

**PITTSBURGH STADIUM
INDEPENDENT
EMPLOYEES UNION**

**CONSTITUTION AND BY-LAWS
REVISED JANUARY 2024**

TABLE OF CONTENTS

| | | |
|---------------|-----------------------------------|--------------|
| ARTICLE I | | Page 4 |
| ARTICLE II | JURISDICTION | Page 4 |
| ARTICLE III | PRINCIPAL OFFICES | Page 4 |
| ARTICLE IV | MEMBERSHIP | Page 4, 5 |
| ARTICLE V | MEETINGS | Page 5, 6 |
| ARTICLE VI | OFFICERS | Page 6, 7 |
| ARTICLE VII | NOMINATIONS/ELECTIONS OF OFFICERS | Page 7, 8, 9 |
| ARTICLE VIII | DUTIES OF OFFICERS/PRESIDENT | Page 9, 10 |
| | DUTIES OF VICE-PRESIDENT | Page 10 |
| | DUTIES OF TREASURER/SECRETARY | Page 11, 12 |
| | DUTIES OF GROUP TRUSTEES | Page 12 |
| | DUTIES OF EXECUTIVE BOARD | Page 12 |
| | DUTIES OF OFFICERS GENERALLY | Page 12, 13 |
| ARTICLE IX | SALARIES, ALLOWANCES, EXPENSES | Page 13 |
| ARTICLE X | REVENUE | Page 13, 14 |
| ARTICLE XI | STRIKES AND LOCKOUTS | Page 14 |
| ARTICLE XII | CHARGES AND APPEALS | Page 15 |
| ARTICLE XIII | HONORABLE WITHDRAWAL LETTER | Page 15, 16 |
| ARTICLE XIV | GENERAL PROVISIONS | Page 16, 17 |
| ARTICLE XV | AMENDMENTS | Page 17 |
| ARTICLE XVI | SAVINGS CLAUSES | Page 18 |
| ARTICLE XVII | AFFILIATION | Page 18 |
| ARTICLE XVIII | QUORUM | Page 19 |

PREAMBLE

As almost every improvement in the condition of the working people was accomplished by the efforts of Organized Labor and as the welfare of the members of a craft can best be protected and advanced by their united action in one Union of such workers, we have, therefore organized the Pittsburgh Stadium Independent Employees Union and adopted the following Constitution:

ARTICLE I

This organization shall be known as the Pittsburgh Stadium Independent Employees Union.

ARTICLE II

JURISDICTION

The jurisdiction of this Union shall include all service personnel employed by PNC Park and Acrisure Stadium or any other location where it may conduct its operation in the Greater Pittsburgh area.

ARTICLE III

PRINCIPAL OFFICE

The headquarters of this Union shall be selected by the Union Executive Board, but typically would be headquartered at the address of the Treasurer/Secretary.

ARTICLE IV

MEMBERSHIP

Section 1 Eligibility to membership in this Union shall be as set forth in the By-Laws, and applicants for membership shall comply with and be subject to the requirements imposed by these By-Laws.

Section 2 All applications for membership must be made by filling out and signing the application forms provided by this Union and or the employer at time of hiring.

Section 3 All applicants for membership and for reinstatement to membership are subject to the approval of the Executive Board. The action of the Executive Board is final and binding.

Section 4 When applicants have been accepted and have paid their full initiation fee, they shall be obligated and have their names placed on the seniority list and assigned a seniority number.

Section 5 An applicant must be actively employed under the jurisdiction of this Union to be eligible for membership.

Section 6 Any member suspended for non-payment of dues can be reinstated only upon payment of all delinquent dues or in the event there is more than one (1) year's dues in arrears, so much thereof as shall be decided by the Executive Board.

Section 7 There shall be no discrimination against any member, or any applicant for membership by reason of race, creed, color, religion, sex, sexual orientation, national origin, ancestry, age, or disability, subject to the exceptions contained in applicable law.

ARTICLE V

MEETINGS

SECTION 1 This Union shall hold general meetings as determined by the Executive Board.

SECTION 2 The membership of this Union shall be divided according to their job classifications into three (3) groups. Each group shall be entitled to representatives on the Executive Board. Such representatives shall be considered Officers and shall be referred to as Trustees.

THESE GROUPS ARE:

GROUP 1 TICKET SELLERS

GROUP 2 TICKET TAKERS, GREETERS, AND DISTRIBUTORS

GROUP 3 USHERS AND POOL MEMBERS

Annual group meetings shall be held at date, time, and place determined by the president of the union. Special group meetings shall be held at the call of the President. The President must call a special meeting of any group upon written request of the Group Trustee, majority of the Executive Board, or upon written request of thirty percent (30%), or twenty (20) members of said Group, whichever is less. When such special meeting is called, then no business shall be transacted at such meeting other than that stated in the call of the meeting.

Only members in good standing of any Group shall be permitted to attend Group meetings with the exception of Officers of the Union who shall be permitted to attend any and all Group meetings, but shall not be allowed to vote on any issues to be determined by said Group, or to nominate a candidate for Office of Trustee of said Group.

SECTION 3 A written or electronic notice shall be sent to all members in good standing, stating the date, time, and place of each meeting and if such meeting is a special meeting, the purpose of such meeting shall also be included in the notice.

SECTION 4 A quorum for all General membership meetings shall consist of ten (10) members in good standing including one Officer of the Union.

SECTION 5 A quorum for all Executive Board meetings and of all committees shall consist of a majority of the members thereof.

SECTION 6 Rules of conduct at all meetings shall be in accordance with the Manual of Common Procedures as set forth with Roberts Rules of Order.

ARTICLE VI

OFFICERS

SECTION 1 The officers of this Union shall be President, Vice-President, Treasurer/Secretary, and Group Trustees.

SECTION 2 These officers shall constitute the Executive Board, and their term of office shall begin on January 1, immediately following their election, and they shall hold office for three (3) years or until their successors are qualified.

SECTION 3 All vacancies existing in any office due to death, resignation or removal, or for any other reason shall be filled by appointment by the President upon approval of a majority of the Executive Board and such appointed officers shall serve for the balance of the unexpired term. If the vacancy exists in the office of President, the Vice President shall fill the vacancy.

SECTION 4 Every member in good standing shall be eligible to stand for election, and to serve as an Officer of this Union, provided they meet all eligibility requirements set forth, has been in continuous good standing in this Union for

each consecutive month and the twenty four (24) month period immediately prior to nomination, and is actively employed under the jurisdiction of this Union during the regular baseball/football season per the following: All Executive Board members must be actively employed at either PNC Park or Acrisure Stadium.

SECTION 5 No person who has been convicted of a felony as defined in Section 504 of the Landrum Griffin Act shall, in accordance with the provisions of applicable law, be eligible to hold office in this Union.

ARTICLE VII

NOMINATIONS AND ELECTION OF OFFICERS

SECTION 1 Nominations for the offices of President, Vice-President, Treasurer/Secretary, and all Group Trustees shall be held at the regular scheduled annual meeting in November. At least twenty (20) days prior to the date of the nominating meeting, specific notice of the date, time, and place of the nominating meeting and the offices will be updated on the Union website, WWW.PSIEU.ORG.

SECTION 2 The election of all Officers and Group Trustees shall be held during the month of December. The Executive Board shall set the time, place, and make all relevant arrangements for the election. However, in no event shall such election be held sooner than twenty (20) days after the nomination meeting, and the election shall be conducted in accordance with the procedures set forth in these By-Laws.

SECTION 3 All nominations shall be made at the nomination meeting by motion, seconded by members in good standing. Any question of the eligibility of nominees shall be decided by the President, or their designee within twenty-four (24) hours, and such decision shall be appealable to the Executive Board within forty-eight (48) hours after such ruling. The Executive Board shall decide such an appeal within seven(7) days after receipt of the protest.

SECTION 4 Candidates must either accept the nomination or reject it at the time made. If accepted, they can only accept the nomination for one (1) position.

SECTION 5 Every member whose dues are paid up through the month in which the nomination or election is held shall have the right to nominate, vote for, or otherwise support the candidates of their choice.

SECTION 6 Every member eligible to nominate candidates shall be entitled to nominate one (1) candidate, but only one (1) for each open position.

SECTION 7 If any nominee should die before election, their name shall appear on the ballot. In the event such name shall receive the requisite number of votes to be elected, the position shall be filled in the same manner as vacancies are filled when they occur during a term of office.

SECTION 8 If there is only one (1) nominee for an office and they are ruled ineligible after the nomination meeting, then a new nomination meeting shall be held for such office only. However, such a nomination meeting shall not delay the election for all other offices.

SECTION 9 The election of officers shall be by secret ballot among the members in good standing. There shall be no proxy voting. Each eligible voter shall receive one (1) ballot for election of Officers at Large and either one (1) or two (2) ballots for the election of group trustees, depending on whether they work at either one or both venues. The group trustees ballots shall be designated as either PNC Park or Acrisure Stadium.

SECTION 10 When there are more than two (2) candidates for an office, the candidate, receiving the most votes, shall be declared elected. In the event of a tie, a re-vote will take place until a winner prevails.

SECTION 11 There shall be no write-in candidates and any ballot containing a write-in candidate shall be void insofar as the vote for that office is concerned, and such ballot for that office shall not be considered as having been cast for that office.

SECTION 12 In the event there shall be any protest or charges made concerning the election by any member prior to the holding of the election, such protest or charge shall be made in writing by such member within forty-eight (48) hours of their knowledge of the event complained of and shall specify the exact nature of the protest. In the event there shall be any protest or charge

concerning the conduct of the election after the election has been held by any member, such protest or charge shall be made in writing by such member within forty-eight (48) hours, setting forth the exact nature of the protest and their claim as to how it has affected the outcome of the election. Such protest shall be made to the Treasurer/Secretary who shall refer the protest to the executive board for disposition.

SECTION 13 The votes cast by members for each candidate shall be counted and published on the Union's website, WWW.PSIEU.ORG.

SECTION 14 No candidate (including a prospective candidate) for any office in this Union or supporter of a candidate, may solicit or accept financial support of any direct or indirect support of any kind from any member or non-member of the Union.

ARTICLE VIII

DUTIES OF OFFICERS

PRESIDENT

SECTION 1 The President shall preside at all general, special, and group meetings of the Union, as well as executive board meetings, and conduct the same and conformity with these By-Laws.

SECTION 2 The President shall fill any vacancy caused by death, resignation, or expulsion, which may occur among the Officers with the consent of the majority of the Executive Board.

SECTION 3 The President shall have general supervision of the affairs and be the executive head of this Union, and their duties shall be those duties usually devolving upon the President or Executive Officers.

SECTION 4 In addition to the general powers hereby conferred upon the President, they shall have all special powers conferred upon them by the Constitution and By-Laws enacted hereunder.

SECTION 5 The President shall have the authority to appoint delegates to all trade assemblages, but all of such appointments must have the approval of the Executive Board. They shall exercise such other powers of appointment as are set forth in these By-Laws. It is understood that none of the appointees of

the President shall be given any executive powers or be authorized to carry out any of their executive functions.

SECTION 6 The President shall have the power to call special meetings of the executive board, when, if, and whenever they shall deem it advisable. The President shall, in their call, designate the time and place of the meeting.

SECTION 7 The laws of this Union contained in these By-Laws, shall be interpreted by the President and the Executive Board, and their decisions thereon shall be binding upon all individual members.

SECTION 8 The President shall render decisions upon questions where the By-Laws contain no express provisions for the determination thereof. Their ruling upon such questions shall be made in Conformity with the spirit of the circumstances.

SECTION 9 Any decisions of the President, rendered pursuant to the provisions of the Section, shall be subject to appeal to the Executive Board.

SECTION 10 The President shall be empowered to accept invitations to attend, either in person or by deputy, such conventions or trade assemblages as shall be of interest and importance to the Union.

SECTION 11 The President shall have the right to delegate any of his powers to the Vice-President. They may delegate special powers to such person(s) as they may select to represent them or to act as their Deputy from time to time, as they shall deem necessary, provided such deputies do not have any executive authority or functions. No action of any representative of the President shall become final without the approval or consent of the President. The President shall have full authority to amend or rescind any action taken by his representative.

VICE-PRESIDENT

SECTION 12 In case of the death, resignation, or disability of the President, the Vice-President shall assume all the responsibility of the President until their successor shall have been elected or selected in accordance with these By-Laws, within sixty (60) days of the time of such death, resignation, or period of disability.

TREASURER/SECRETARY

SECTION 13 The Treasurer/Secretary shall keep all membership records and applications, and a record of all members admitted by initiation or otherwise, as well as rejections, suspended, or expelled members. The Treasurer/Secretary shall be responsible for maintaining an accurate record of all dues, payments, and other revenues, the correct names, street/email addresses, and phone numbers of all members; Every month update all changes as necessary of all members initiated or readmitted, and of all other persons from whom revenue is derived, as well as those suspended for non-payment of dues or for any other cause.

They shall receive all monies paid into the Union and immediately make a record of the same in Bank books kept by them for that purpose. They shall keep a correct amount of the financial standing of all members with their full names as well as their place of employment. They shall keep a record of any and all monies paid out by the organization. They shall make an itemized statement on the first meeting of each quarter to the body, of all monies received and paid out by them. They shall be bonded in such an amount as is required by law and is fixed by the Executive Board and shall file the same with the Board of Trustees of the Union as security for the funds of the Union. Any expenses in securing the bond shall be borne by the Union. They shall be a member of the Executive Board. They shall have a charge of the seal and to affix the same on all legal orders and conduct all official correspondence and perform such other duties as the Executive Board may direct.

All funds shall be deposited in a Bank in the name of the Union, subject to an order signed by the President and the Treasurer/Secretary. The Treasurer/Secretary shall promptly provide copies of all financial reports setting for the statement of liabilities and a statement of receipts and disbursements, which are required by law.

It shall be the duty of the Treasurer/Secretary to keep a correct record of all proceedings of regular and special membership meetings of the executive board meetings, and of all group meetings. They are responsible for keeping WWW.PSIEU.ORG

up to date including but not limited to posting contracts, messages, and Union updates as necessary.

GROUP TRUSTEES

SECTION 14 Group Trustees shall represent their respective Groups on the Executive Board. They shall assist the Treasurer/Secretary in collecting all dues and shall perform such other duties as ordered by the President and the Executive Board. The Group Trustees shall also have the duty to examine the financial records of the Union and report the assets and property owned by the Union at least every three (3) months.

EXECUTIVE BOARD

SECTION 15 It shall be the duty of the Executive Board to attend all meetings and to transact the business of the Union between regular membership meetings. The Executive Board shall have the power to adopt such measures, either aggressive or defensive, in the interest of the Union as it shall deem necessary. It shall act as a Union Trial Board.

SECTION 16 The Executive Board shall pass upon all appointments made by the President to fill any and all vacancies of office existing in the Union, and shall perform other duties as is elsewhere set forth in these By-Laws. The Executive Board shall meet as often as it may deem necessary to perform its function in accordance with these By-Laws.

SECTION 17 As to all matters requiring action by the Executive Board, the Executive Board, when not in formal session, may act by letter, email, or telephone. When action by the Executive Board is required, the President may obtain the same by writing, emailing, or telephoning the members of the Executive Board, and such members may take action on the matter brought to their attention in the same manner. Such action so taken by the majority of the members of the Executive Board shall constitute action of the Board as though the Board were in formal session.

OFFICERS GENERALLY

SECTION 18 All Officers of this Union, when installed after election, shall be required to take an obligation of office.

SECTION 19 All Officers in the performance of their duties shall adhere to the terms of these By-Laws.

SECTION 20 The right to assume or hold office or position in the Union as distinguished from accrued or vested benefits shall never be determined a property right, but shall be a personal privilege and honor only. Any action taken by an Officer in good faith within the scope of their power and authority under these By-Laws shall not be the basis for any personal liability against such officer.

SECTION 21 All Officers and employees handling any monies of this Union shall be bonded in the amount and the form required by applicable statutes, said bond(s) to be procured immediately on assuming office or employment, the premiums to be paid for by the Union.

ARTICLE IX

SALARIES, ALLOWANCES, AND EXPENSES

SECTION 1 Salaries, allowances, expenses, and all other compensation for Officers shall be fixed by the President and shall be approved by the Executive Board.

ARTICLE X

REVENUE

SECTION 1 The revenues of this Union shall be derived from dues, initiation fees, special assessments, and fines.

SECTION 2 The initiation fee of this Union shall be \$30.00.

SECTION 3 The dues for all members shall be set by the Executive Board. Dues can be paid in advance; dues of members are due and payable on or before the last day of the current month in order for a member to be in good standing.

SECTION 4 Dues and or initiation fees may not be increased and no special assessments may be levied except by majority vote by the members in good standing, voting at a general or special membership meeting after fifteen (15) days notice of intention to vote upon such question, or by majority vote of the members in good standing voting and a membership referendum conducted by secret ballot.

SECTION 5 Reduced dues for medical leave. upon acceptance by the employer of a medical leave of absence the affected member shall pay union dues at one half ($\frac{1}{2}$) of the current rate.

SECTION 6 All dues and other financial obligations not paid on or before the last day of the month in which the same are due shall become and be considered delinquent.

SECTION 7 Members who fall in arrears two (2) months in dues or other financial obligations shall stand automatically suspended as members of the Union. Such suspended member may be reinstated upon receiving approval of the Executive Board and on payment of all delinquent dues, as required under these By-Laws, plus any other financial obligation other than dues which they owe the Union, but in no event shall such readmission restore any rights, privileges, or any other benefits such as seniority of the Union.

SECTION 8 All records of this Union pertaining to income, disbursements, and financial transactions of any kind whatsoever, must be kept for a period of at least six (6) years or longer if required by applicable law.

ARTICLE XI

STRIKES AND LOCKOUTS

SECTION 1 The President, with the approval of the Executive Board, shall take all steps necessary to settle controversies with the employer. They may call a meeting of the group involved and present such controversy for their consideration.

SECTION 2 When a strike is ordered, as provided in Section 1 of this article, the President together with the Executive Board, shall constitute a Strike Committee that shall have full charge of the conduct of such strike. The Strike Committee shall keep an accurate and complete list of members on strike or lockout.

ARTICLE XII

CHARGES AND APPEALS

IN ORDER TO ENSURE MEMBERS' PROTECTION FROM THE FILING OF FRIVOLOUS CHARGES, THE FOLLOWING PROCEDURE SHALL APPLY:

SECTION 1 The basis for charges against members or officers for which they shall stand trial, and the procedures to be followed in trials and appeals on the same, will be set by the Executive Board.

SECTION 2 If the charges or any portion thereof, are sustained, then the trial body shall render judgment and impose disciplinary action. If the charges are not sustained, the same shall be dismissed.

SECTION 3 The trial body, after requisite due process has been afforded, may impose such a penalty as it deems appropriate and as the case requires.

SECTION 4 Where the penalty of a fine is imposed, it shall provide for its payment to the Union. If a penalty consists only of a fine and an appeal is filed, the accused may deposit such fine (but such deposit need not exceed the sum of one hundred dollars \$100), with the Union pending the outcome of the appeal and thereupon the accused shall be restored to all rights of membership. If the decision is reversed, the fine shall be refunded.

SECTION 5 In the event of non-compliance with the decision handed down by a trial or appellate body, the member or officer shall stand suspended from all privileges until compliance with those decisions has been made. If, however, the decision carried with it an order of expulsion, then such order or expulsion shall immediately take effect.

ARTICLE XIII

HONORABLE WITHDRAWAL LETTER

SECTION 1 Any member in good standing for the current month May obtain an honorable withdrawal letter from this Union by making proper application to the Officers of this Union. The withdrawal letter entitles them to readmission within 3 years from date of issuance, otherwise, this withdrawal letter is null

and void. In no event shall readmission restore any privileges or other benefits, such as seniority.

ARTICLE XIV

GENERAL PROVISIONS

SECTION 1 No member shall make any individual agreement with their employer.

SECTION 2 Members may be fined, suspended, or expelled for failing to obey orders issued by the Executive Board.

SECTION 3 Any member who shall resign, be suspended, or expelled from the union shall not be entitled to be refunded any monies paid as initiation fees, dues, fines, or assessments.

SECTION 4 Any member appearing at any Union meeting in an intoxicated condition or on any controlled substance not lawfully prescribed, shall be put on probation for a period of time by the presiding officer of such a meeting, and if a member under probation appears at a Union meeting in an intoxicated or controlled substance condition, the presiding officer of such meeting may, without debate, prohibit such member from attending all Union meetings during the remainder of the probationary period.

SECTION 5 The individual member is solely responsible for payment of their dues and all other payments to the union. (In most instances, the employer's payroll department is withdrawing the initiation fees and dues automatically.)

SECTION 6 No member shall be expelled from this Union without a fair trial before the Executive Board.

SECTION 7 Any member violating the terms of a contract of which the union is a party, shall be subject to disciplinary action.

SECTION 8 All members must report changes of street address, phone number, or email address to the union office (Treasurer/Secretary) as soon as possible.

SECTION 9 Subjects of a sectarian or personal nature shall not be permitted at any Union meetings, and anyone who persists in such discussion, after warning from the presiding officer, shall be subject to charges.

SECTION 10 Any member misusing their Membership Card or Employee ID card provided by the employer of which the employer

has control, shall be subject to charges, and if found guilty, shall be expelled from this Union.

ARTICLE XV

AMENDMENTS

These By-Laws may be amended by the General Membership and this Union at the Annual General Membership Meeting, or at any General Membership Meeting specially called by the President, upon direction of the Executive Board for the specific purpose of considering proposed amendments to these By-Laws in accordance with the following procedure:

SECTION 1 Any proposed amendment must be in writing and signed by any three (3) members in good standing and must be submitted to the Treasurer/Secretary prior to the meeting at which it is to be acted upon.

SECTION 2 The Treasurer/Secretary shall then refer such proposed amendments to the Executive Board of the Union who shall study the same.

SECTION 3 The Executive Board shall read the proposed amendment at the General Membership Meeting and give its studied recommendations on the same.

SECTION 4 The membership shall be advised of the essence of any proposed amendment in the notice of the General Membership Meeting at which such Amendment will be proposed.

SECTION 5 The Executive Board shall also have the authority to direct the President to call a special General Membership Meeting at any time between regularly scheduled membership meetings for the purpose of considering amendments to these By-Laws, if such is deemed necessary. Members shall be advised in the call or notice of such especially called General Membership Meeting of the essence of the proposed amendments to be considered.

SECTION 6 A majority vote of approval by the members present at the regular General Membership Meeting, or at the specially called General Membership Meeting shall be necessary to amend these By-Laws.

SECTION 7 No Amendment shall be valid or become effective until approved by the Executive Board.

ARTICLE XVI

SAVINGS CLAUSES

SECTION 1 The provisions of the By-Laws relating to the payment of dues, assessments, fines, or penalties, etc, shall not be construed as incorporating into any union-security contract those requirements for good standing membership which may be in violation of a applicable law, nor shall they be construed as requiring any employer to violate any applicable law. However, all Financial Obligations imposed by or under these By-Laws, and in conformity therewith, shall be legal obligations of the members upon whom imposed and enforceable in a court of law.

SECTION 2 If any provision of these By-Laws shall be declared invalid or inoperative by any competent authority of the executive, judicial, or administrative branch of Federal or State government, the Executive Board shall have the authority to suspend the operation of such provision during the period of its invalidity and to substitute in its place and stead a provision which will meet the objections to its validity, and which will be in accord with the intent and purpose of the invalid provision. If any Article or Section of these By-Laws should be held invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of these By-Laws or the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid shall not be affected thereby.

ARTICLE XVII

AFFILIATION

SECTION 1 This Union may attempt to affiliate with any appropriate Labor Group which may benefit our members.

ARTICLE XVIII

QUORUM

SECTION 1 The title to all property, funds, and other assets of this Union shall at all times be vested in the Executive Board for the joint use of the membership of this Union, but no member shall have any severable proprietary right, title, or interest therein.

SECTION 2 Membership in this organization shall not vest any member with any right, title, or interest in or to the property of this union, including the funds of this Union.