

# **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.
- 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.

### **ARTICLE III (Continued)**

- Section 4.** Fifty (50) delegates representing at least seven (7) 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 dues of the Association shall be equal to 1 hour of top pay of the non-technician Letter Carrier pay scale per annum, which shall be deducted from each bi-weekly paycheck. This dues amount shall increase with each increase in the Letter Carrier pay. 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 or by annuity deduction based on the National Per Capita list.
- Section 2.** Any member failing to pay Per Capita Tax within thirty (30) days after same shall have become due shall forfeit their 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.
- 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

## **ARTICLE V (Continued)**

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 their Branch Secretary or Chair of the Branch delegation, and such certification must be provided to the Secretary-Treasurer 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.** 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.

**Section 8.** Upon receipt of the convention call, individual branches sending delegates will verify their delegates by sending a list of all delegates to the host branch and the State Secretary-Treasurer.

**Section 8a.** Branches will mail a check for registration fees and send with the delegate list to the State Secretary-Treasurer. When the State Secretary-Treasurer receives confirmation that registration payment was received by the Secretary-Treasurer, they will contact the paying branch of how to make appropriate reservations for housing and meals.

**Section 8b.** The host branch will coordinate the delegate list with the State Secretary-Treasurer, who will provide a final copy to the host branch no less than seven days prior to the beginning of the convention. The same list will be presented to the credentials committee upon arrival at the convention. If the host branch asks for help or can't do registration, the state can/may take over the process, which will be voted on by the executive board on how that will be done.

## **ARTICLE VI OFFICERS**

**Section 1.** Any regular member in good standing shall be eligible to any office of this Association, except the Director of Retired Members, who shall be a retired member.

**Section 2.** 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 Recording Secretary, a resume of which shall be published in the State newsletter in the issue following such meeting.

## **ARTICLE VI (Continued)**

- Section 3.** 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 and the Two (2) alternate Delegate-at-Large 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 to and hold office for the term of two (2) years, or until a successor is appointed or elected and fills the office.
- Section 5.** Days of salary shall be paid on a no loss no gain basis. No person shall receive lost time compensation from this Association for hours in which they are in a pay status with the Postal Service. Salary shall not be paid for more than 8 hours in a day (inclusive of any time in a pay status with the Postal Service) and shall be paid at the straight time rate of pay the person regularly receives from the Postal Service. If the person is a retiree, their rate of pay shall be the highest step of Grade 1 of the Letter Carrier pay scale (Table 1).

## **ARTICLE VIII DUTIES OF OFFICERS**

### **PRESIDENT**

- Section 1.** The President shall preside at all meetings of this Association and enforce all laws thereof. They shall fill all vacancies occasioned by death or otherwise, with persons duly qualified, until the next regular election is held. They shall sign all documents and papers that require their signature to properly authenticate them. They 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, they 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

## **ARTICLE VIII (Continued)**

recess. Their correspondence with Branches, when practicable, shall be conducted through the Secretary-Treasurer. They shall submit at the regular meeting of this Association a written report of all their official acts during their term of office, and they shall perform such other duties as the laws, rules, and usages of this Association may require.

**Section 1a.** For their expenses, the President shall receive the sum of Two Hundred dollars (\$200.00) per annum, other than allowable expenses.

**Section 1b.** They 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.** In conjunction with the Secretary-Treasurer, the President shall sign for limited but necessary purchases on a credit card issued by an Oregon-based, non-profit institution, such as a credit union. Receipts and payments for such purchases shall be maintained and made available to the Audit Committee.

**Section 1d.** The State President, immediately upon assuming their 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 1e.** The President, by virtue of their office, in office at the time of the National Convention shall be the paid Delegate-at-Large to the National Convention. They shall also be a paid delegate to the National and Northwest Regional Rap Sessions.

**Section 1f.** When needed and with the approval of the Executive Board, the President, or their designee, shall be allowed fifteen (15) days of salary per year for conducting the business of this Association.

**Section 1g.** The President, or their 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.

**Section 1h.** The President of the Oregon State Association, by virtue of their office, shall be the Director of Education. They shall have the authority to appoint any currently elected officer of this Association to act in that capacity.

## **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 their office; the Vice President shall then perform all the duties incumbent upon the President until the next regular election is held.

**Section 2a.** For their 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 their office, in office at the time of the National Convention shall be an unpaid Delegate-at-Large to the National Convention. They 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 their designee, shall be allowed five (5) days of salary for conducting the business of this Association.

## ARTICLE VIII (Continued)

### SECRETARY-TREASURER

- Section 3.** The Secretary-Treasurer shall read or cause to be read all communications, reports, etc. They 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. They shall conduct the correspondence of this Association. They shall keep a correct record of the name, number, date of affiliation and location of each Branch of this Association. They shall perform such other duties as the laws, rules, and usages of this Association may require, and shall deliver to their successor in office or to this Association all property of this Association in their possession at the expiration of their term of office, or upon an earlier termination thereof. They shall give a good and sufficient Bond for the faithful performance of their 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 their receipt thereof. They shall deposit all monies received by them 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. They shall keep a true and correct amount of all money received and paid out belonging to this Association, and shall at the end of their term, or when called upon by the executive Board, account for and deliver to this Association or their successor in office all monies, books, papers, securities, and other property of this Association that may come into their hands that have not been previously and lawfully disposed of.
- Section 3b.** When sending Resolutions to the National Headquarters of the NALC, to be presented at the next Biennial Convention, the Secretary-Treasurer shall enclose a checkoff list in duplicate. They shall request that the Resolutions be checked against the list and a copy returned to them. They shall enclose the check-off list with copies of the resolutions that they send to the Delegate-at-Large before each National Convention.
- Section 3c.** Payments of such warrants as may be drawn on them shall be made in such manner as prescribed by the Executive Board.
- Section 3d.** 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. In addition, in conjunction with the President, the Secretary-Treasurer shall sign for limited but necessary purchases with a credit card issued by an Oregon-based, non-profit institution, such as a credit union. Receipts and payments for such purchases shall be maintained and made available to the Audit Committee.
- Section 3e.** 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 3f.** For their expenses, the Secretary-Treasurer shall receive the sum of Two Hundred dollars (\$200.00) per annum, other than allowable expenses.

## **ARTICLE VIII (Continued)**

- Section 3g.** When needed and with the approval of the Executive Board, the Secretary-Treasurer, or their designee, shall be allowed ten (10) days of salary per year for conducting the business of this Association.

### **RECORDING SECRETARY**

- Section 4.** The Recording Secretary shall keep a correct record of the proceedings of this Association. They shall maintain a web page for the State Association, and shall perform such other duties as the President so directs. Upon receipt from the Secretary-Treasurer, they 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.** For their expenses, the Recording Secretary shall receive the sum of One Hundred dollars (\$100.00) per annum, other than allowable expenses.
- Section 4b.** The Recording Secretary shall assume the duties of Editor of the Oregon State Newsletter. When needed and with the approval of the Executive Board, the Recording Secretary, or their designee, shall be allowed ten (10) days of salary per year for conducting the business of this Association.

### **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 them. 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, or until a successor is appointed or elected and fills the office. By virtue of their Office, the President, Vice President, Secretary-Treasurer, Recording Secretary, and Director of Retired Members 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 their 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 their expenses, each Executive Board member shall receive the sum of One Hundred dollars (\$100.00) per annum, other than allowable expenses.

## **ARTICLE VIII (Continued)**

- Section 5f.** When needed and with the approval of the Executive Board, the Chairperson of the Executive Board, or their designee, shall be allowed five (5) days salary per year for conducting the business of this Association.
- Section 5g.** When needed, and with the approval of the Executive Board, each Executive Board Member (excluding the Chairperson), or their designee, shall be allowed five (5) days of salary per year for conducting the business of this Association.

### **DIRECTOR OF RETIRED MEMBERS**

- Section 6.** 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 6a.** The Director of retired members duties shall be to coordinate all activities of the retired members, and they shall be Legislative Advocate, and the congressional Liaison for the Retired members of the Oregon State Association. They 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 them from time to time by the President.
- Section 6b.** For their expenses, the Director of Retirees shall receive the sum of One Hundred dollars (\$100.00) per annum, other than allowable expenses.

### **OFFICERS ANNUAL REPORTS**

- Section 7.** All State Officers are required to submit to the Recording Secretary, sixty (60) days prior to the State Convention, their Annual Officers 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.** There shall be Two (2) Delegate-at-Large positions for the OSALC. One shall be the President and the 2nd is the Vice President. The alternate Delegate-at-Large position for both will be elected. The duties of the two (2) Delegates-at-Large, shall be to represent this Association and promote its welfare at meetings of the National Association and report back to this Association at its annual meeting.



## **ARTICLE IX (Continued)**

- Section 3a.** The President's position as a Delegate-at-Large, shall be allowed round trip air fare from their hometown to the Convention City by the most direct route. They 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.

### **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 them 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 comprised 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 no more than the standard reimbursement rate per mile as set by the U. S. General Services Administration, and per diem not to exceed the daily rate as set by the U. S. General Services Administration.
- 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 no more than the standard reimbursement rate per mile as set by the U. S. General Services Administration, and per diem not to exceed the daily rate as set by the U. S. General Services Administration. In the event a meeting of more than two (2) days is required, only actual expenses will be paid on the third (3<sup>rd</sup>) day.
- Section 3.** All State Officers on Branch visitations, on approval of the Executive Board, shall be paid mileage at no more than the standard rate per mile as set by the U. S. General Services Administration, as well as actual lodging and meal expenses.
- Section 4.** Mileage and per diem reimbursements subject to the limits specified in Sections 1 through 3 above shall be determined during the meeting of all the officers and approved by vote.
- Section 5.** The State Association shall reimburse round trip mileage, at the standard reimbursement rate per mile as set by the U. S. General Services Administration, to any Delegate who is in attendance at the State Convention from a Branch consisting of twenty (20) 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 them 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 in at least one (1) issue and no later than thirty (30) days prior to the State Convention and may 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 budgeted for the purpose of aiding branches in attending educational seminars throughout the State. Funding for the Education Fund shall be by method established by the Executive Board, provided that such method is consistent with Article 1, Section 2, of the Constitution for the Government of State Associations.
- Section 2.** The Education Fund shall be used by the President of the Oregon State Association or their designee, with the approval of the Executive Board, only for the purposes stated above.
- 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.
- Section 4.** Any Branch in good standing within the Oregon State Association may submit written requests for additional educational assistance from the President of the Oregon State Association. Upon receipt of such written requests the President of the Oregon State Association or their designee shall discuss available alternatives with the Branch President, the appropriate State Officer, and the

## **ARTICLE XVIII (Continued)**

National Business Agent. Any resultant educational seminars provided by the Oregon State Association may require financial participation by the requesting 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 they 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 their 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.
- Section 3.** 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.

**ARTICLE XXI (Continued)**

Amended and Approved by;

The Executive Board/By-Law Committee:

Chairperson;

Valerie Castillo \_\_\_\_\_

Members:

Scott Menzer \_\_\_\_\_

Tiffany Miller \_\_\_\_\_

TJ Sanders \_\_\_\_\_

Theresa Dunas \_\_\_\_\_

Adopted by:

Abe Redcloud, President  
Lisa Fair, Vice-President  
Casey English, Secretary-Treasurer  
Brandon Sanchez-McCabe, Recording Secretary  
Goerge Wallenstein, Director of Retirees

Approved by National NALC on 6/20/2025.