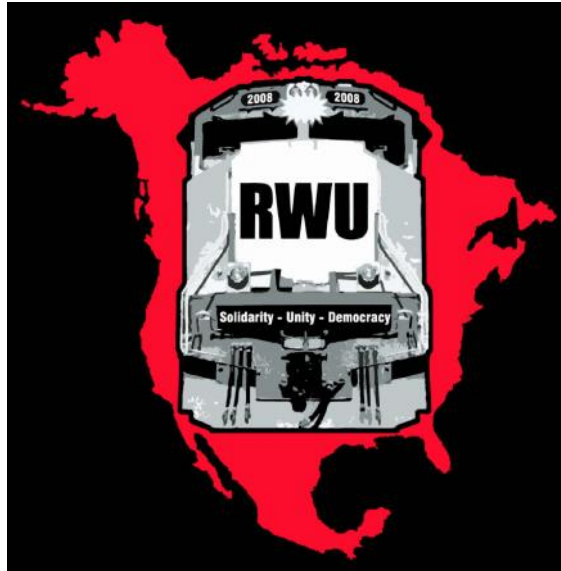


# Railroad Workers United Bylaws

As amended at the  
5th Biennial Convention  
April 1, 2016  
Chicago, Illinois



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2. In addition, those joining or re-joining RWU as a Regular Member will have the option to join RWU at a premium rate. Any Regular Member joining at a premium rate as outlined below will be entitled to the identical rights and obligated to the identical duties of any other Regular Member as outlined in Article III Sections 4 and 5. The RWU ISC will decide upon various premiums (T-shirt, hat, plaque, etc.) to be granted to members as incentive to join RWU at a premium rate. These premium categories will consist of the following:

- a. "RWU Backer": \$250.00. Includes a 3-year membership + premiums
- b. "RWU Builder": \$500.00. Includes a 4-year membership + premiums
- c. "RWU Sustainer": \$750.00. Includes a 5-year membership + premiums
- d. "RWU Eugene V. Debs Club": \$1000.00. Includes a lifetime membership premiums.

3. As described in Article III Section 6, RWU Solidarity Members will pay dues at half (1/2) the annual rate of Regular Members. Therefore, Associate Member dues are currently set at \$25.00 per year. The premium categories as outlined above do not apply to Solidarity Members. However, should an Solidarity Member wish to make an additional financial donation to RWU, that is acceptable.

4. A railroad retiree or a railroad family member may elect to join RWU as a Regular Member or as a Solidarity Member.

5. Dues amounts and policies shall be changed only by convention vote.

6. Reduced dues for Regular Members for hardship cases as a result of furlough, strike, out-of-service, injury, etc. will be considered by the Executive Committee or Steering Committee on a case by case basis. The reduced rate in these cases will be uniformly set at \$10.00 annually.

7. To remain as a member in good standing:

- a. Members who joined RWU in the months of November through April, after being a member for at least one year, annual dues are due May 1.
- b. Members who joined RWU in the months of May through October, after being a member for at least one year, annual dues are due November 1.

#### **ARTICLE XVIII - POLITICAL INDEPENDENCE**

1. RWU shall remain independent of any particular political organization.

2. No member may use the name or resources of this organization for his or her own political advancement. However, this is not meant to exclude RWU members from utilizing the name and/or resources of this organization to campaign for union office once having received official endorsement by a chartered RWU Chapter and/or the ISC.

3. This provision is in no way intended to restrict individuals from following their own particular political ideology, but is written merely to protect RWU from being characterized as supporting one particular party or organization.

4. Individual members shall at all times retain their individual right to speak out publicly as an individual in support of their own political beliefs.

5. Individual RWU members are encouraged to play a role in their union, other labor bodies, community and environmental organizations and/or political parties RWU as an organization will not endorse candidates for political office, nor subsume itself to any specific union, labor organization, political party or grouping.

6. Any member who attempts to bring RWU under the control of any union, political party, environmental group or other organization shall be subject to expulsion by vote of the Steering Committee or Executive Committee.

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- e. Work with individual members and groups of RWU members who are interested in building local and regional Chapters of RWU.
- f. Be on the alert for issues that would lend themselves to building mass campaigns for RWU to organize around.

## ARTICLE XV - RWU CHAPTERS AND THEIR RESPONSIBILITIES

- 1. Chapters may be formed locally or regionally along geographical boundaries, by submitting a written request for charter to the ISC Secretary.
- 2. The request shall include a complete description of the requested geographical boundaries.
- 3. Membership in the Chapter shall be open to all (as outlined in Article III) within the geographical jurisdiction of the Chapter without regard to craft, carrier or union affiliation)
- 4. The request shall be acted on at the following ISC Committee meeting. If approved by the Steering Committee, the Chapter shall be considered immediately constituted and the formal presentation of Charter shall be conducted at the following ISC meeting.
- 5. RWU members may have membership in multiple Chapters.
- 6. Chapters should be active in issues of concern to members, contribute to the RWU International newsletter, and attempt to publish chapter newsletters.
- 7. Chapters shall be responsible for their own finances.
- 8. Chapters shall follow policies approved by the ISC and by the Convention assembled.

## ARTICLE XVI - AMENDMENTS

- 1. These Bylaws shall be amended only at RWU Conventions.
- 2. Amendments may be proposed by any RWU member and should be submitted to the ISC General Secretary 30 days in advance of Convention and subsequently submitted to Chapters for consideration as soon as possible.
- 3. Proposed amendments shall be made available to the convention, and shall be voted on by the Convention assembled.
- 4. Amendments passed by a majority (50% +1) vote shall become effective immediately and be incorporated into these Bylaws.
- 5. Amendments to these Bylaws may be proposed from the floor of the convention assembled in business. Such proposed amendments shall be accompanied by a written petition with the signatures of at least eight (8) concurring RWU members.
- 6. Amendments to amendments shall be in order.
- 7. Family, Retiree and Solidarity Members may not speak to, nor vote on, proposed amendments to the RWU Bylaws.

## ARTICLE XVII - DUES

- 1. Every Regular Member of RWU shall be required to pay basic dues in the amount of (\$50.00) annually. Regular Members who elect to join for multiple years will have their dues discounted. Those joining for 2 years will pay \$90.00, while those joining for three years will pay \$120.00. (Note: All dollar amounts found in these Bylaws are in U.S. currency).

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## ARTICLE I - NAME

The name of the organization shall be Railroad Workers United, hereinafter referred to as "RWU."

## ARTICLE II - OBJECTIVES, GOALS AND PRINCIPLES

1. RWU is created with the primary objective of forming a cross-craft inter-union caucus which includes all railroad workers in North America.
2. RWU shall:
  - a. Promote and support solidarity, strength and democracy for rank-and-file rail road workers in the railroad industry of Canada, Mexico and the United States.
  - b. Support movements for democracy and accountability within the various rail unions and the labor movement as a whole.
  - c. Promote unity and cooperation between the leadership and the rank-and-file of all unions.
  - d. Act as a solidarity organization locally, regionally and nationally by building awareness of and support for each others' objectives and activities.
  - e. Promote quality working conditions and safety in the railroad industry
  - f. Support mergers between railroad unions where they benefit and empower the rank-and-file. Likewise, RWU will actively oppose mergers that are "top down", undemocratic and/or result in further division of rail labor.
  - g. Build local chapters across North America to more effectively recruit new members and support the general organization.
  - h. Support federal and state legislation which would benefit rail workers, facilitate and safeguard union organizing, and benefit the working class in general.
  - i. Encourage all railroad union members to fully participate in all aspects of their own craft union.
  - j. Support and cooperate with other labor organizations, citizens' groups and other worker movements to achieve mutually beneficial goals.
  - k. Promote, protect and advance the principles of collective bargaining.
  - l. Educate railroad workers about labor history, union principles, and the trade union movement.

## ARTICLE III - MEMBERSHIP

1. Membership in RWU shall be open to:
  - a. All active, retired (*receiving a railroad pension*), dismissed, disabled or furloughed union members, who currently hold or have held seniority on any railroad carrier or railroad contractor in North America.
  - b. All employees of railroad carriers or railroad contractors who are not currently union organized but who are desirous of union membership.
  - c. Spouses, other family members and significant others of those listed in (a) and (b) above.
2. At Convention assembled, members will have the right to vote on all issues before the organization.
3. RWU reserves the right to exclude from membership:
  - a. Those who are opposed to RWU and/or its principles.
  - b. Those who are employed on any railroad carrier as an officer or manager.
  - c. Those who attempt to bring RWU under the control of any union, political party, environmental group or other organization (see Article XVIII, item 6).

## ARTICLE XII – DUTIES OF THE ISC GENERAL SECRETARY

1. The RWU General Secretary shall:
  - a. Maintain an up-to-date RWU membership list and a contacts list.
  - b. Ensure that all new members are sent their initial introductory packet and are welcomed into the organization
  - c. Receive all RWU correspondence.
  - d. Appoint RWU member (s) to serve as Assistant Secretary (Secretaries) to assume some of the Secretary's duties. Such appointment (s) must be approved by the Steering Committee.
  - e. The Secretary shall supervise and be responsible for the Assistant Secretary (Secretaries) as appointed.
  - f. Assist the Treasurer in collection of RWU dues.
  - g. Assist the Recording Secretary as necessary (e.g. take minutes, make meeting announcements, etc. if/when Recording Secretary is unavailable)
  - h. Work closely with the RWU Organizer and the Organizing Committee to ensure that those who make contact with RWU are followed up with, and to ensure that those who join RWU are fully integrated into the organization

## ARTICLE XIII - DUTIES OF THE ISC TREASURER

1. The ISC Treasurer shall:
  - a. Receive all funds, direct expenditures and initially sign all checks.
  - b. Keep an accurate account of all receipts and disbursements of all money.
  - c. Furnish a monthly financial report of RWU funds to the Trustees. However, online access to all RWU accounts by the Trustees shall satisfy this requirement.
  - d. Meet with the Trustees at least once per year to review the records and financial statements and subsequently report to the ISC, either in person or via telephone conference call.
  - e. Submit a biennial Financial Committee report of RWU funds to the members assembled at Convention.
  - f. Submit financial reports which consist of standard acceptable accounting categories and shall also provide a simultaneous financial report with categories that are understood by the membership.
  - g. Assist the ISC Secretary in the collection of RWU dues.

## ARTICLE XIV - DUTIES OF THE ISC ORGANIZER

1. The RWU Organizer shall:
  - a. Make contact with all possible leads to seek out interest and participation in RWU.
  - b. Establish contact with those who have called or emailed RWU for news alerts, T-shirts, other materials or further information.
  - c. Communicate with all new members of RWU, answer any questions they may have, determine their background, history and skills, and seek to integrate them into the organization.
  - d. Follow up on any and all leads to potential RWU members and supporters to determine what if any interest is there.

3. Any vote to form an ad-hoc sub-committee shall include the description of
  - a. The mission of the committee,
  - b. The time frame for achieving the mission,
  - c. The number of members on the committee, and
  - d. The process for selection of committee members and its chairperson.
4. The members of ISC sub-committees (both ad-hoc and permanent) may be selected from the ranks of the entire RWU membership.

#### **ARTICLE IX - DUTIES OF THE ISC CO-CHAIRS**

1. The ISC Co-chairs shall:
  - a. Chair ISC meetings.
  - b. Be the spokespersons for RWU as a whole.
  - c. Set the agenda - together with the General Secretary - for ISC meetings and make other such decisions between ISC meetings, but shall not be empowered to decide on policies or programs for the group as a whole.
  - d. Set agendas and make decisions regarding the implementation of the organization's policies, but shall not be empowered to decide on the policies or programs of the group as a whole.
  - e. Serve as members of the ISC Financial Committee.
  - f. Serve as members of the ISC Executive Committee

#### **ARTICLE X - DUTIES OF THE ISC TRUSTEES**

1. The ISC Trustees shall:
  - a. Meet with the Treasurer at least once per year, either in person or via telephone conference call, to review the records and financial statements and subsequently report to the ISC.
  - b. Have full access to all financial records, books, receipts, and other material needed to verify the records.
  - c. Receive a monthly financial statement from the Treasurer. However, on-line access to all RWU accounts by the Trustees shall satisfy this requirement.
  - d. Serve as a Financial Committee, along with the RWU Executive Committee to make recommendations to the Steering Committee or to the members assembled in Convention on finances, staff and fund raising.

#### **ARTICLE XI - DUTIES OF THE ISC RECORDING SECRETARY**

1. The ISC Recording Secretary shall:
  - a. Keep a record of all minutes of all ISC and Executive Committee meetings.
  - b. Be the custodian of all RWU records.
  - c. Provide reasonable notice of all upcoming ISC meetings to all ISC members. All RWU members with an email address will also be provided notice of all meetings.
  - d. Assist the Co-Chairs and General Secretary in formulating the meeting agenda.

4. Every RWU Member shall have the right:

- a. To receive in a timely manner accurate and regular reports relating to the affairs of RWU, including financial reports, minutes of all meetings, all official publications and the names and salaries of any paid staff or officers.
- b. To membership in subordinate RWU Chapters.
- c. To attend the Convention.
- d. To full voting and discussion rights, when in attendance, on all matters before the Convention assembled.
- e. To serve on the International Steering Committee as described in Article IV Section 5, if elected or to serve on any sub-committees if selected.
- f. To place issues on the agenda of the International Steering Committee.
- g. To serve as an officer, if elected by the membership.
- h. To attend any meeting set for the membership by the International Steering Committee.
- i. To attend and speak in an orderly fashion, subject to ISC approval and discretion, at ISC meetings.
- j. To call for a general membership conference call with the support of 10% of the membership. The support shall be garnered & certified through the RWU website.

5. Every RWU member shall have the duty:

- a. To take an active part in RWU and in their own individual craft unions.
- b. To assist in the active distribution of RWU literature, recruitment of members and participation in RWU activities.
- c. To insure their collective voices and decisions are heard through democratic procedures.
- d. To continue to support and build RWU when elected to office in their craft union.
- e. To promote the highest principles of democratic unionism and solidarity among all railroaders.
- f. To pay the required RWU dues and subordinate Chapter dues (where applicable) in the required manner.

6. Solidarity Members

- a. Solidarity membership is open to all those who support the RWU Statement of Principles and are not managers of a rail carrier or other enterprise.
- b. Solidarity members will have all the rights and privileges that regular RWU members enjoy as outlined above except: they will not have the right to hold office or to vote in any capacity.
- c. Solidarity members will pay dues at half (1/2) the rate of regular RWU members

7. Honorary Members

- a. On a case-by-case basis, the RWU Steering Committee may designate a certain individual, based upon her/his service to the organization, railroad labor, etc. to be an "Honorary Member" of RWU.

#### **ARTICLE IV - INTERNATIONAL STEERING COMMITTEE**

1. The highest policy-making body of RWU shall be the members assembled at the biennial Convention.
2. At Convention, members shall elect an International Steering Committee (ISC) as the body to govern it between RWU Conventions.
3. The Convention shall elect the International Steering Committee and three (3) Numbered Alternates.

4. In the event one or more committee members are absent from a Steering Committee meeting, the Alternate (s), in order, shall fill the temporary vacancy or vacancies. The Alternates, in order, shall be used to fill any possible permanent vacancies that may occur in the ISC.
5. When permanent ISC vacancies do occur, and once the appropriate alternate (s) have been elevated to full ISC status, or if all alternates elect to refrain from serving in full ISC status, vacancies on the ISC will be filled by vote of the ISC.
6. The size of the ISC shall be set by the convention assembled.
7. The ISC shall meet monthly, with a quorum of a majority of the ISC, beginning in the first month following the month of Convention.
8. A quorum for ISC meetings will be met if either condition is present:
  - a. A majority of the members of the ISC (for example, if the Steering Committee is set at 11, then any combination of ISC members and alternates totaling 6 or more would constitute a quorum); or
  - b. A minimum of four (4) members of the Executive Committee.
9. Elected ISC members shall assume office at the close of Convention where elected.
10. The ISC monthly meetings may be held in person at a selected location or by telephone, video conference or other means selected.
11. Reasonable notice of all ISC meetings shall be provided to all ISC members by the RWU General Secretary.
12. If at any time a member of the Steering Committee desires to become an alternate to the Steering Committee, s/he may exchange places with an alternate as long as both agree to the exchange. All such exchanges must be approved by the ISC as a whole.
13. RWU members must have completed the carrier's probationary period in order to be eligible for a position on the RWU Steering Committee.

#### **ARTICLE V - INTERNATIONAL STEERING COMMITTEE DUTIES**

1. The ISC shall:
  - a. Provide leadership for RWU between conventions.
  - b. Select administrative staff to help run the organization should finances permit.
  - c. Be entrusted with the power to make certain that the will of the organization, as decided at the annual convention, is carried out.
  - d. Publish a newsletter for the organization as a whole and establish a Newsletter Committee for the operation and distribution of the newsletter.
  - e. Set editorial policies of the newsletter.
  - f. Manage the organization's finances.
  - g. Facilitate communications within the group and between Chapters.
  - h. Support local chapters in their activities and help build and coordinate regional activities.
  - i. Coordinate membership action campaigns as needed.
  - j. Plan and conduct the bi-annual Convention.
  - k. Submit a complete verbal report of ISC activities and actions, for the previous term, to the members in convention assembled. At the conclusion of the verbal report, the ISC will answer all questions from the members present on the floor of the convention.
  - l. Coordinate efforts to defend the rights of RWU members on the job and in their craft unions.

- m. Raise funds for the operation of RWU.
- n. Enact voluntary pledge and donation systems for those members who have expressed their ability and desire to pay more than the minimum dues.
- o. Appoint and/or approve ISC sub-committees

#### **ARTICLE VI - ISC EXECUTIVE COMMITTEE**

1. Following the election of the International Steering Committee, the Convention shall elect an ISC Executive Committee and three (3) Trustees from among the ISC members and alternates.
2. The Executive Committee shall consist of the following seven (7) officers:
  - a. Three (3) Co-chairs.
  - b. One (1) General Secretary.
  - c. One (1) Treasurer.
  - d. One (1) Recording Secretary
  - e. One (1) Organizer
3. An ISC Member may be nominated for more than one position on the Executive Committee. In such case, if there is more than one nominee for any two (or more) such positions that an ISC member is nominated for, then such ISC member who has been nominated for multiple positions must declare which position s/he is willing to accept nomination for. The purpose is to ensure that no Executive Committee position goes unfilled, while ensuring that no Executive Committee Member holds more than one position while other ISC members are willing to hold such a position.
4. Should a vacancy occur on the Executive Committee, the Steering Committee will decide upon a replacement from among the members of the ISC.

#### **ARTICLE VII - DUTIES OF THE ISC EXECUTIVE COMMITTEE**

1. The Executive Committee shall:
  - a. Meet monthly together with the other members of the ISC.
  - b. Meet, as necessary, to conduct RWU business between regular meetings of the ISC. A quorum will consist of four (4) Executive Committee Members.
  - c. Make any determinations of membership status or eligibility as described in Article III.

#### **ARTICLE VIII - SUB-COMMITTEES OF THE ISC**

1. The Permanent ISC Sub-Committees are:
  - a. Convention Committee
  - b. Executive Committee
  - c. Financial Committee
  - d. Newsletter Committee
  - e. Organizing Committee
  - f. Website Committee
  - g. Safety Committee
  - h. Public Relations Committee
  - i. Social Media Committee
2. Ad-Hoc Sub-Committees of the ISC shall be formed by vote of a majority of:
  - a. ISC members at a regular meeting, or
  - b. RWU members in Convention assembled.