



Michigan Postal Workers Union
American Postal Workers Union, AFL-CIO

CONSTITUTION

&

BY-LAWS

of the

“Al LaBrecque”
MICHIGAN POSTAL WORKERS UNION’S
STATE RETIREE CHAPTER

******MPWU***APWU******

Updated/Amended as of April 19, 2024 Convention
*Changes are reflected as being **Bolded***

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Article 1 – Title

The name of this Chapter shall be the Michigan Postal Workers Union **Al LaBrecque** State Retiree Chapter, hereafter referred to as: “MPWU **Al LaBrecque** State Retiree Chapter” of the American Postal Workers Union, AFL-CIO. The address of the MPWU **Al LaBrecque** State Retiree Chapter shall be the Michigan Postal Workers Union, AFL-CIO, or the home address of the State Retiree Chapter President.

Article 2 – Objectives

The objectives of this State Chapter shall be to: be Legislatively and Politically active, Education, Organizing new and long-time retired members, and Local Retiree Chapters, and to Service retired members and their surviving spouses. To support and direct the efforts of Michigan APWU Local Retiree Chapters. And, to carry out on a state basis, the objectives of the APWU Retirees’ Department.

Article 3 – Membership

All Michigan Local Retiree Chapters are automatic affiliates of the State Chapter. Any APWU member who retired or retires in good standing, and who is a member of a Michigan Local Retiree Chapter, or an APWU Retirees’ Department member-at-large within the State of Michigan, shall be an automatic member of the MPWU **Al Labrecque** State Retiree Chapter, subject to the requirements of the National APWU and MPWU Constitutions.

Article 4 – Dues & Revenue

The monthly membership dues shall be set by the National APWU Retiree’ Department. Membership dues shall be payable in accordance with the rules established by the National APWU Retirees’ Department. The President and Secretary-Treasurer shall be the Fiduciary Officers of the MPWU **Al LaBrecque** State Retiree Chapter. The Employee Identification Number (EIN) shall be the same as the Michigan Postal Workers Union, AFL-CIO. The Fiduciary Officers shall be bonded under the National APWU bonding procedure. 20% of the basic \$24.00 per year Retirees’ Department per capita dues paid by all Retirees’ Department members in the state, plus One Dollar (\$1.00) per member, per month of the “unrepresented” members dedicated as a rebate to the MPWU **Al LaBrecque** State Retiree Chapter, is properly owed this Chapter.

Article 5 – Officers

Section 1 – The elected officers of this State Chapter shall be: President, Vice President, Secretary-Treasurer, and up to three (3) Trustees.

Section 2 – To be eligible for office, a member must be in good standing for three months immediately preceding the election, as certified by the Secretary-Treasurer.

Section 3 – To be eligible to vote in an election of officers, a member must be in good standing

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for three months immediately preceding the election, as certified by the Chapter Secretary-Treasurer.

Section 4 – Once a retired postal employee accepts re-employment with the U.S. Postal Service, they are ineligible to be a member in good standing of the APWU Retiree’s Department of this Chapter. Upon retiring again from the USPS, APWU retirees are again eligible to be a member of the APWU Retirees Department without a waiting period.

Article 6 – Elections

All regular elections shall be held in conjunction with the elections of the Officers of the Michigan Postal Workers Union, AFL-CIO. Officers shall be elected by secret ballot vote. Notice of election shall be advertised in the Michigan Messenger at least thirty (30) days preceding the election. Nominations and elections procedure shall be in accordance with the MPWU Constitution. Appeals to the conduct of the elections shall be in accordance with the election appeals procedures of the MPWU Constitution & By-Laws. The President shall fill all vacancies of the Officers and Trustees from any cause whatsoever, subject to majority approval of the MPWU **Al LaBrecque** State Retiree Chapter Executive Board.

Article 7 – Duties of Officers

Section 1- All officers shall act in accordance with the provisions of this Constitution & By-Laws and the provisions of the Michigan Postal Workers Union, AFL-CIO, Constitution and National APWU Constitution.

Section 2 – President. The President shall preside at all meetings of the MPWU **Al LaBrecque** State Retiree Chapter. They shall validate all expenditures and be responsible for all mailings of the Chapter. The President shall be a member ex-officio of all Chapter Committees, shall appoint all committees, including an Editor if a newsletter is to be published. A Chapter newsletter shall belong to the National APWU Postal Press Association. **The President is an automatic delegate to APWU National Convention**, pre-Convention APWU Retirees Department Conference, Retirees Department Conference and/or Legislative Rallies called by the APWU Retirees Department Director, the MPWU State Education Assemblies and MPWU District Meetings when authorized by the MPWU President, State Chapter finances permitting

Section 3 – Vice President. The Vice President shall perform the duties of the President in their absence. Shall perform other duties as assigned by the President, and serve as liaison to other retiree organizations.

Section 4 – Secretary-Treasurer. The Secretary-Treasurer shall be responsible for all monies received by this Chapter. Shall render an account of the finances annually, shall assist the audit committee. **Shall meet with the Financial Administrator prior to the yearly MPWU Financial Committee audit to balance and assure that all revenues and expenses are properly authorized and recorded for submission and approval to the Committee. Said**

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audit to be performed in accordance with Article 11, Section 2 of the MPWU Constitution. Further, a copy of the audit shall be provided to the Chapter's elected Trustee for review.

Shall keep an accurate record of all proceedings of this Chapter. Shall keep an accurate record of all monies received and disbursements. Shall be the custodian of the Chair and all records. Shall perform other duties as assigned by the President.

Section 5 – Trustees. Trustees shall perform other duties as assigned by the President.

Section 6 – Executive Board. The elected officers of this Chapter shall comprise the Executive Board.

Section 7 – Retiree Advisor. The Chapter elected President, with the approval of the Executive Board; may at their discretion, appoint the immediate past president to serve in an administrative advisory capacity to ensure a seamless transition of the office of State Chapter President, as consultant to the President, and thereafter may be assigned, at the pleasure of the President, with necessary expenses to attend the State Chapter Constitutional Convention without voice or vote, and Education Assembly, finances permitting. The Retiree Advisor will be reimbursed for necessary expenses, e.g. postage, supplies and mileage necessary to transfer books, records and supplies to the President.

Article 8 – Expenses

Finances permitting, the authorized expenditures of this chapter will be: mileage/travel, per diem, lodging, registration fees, postage and supplies and other necessary expenses approved by the President. The MPWU **Al LaBrecque** State Retiree Chapter Travel and Expense Policy shall be the governing document for disbursement of Chapter funds for authorized travel expenses, mode of travel, per diem and mileage. Expenditures exceeding \$350.00, other than those specified herein and affiliation fees and levies, shall require prior approval of the Executive Board and /or Convention. The state Chapter shall have sole authority in determining the dispensing of Chapter funds to conduct the activities and financial obligations solely of, by, and for the Chapter, its officers and members. The MPWU Secretary-Treasurer is the designated MPWU **Al LaBrecque** State Retire Chapter financial administrator.

Article 9 – Convention

The Constitutional Convention of the MPWU **Al LaBrecque** State Retiree Chapter will be held in conjunction with the Constitutional Convention of the MPWU, AFL-CIO. The MPWU **Al LaBrecque** State Retiree Chapter will conduct retirement classes at the MPWU Education Assemblies and will attend MPWU District Meetings when deemed necessary by the Chapter President and MPWU President. Registration fees for the Convention shall be determined by the MPWU, AFL-CIO. Preparations for the Convention and Educational Assembly will be under the direction of the Chapter President.

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Article 10 – Representation

The voting strength of member Local Retiree Chapters at Conventions shall be one (1) vote for each twenty (20) members, or fraction thereof. Representation shall be based upon the membership of each member Local Chapter in the year preceding the Convention. Members-At-Large shall be entitled to one (1) vote each. Each MPWU **Al LaBrecque** State Retiree Chapter officer holding an elective office shall have a voice and one (1) vote and shall be a delegate to the MPWU **Al LaBrecque** State Retiree Chapter Constitutional Convention. The MPWU **Al LaBrecque** State Retiree Chapter shall be entitled to one (1) vote for each twenty (20) members, or fraction thereof, of the “unrepresented” members and the votes apportioned equally among the State Chapter officers present and voting, with the balance cast by the President.

Article 11 – APWU and MPWU Constitutions

The MPWU **Al LaBrecque** State Retiree Chapter shall at all times be subject to the provisions of the APWU, AFL-CIO and the MPWU, AFL-CIO, Constitutions.

Article 12 – Authorization Necessary to Represent MPWU **Al LaBrecque** State Retiree Chapter

Except to the extent specified in this Constitution and By-Laws; no officer of the State Retiree Chapter shall have the authority to act as agent for, or otherwise bind, the MPWU **Al LaBrecque** State Retiree Chapter in any way whatsoever. No member or group of members or other person shall have the authority to act on behalf of, or otherwise bind the MPWU **Al LaBrecque** State Retiree Chapter except to the extent specifically by the President of the Chapter, with approval of the MPWU President.

BY-LAWS

Article 1 - Quorum

A majority of the members of the Executive Board shall be required for a quorum. At least five (5) members-in-good-standing shall be required for a quorum to conduct official Chapter business, or a Convention.

Article 2 – Rules of Order

Roberts Rule of Order shall govern all meetings of the MPWU **Al LaBrecque** State Retiree Chapter in all cases to which they are applicable, and in which they are not inconsistent with this Constitution or with the State or National Constitutions of the American Postal Workers Union, AFL-CIO. The President shall appoint a Parliamentarian.

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Article 3 – Amendments

This Constitution and By-Laws may be amended by a two-thirds majority vote of the members attending and voting at the Constitutional Convention. Proposed amendments shall be submitted in resolution form for membership consideration and vote upon, subject to modification, provided such amendments are not inconsistent with the MPWU State and APWU National Constitutions, or with other rules and regulations established by the APWU Retirees Department.

Article 4 – Mission Statement

The MPWU **Al LaBrecque** State Retiree Chapter shall work in conjunction with the MPWU Auxiliary and the MPWU Legislative Director on legislative and political matters.

These Articles of the Constitution & By-Laws Adopted 05-29-1998 and amended at the Conventions on:

- As Amended – April 30, 2004
- As Amended – April 28, 2006
- As Amended -May 16, 2008
- As Amended – April 16, 2010
- As Amended – June 1, 2012
- As Amended -May 23, 2014
- As Amended – May 20, 2016
- As Amended – April 19, 2024