

**BY-LAWS OF THE
OREGON STATE ASSOCIATION
NATIONAL ASSOCIATION OF LETTER CARRIERS**

All references to gender in these by-laws will be neutral in meaning.

ARTICLE I

NAMES & OBJECTIVES

- Section 1.** This Association shall be known as the Oregon State Association, National Association of Letter Carriers.
- Section 2.** The objectives of this Association are to assist the National Association of Letter Carriers in maintaining a more perfect organization and improving the Postal Career Service; to organize all letter carriers within the State; to conduct training and education seminars for all members; and to guide; and direct all activities relating to legislation within the State; represent all Branches when requested by the Branch.

ARTICLE II

Membership

- Section 1.** Membership in this Association shall be composed of all members within the geographical boundaries of Oregon that are in good standing in the National Association of Letter Carriers.

ARTICLE III

MEETINGS

- Section 1.** This Association shall meet at least once each year at such time and place as may be decided upon a majority vote at a previous session unless conditions should arise which require a change in the date and place decided upon or designated, when the President and Executive Board shall have authority to make such change of time and place and report same through the Secretary-Treasurer. The regular meeting of this Association shall be annually.
- Section 2.** Special meetings shall be called by the President upon the written request of not less than one-half of the Branches that are in good standing and representing not less than one-fourth of the membership of this Association. The Secretary-Treasurer shall notify, by letter, each Branch entitled to representation in this Association stating the object of the call. This meeting shall transact no business than that stated in the call.

ARTICLE III (Continued)

- Section 3.** The Secretary-Treasurer shall mail notices of all meetings at least thirty (30) days previous to the time of the meeting, requesting information on the number to be in attendance for the banquet and reservations, and in case of special meetings, the business to be transacted.
- Section 4.** Twenty-five (25) delegates representing at least ten (10) branches shall constitute a quorum for the transaction of business, but less than that number may adjourn to meet at some future specified time.
- Section 5.** No one, not a member in good standing in the National Association of Letter Carriers, shall be allowed to attend a regular business meeting of this Association, provided that when an invited guest is present, a recess may be called. All invitations to the annual Banquet to those outside the Association shall be issued with the approval of the Executive Board.

ARTICLE IV

REVENUE

- Section 1.** The revenue shall be derived from a Per Capita Tax Base of Sixteen Dollars and Ninety cents (\$16.90) per annum, per active member and active associate member. Tax Base increases at the rate of Five cents (\$.05) per one hundred dollars (\$100.00) or major fraction thereof, per annum. The State Association may forgive any/all dues raises when recommended by the Executive Board. Each Retired member and Retired Associate member shall pay Two Dollars and Forty cents (\$2.40) per annum, (subject to change thru the By-Law amendment process), payable semi-annually on January 1st and July 1st using the same list that is used in paying National Per Capita.
- Section 2.** Any member failing to pay Per Capita Tax within thirty (30) days after same shall have become due shall forfeit his/her membership; provided, that the State Association for good and sufficient reason under reasonable rules uniformly applied may extend the thirty (30) days grace period for not more than an additional sixty (60) days.
- Section 3.** Associate members are not eligible to be candidates for any State Association office or delegates to any Convention.

ARTICLE V

REPRESENTATION AND VOTE

- Section 1.** Those who shall be entitled to a voice and vote in the meetings of this Association shall be its Officers and Delegates from Branches.

ARTICLE V (Continued)

- Section 2.** The basis of representation and vote in this Association shall be: One (1) delegate for each subordinate Branch Charter; One (1) additional delegate for each five (5) members up to and including fifty (50); each Branch having fifty (50) or more members shall be entitled to one (1) delegate for each fifteen (15) members or the majority faction thereof for the portion of their membership over and above fifty (50) members.
- Section 3.** Election of delegates shall be made no later than December of the year preceding the Convention year. No less than forty-five (45) days before each election, the Secretary-Treasurer shall mail to every member notice of the election, stating the Offices for which election shall be had and the time, place and manner for nominations and election. For the purposes of this provision, the requirement that notices be mailed may be satisfied by publication of the notice in the Postal Record or in State or Branch publications that are mailed to the last known address of the member.
- Section 4.** The number of members for whom per capita tax is paid into this Association for the term beginning January 1, prior to the Convention, shall determine the number of delegates to which a Branch is entitled.
- Section 5.** Each delegate in attendance shall be entitled to one (1) vote for each office or position to be filled. Any remaining votes to which a Branch is entitled shall be divided first, in whole votes, equally among those delegates, each pro rata. Those delegates then may select one of their number to cast the remainder of the votes to which the Branch is entitled. That delegate must be certified, in writing, to cast such votes by his/her Branch Secretary. Or Chairman of the Branch delegation, and such certification must be provided to the Secretary of the State Association. All delegates must cast all votes, to which they are entitled, by secret ballot. Each ballot shall be enclosed in an envelope bearing the branch number of the delegate casting that ballot.
- Section 6.** A delegate cannot be admitted to the meetings of this Association whose Branch is in arrears either of this Association or to the National Association of Letter Carriers.
- Section 7.** The State Secretary-Treasurer shall furnish delegate cards, in duplicate, to all Branches in good standing in the Oregon State Association at least Two (2) months prior to the Convention. The original card will be filled in and delivered to the Credentials Committee prior to the Convention. The duplicate card will be mailed to the Secretary-Treasurer at least thirty (30) days prior to said Convention.
- Section 8.** Branch Secretaries shall submit a list, type-written and alphabetized, of the names of their delegates elected to the State Convention to the State President, and Host City Secretary within ten (10) days after the election of delegates is consummated.

ARTICLE VI

OFFICERS

- Section 1.** The elective Officers of this Association shall be a President, Vice President, Secretary-Treasurer, Asst Sec/Treasurer, Education Director, Director of Retirees, and an Executive Board of Five (5).
- Section 2.** Any regular member whose Branch is in good standing shall be eligible to any office of this Association.
- Section 3.** At all meetings of the State Officers called by the President, with approval of the Executive Board, where mileage and per diem is paid, minutes shall be kept by the Secretary/ Treas., a resume of which shall be published in the State newsletter in the issue following such meeting.
- Section 4.** If State Association Officers receive personal expense compensation from another source, such as their Branch, for attendance to, and participation in, a state Association function, then they shall have a like amount deducted from their allowable State Officer expenses when said compensation is for the same expense in order to prevent dual compensation of expenses.

ARTICLE VII

NOMINATIONS and ELECTIONS

- Section 1.** Nominations and elections shall take place in the off-year of the National Convention for all elected Offices except the Five (5) Executive Board positions, which will take place on the opposing year. Nominations shall be held between 10:30 A.M. and Noon on the first day of the Convention. Elections shall be held on the Second day as the first order of business. The installation of Officers shall take place prior to adjournment.
- Section 2.** When there is more than One (1) candidate for the same office, it shall require a plurality of all votes cast for such office to elect, such votes to be by ballot.
- Section 3.** All candidates for office must be present at the time of their nomination, or must submit a signed statement accepting the nomination, and stating they will serve if elected.
- Section 4.** The elective officers of this Association shall be elected of and hold office for the term of two (2) years.

ARTICLE VII - DUTIES OF OFFICERS

PRESIDENT

- Section 1.** The President shall preside at all meetings of this Association and enforce all laws thereof. He/she shall fill all vacancies occasioned by death or otherwise, with persons duly qualified, until the next regular election is held. He/she shall sign all documents and papers that require his/her signature to properly authenticate them. He/she shall appoint at each regular meeting a Credential Committee of three (3) which committee shall at once proceed to discharge its duties; an Audit committee of three (3) to examine at once the books of the Secretary-Treasurer; a Mileage Committee of three (3); a Rules committee of three (3); a Resolutions committee of three (3); an Election committee of three (3); a Memorial committee of two (2) and a Sergeant-at-Arms. At the close of each meeting, he/she shall appoint such other committees as directed by the Convention, and shall have power to fill all vacancies occurring in any appointments or elective office during recess. His/her correspondence with Branches, when practicable, shall be conducted through the Secretary-Treasurer. He/she shall submit at the regular meeting of this Association a written report of all his/her official acts during his/her term of office, and he/she shall perform such other duties as the laws, rules, and usages of this Association may require.
- Section 1a.** For his/her expenses, the President shall receive the sum of Two Hundred dollars (\$200.00) per annum, other than allowable expenses.
- Section 1b.** He/she shall, together with the Secretary-Treasurer, sign and file with the Secretary of Labor on behalf of the State Association, the annual financial report required by Public Law.
- Section 1c.** The State President, immediately upon assuming his/her duties, shall continue the plan of dividing the State into Districts and assigning an elected State Officer to each District; when possible, each District to be arranged so as to include the home Branch of the State Officer.
- Section 1d.** The President, by virtue of his/her office, in office at the time of the National Convention shall be the paid Delegate-at-Large to the National Convention. He/she shall also be a paid delegate to the National and Northwest Regional Rap Sessions.
- Section 1e.** When needed and with the approval of the Executive Board, the President, or his/her designee, shall be allowed ten (10) days of salary per year for conducting the business of this Association, for which he/she will receive compensation equal to Grade 1, Level O; Letter Carrier pay.
- Section 1f.** The President, or his/her designee, with the approval of the Executive Board, shall distribute, as needed, a pool of five (5) days of salary per year for conducting the business of this Association, for which compensation will be paid equal to Grade 1, Level O; Letter Carrier pay.

ARTICLE VIII (Continued)

VICE PRESIDENT

- Section 2.** The Vice President shall preside in the absence of the President and in case of death, resignation, disqualification, refusal or neglect of the President to discharge the duties of his/her office; the Vice President shall then perform all the duties incumbent upon the President until the next regular election is held.
- Section 2a.** For his/her expenses, the Vice President shall receive the sum of One Hundred dollars (\$100.00) per annum, other than allowable expenses.
- Section 2b.** The Vice President, by virtue of his/her office, in office at the time of the National Convention shall be the Alternate Delegate-at-Large to the National Convention. He/she shall also be the alternate Delegate to the National and Northwest Regional Assemblies or Rap Sessions.
- Section 2c.** When needed and with approval of the Executive Board, the Vice President, or his/her designee, shall be allowed five (5) days of salary for conducting the business of this Association, for which he/she will receive compensation equal to Grade 1, Level O; Letter Carrier pay.

SECRETARY-TREASURER

- Section 3.** The Secretary-Treasurer shall keep a correct record of the proceedings of this Association. He/she shall read or cause to be read all communications, reports, etc. He/she shall draw all warrants ordered by the Association and signed by the President for money in payment of bills that have been approved by the Executive Board. He/she shall conduct the correspondence of this Association. He/she shall keep a correct record of the name, number, date of affiliation and location of each Branch of this Association. He/she shall perform such other duties as the laws, rules, an usages of this Association may require, and shall deliver to his/her successor in office or to this Association all property of this Association in his/her possession at the expiration of his/her term of office, or upon an earlier termination thereof. He/she shall give a good and sufficient Bond for the faithful performance of his/her duties in an amount to comply with current Department of Labor Requirements, which Bond must be approved and deposited with the Executive Board of this Association. This Association shall pay the premium of said Bond.
- Section 3a.** The Secretary-Treasurer shall receive all monies, which may be paid to this Association, giving his/her receipt thereof. He/she shall deposit all monies received by him/her in depositories designated by the Executive Board and approved by the President. Such deposits shall be in the name of the Oregon State Association, National Association of Letter Carriers. He/she shall keep a true and correct amount of all money received and paid out belonging to this Association, and shall at the end of his/her term, or when called upon by the executive Board, account for and deliver to this Association or his/her successor in office all monies. Books, papers, securities and other property of this Association that may come into his/her hands that have not been previously and lawfully disposed of.

ARTICLE VIII (Continued)

SECRETARY-TREASURER

- Section 3b.** For his/her expenses, the secretary-Treasurer shall receive the sum of Two Hundred dollars (\$200.00) per annum, other than allowable expenses.
- Section 3c.** When sending Resolutions to the National Headquarters of the NALC, to be presented at the next Biennial Convention, the secretary-Treasurer shall enclose a check-off list in duplicate. He/she shall request that the Resolutions be checked against the list and a copy returned to him/her. He/she shall enclose the check-off list with copies of the resolutions that he/she sends to the Delegate-at-Large before each National Convention.
- Section 3d.** Payments of such warrants as may be drawn on him/her shall be made in such manner as prescribed by the Executive Board.
- Section 3e.** The Secretary-Treasurer shall be authorized to sign checks, on warrants signed by the President on current accounts payable, such as: Phone, Secretary and Newsletter Supplies, Postage, Equipment Repair, etc.
- Section 3f.** The Secretary-Treasurer shall be authorized to sign checks on warrants signed by the President and approved by the Executive Board, on operational accounts payable, such as: Officer, Convention, Executive Board meeting expenses and all purchases of new equipment, etc.
- Section 3g.** When needed and with the approval of the Executive Board, the Secretary-Treasurer, or his/her designee, shall be allowed ten (10) days of salary per year for conducting the business of this Association for which he/she will receive compensation equal to Grade 1, Level O; Letter Carrier pay.

ASSISTANT SECRETARY-TREASURE

- Section 4.** The Assistant Secretary-Treasurer shall assist the Secretary-Treasurer in keeping a current record of the proceedings of this Association. He/she shall assist in the reading of all communications, reports, etc., and shall perform such other duties as the President or Secretary-Treasurer so directs. Upon receipt from the Secretary-Treasurer, he/she shall cause Resolutions, By-Laws changes, Rules, Minutes and Officer Reports to be printed in book form and mailed to Branches thirty (30) days prior to Convention.
- Section 4a.** The Assistant Secretary-Treasurer shall in case of death, resignation, disqualification, refusal or neglect of the Secretary-Treasurer to discharge the duties of his/her office, the Assistant Secretary-Treasurer shall then perform all the duties incumbent upon the Secretary-Treasurer until the next regular election is held.
- Section 4b.** For his/her expenses, the Assistant Secretary-Treasurer shall receive the sum of One Hundred dollars (\$100.00) per annum, other than allowable expenses.

ARTICLE VIII (Continued)

ASSISTANT SECRETARY-TREASURER

Section 4c. The Assistant Secretary-Treasurer shall assume the duties of Editor of the Oregon State Newsletter. When needed and with the approval of the Executive Board, the Assistant Secretary-Treasurer, or his/her designee, shall be allowed ten (10) days of salary per year for conducting the business of this Association, for which he/she will receive compensation equal to Grade 1 Level O; Letter Carrier pay.

EXECUTIVE BOARD

Section 5. The Executive Board shall have charge of all property of this Association. They shall approve and hold the Bonds of Bonded Officers. They shall direct the payments of the funds of this Association. They shall designate depositories in which the Secretary-Treasurer shall deposit all funds of this Association received by him/her. They shall examine all bills, approve the same if found correct, and keep a correct account of all bills audited. In conduction with the President, they shall have general supervision and control of this Association during recess. They shall act as Trustees of this Association and in every way carry out the interests of this Association.

Section 5a. The elected Executive Board of this Association shall consist of Five (5) members. The term of Office will be for a Two (2) year period. By virtue of their Office, the President and Secretary-Treasurer shall be known as ex-officio members of the Executive Board.

Section 5b. All formal action of the Executive Board or Standing Committees during recess shall be recorded by the Secretary-Treasurer, signed by a majority of the Board or of such Committees and be reported to the membership in the next issue of any existing State publication following formal action by the Executive Board or Standing Committee. The Executive Board shall constitute the Committee on By-Laws.

Section 5c. The Executive Council, NALC shall act on Disqualification, Refusal or Neglect as per Article 10 of the Constitution of the National Association of Letter Carriers.

Section 5d. For his/her expenses, the Chairman of the Board shall receive the sum of One Hundred Fifty dollars (\$150.00) per annum, other than allowable expenses.

Section 5e. For his/her expenses, each Executive Board member shall receive the sum of One Hundred dollars (\$100.00) per annum, other than allowable expenses.

Section 5f. When needed and with the approval of the Executive Board, the Chairperson of the Executive Board, or his/her designee, shall be allowed five (5) days salary per year for conducting the business of this Association, for which he/she will receive compensation equal to Grade 1 Level O; Letter Carrier pay.

ARTICLE VIII (continued)

EXECUTIVE BOARD

Section 5g. When needed, and with the approval of the Executive Board, each Executive Board Member (excluding the Chairperson), or his/her designee, shall be allowed two (2) days of salary per year for conducting the business of this Association, for which he/she will receive compensation equal to grade 1 Level O; Letter Carrier pay.

EDUCATION DIRECTOR

Section 6. The Director of Education shall have authority to arrange for seminars and training schools on State, District and Branch Levels. Such State sponsored seminars and schools shall be supplemental to educational programs arranged by the National Business Agent for that Region, and will not require approval by the National Business Agent.

Section 6a. He/she shall be empowered to request assistance from local Branches in the city where the seminar is conducted in regards to meeting rooms, reservations and selection of menus.

Section 6b. For his/her expenses, the Education Director shall receive the sum of One Hundred dollars (\$100.00) per annum, other than allowable expenses.

Section 6c. When needed, and with the approval of the Executive Board, the State Education Director, or his/her designee, shall be allowed ten (10) days of salary per year for conducting the business of this Association, for which he/she will receive compensation equal to Grade 1 Level O; Letter Carrier pay.

DIRECTOR of RETIRED MEMBERS

Section 7. The Director of Retired members shall be elected by the members of the Oregon State Association of Letter Carriers who are in good standing with the Association.

Section 7a. The Director of retired members duties shall be to coordinate all activities of the retired members, and he/she shall be Legislative Advocate, and the congressional Liaison for the Retired members of the Oregon State Association. He/she shall be the organizer for the Retired members of the Oregon State Association, shall be under direct supervision of the President, and shall perform other duties as may be assigned to him/her from time to time by the President.

Section 7b. For his/her expenses, the Director of Retirees shall receive the sum of One Hundred dollars (\$100.00) per annum, other than allowable expenses.

ARTICLE VIII (continued)

OFFICERS ANNUAL REPORTS

- Section 8.** All State Officers are required to submit to the Secretary-Treasurer, sixty (60) days prior to the State Convention, their Annual Officer's report, so that they may be placed in the minutes booklet. Such reports will be prepared in book form by the State Officer assigned this duty, and mailed to each Branch thirty (30) days before Convention.

ARTICLE IX

COMMITTEES AND OTHER POSITIONS

COMMITTEE ON CREDENTIALS

- Section 1.** The Committee on Credentials shall examine the credentials of all Delegates to the meetings of this Association, and shall report at once to the Association in Convention assembled.

SERGEANT-AT-ARMS

- Section 2.** The sergeant-at-arms shall preserve order at all regular and special meetings and perform such other duties as the President may direct.

DELEGATE-AT-LARGE

- Section 3.** The duties of the Delegate-at-Large shall be to represent this Association and promotes its welfare at meetings of the National Association and report back to this Association at its annual meeting.
- Section 3a.** The Delegate-at-Large shall be allowed round trip air fare from his/her home town to the Contention City by the most direct route. He/she may also be allowed such other expenses as the Convention may direct.

COMMITTEE ON AUDIT

- Section 4.** The Committee on Audit shall examine the books and accounts of the Secretary-Treasurer and report to the Association in Convention assembled immediately after the reports of Credential Committee.

COMMITTEE ON MILEAGE

- Section 5.** The Committee on Mileage shall make up duplicate payrolls whereon shall be recorded the name, residence and amount due each member entitled thereto for mileage. This report shall be presented to the meeting prior to the installation of Officers.

ARTICLE IX (continued)

RESOLUTION COMMITTEE

- Section 6.** There shall be a Committee on resolutions composed of three (3) Delegates to be appointed by the President of this Association. This committee shall meet at the Convention City prior to the Convention. All resolutions presented at the meetings of this Association shall be referred to this Committee, who after due deliberation shall report their findings and recommendations to the Convention for action.
- Section 6a.** Branches submitting Resolutions and By-Law Changes shall mail original copy to the State Secretary-Treasurer in sufficient time to reach him/her at least ninety (90) days prior to the State Convention. The State Secretary-Treasurer shall cause same to be prepared in book form and mailed to Branches thirty (30) days before Convention. Resolutions endorsed by Delegates from at least three (3) Branches with ten (10) signatures may be presented to the Secretary-Treasurer no later than the conclusion of the Noon lunch break on the first (1) day of the Convention session for action during that Convention.

COMMITTEE ON RULES

- Section 7.** The Committee on Rules shall review the proposed Convention Rules and make recommendations for additions or deletions.

COMMITTEE ON ELECTIONS

- Section 8.** The Committee on Elections shall direct the proceedings on all Elections.

COMMITTEE ON MEMORIALS

- Section 9** The Committee on Memorials shall participate in the Memorial Service for departed Brothers and Sisters.

COMMITTEE ON LEGISLATION

- Section 10.** The Legislative Committee shall be comprise of the Oregon State Association President and the duly appointed Legislative Liaison Representatives. This Committee shall give an annual report to the Association in Convention assembled.

ARTICLE X

MILEAGE AND PER DIEM

- Section 1.** All State Officers of this Association shall receive mileage and per diem as follows: Mileage from their home to the Convention City and return, over the most direct route, at the standard rate per mile as set by IRS publication #463 (Travel, Entertainment, and Gift Expenses), and per diem not to exceed the daily rate set in IRS publication #1542 (Per Diem Rates).
- Section 2.** At the call of the President, and with the approval of the Executive Board, such elected State Officers traveling to Officer's meetings shall be paid round trip mileage at the standard rate per mile as set by IRS publication #463 (Travel, Entertainment, and Gift Expenses), and per diem not to exceed the daily rate set in IRS publication #1542 (Per Diem Rates). In the event a meeting of more than two (2) days is required, only actual expenses will be paid on the third (3rd) day.
- Section 3.** All State Officers on Branch visitations, on approval of the Executive Board, shall be paid mileage at the standard rate per mile as set by IRS publication #463, as well as actual lodging and meal expenses.
- Section 4.** The State Association shall reimburse round trip mileage, at the standard rate per mile as set by IRS publication #463 (Travel, Entertainment, and Gift Expenses), to any Delegate who is in attendance at the State Convention from a Branch consisting of ten (10) members or less, up to a maximum of Two Hundred Twenty Five dollars (\$225.00) per Branch, providing that said Delegate is not a State Officer, and provided that said Branch has not granted any form of dues rebate over the course of the preceding year.

ARTICLE XI

PROHIBITION

- Section 1.** This Association shall take no action on behalf of Letter Carriers independent of the National Association of Letter Carriers, but shall at all times act in harmony and in conjunction with the Officers of the National Association of Letter Carriers.

ARTICLE XII

REFERENDUM

- Section 1.** Any action of this Association, in Convention assembled, which shall have been protested in writing, signed by ten (10) Branches in good standing in this Association and filed with the Secretary-Treasurer of this Association shall, within thirty (30) days be submitted by him/her to all Branches in good standing in this Association for referendum vote. Two-thirds (2/3) of the votes cast shall be necessary to rescind such protested action.

ARTICLE XIII

AMENDMENTS

- Section 1.** These By-Laws shall not be altered or amended except through the Oregon State Association, National Association of Letter Carriers in Convention assembled, and in the same manner as provided for the alterations of amendments of the Constitution of the National Association of Letter Carriers. These By-Laws shall become effective upon adoption by this Association and approval by the National Committee on Constitution and Laws.
- Section 2.** Such petitions, after being filed and verified, shall be printed in the Oregon State Newsletter two (2) or more issues prior to the State Convention my be voted upon at that meeting.
- Section 3.** Petitions or amendments proposed but not submitted in time to meet specifications provided in Section 2 above, shall be submitted in writing by the Executive Board or by any Branch in good standing, at a regular meeting of this Association and laid over until the next regular meeting or at a special meeting called for that purpose only, at which no other business shall be transacted, and then only by a two-thirds (2/3) vote of those present and voting.

ARTICLE XIV

ORDER OF BUSINESS

- Section 1.** Flag Salute
Prayer
Roll Call of Officers
Committee Appointments
Report of Credential and Special Committees
Executive Board Reports
Unfinished Business
Nominations
New Business
Resolutions
Mileage Committee
Elections
Installation
Adjournment

ARTICLE XV

LEGISLATIVE LIAISON

- Section 1.** A member of this Association shall be appointed by the State President, from each Congressional District, to be known as Legislative Liaison Representative.
- Section 2.** A complete report of all activities and money used to be made to the State President quarterly.

ARTICLE XVI

CONVENTION CITY

- Section 1.** The Convention City shall be selected two (2) years in advance of the Convention, and the actual dates for such Convention shall be announced at the next Convention.
- Section 2.** The President shall at some time prior to the adjournment declare a regular order of business and consideration of a Convention City, and at such time grant ten (10) minutes of the Convention time to any city wishing to entertain the Oregon State Convention.

ARTICLE XVII

CONVENTION FUND

- Section 1.** A registration fee, to be established each year by the Oregon State Executive Board, shall be paid by each Delegate in attendance at the Convention, to go to the Host City for Convention expenses. In addition, this fee is to cover the cost of the banquet ticket.
- Section 2.** Branches shall pay Registration fees, Banquet, and any optional meal charges in advance as early as possible, but not later than thirty (30) days prior to State Convention. Late payment of said monies may be accepted at the option of the Host Branch. Late paying duly elected Delegates will be permitted to attend sessions and participate in all activities not requiring advance payment thereof. Refunds of monies in any emergency situation will be made at the option of the Host Branch.
- Section 3.** In addition to the Registration fee, an amount not to exceed Five Hundred (\$500.00) dollars shall be paid to the Host City if a deficit should occur from entertaining the Convention.

ARTICLE XVIII

EDUCATION FUND

- Section 1.** An Educational Fund shall be set up for the purpose of holding seminar meetings throughout the State.
- Section 2.** The money shall be used by the education Director, with the approval of the Executive Board, for the promotion of such meetings.
- Section 3.** This fund shall operate only when it is possible to do so without decreasing the normal functions of the State Association as far as its financial status will permit.

ARTICLE XVIII, (Continued)

- Section 4.** Any Branch in good standing within the Oregon State Association, may request additional educational assistance from the State Education Director in writing. The Educational Director will then discuss available alternatives with the Branch President and the appropriate State Officer. Any resultant educational seminars provided by the Oregon State Association may require financial participation by the Branch. Attendance will open to any member of the NALC in good standing.

ARTICLE XIX

OREGON STATE NEWSLETTER

- Section 1.** This Association shall make provisions for the publication of the Oregon State Newsletter. The President may order publication for special events should he/she deem such issues necessary.
- Section 2.** The issue of the Oregon State Newsletter following the State Convention shall be the responsibility of the outgoing Editor, to publish this issue, before turning the paper over to his/her successor.
- Section 3.** The Editor shall have general supervision of this publication, subject to the approval of the Executive Board.
- Section 4.** The Editor shall accept for publication any article which bears the Name, Branch, and City of the correspondent. The Editor reserves the right to refuse publication, giving reason in writing to the correspondent.

ARTICLE XX

OUTSTANDING LETTER CARRIER of the YEAR AWARD

- Section 1.** The Oregon State Association of Letter Carriers will give an annual award to One Letter Carrier. This award will be known as "The Oregon State Association of Letter Carrier's Outstanding Letter Carrier of the Year Award".
- Section 2.** This award will be presented at the State Convention Banquet each year. The cost of this award will be determined by the Outstanding Letter Carrier Award Committee, with the approval of the Executive Board. The Outstanding Letter Carrier Award Committee will be composed of the three (3) most recent recipients of this Award.

ARTICLE XXI

Section 1. All former By-Laws, Rules, Etc., are hereby repealed.

THE FOREGOING HAVE BEEN APPROVED BY THE EXECUTIVE BOARD WHO ALSO SERVES AS THE STATE BY-LAWS COMMITTEE.

Articles I through XXI have been amended, revised, or added to, to comply with the Taft-Hartley Law, the Landrum-Griffin Law, and the Constitution of the National Association of Letter Carriers.

Amended and Approved by; **The Executive Board/By-Law Committee:**

Chairperson; Richard Strahm_____

Members: Kevin Card_____

Jerry Fitzsimmons_____

Deanie Payne_____

Kevin McKinstry_____

Adopted by:

**Stephen Devereaux, President
Nancy Crossan, Vice-President
Michael Sully, Secretary-Treasurer
Linda Smith, Assistant Secretary-Treasurer
Thomas Gates, Education Director
David Loprinzi, Director of Retirees**