

CONSTITUTION
of the
SAILORS' UNION OF THE PACIFIC

ARTICLE I
NAME AND POWERS

This Union shall be known as the Sailors' Union of the Pacific. Its powers shall be legislative, judicial and executive. It is a grant of powers from the members, and the Union shall not exercise any power unless specifically granted or implied and needed in the exercise of powers directly granted.

ARTICLE II
AFFILIATION

SECTION 1. It shall be the policy of the Sailors' Union of the Pacific to be affiliated with the Seafarers International Union of North America and the American Federation of Labor-Congress of Industrial Organizations, the State Federation, City Central Labor Councils, Departmental Councils and such other Federations or National Organizations in which membership may be authorized by the members of the Union, all while such bodies follow the system of voluntary association. Whenever such organizations depart from said principle to the extent of levying assessments and such assessments are insisted upon, the affiliation shall terminate. And such affiliations or termination thereof, except for reasons herein stated, shall be decided by a coastwise referendum vote, after at least one week's notice.

SECTION 2. In the event that the Sailors' Union of the Pacific shall be affiliated with any national or international body, and said national or international body should, by any action, attempt to assume ownership or take control of the property or funds belonging to the Sailors' Union of the Pacific, affiliation with the body taking such action shall immediately terminate without any further action on the part of the Sailors' Union of the Pacific.

SECTION 3. Unions seeking affiliation with or charter from the Sailors' Union of the Pacific shall be granted affiliation/charter under terms and conditions determined by a majority vote of the membership of the Sailors' Union of the Pacific. Constitutions of unions affiliated with or chartered by the Sailors' Union of the Pacific shall not be inconsistent with the Constitution of the Sailors' Union of the Pacific. Unions affiliated with or chartered by the Sailors' Union of the Pacific shall within their reasonable capacity promote the welfare and assist the Sailors' Union of the Pacific.

ARTICLE III
MEMBERSHIP

SECTION 1. Candidates for membership shall be practical sailors and shall be American citizens.

SECTION 2. Candidates shall be here after referred to as Registrants. Registrants shall be examined by a Committee of three members in good standing. Registrants as defined:

- (a) are not members;
- (b) must pay a fee to register;
- (c) must take any job offered to which they are qualified.

Registrants having completed thirty (30) days continuous employment upon an S.U.P.-contracted vessel and having paid all fees and assessments shall be admitted to membership.

SECTION 3. No one shall be admitted, or remain a member of this Union, who is a member of, or who assists, the Communist Party, the Trotskyite, or a dual organization hostile to the aims and principles of this Union.

SECTION 4. Members more than one quarter in arrears in dues and who have been alerted of this delinquency by mail within fifteen (15) days of arrearage, and allowing a thirty (30) day notification period, shall be suspended automatically, and shall forfeit all benefits and all other rights and privileges in the Union. They shall be automatically expelled if they are more than two quarters in arrears in dues. An arrearage in dues shall be computed from the first day of the applicable quarter, but this time shall not run:

- (a) While a member is actually participating in a strike or lockout;
- (b) While a member is unfit for duty for more than one quarter;
- (c) While a member is under an incapacity due to activity in behalf of the Union;
- (d) While a member is in the Armed Services of the United States, provided he/she applies for reinstatement within ninety (90) days after discharge from the Armed Forces;
- (e) While a member has no opportunity to pay dues, because of employment aboard an S.U.P.-contracted vessel.

SECTION 5. The membership certificate shall at all times remain the property of this Union.

SECTION 6. Obligation: "I pledge my honor, as a man/woman, that I will be faithful to this Union, and that I will work for its interest and will look upon every member as my brother/sister, that I will not work for less than Union wages and that I will obey all orders of I the Union. I promise that I will never reveal the proceedings of the Union to its injury or to persons not entitled to know it. And if I break this promise, I ask every member to treat me as unworthy of membership, friendship and acquaintance. SO HELP ME GOD!"

ARTICLE IV
DUTIES OF MEMBERS

SECTION 1. It shall be the duty of each member to be true and loyal to the Union and the labor cause, and to endeavor to put into practice the principles laid down in the Preamble. Members shall treat the officers of the Union while discharging their duties with due respect and consideration, and yield strict obedience to such rules as the Union may see fit to adopt.

SECTION 2. It shall, furthermore, be the duty of every member to uphold and advocate the objects of bona fide labor organizations, to patronize all union-made goods, and in particular to shun all places or institutions where scab labor is employed.

ARTICLE V
REINSTATEMENT

SECTION 1. Members dismissed as provided in Article III may be reinstated by payment of arrearage and a delinquency fee of \$ 100.00 and such other rules and conditions as are adopted from time to time by a majority vote of the membership.

ARTICLE VI
DUES AND INITIATION FEE

SECTION 1. The initiation fee shall be Eight Hundred Dollars (\$800.00) payable in installments with the sum of One Hundred Dollars (\$100.00) being due and owing upon the member's admission into the Union and the balance of Fifty Dollars (\$50.00) per month for each month or part thereof in S.U.P. - contracted vessels. The initial installment of One Hundred Dollars (\$ 100.00) shall accompany the application of membership and the dues shall be One Hundred Thirty Dollars (\$130.00) per quarter, payable in advance. In unorganized fields the initiation fee shall be determined from time to time by the membership.

SECTION 2. The regular dues shall be determined by the membership on a referendum ballot from time to time.

SECTION 3. Members shall be exempt from payment of dues while unable to go to sea because of illness or injury. Any member claiming exemption from payment of dues shall request such exemption in writing and shall produce evidence satisfactory to the Union that his/her illness or injury actually prevented him/her from going to sea. Members shall also be exempt from payment of dues in cases of retirement as provided in Article VII.

SECTION 4. (a) Any member who retires under a pension plan covering members of the Union, and has been in continuous good standing for ten years preceding his/her retirement, shall be considered in good standing and, provided that he/she continues paying dues is entitled to all rights as a

member, including the right to serve on committees, except that he/she shall not be eligible:

- (1) To work under covered employment;
- (2) To be a candidate for or hold office in the Union;
- (3) To vote on any issue brought before a regular or special meeting concerning Shipping Rule changes; or;
- (4) To vote on any dues raise and/or assessments.

(b) Any member unable to retire on pension who has been in continuous good standing for ten years and who can prove to the satisfaction of the Union that he/she is unable to sail because of age or poor health shall be entitled to the same rights as a pensioner.

(c) Any member retiring from the industry under (a) or (b) above shall be exempted from paying the regular dues required of other members on terms and conditions decided by a majority vote of the membership.

ARTICLE VII RETIRING CARDS

SECTION 1. Members intending to remain on shore indefinitely or sail as licensed officers or in any capacity not listed in the Deck, Engine or Stewards Departments may retire from active membership and shall be granted a retiring card upon payment of dues for the current quarter, assessments, fines or other indebtedness to the Union, but under no conditions shall a retiring card be issued during a strike or lockout.

SECTION 2. Members holding Retiring Cards shall surrender all rights and privileges of membership during the period of retirement; except that a retired member shall not be disloyal to the Union nor join or remain in any dual or hostile organization, upon penalty of forfeiture of his/her right to reinstatement. Retired members may be restored to active membership upon depositing their retiring cards and making payments as hereinafter required subject, however, to the conditions hereinafter stated.

SECTION 3. Members who wish to be restored to good standing shall be required to appear before the Committee on Candidates and Membership for investigation and recommendation to the membership. Such members may be restored to membership only by majority vote of the membership, upon making such payments and subject to such other conditions as the membership may decide.

ARTICLE VIII VOTING REQUIREMENT

SECTION 1. Members with A and B seniority who are in good standing may vote in all Union elections. Members with C seniority who have ninety (90) days

seatime within the preceding year and have been in good standing for that year shall be eligible to vote in all Union elections.

ARTICLE IX
SYSTEM OF ORGANIZATION

SECTION 1. This Union shall be administered through Headquarters and such Branches as shall be established by a majority vote on a general ballot.

SECTION 2. Headquarters of the Union shall be in San Francisco, California.

SECTION 3. Each Branch shall bear the name of its respective locality or port.

SECTION 4. The Sailors' Union of the Pacific shall at all times protect and maintain its jurisdiction over all work which rightfully belongs to its members, and all such work as its member may perform.

SECTION 5. The Sailors' Union of the Pacific shall embrace the Deck Department, Engine Department and Stewards Department aboard vessels and such other employment as its members may perform.

SECTION 6. The Sailors' Union of the Pacific shall protect and maintain its jurisdiction over work that rightfully belongs to its Engine and Stewards Departments.

ARTICLE X
OFFICERS

SECTION 1. The regular officers of the Union shall be one President/Secretary-Treasurer, one Vice President/Assistant Secretary-Treasurer, one Business Agent at Headquarters, and five Trustees for the Building Corporation, three of whom must be available for monthly meetings at Headquarters and two of whom do not hold any other Union office. At Seattle, Wilmington, and Honolulu, one Branch Agent.

Such other help as the Union may need from time to time for the transaction of its business may be appointed by the President/Secretary-Treasurer, subject to the approval by a majority vote of the membership, extra help to possess the same qualifications as elected officers at the time of appointment.

SECTION 2. The Chairman at Headquarters and Branches shall be elected by the meeting at Headquarters and Branches from the regularly elected Officers, or from the membership present. The Chairman must have the same qualifications as an elected Officer and must be actively employed under the jurisdiction of the Sailors' Union of the Pacific.