at the first Rail Conference Convention shall continue or change the per capita and, beginning with the month after the Convention, the per capita shall be paid by the Craft Divisions directly to the Conference and separate from any other per capita. The per capita shall be payable for the current month not later than the twentieth (20th) day of the succeeding month.

Section 2. Any Craft Division becoming three (3) months in arrears in the payment of per capita tax shall be suspended and the delegates from such Craft Division shall have no voice in any meetings of the Conference until their Craft Division is reinstated by paying all per capita tax due the Conference. Any dispute concerning the application of this requirement shall be presented to the Policy Committee and the decision of the Policy Committee shall be appealable to the International Union General Executive Board.

Section 3. No general or special assessment shall be levied on affiliated Craft Divisions except after a vote of the majority of the delegates voting at a regular or Special Conference Convention.

Article X Bonding

To the extent required by law, every officer, agent, employee, or other representative of this Conference who handles funds or other property of the Conference shall be suitably bonded. All affiliates of the Conference shall also have the power to require and execute bonds for all officers who occupy places of trust or who handle any of the funds of the organization.

Article XI International Constitution

These Bylaws are subject to the Constitution of the International Brotherhood of Teamsters.

Article XII
Union Property

No property of the Conference, and no property in the possession, custody or control of this Conference or any of its officers, representatives or employees and no property held for and in behalf of this Conference, shall be given, contributed, donated or appropriated, either directly or indirectly, to aid or assist or be expended in behalf of any seceding, dual or antagonistic labor organization or group, nor to any Teamsters Union affiliate which is acting in violation of the Constitution of the International. All officers shall promptly deliver any money or property of the Conference in their possession to their successors in office whenever their office is ended.

Article XIII
Savings Clauses

If any provision of these Bylaws shall be declared invalid or inoperative by any competent government authority, the Policy Committee shall, pending the next Convention, have the authority to suspend the operation of such provision during the period of its invalidity and to substitute a provision which to the extent permissible will effectuate the intent and purpose of the invalid provision as closely as possible. The fact that any provision of these Bylaws is declared invalid by a competent government authority shall not affect the validity or application of any other provision of these Bylaws.

Neither this Conference, nor any of its officers, representatives or employees, has the power to make any contract or agreement or to incur any liability which shall be binding upon the International Union or any of its affiliates other than this Conference unless the written consent of the governing body or executive officer thereof has first been obtained authorizing such action. Neither this Conference nor any of its officers, representatives or employees has been authorized or empowered to act as an agent of the International Union or any of its affiliated bodies and shall not be deemed an agent for any such body unless expressly authorized in writing by the governing body of such body to act in that capacity. No agreement or contract shall be binding upon this Conference unless executed and delivered by its duly authorized officers, and a contract or agreement for personal services shall not be binding beyond the expiration of the term of the Policy Committee at the time such contract or agreement is made.

Article XIV
Amendments

These Bylaws may be amended by a majority vote of the delegates at any properly called regular or Special Convention. Any amendments shall be subject to approval by the General President in accord with Article XVI of the International Constitution.

Article XV
Fiscal Year

The Fiscal Year shall be the calendar year.