

## Summary of Proposed Bylaw Amendments - Local 2 & Local 2850 Merger

To effectuate the merger there are four (4) substantive sections of the By-Laws which need to be amended. Those changes affect the following:

### 1. Vice Presidents

- Modify Vice-President position to create 2 Vice-Presidents (Vice-President- San Francisco & Peninsula, and Vice-President- East & North Bay). Positions to be elected at-large.
- Each Vice-President is given the same authority as Vice-President in previous Bylaws, except both Vice-Presidents will share responsibility for appointing a minority of committees.

### 2. Executive Board

- Add one seat to Executive Board for a total of eleven (11) seats.

The By-Law language below (Officers) is the section which changes the Vice-Presidents and Executive Board.

**Section 1** *Officers of this Local shall be President, Vice President- ~~San Francisco & Peninsula, Vice President- East & North Bay, Financial Secretary- Treasurer, and three (3) Trustees. The first ~~three~~ four (3-4) named officers and ~~ten~~ eleven (10-11) elected Executive Board members shall constitute the Executive Board of the Local Union.~~*

Below is the more specific By-Law section change regarding Vice-Presidents.

**Section 2** *Vice Presidents. The Vice Presidents shall aid and assist the President in the discharge of ~~his~~ duties and in preserving order and decorum in the Local. In the absence of the President, ~~they-he~~ shall alternate to preside over all meetings and, for the time being, be invested with the same power as though they were President. In the absence of either the President or the ~~Financial Secretary- Treasurer, they he~~ shall co-sign checks and documents. They shall assist the President in advancing the mission of organizing and representation of members in their respective geographic designations. He They shall perform such other duties as may be consistent with ~~his their~~ offices. ~~He They~~ shall each appoint half of the minority of all committees. ~~He They~~ shall, by virtue of ~~his their~~ offices, be delegates to the International Union Convention and ~~a-delegates~~ to all other bodies with which the Local Union affiliates.*

**The next election of Local 2 Officers will take place at its regular time: May of 2024.**

### 3. Membership Meetings

- Membership meetings to be held quarterly, with dates and locations to be set by Executive Board and announced to membership at the start of each calendar year. Aside from the frequency of meetings, there are no changes regarding the functioning of the membership meeting or its role in the structure of the Union.

**Section 1** Meeting Schedule. The ~~monthly regular membership~~ meetings of ~~this~~ Local 2 shall be held ~~on the third Tuesday of each month at 4:30 p.m. quarterly.~~ The Executive Board shall set the meeting times and locations in January of each calendar year, and shall have the authority to amend the meeting schedule as necessary. The membership shall be appropriately notified of the meeting schedule. All membership meetings of this Local shall be held in accordance with Roberts Rules of Order.

### 4. Strike Benefit Fund

The Local 2850 "Strike and Defense Fund" is merged into the Local 2 Strike Benefit Fund.

(b) ~~Effective February 1, 1999, two Six~~ dollars (\$ ~~2 6.00~~) per month shall be directed to the Strike Benefit Fund, ~~comprised of the combined assets of the Local 2 Strike Benefit Fund and the Local 2850 Strike and Defense Fund as of the effective date of the merger of Local 2850 into Local 2 with the exception of members employed by Gate Gourmet and Sky Chef where the amount will be two dollars (\$2.00) per month.~~ Disbursements from the Strike Benefit Fund shall be solely for picket's strike benefits and shall be reviewed on a case-by-case basis by the Executive Board of the Union in accordance with these Bylaws.

**All other changes to the By-Laws are "housekeeping" changes. There are no other substantive By-Law changes which are part of the merger.**

**Language is cleaned up throughout the By-Law document.**

For example:

The name of the Union is changed from "The Hotel and Restaurant and Bartenders Union" to "**UNITE HERE Local 2**".

"Motel and restaurant" is replaced by "Food Service and Gaming".

"He" is replaced by the gender neutral "they" throughout.

"He" is deleted in favor of "the President, or "the Vice-Presidents", or "the Secretary-Treasurer" where required.

"this Local" becomes "local 2".

"General President" becomes "International Union President", "Financial Secretary-Treasurer" becomes "Secretary Treasurer", etc..

**Dated sections of the current By-Laws are deleted.**

For example, in Sec. XII Finances, the By-Law change “effective on June 1, 2008” which authorized a temporary “\$25.00 a month Strike Benefit Dues increase” and the By-Law changes authorizing “Dues increases in 2014, 2015, 2016, and 2017” are deleted, etc.

**A note on DUES: All dues and fees paid by Local 2 members in San Francisco and San Mateo and by all 2850 members shall remain the same as at the time of the merger. No member’s dues are increased or decreased through the merger of Local 2850 into Local 2.**