

CONSTITUTION

OF

LOCAL 375

ARTICLE I NAME

The complete name of this organization shall be the New York City, Civil Service Technical Guild, Local 375 of the American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the Guild.

Whenever the term "he" appears in the constitution, it shall be amended to read "he/she"; whenever the term "chairman" appears, it shall be amended to read "chair"; whenever the term "his" appears, it shall be amended to read "his/her"; and whenever any other masculine term or its derivative appears, it shall be amended to include the appropriate feminine term or its derivative.

ARTICLE II PURPOSES OF THE ORGANIZATION

The purposes of the Guild are to work for the good and general welfare of the Civil Service Technical Employees, viz., to educate the general public and public officials to a complete realization of his intrinsic worth to the community; to maintain his professional dignity; to assure his tenure of employment; to obtain adequate remuneration commensurate with the value of his services; to obtain increased promotional opportunities; to provide a voice in the determination of terms and conditions of employment; to promote Civil Service legislation and career service in government and to safeguard and extend benefits provided by Civil Service and Pension Laws and to nullify every effort by individuals or groups which would prevent the accomplishment of the foregoing objectives.

ARTICLE III POLITICAL RESTRICTIONS

In the furtherance of the objectives of the organization, the Guild shall not support, endorse or become directly connected with a political party or organization in the city, county, state or nation. It may, however, endorse, support or oppose individual candidacies and specific policies of a political party or organization.

ARTICLE IV MEMBERSHIP DUES

Section 1. Any person shall be eligible for membership who meets one or more of the requirements listed below:

Architectural, Engineering, Planning, Scientific and related technical professional employees of the City of New York, New York, and its related Authorities, Boards and Public Corporations, except those employed in cultural institutions and the New York State Unified Court System; Broadcasting, Editing, Artistic and Technician Employees of WNYC, New York, New York.

Section 2. Except as otherwise provided in this constitution, any person without regard to race, creed, color, national origin, sex, age, sexual orientation or political belief shall be eligible for membership.

Section 3. The dues of the Guild shall be payable in a sum which may be found adequate and necessary. The dues shall be payable bi-weekly as follows:

<u>Organization Codes</u>	<u>Bi-Weekly Dues Rates</u>	<u>New Bi-Weekly Dues Approved 5/19/93</u>
HD	\$12.75	\$15.25
HS	12.75	15.25
KB	14.00	16.50
KG	15.00	17.50
HZ	16.50	19.00
KK	18.50	21.00
F2	20.50	23.00
F4	23.00	25.50
F6	25.00	27.50
F8	27.00	29.50
G2	29.00	31.50

Changes in dues, except as noted below, shall be made by motion duly adopted by the board of delegates and ratified by the membership at a general membership meeting. At least fifteen days advance notice shall be given the membership prior to such membership meeting. In case of a per capita increase, the dues then in effect, shall be increased by the amount of such per capita increase.

Section 4. Membership dues, other than that paid through a system of regular payroll deduction, shall be payable monthly in advance to the financial secretary and in any event shall be paid not later than the 15th day of the month in which they become due. Dues of chapter members payable on a cash basis shall be collected by the chapter and forwarded to the financial secretary of the Guild. Any member who fails to pay dues by the 15th day of the month in which they become due shall be considered delinquent, and upon failure to pay dues for three months and after written notice shall stand suspended. Provided, however, that any person paying his dues through a system of regular payroll deduction, shall, for so long as he continues to pay through such deduction method, be considered in good standing.

Section 5. A member suspended under the above section may be reinstated to membership in the local on election of payment of dues through regular payroll deduction, and payment of twenty-five dollars.

ARTICLE V CHAPTERS

Section 1. The chapters in existence at the time of adoption of this Constitution are the chapters of this local. New chapters having a membership of not less than ten may be formed with the approval of the board of delegates, in every city department, board, authority or bureau having a technical force qualified for membership under Article IV, but only one chapter shall be formed in any single department, board, authority or bureau except that the formation of more than one chapter in a superagency may be permitted with the approval of the board of delegates.

Section 2. A departmental, board, authority, bureau of agency chapter shall be designated by the name of the department, board, authority or bureau, except where such name might be confused with that of an existing organization, in which case a distinctive name shall be adopted. Each chapter shall have a number assigned to it.

Section 3. Any qualified technician or group of technicians working for any city department, board, authority, bureau or agency may, with the approval of two-thirds of the executive committee affiliate with any duly organized chapter. This provision shall not preclude such a group from subsequently securing the formation of a chapter in their own department, board, authority or bureau.

Section 4. Each chapter shall adopt a constitution and by-laws for the guidance of its particular group, provided, however, that they do not conflict in any way with the constitution and by-laws of the Guild. The constitution of every chapter and any change of any nature in the constitution of any chapter shall conform to the provisions of the Guild constitution. The adoption of a new constitution by any chapter and any change of any nature in the constitution of any chapter shall be subject to the approval of the Guild president, and shall become effective only upon the granting of such approval by the president in writing. Regardless of such written ap-

proval, if a conflict between such chapter's constitution or amended constitution and the Guild constitution should exist, the provisions of the Guild constitution shall prevail. Unreasonable refusal or delay in granting approval by the president shall be reviewed by the executive committee at the request of the chapter.

Section 5. Each chapter shall meet at least once a month during the months September to June, inclusive, at a time and place fixed by the membership of the chapter. A quorum for a chapter membership meeting shall consist of at least three percent of the chapter's membership in good standing unless otherwise designated by the chapter's constitution.

Section 6. Special meetings of a chapter may be called by the local union president, the local union executive committee or board of delegates, the president of the chapter or by a petition filed with the president of the chapter by one-quarter of the members of the chapter.

Section 7. The officers of each chapter shall be as designated in the constitution of the chapter. Chapters shall have not less than two officers, a chapter president and a chapter secretary-treasurer. They shall be elected for three-year terms, beginning in 1988.

Section 8. Election of chapter officers, delegates and alternate delegates shall be held every third year starting with the 1989 election. Nominations shall be held no earlier than October and elections shall take place no later than December of each such election year.

Section 9. All election results shall be reported at the first meeting in the month of January following the election and the newly-elected officers, delegates and alternate delegates shall be installed at that time.

Section 10. Upon the election of chapter officers and delegates, each chapter shall deliver to the secretary of the Guild a notification signed by the chapter president and secretary, stating the names and post office addresses of such officers and delegates and certifying that the election was properly conducted under the applicable provision of the constitution of the Guild, the district council and of the Federation. The secretary of the Guild shall report such notification to the board of delegates. Elected delegates shall not be seated until notification is reported as aforesaid.

Section 11. The provisions of Appendix D of the International Constitution, entitled "Elections Code", shall apply to chapters except that the words "Federation, Subordinate Body, Chairman of the Judicial Panel and Judicial Panel," where used therein, shall respectively mean the Guild, the chapter, Guild president and Guild executive committee, and except as otherwise modified by the Guild constitution for clarity and applicability. The election committee shall be that of the chapter. In appeals from challenges and protests relating to chapter elections, a decision of the Guild executive committee of an appeal from the Guild president's decision, or a decision of the Guild president, where timely appeal is not made to the Guild executive committee within the prescribed time of ten days, shall be final.

Section 12. Vacancies in the office of chapter officers shall be filled for the remainder of the unexpired term in accordance with the constitution of the chapter.

ARTICLE VI REPRESENTATION

Section 1. Every chapter of the Guild shall be entitled to one delegate for every twenty members or fractional part thereof in good standing. Delegates must be members of the Guild. The number of delegates to which a chapter is entitled shall be determined by the number of per capita members as of June 30th preceding the election of officers and delegates of the chapter, except that in the event of a chapter acquiring new members by reason of the addition of new titles or groups to the Guild's jurisdiction after June 30th, then the delegate representation of the chapter acquiring the new members shall be increased by one delegate and one alternate delegate for every twenty (20) new members or a fraction thereof.

Section 2. Every chapter of the Guild shall have at least one delegate.

Section 3. All delegates shall be members of the board of delegates; they shall have equal standing in the deliberations of that body; they shall be eligible to cast one vote each; they shall be eligible to hold any office in the Guild.

Section 4. All delegates shall be elected by the membership of the various chapters, in any manner approved by the board of delegates, as being representative of the will of the majority of each chapter.

Section 5. The term of office for all chapter delegates shall be two years.

Section 6. For each delegate there shall be a duly elected alternate who shall assume all the duties and responsibilities of the delegate in his absence.

Section 7. The officers of the Guild shall, by virtue of their election to such offices, be deemed members of the board of delegates. These shall not be included in the quota for each chapter noted in Section 1.

ARTICLE VII THE BOARD OF DELEGATES

Section 1. The common meeting ground of the various chapters of the Guild shall be in the board of delegates.

Section 2. All the duly approved activities of the board of delegates shall be considered the official action of the Guild.

Section 3. The board of delegates shall meet at least once a month during the months September to June, inclusive. Special meetings of the board of delegates may be called by the president or the executive committee at any time, and the secretary of the Guild shall call a meeting at any time upon the written request to do so by three or more chapters.

ARTICLE VIII GENERAL MEMBERSHIP MEETINGS

Section 1. A general membership meeting of the membership of this local shall be held at least once a year.

Section 2. A special general membership meeting of the membership of this local may be called by the president, a majority of the executive committee, or by petition, filed with the president and signed by one-quarter of the members.

ARTICLE IX OFFICERS

The officers of the Guild shall be:

1. President
2. First Vice-President
3. Second Vice-President
4. Secretary
5. Treasurer
6. Financial Secretary
7. Recording Secretary
8. Sergeant-at-Arms
9. Chairmen of the Standing Committees.

ARTICLE X STANDING COMMITTEES

Section 1. There shall be nine standing committees, designated as follows: executive, legislative, membership, pensions, civil service, public relations, labor and political activities, leasing/purchasing and safety/environmental.

Section 2. The chairmen of these committees shall be elected as set forth in Article XIII of the constitution.

Section 3. The president of the Guild or, with the president's authorization, the first vice-president shall appoint the members of these standing committees.

Section 4. Meetings of the standing committees may be called at any time by their respective chairmen, and the secretary of the Guild shall call a meeting of a standing committee at any time upon the written request to do so by any three or more members of such committee.

ARTICLE XI EXECUTIVE COMMITTEE

Section 1. The executive committee shall consist of all the duly elected officers of the Guild as set forth in Article IX together with the presidents of all the chapters. Each past president of the Guild shall be an ex-officio member of this committee provided that he/she is a member of the Guild in good standing, and further provided that he/she does not work in a managerial capacity for any agency that employs members of a Guild bargaining unit.

Section 2. The executive committee shall meet at least once a month. Special meetings may be called at any time by the president or the chairman of this committee and the secretary of the Guild shall call a meeting at any time upon written request to do so by five or more members of this committee.

ARTICLE XII DUTIES OF OFFICERS

Section 1. President: He shall preside at all meetings of the board of delegates and of the general membership. He shall countersign all checks drawn against the funds of the local. He shall appoint all special committees of the local as may be found proper and necessary and be an ex-officio member of all committees and shall be chief negotiator on all city-wide and local union collective bargaining negotiations. He shall report periodically to the board of delegates and the executive committee the progress and standing of the local and regarding his official acts. He is empowered to make expenditures not exceeding a total of \$1,000.00 for matters requiring immediate action between meetings; such expenditures shall be subject to ratification by the executive committee at its next meeting. He shall, with the approval of the board of delegates, engage auditing services as may be required.

Section 2. First Vice-President. He shall assist the president in the work of his office. In the absence of the president or in his inability to serve, the first vice-president shall preside at all meetings and perform all duties otherwise performed by the president. He is authorized to act as co-signer of checks drawn on local funds in place of either the president or the treasurer.

Section 3. Second Vice-President: In the absence of the first vice-president or in his inability to serve, the second vice-president shall assume the duties performed by the first vice-president. He shall be a member of the office committee and assist the secretary in the supervision of the office.

Section 4. Secretary: He shall be the official custodian of all the records of the local. He shall carry on the official correspondence of the local. He shall issue all notices of meetings of the local. He shall be chairman of the office committee, such committee to be responsible for the addressing and mailing of the minutes and literature to delegates or members, and for the maintenance of the office files. All records and filed data shall be open for inspection by the members of the executive committee at any reasonable time.

Section 5. Treasurer: He shall receive and receipt for all monies of the local union and receive from the financial secretary all dues collected by the financial secretary. He shall deposit all monies so received in the name of the local in a bank or banks designated by the executive committee. He shall prepare and sign checks for such purposes only as are required by the constitution or are authorized by the membership, the board of delegates or by the executive committee acting for the board of delegates where action is required prior to a schedule board of delegates meeting or by the president for expenditures authorized as aforementioned. He shall keep an accurate record of receipts and disbursements and shall, once each month, submit to the board of delegates, a monthly operating statement of the financial transactions of the local for the previous month. The treasurer, as well as other officers responsible for the handling and disbursing of funds shall, at the expense of the local and through the International Union, give a

surety bond for an amount to be fixed by the board of delegates of the local, but not less than the minimum provided for in the constitution of the International Union. On the termination of the treasurer's office, he must obtain a discharge receipt from the board of delegates based on an independent audit before he shall be discharged from his bond.

- (a). All accounts of the Guild shall be audited by a Certified Public Accountant immediately following the close of each fiscal year, or, at the direction of the president or the board of delegates, at more frequent intervals. The Certified Public Accountant shall be appointed by the president with the approval of the board of delegates. The audit report shall be transmitted to the president and the treasurer as promptly as possible after completion of the audit. The treasurer shall present the audit report to the board of delegates at the first regular meeting of the board following the receipt of the audit report.

Section 6. Financial Secretary: He shall receive and receipt for the dues paid by the membership. He shall maintain an accurate account of dues paid and notify delinquents. He shall turn over to the treasurer all monies received in the name of the local and the treasurer will receipt these monies to the financial secretary. He shall make monthly reports on the collection of dues. On the termination of the financial secretary's office, he must obtain a discharge receipt from the board of delegates based on an independent audit before he shall be discharged from his bond.

Section 7. Recording Secretary: He shall record the minutes of all official meetings of the executive committee, the board of delegates and membership meetings of the local.

Section 8. Sergeant-at-Arms: He shall take attendance records at all official meetings of the local. He shall maintain order and decorum at all meetings of the local.

Section 9. Chairman of Executive Committee: He shall preside at all meetings of the executive committee. He shall report at the next subsequent board of delegates meeting, all matters discussed at the executive committee meeting.

Section 10. Chairmen of all standing committees shall carry out the functions designated by the titles of their offices with the assistance of volunteer members. They shall report to the board of delegates on the progress of their offices. They shall perform the duties assigned to them by the executive committee and the board of delegates.

ARTICLE XIII NOMINATIONS AND ELECTIONS

Section 1. Nominations shall be made at a regular or special meeting of the local in October of the election year. At least 15 days advance notice shall be given the membership prior to the nomination meeting. A nominating committee may be appointed or elected to make nominations, but whether or not such nominating committee is used, nominations shall be permitted from the floor at the nomination meeting.

Section 2. To be eligible for office, a member must be in good standing for one year immediately preceding election.

Section 3. In any case where there is only one nominee for office, such nominee shall be declared elected only at the completion of the counting of the ballots and subject to the order of standing as provided in Section 5 of this Article. In all other cases, officers shall be elected by secret ballot vote, and the balloting shall be so conducted by referendum. Ballots shall be mailed to all eligible members on file with the Guild no earlier than 20 days and no later than 30 days after the date of nomination and at least fifteen days prior to the announcement date of deadline for the return of ballots. The election results shall be reported at the delegates meeting in the month of December following the election.

Section 4. All matters concerning nominations and elections in this local union shall be subject to the provisions of Appendix D, entitled "Election Code," of the International Union Constitution, except that delegates to all International and State conventions shall be elected by a majority of the votes cast.

Section 5. The term of office for all officers shall be three years. Election of officers of the Guild shall be held every third year, starting with the 1988 election. Not more than four officers shall be elected from the same chapter. If more than four are elected to offices from the same chapter, the four elected to the offices in the following order of standing, president, first vice-president, second vice-president, secretary, treasurer, financial secretary, recording secretary, sergeant-at-arms and chairs of standing committees (executive, legislative, membership, pensions, civil service, public relations, labor and political activities, leasing/purchasing and safety/environmental) shall be declared duly elected to serve and the other elected officers and nominees from said chapter shall be declared ineligible.

Section 6. Such unfilled office shall be filled through a run-off election in which there will be a ballot bearing two names for each office to be filled, such names being those remaining eligible nominees who received the greatest number of votes in the first balloting, and the nominee receiving the highest number of votes shall be declared elected. Where there is only one other eligible nominee for such unfilled office, said nominee shall be declared duly elected to serve such office, provided that such nominee shall receive a majority of the votes cast for such office. In the event that such nominee did not receive a majority of the votes cast or in the case where there are no remaining eligible nominees for an office, another election shall be conducted to fill such office.

Section 7. No member may hold, concurrently, more than one elective office in the Guild. This clause shall not be interpreted to restrict a member from holding any elective office in a chapter or from representing the Guild as a delegate to a convention, or from holding any appointive office.

Section 8. Except for the office of the president, in the event of a vacancy in office by reason of death, resignation or removal of an officer, such vacancy shall be filled by election at the next duly scheduled meeting of the executive committee.

If such a contingency should arise with regard to the President, the First Vice President shall assume the office of the President and serve for the unexpired term.

Section 9. (a) The president shall be deemed a duly elected delegate to all conventions and councils in which the Guild has representation.

(b) The chair of the legislative standing committee, the first vice-president and the second vice-president and in descending rank order, as described by Article XIII, Section 5 of the constitution, the officers and chairs of all other standing committees shall be deemed duly elected delegates to the New York State AFL-CIO Constitutional Convention. The remaining delegate quota shall be elected by the board of delegates at a regularly scheduled delegates' meeting.

(c) The first vice-president and the second vice-president and in descending rank order, as described by Article XIII, Section 5 of this constitution, the officers and chairs of standing committees shall be deemed duly elected delegates and alternate delegates to the AFSCME International Convention. The remaining quota shall be elected by the membership at a special election.

Section 10. Every officer shall upon assuming office subscribe to the Obligation of an Officer as follows:

"I,, promise and pledge that I will perform faithfully and with honor the duties of the office which I now assume in the New York City, Civil Service Technical Guild, Local 375, American Federation of State, County and Municipal Employees, AFL-CIO, and I will deliver to my successor in office all books, papers and other property of this union which are in my possession at the close of my official term."

Section 11. Where a recall of an excess delegate or delegates to District Council 37 is required under its constitution, in accordance with a certified report of the voting strength of the Guild issued by the treasurer of the council after each December 31 and June 30, such recall shall be made in the inverse order of the vote received by the delegates to the council. The president and any delegate who is a member of or a nominated candidate for the council executive board shall not be subject to recall for this reason.

Section 12. Any mailings from the election committee to the membership must be on paper containing the name of the Guild only.

ARTICLE XIV GOVERNMENT

Section 1. The Guild shall be governed by the board of delegates convened at regular or special meetings.

Section 2. Resolutions and motions duly adopted at these meetings shall determine the definite policy and future actions of the organization.

Section 3. It shall be the duty of the duly elected officers to take the necessary steps to carry out the will of the organization as expressed at these meetings.

Section 4. Between meetings of the board of delegates all matters demanding immediate determination of policy and action shall be handled by the executive committee.

Section 5. The medium of obtaining city-wide action on all matters shall be through the board of delegates.

Section 6. Except to the extent specified in this constitution, no officer of the local union shall have the power to act as agent for or otherwise bind the local union in any way whatsoever. No member or group of members or other person or persons shall have the power to act on behalf of or otherwise bind the local union except to the extent specifically authorized in writing by the president of the local or by the board of delegates.

ARTICLE XV BYLAWS

Section 1. The board of delegates shall adopt a set of Bylaws to supplement this constitution which shall be equally binding on all officers, delegates, alternates, chapter officers and members.

Section 2. Any Bylaw, rule or regulation may be adopted, suspended, altered or annulled by a two-thirds vote of the delegates present at any meeting of the board of delegates, provided, however, those present constitute a quorum.

ARTICLE XVI OTHER COMMITTEES

Section 1. There shall be such other special committees as may be deemed expedient and necessary to conduct the work of the organization.

Section 2. The president of the Guild shall appoint the members of such committees and name the chairman. He shall also specify the scope of their duties. They shall serve until the completion of their assigned duties, or at the pleasure of the president.

Section 3. Each committee shall consist of at least three members including the chairman. This number may be augmented by the president or the chairman of the committee, provided, however, that the membership of any committee shall not be increased or decreased for the purpose of changing any report or determination of such committee.

Section 4. Members of such committees may be selected from the membership at large. They need not be delegates.

Section 5. Meetings of such committees may be called at any time by their respective chairmen.

ARTICLE XVII JUDICIAL PROCEDURES

Section 1. All judicial procedures shall be conducted in accordance with Article X of the International Constitution and as noted hereafter.

Section 2. Charges shall be filed with the secretary of the local, who is deemed secretary of the trial body pursuant to Article X, Section 6 of the International Constitution.

Section 3. The trial body of the local is the executive committee.

Section 4. Upon receipt of the charges, the secretary shall call a special meeting of the executive committee to consider them. The secretary shall be directed to send within ten days following the receipt of charges, a copy of the charges to the accused person together with a notice to appear for trial before the executive committee pursuant to Sections 12, 13 and 14 respectively of Article X of the International constitution.

Section 5. The executive committee may by majority vote find the accused person guilty and assess any one or more of the penalties enumerated in Article X, Section 15 of the International Constitution.

ARTICLE XVIII QUORUMS

Section 1. No regular or special meeting of the board of delegates shall be considered an official meeting and no business transacted therein shall be binding unless a quorum of accredited delegates are present. Such quorum shall consist of at least twenty percent of the duly elected delegates.

Section 2. No meeting of the executive committee shall be considered an official meeting and no business transacted therein shall be binding unless a quorum of the membership of this committee is present. Such quorum shall consist of at least thirty percent of the membership of this committee.

Section 3. In the case of all other standing and special committees a quorum shall consist of at least three committee members.

Section 4. No general membership meeting of the Guild shall be considered an official meeting and no business transacted therein shall be binding unless a quorum of the membership of the Guild is present. Such quorum shall consist of at least 150 members of the Guild in good standing.

ARTICLE XIX MISCELLANEOUS PROVISIONS

Section 1. Where procedures for the resolution of questions are not provided for under the constitution or Bylaws they shall be resolved by a majority of those present and eligible to vote at any meeting concerned with such questions.

Section 2. Robert's Rules of Order, Revised, shall be the guide in all cases to which they are applicable and in which they are not inconsistent with the constitution and special rules of the local.

Section 3. No literature shall be distributed in the name of the Guild or a chapter, unless authorized by the appropriate body.

Section 4. The board of delegates only, may authorize the payment of an expense allowance from the Guild treasury to Guild officers, officials, or chapter presidents. After approval by a chapter's membership, the board of delegates may authorize the payment of an expense allowance from that chapter's treasury to any of that chapter's officers.

Section 5. The board of delegates may authorize the payment of an expense advance to the chapters. All monies so allocated shall be expended only on official chapter business.

The president and secretary-treasurer of each chapter shall submit annually to the Guild treasurer a report, with appropriate documentation, of the uses to which any such monies have been expended.

Section 6. The board of delegates may authorize the payment of an expense advance from the Guild treasury to an individual for specified official Guild business, provided that such an advance is subsequently accounted for by the submission of a report, with appropriate documentation, in a timely manner.

Section 7. The board of delegates may authorize reimbursement from the Guild treasury for any expenditure made in furtherance of official Guild business, provided that a signed expense report and appropriate documentation is submitted with such request for reimbursement by the individual seeking reimbursement, or by the chapter president on behalf of the chapter in the case of chapter expenses.

ARTICLE XX AMENDMENTS TO THE CONSTITUTION

Section 1. A proposed amendment to this constitution shall first be submitted in writing by a delegate at any meeting of the board of delegates. Such proposed amendment shall then be referred to a special committee for study and report.

Section 2. A proposed amendment shall then be approved by a two-thirds vote of the delegates voting at a meeting of the board of delegates, before it can be presented to the membership at large for adoption or rejection.

Section 3. Upon adoption by the board of delegates, the secretary of the Guild shall, within forty-five days therefrom, transmit by mail to each and every member in good standing a copy of the proposed amendment, together with a ballot upon which to indicate his approval or disapproval. The secretary shall allow fifteen days for members to return their ballots. The secretary shall place all returned ballots in a safe place until the next meeting of the board of delegates. At the stated meeting, the president shall appoint at least three tellers who shall count the ballots. The results of the vote shall be announced before the end of the meeting.

Section 4. A two-thirds affirmative vote of the members voting, shall be necessary to amend this constitution.

ARTICLE XXI SUPERSEDURE

Section 1. The articles of this constitution shall supersede all articles and amendments of the existing constitution.

Section 2. Any article or part thereof of this constitution which is in conflict with the provisions of the Constitution of the American Federation of State, County and Municipal Employees and of the Constitution of New York District Council #37 of A.F.S.C.M.E. shall be deemed invalid.