

1BY-LAWS
of the
INDIANA STATE ASSOCIATION
OF
LETTER CARRIERS

As revised and amended at the
111th ISALC State Convention

Michigan City, Indiana

April 19-20, 2010

By-Laws Committee

Paul Toms
Tim Turner
John Triplett
Dave Tunison

OFFICERS, 2009-2011

President

John Triplett, Indianapolis

Executive Vice President

Sharon Patterson, Crown Point

Secretary

Dave Tunison, Indianapolis

Treasurer

Jerry Sutherlin, Bloomington

Director of Education

Tim Turner, Kokomo

Director of Retirees

James Tharp, Muncie

Chairperson, Executive Board

Paul Toms, Indianapolis

Executive Board

Mike Deweese, Bloomington

Christeen Rusher, Fort Wayne

Louie Schaefer, Anderson

Tim Tharp, Muncie

Yatzie Roysden, Lawrenceburg

Carye Williams, Hammond

INDEX

Article	Topic	Page/s
I	Name and Object	1
II	Membership	1
III	Convention and Assemblies	1-2
IV	Revenue	2
V	Representation and Vote	2-3
VI	Officers	3
VII	Nominations and Elections	4
VIII	Duties of Officers	5-7
IX	Committees	7-8
X	Compensation, Mileage and Per Diem	8-9
XI	Prohibition	9
XII	Referendum	9
XIII	Appeals	9-10
XIV	Amendments	10
XV	Resolutions	10
XVI	Credit Card Account	11
XVII	Auxiliary Meeting	11
XVIII	Training Media	11
XIX	Procedures at National Convention	11
XX	General Guide	11
XXI	Parliamentary Practice	11
XXII	Expenditure Over \$3,000	12
XXIII	Order of Business	12
	Past Conventions, State Presidents and Secretaries	13-19

ARTICLE I

NAME and OBJECT

Section 1. This Association shall be known as the Indiana State Association of the National Association of Letter Carriers of the United States of America.

Section 2. The objects of this Association are to assist the National Association of Letter Carriers in maintaining a more perfect organization and improving the Postal Career Service; to organize all letter

carriers within the State; to host, as approved by the National Business Agent, educational seminars for all members; to guide and direct all activities relating to legislation within the State; any other activities requested by Branches, and to represent all Branches when requested.

ARTICLE II

MEMBERSHIP

Section 1. Membership of the Association shall be composed of members in good standing in the National Association of Letter Carriers within the geographical boundaries of the State of Indiana.

ARTICLE III

CONVENTION and ASSEMBLIES

Section 1. This Association shall meet annually in Convention for two (2) consecutive days in the months of March through June at such a place and time as may be determined by the previous meeting.

Bids for the convention must be submitted to the State Secretary and must be submitted by March 1st of the year prior to such Convention. Branches submitting bids must provide the following criteria.

1. Site-Location
2. Rooms and room rates for available meeting and sleeping rooms
3. Unionized facilities, if feasible
4. Eating facilities
5. Access-highways roads, etc.
6. Cost of delegate registration

The State Secretary shall submit all bids, received to host a convention, to the Convention Committee upon its appointment.

The Convention Committee will investigate all bids and recommend to the Convention assembled approval/disapproval of each bid. If no bids are received the Executive Council will decide the time and place of the State Convention and notify all local branches within the state by September 1st.

Section 2. This Association shall meet annually in Convention at such time and place as may be designated in the by-laws or decided upon by a majority vote at a previous session unless conditions should arise which require a change in the date and place decided upon or designated, then the Executive Council shall have authority to make such change of time or place and report same through the Secretary.

1

Section 3. At least 30 days prior to each Convention, all delegates and alternate delegate cards are to be returned to the State Secretary. The cards are to be signed by both the Branch President and Secretary. The Registration Fee is to be submitted along with the delegate cards for each delegate attending.

Section 4. This Association shall meet annually in September and/or October for the purpose of holding a one or two day training seminar at such a time and place as may be determined by the Executive Council, unless there is a conflict with a National or Regional seminar, then the State Association seminar shall be canceled.

Section 5. This Association shall underwrite any deficit, not to exceed one thousand (\$1000.00) dollars to the "Host Branch" of a Convention, after investigation and approval of the Executive Council. If there is

no "Host Branch" the State Association shall underwrite the entire costs of the convention.

Section 6. Special meetings shall be called by the President upon the written request of not less than one-half of the Branches that are in good standing and representing not less than one-fourth of the membership of the Association. The Secretary shall notify by letter each Branch entitled to representation in this Association stating the object of the call.

Section 7. Fifteen (15) delegates representing ten (10) Branches shall constitute a quorum for the transaction of business, but less than that number may adjourn to meet at some future specified time.

Section 8. The Secretary of this Association shall notify the National Office of the dates of all Conventions and Training Seminars, to secure their assignment of a National Representative.

ARTICLE IV

REVENUE

Section 1. Effective July 1, 2003, the revenue of this Association shall be derived from a per capita tax of \$13.50 per annum (\$1.125 per month) payable annually in advance of December 31 for each member, provided; that members whose dues are check-off pursuant to a collective bargaining agreement need not advance their per capita tax, but shall pay them by the method determined in the check-off agreement. Those members who are retired or have 50 years membership shall have their per capita or any special assessment waived.

Section 2. Any member failing to pay per capita tax within thirty (30) days after the same shall have become due, shall forfeit his/her membership; provided, that the State Association for good and sufficient reasons under reasonable rules uniformly applied may extend the thirty (30) days grace period for not more than an additional sixty (60) days.

ARTICLE V

REPRESENTATION and VOTE

Section 1. Those who shall be entitled to a voice and one vote only in the meetings of the Association shall be its officers, delegates and the Delegate-at-Large.

2

Section 2. The basis of representation and vote in the Association shall be one delegate and vote for each subordinate Branch having a membership of ten (10) members or less and one additional delegate and vote for each additional ten (10) members or fraction thereof. Each elective officer of the Association shall also be entitled to one vote.

Section 3. Election of delegates to the State Association Convention shall be conducted in accordance with Article V of the National Constitution.

Section 4. The number of members who pay per capita tax to the Association for the term beginning January 1 prior to the Convention shall determine the number of votes to which a Branch is entitled. The number of members shall include retirees and 50-year members for the purpose of determining votes.

Section 5. At the regular election of delegates, the Branch shall also elect the same number of alternates as there are delegates elected, who shall be recognized as the alternates in the event of the inability of any delegate to attend a convention or a special meeting of this Association, provided, that the alternate who received the highest number of votes shall be assigned to act instead of any one delegate who is unable to attend such meetings; and when more than one delegate is unable to attend such meetings, alternates shall be assigned in accordance with the number of votes cast for each one in the election, and shall be certified in such numerical order to act in their stead.

Any vacancy in the office of delegate or alternate may be filled by the Branch. An alternate delegate before being admitted to the meetings of this Association shall present, together with his/her certificate of election written evidence from the Secretary of his/her branch or from the delegate for who he/she was elected alternate, that the delegate is unable to attend the meeting.

Section 6. A delegate cannot be admitted to the meetings of this Association who is in arrears either to this Association or the National Association of Letter Carriers.

Section 7. Except for good reason all Executive Council meetings shall be open to any State Association member in good standing. Such members shall not have voices or vote in these meetings and may only be excluded by majority vote of the Council.

ARTICLE VI

OFFICERS

Section 1. The elective officers of this Association shall be the President, Executive Vice-President, Secretary, Treasurer, Director of Education, Director of Retirees, and the Executive Board consisting of seven (7) members. Collectively all shall be members of the Executive Council.

Section 2. The term of the Elective officers in Article VI Section 1 shall be two (2) years.

Section 3. Any regular Branch member in good standing shall be eligible to any office of this Association.

ARTICLE VII

NOMINATIONS and ELECTIONS

Section 1. Nominations and elections shall take place during odd numbers years during the meeting of this Association. The installations of the officers shall take place just prior to adjournment.

Section 2. RULES FOR NOMINATION

1. Nominations will start after the opening session on the convention's first day.
2. Open the nominations from the floor for the following offices:
 - President
 - Executive Vice-President
 - Secretary

Treasurer
Director of Education
Director of Retirees
Executive Board

3. Nominations will remain open until 12 noon at which time the nominations will be officially closed.
4. "Notice of Nomination" forms must be signed by the person nominating the candidate and the candidate.
5. At the start of the afternoon session, the Committee will read off the names of the candidates for the State Offices.
6. Inform the delegates that if any Branch is not going to vote in block, they must notify the Election Committee before 9:00 A.M. on the day of the election.
7. The total votes for each Branch will be determined by the Branch's membership as provided by the N.A.L.C. Headquarters printout as requested by the State Secretary in the first week of January of the election year.
8. Self-nomination is permissible.

Section 3. RULES FOR THE ELECTION

1. Election will start right after the second morning opening.
2. The Election Committee will go over the voting procedure with the delegates in assembly.
 - A. The membership of each Branch as provided by the N.A.L. C. Headquarter printout as requested by the State Secretary in the first week of January of the election year will determine the number of votes for each Branch.
 - B. If a Branch is not voting in block, each delegate will receive a percentage of the branch's votes with the extra votes going to the Branch's President or designee.
 - C. The Election Committee will announce at intervals which branches are to vote. Each delegate must show their delegate card to the designated member of the Election Committee before voting.
 - D. Voting will end after all branches have voted or 2:00 PM, which ever comes first.
3. The Committee will tabulate the votes after voting has ended.
4. Write-in votes shall not be valid.
5. Each candidate shall be entitled to have one observer present during the counting of the ballots.
6. The committee will announce the results of the election during the Business Session or when the Committee has completed the tabulation of the votes.

Section 4. When there is more than one candidate for the same office, it shall require a majority of all votes cast for such office to elect, such votes to be by ballot. When there are more than two candidates for any office, election shall be by plurality, provided, that when there is but one candidate for any office the President may declare his/her election by acclamation.

4

ARTICLE VIII

DUTIES of OFFICERS

PRESIDENT

Section 1. The President shall preside at meetings of this Association and enforce all laws thereof. He/she shall fill all vacancies occasioned by death or otherwise, with persons duly qualified, until an election shall be held. He/she shall sign all warrants on the Treasurer, as provided for in the Constitution. He/she shall sign all documents and papers that require his/her signature to properly authenticate them. He/she shall appoint at each regular meeting a committee of three (3) on credentials, which committee shall at once proceed to discharge its duties, a committee of three (3) on audit to examine at once the books of the Secretary and the Treasurer, a committee of three (3) on mileage and per diem, a committee of three (3) on convention site and a Sergeant-at-Arms. At the close of each meeting, he/she shall appoint such

committees as directed by the Convention, and shall have power to fill vacancies occurring in any appointive committee or elective office during recess. His/her correspondence with Branches, when practical, shall be conducted through the Secretary. He/she shall submit at the regular meeting of the Association a written report of his/her official acts during his/her term of office, and he/she shall perform such other duties as the laws, rules and usage's of this Association may require. He/she shall, together with the Treasurer, sign and file with the Secretary of Labor on behalf of the State Association, the annual financial reports required by public law. He/she shall be in charge of all records and equipment assigned to him/her and at the end of his/her term of office or upon an earlier termination thereof, turn over all records and equipment assigned to his/her successor. He/she will be Director of Legislation in contacting legislators and Branches in matters relevant to letter carriers and NALC. He/she will also serve as Delegate-at-Large. He/she shall receive for his/her services the sum of \$1000.00 per annum.

EXECUTIVE VICE-PRESIDENT

Section 2. The Executive Vice-President shall preside in the absence of the President, and in case of death, resignation, disqualification, refusal or neglect of the President to discharge the duties of his/her office, the Executive Vice-President shall then perform all the duties incumbent upon the President until an election can be held. He/she will also serve as alternate delegate-at-large. He/she shall be in charge of all records and equipment assigned to him/her. At the end of his/her term of office or upon an earlier termination thereof, turn over all records and equipment to his/her successor. He/she shall receive for his/her services the sum of \$100.00 per annum.

SECRETARY

Section 3. The Secretary shall keep a correct record of the proceedings of the Association. He/she shall read or cause to be read all communication, reports, etc., and attest all orders drawn on the Treasurer. He/she shall draw all warrants on the Treasurer, ordered by the Association and signed by the President for money in payment of bills that have been approved by the Executive Board. He/she shall conduct the correspondence of this Association. He/she shall keep a correct record of the name, number, date of affiliation, and location of each Branch of this Association. He/she shall make annual reports to the Executive Board, and to every Branch of this Association, giving the receipts and disbursements of the Association in detail as shown by the books in his office. He/she shall perform such other duties as the laws, rules and usage's of this Association may require, and shall deliver to his/her successor in office or to the Association all property of this Association in his/her possession at the expiration of his/her term of office, or upon an earlier termination thereof. He/she shall give a good and sufficient bond for the faithful performance of his duties in the sum of \$20,000.00 which bond must be approved by and deposited with the Executive Board of this Association. The premium on said bond shall be paid by this Association. For his/her service, he/she shall receive a salary of \$125.00 per month.

TREASURER

Section 4. The Treasurer shall receive from Secretary all moneys, which may be paid to this Association, giving his receipt therefor. He/she shall deposit all moneys received by him/her in depositories designated by the Executive Board and approved by the President. Such deposits shall be in the name of the Indiana State Association of Letter Carriers and interest there on shall be credited to the General Fund of the Association. Transfer of funds from one depository to another and payment of such drafts and orders as may be drawn on him/her shall be made in such manner as prescribed by the Executive Board. He/she shall keep a true and correct account of all moneys received and paid out belonging to the Association, and shall at the end of his/her term, or when called upon by the Executive Board, account for and deliver to this Association, or his/her successor in office all money, books, paper, securities and other property of said Association that may have come into his hands that have not been previously and lawfully disposed of. For the faithful performance of his/her duties he/she shall give a good and sufficient bond in the sum

of \$20,000 dollars, which bond must be approved by and deposited with the Executive Board. This bond may be increased by the Association or by the President during a recess when in his judgment the sum is not sufficient to cover the amount which may accumulate in the Treasury during his/her term of office. The premium on said bond shall be paid by this Association. He/she shall receive for his/her services the sum of \$150.00 per annum.

EXECUTIVE BOARD

Section 5. The Executive Board shall meet immediately following adjournment of this association at each election Convention, for the purpose of electing a Chairperson. The Executive Board shall have charge of the property of this Association. They shall approve and hold the bonds of the Secretary and Treasurer. They shall direct the investment of the funds of this Association. They shall designate depositories in which the Treasurer shall deposit all funds of the Association received by him/her. They shall examine all bills, approve the same, if found correct and keep a correct account of all bills audited. In conjunction with the President, they shall have general supervision and control of the Association during recess. They shall act as Trustees of this Association and in every way carry out the interests of this Association. They shall be in charge of all records and equipment assigned to them and at the end of their term of office, or upon an earlier termination thereof, turn over all records and equipment to their successor. He/she shall receive for his/her services the sum of \$100.00 per annum. The Chairperson of the Executive Board shall receive an additional \$100.00 per annum.

Section 6. All formal action of the Executive Board or standing committees during recess shall be recorded by the Secretary, signed by a majority of the members of the Board or of such committees, and be reported to the membership in the issue of any existing State publication following such formal action by the Executive Board or standing Committees.

DIRECTOR OF EDUCATION

Section 7. The Director of Education shall have authority, under the supervision and direction of the National Business Agent, to arrange for seminars and training schools on State, District and Branch levels. Such state-sponsored seminars and schools shall be supplemental to educational programs arranged by the National Business Agent. He/she shall be in charge of all records and equipment assigned to him/her and at the end of his/her term of office or upon an earlier termination thereof, turn over all records and equipment to his/her successor. He /she shall receive for his/her services the sum of \$500.00 per annum.

DIRECTOR OF RETIREES

Section 8. State Association of Letter Carriers shall establish by election a retired member as Director of Retirees to represent retired members in good standing of the State Association.

(a) Duties. The State Director of Retirees duties shall be to coordinate all activities of the retired members of the State Association and he/she shall be the legislative advocate and the congressional liaison for the retired members of the State Association of Letter Carriers. He/she shall be under the direct supervision of the State President and shall perform such other duties as may be assigned to him/her from time to time by the State President.

- (b) The State Director of Retirees shall exchange information with the National Director of Retired member letter carriers and when directed by the State President shall receive per diem and shall be reimbursed expenses incurred in accordance with State Association By-laws.
- (c) He/she shall receive for his/her services the sum of \$150.00 per annum.

ARTICLE IX

COMMITTEES

Section 1. The Committee on Credentials shall examine the credentials of all delegates to the Convention of this Association and shall report at once to the Association in Convention assembled.

Section 2. The Committee on Audit shall examine the books and accounts of the Secretary and the Treasurer and report to the Association in Convention assembled immediately after the report of officers.

Section 3. The Committee on Mileage and Per Diem shall make up duplicate payrolls, whereon shall be recorded the name, residence and amount due each member entitled thereto for mileage and per diem. This report shall be presented to the convention assembled prior to adjournment.

Section 4. The President shall appoint a Committee of three (3) to which shall be referred all Amendments, By-laws and Resolutions presented to the Convention of this Association, such Committees after consideration shall report its findings and recommendations to the Convention for action.

Section 5. There shall be a Nomination and Election Committee composed of three (3) members appointed by the President. This Committee shall receive and properly tabulate all nominations and ballots to any elective office of this Association and report same to the Convention assembled.

Section 6. The President shall appoint a Convention Committee of three (3). The Committee will investigate all bids and recommend to the Convention assembled approval/disapproval of each bid.

Section 7. There shall be a Fred Herman Award Committee composed of three (3) members appointed by the President. If practical, one member should be a current Executive Council member and one member a former Fred Herman Award winner. The committee will review all nominations for the award and make their selection known to the convention.

- (a) The nomination must be submitted in writing to the State Secretary no less than 30 days prior to the convention.
 - (b) The written nomination should include a brief history of steward activities, legislative activities, community service and union activism.
- 7
- (c) The nomination must be signed by a current officer of the nominee's branch.
 - (d) The nominee must have been an active steward within an Indiana branch in the last calendar year.
 - (e) The committee will conduct personal interviews with each nominee.

Section 8. The Sergeant-at-Arms shall preserve order at all regular and special meetings and perform such other duties as the President may direct.

Section 9. The President shall appoint a Chaplain from the Convention City.

Section 10. The duties of the Delegate-at-Large shall be to represent this Association and promote its welfare at meetings of the National Association and to report back to this Association at its annual or biennial meeting.

Section 11. The Executive Board shall constitute a Committee on Supplies, and shall contract for all necessary supplies in accordance with such regulations as may be adopted by this Association.

Section 12. Any member, who serves on a Committee during the State Convention, shall be given a stipend of fifty (\$50.00) dollars. The chair of each committee will receive an additional fifteen (\$15.00) dollars.

ARTICLE X

COMPENSATION, MILEAGE and PER DIEM

Section 1. This Association shall pay mileage to Indiana State Conventions to the President, Executive Vice-President, Secretary, Treasurer, Director of Education, Director of Retirees, Director of Safety and Health and Executive Board at the rate per Section 7 of this Article per mile by the most direct route. They shall be compensated for two (2) days per Section 8 of this Article and be allowed two (2) days per diem as defined in Section 9 of this Article. Any additional compensation and per diem will be approved by the Executive Council. These officers shall also be allowed the registration fees in effect at the time. No officer holding more than one office or title may receive more than the moneys allowed for one office.

Section 2. This Association shall allow mileage and per diem for the President, or his/her designee, and other Officers and appointees that are appointed to any State Association meetings and training schools as may be scheduled during the year. This Association shall pay such mileage and per diem to the Delegate at Large (President) to the National Convention, and such other officers and committees as may be decided upon in convention assembled. Mileage will be paid at the rate per Section 7 of this Article per mile for travel within the state or the most economical means as determined by the Executive Council for travel outside the state, per diem as defined in Section 9 of this Article and compensation per Section 8 of this Article for all State Association business.

Section 3. The Delegate-at-Large shall travel by the most economical means for attending the National Convention, as determined by the Executive Council. He/she shall be allowed per diem as defined in Section 9 of this Article for five (5) days and for one (1) day of travel to the Convention, and be paid a maximum six (6) days compensation per Section 8 of this Article. The expense for transportation, lodging and meals may be charged to the ISALC charge card and paid by the ISALC subject to audit by the Executive Council.

Section 4. State Officers meetings called by the President, Article X Section 2 will prevail.

Section 5. The State President or his/her designee may attend two (2) Committee of Presidents (COP) Meetings in a year and the N.A.L.C. Legislative Conference, if approved by the Executive Council. He/she shall use the most direct and economical means of transportation as determined by the Executive Council.

8

He/she will receive compensation per Section 8 of this Article and expenses for the dates of the COP Meeting. The expense for transportation, lodging and meals will be charged to the ISALC charge card and paid by the ISALC subject to audit by the Executive Council.

Section 6. The State President or his/her designee may attend the National Installation, if approved by the Executive Council. He/she shall use the most direct and economical means of transportation as determined

by the Executive Council. He/she will be compensated per Section 8 of this Article for actual lost time and expenses for the date(s) of the Installation. The expense for the transportation, lodging and meals will be charged to the ISALC charge card and paid by the ISALC subject to audit by the Executive Council.

Section 7. The rate for mileage shall be determined by what the Internal Revenue Service allows for mileage at the beginning of the year. This rate shall be in effect for the entire year.

Section 8. The rate for compensation shall be the rate of pay for a letter carrier's highest level and highest step at 101.5% of such rate. (1.5% reflects a compensatory rate for annual and sick leave.)

Section 9. Per diem shall be the Internal Revenue Service High-Low method as defined in IRS Publication 1542 titled "Per Diem Rates". This publication to be maintained by the Chairman of the Executive Board and the State Secretary. In special circumstance as determined by the Executive Council it may approve the actual cost of lodging which must be supported by receipt(s) and the IRS daily meal allowance for the specific locale as stipulated in Publication 1542. In a situation when the Executive Council is not in session a committee comprised of the Vice-President, Secretary and the Chairman may determine a special circumstance and by majority vote approve the actual cost of lodging with receipt(s) and the use of IRS daily meal allowance and submit their approval in writing to the State President.

ARTICLE XI

PROHIBITION

Section 1. This Association shall take no action on behalf of Letter Carriers independent of the National Association of Letter Carriers, but shall at all times, act in harmony and in conjunction with the Officers of the National Association of Letter Carriers.

ARTICLE XII

REFERENDUM

Section 1. Any action of this Association in convention assembled which shall have been protested in writing, signed by ten (10) Branches in good standing in this Association and filed with the Secretary of this Association shall, within thirty (30) days, be submitted by him to all Branches in good standing in this Association for referendum vote. Two-thirds of the votes cast shall be necessary to rescind such protested action.

ARTICLE XIII

APPEALS

Section 1. An appeal may be taken to the President from the decision of any other officer of the State Association and to the State Association in Convention assembled from any decisions of the President, which appeal must be taken at the Convention at which the subject appealed from is under consideration and before any other business is taken up for action; and any member or Branch considering that any injustice has been done him/her or it by a decision of the State Association may appeal in writing to the Committee of Appeals of the National Association.

Section 2. When an appeal from the action of the State Association is taken, the following rules must be observed; First: The appeal must be in writing and filed with the Secretary of the State Association with any supporting written testimony, arguments and briefs within twenty (20) days from the date the State

Association decision appealed, from was made. Second: The State Association shall then be allowed twenty (20) days to prepare its reply, which reply shall be in writing and attested to as true and accurate by the Secretary of the State Association. A copy of this reply, which shall include all supporting testimony, arguments and briefs the State Association shall submit, shall be immediately transmitted by the Secretary to the appellant.

The Secretary shall also immediately transmit the appeal together with all testimony, argument and briefs submitted by the appellant and the reply of the State Association thereto, via registered mail, to the Chairman of the Committee on Appeals of the National Association. Either party to an appeal from a decision of the State Association to the Committee on Appeals of the National Association, may, if dissatisfied with the decision, appeal to the National Convention of the National Association of Letter Carriers in accordance with the procedure set out in Article XI, Section 4, of the National Constitution.

ARTICLE XIV

AMENDMENTS

Section 1. These By-Laws shall not be altered or amended except through this Association in Convention assembled.

Section 2. This Association may make, alter, or rescind such by-laws, rules and regulations from time to time, as may be deemed most expedient, provided they do not in any way conflict with or repeal *the* Constitution of the National Association of Letter Carriers.

Such by-laws, however, shall not become effective until approved by the National Committee of Laws, and when submitted to the National Committee of Laws, shall be submitted in duplicate. By-Laws fixing time and place of meeting or amount of dues or assessments shall not require the approval of the National Committee of Laws.

Section 3. Proposed amendments to the by-laws of the Indiana State Association of Letter Carriers (ISALC), must be presented in writing, in the manner herein set forth: (a) by any member of a Branch in good standing, signed by him/her, at a regular meeting of the Branch: providing, the proposal is endorsed by two-thirds of the members present and voting at the meeting: and (b) by any member of the ISALC Executive Council, signed by him/her, at a regularly-called meeting of the Executive Council: provided, the proposal is endorsed by two-thirds of the members of the Executive Council present and voting at the meeting. Proposals thus qualifying shall be forwarded to the State Secretary in duplicate, each on a separate sheet of paper, at least sixty (60) days prior to the ISALC State Convention signed by the Branch President and Secretary or, in the case of the Executive Council, by the Chairperson and Secretary thereof. These Amendments shall be sent to the Branches by the State Secretary prior to the State Convention and shall be printed in the official Convention Book distributed to all delegates. All proposed amendments to the by-laws shall designate the Article and Section to be amended and shall be referred to the By-Laws and Amendments Committee, and be reported by them before being acted upon by the Convention. Said word "acted" to be interpreted as meaning altering, amending, or changing in any manner whatsoever by a majority vote of the Convention.

ARTICLE XV

RESOLUTIONS

Resolutions must be submitted in duplicate to the Secretary at least sixty (60) days prior to the Convention in order to be printed in the Resolution Booklet. Other resolutions may be brought up on the Convention floor, prior to the closing of that business session. These resolutions must have five (5) delegate signatures each from a different Branch.

ARTICLE XVI

CREDIT CARD ACCOUNT

The Indiana State Association of Letter Carriers may carry a credit card account with no more than a ten thousand dollar (\$10,000.00) limit to be held at a financial institution approved by the Executive Council. The President and Secretary will be the only signatories on the afore mentioned account.

ARTICLE XVII

AUXILIARY MEETING

The State Officers must provide proper facilities for Auxiliary at their respective meetings.

ARTICLE XVIII

TRAINING MEDIA

The Director of Education of this Association shall be responsible for all media owned by this Association, and shall mail these to the respective Branch Secretaries, upon their request.

ARTICLE XIX

PROCEDURES AT NATIONAL CONVENTION

Section 1. The Delegate-at-Large is required to maintain housing at one of the major, unionized if feasible, hotels/motels recommended by the National Union during the National Convention.

Section 2. The President shall appoint someone to guard all Indiana property at National Convention.

ARTICLE XX

GENERAL GUIDE

The intent and spirit of the Constitution of the National Association of Letter Carriers and the rules, usage's and precedents of the National Association, as outlined, and followed by it, shall be the general guide of the Association in all things not covered by the Constitution for the Government of State Association.

ARTICLE XXI

PARLIAMENTARY PRACTICE

Section 1. Robert Rules of Order shall be adopted as the authority governing all questions of parliamentary practice, not inconsistent with the Constitution.

Section 2. A “yea” and “nay” vote shall be taken of any question upon the demand of ten (10) delegates of the Convention, present and voting.

ARTICLE XXII

EXPENDITURE OVER \$3,000

Section 1. Any expenditure with an aggregate total in excess of three thousand dollars (\$3,000.00) must be submitted to the general membership of the Association for approval. Such submission shall be made at the Annual Convention or by a majority of the State Executive Council meeting in General or Special Session.

Said referendum to be mailed to all Branches in the State Association which are in good standing, and to be returned to the State Secretary within forty-five (45) days from the date it was mailed to the Branch. Excluded from this provision are expenditures provided elsewhere in the National Constitution or By-Laws of the Indiana State Association of Letter Carriers.

ARTICLE XXIII

ORDER OF BUSINESS

1. Roll call of Officers
2. Roll call of Representative or Delegates
3. Reading Minutes of Previous Meeting
4. Report of Committee on Credentials
5. Report of Officers
6. Report of Executive Board
7. Report of Committee on Audit
8. Reports of Special Committees
9. Unfinished Business
10. New Business, Presentation of Resolutions, Petitions, etc., by Branches in their Numerical Order
11. Report of Committee on Mileage and Per Diem
12. Nomination and Election of Officers
13. Installations of Officers
14. Adjournment

**INDIANA STATE ASSOCIATION
OF
LETTER CARRIERS
CONVENTIONS
AND
STATE PRESIDENTS & SECRETARIES**

May 30, 1899 Indianapolis
President H.K. Milhouse, Indianapolis
Secretary Jos. Herman, Logansport

February 22, 1900 Fort Wayne
President J. F. Poe, Indianapolis
Secretary A. K. Mehl, Fort Wayne

February 22, 1901 Muncie
President W. R. Hicks, Muncie
Secretary A. K. Mehl, Fort Wayne

May 30, 1902 Evansville
President A. K. Mehl, Fort Wayne
Secretary E. A. Roberts, Muncie

May 30, 1903 Indianapolis
President A. K. Mehl, Fort Wayne
Secretary E. A. Roberts, Muncie

May 30, 1904 Terre Haute
President W. W. Wilson, Indianapolis
Secretary Warren Harvey, LaFayette

June 25, 1905 Indianapolis
No Convention, there was a State Association sponsored
picnic at Riverside Park, Indianapolis

May 30, 1906 Muncie
President Ira Culp, Evansville
Secretary Warren Harvey, LaFayette

July 4, 1907 Evansville
President J. E. Handley, Franklin
Secretary J. W. Hunnell, Evansville

July 4, 1908 Kokomo
President A. D. Graw, Indianapolis
Secretary J. W. Hunnell, Evansville

July 5, 1909 Evansville
President Leroy Crampton, Muncie
Secretary J. W. Hunnell, Evansville

July 4, 1910 Fort Wayne
President R. O. Pogue, Terre Haute
Secretary Fred Goeglein, Fort Wayne

July 4 1911 Connersville
President Claude Shipley, Martinsville
Secretary Fred Goeglein, Fort Wayne

1912 State Convention was officially postponed per letter
from Secretary Fred Goeglein, dated March 1, 1912.
No business transacted.

May 30, 1913 Gary
President Leon Hayes, Muncie

Secretary A. R. Helvey, Gary
 May 30, 1914 Martinsville
 President E. W. Clift, New Castle
 Secretary W. G. Stahl, Fort Wayne

July 5, 1915 South Bend
 President E. W. Clift New Castle
 Secretary W. G. Stahl, Fort Wayne

July 4, 1916 Muncie
 President Ira Rearth, Muncie
 Secretary W. G. Stahl, Fort Wayne

July 4, 1917 Terre Haute
 President Chas. Melhorn, Connersville
 Secretary Claude Shipley, Martinsville

February 22, 1918 Indianapolis
 President Jos. Anderson, Terre Haute
 Secretary Claude Shipley Martinsville

February 22, 1919 Indianapolis
 President Jos. Anderson, Terre Haute
 Secretary Claude Shipley, Martinsville

February 22, 1920 Indianapolis
 President Jos. Anderson, Terre Haute
 Secretary Claude Shipley, Martinsville

February 22, 1921 Indianapolis
 President Ben Sparks, Rushville
 Secretary Henry Guyer, Fort Wayne

February 22, 1922 Fort Wayne
 President Lloyd Stough, Kokomo
 Secretary Henry Guyer, Fort Wayne

February 22, 1923 Anderson
 President Lloyd Stough, Kokomo
 Secretary Henry Guyer, Fort Wayne

February 22, 1924 Richmond
 President Lloyd Stough, Kokomo
 Secretary Henry Guyer, Fort Wayne

February 23, 1925 Evansville
 President Lloyd Stough, Kokomo
 Secretary G. H. Icerman, Muncie
 (G. H. Icerman died 9-1-25 & Merrill Jones, Muncie, was appointed)

February 22, 1926 Indianapolis
 President Lloyd Stough, Kokomo
 Secretary Merrill Jones, Muncie

February 21-22, 1927 Gary
 President Lloyd Stough, Kokomo
 Secretary Merrill Jones, Muncie

February 22, 1928 Muncie
 President Ben Sparks, Rushville
 Secretary Merrill Jones, Muncie

February 22, 1929 New Albany
 President Ben Sparks, Rushville
 Secretary Merrill Jones, Muncie

February 21-22, 1930 New Albany

- President A. J. Alt, Gary
 Secretary Merrill Jones, Muncie
 February 22-23, 1931 South Bend
 President A. J. Alt, Gary
 Secretary Merrill Jones, Muncie
 February 21-22, 1932 Richmond
 President Ralph Inkenbrandt, Evansville
 Secretary Merrill Jones, Muncie
 February 21-22, 1933 Fort Wayne
 President Ralph Inkenbrandt, Evansville
 Secretary Raymond Davis, Fort Wayne
 February 21-22, 1934 Kokomo
 President Ralph Inkenbrandt, Evansville
 Secretary Raymond Davis, Fort Wayne
 February 21-22, 1935 Muncie
 President Ben Boughman, Kokomo
 Secretary Raymond Davis, Fort Wayne
 February 21-22, 1936 Terre Haute
 President Ben Boughman, Kokomo
 Secretary Raymond Davis, Fort Wayne
 May 28-29, 1937 Gary
 President Raymond Davis, Fort Wayne
 Secretary Wilber Vogelsong, Richmond
 May 20-21, 1938 Evansville
 President Daniel Howell, Muncie
 Secretary Wilber Vogelsong, Richmond
 May 5-6, 1939 Logansport
 President Harry West, Logansport
 Secretary Wilber Vogelsong, Richmond
 May 31-June 1, 1940 LaFayette
 President Harry West, Logansport
 Secretary Wilber Vogelsong, Richmond
 May 23-24, 1941 New Castle
 President James Hoffman, Connersville
 Secretary Wilber Vogelsong, Richmond
 May 22-23, 1942 Anderson
 President James Hoffman, Connersville
 Secretary Wilber Vogelsong, Richmond
 May 22-23, 1943 Indianapolis
 President Carl Davis, Indianapolis
 Secretary Wilber Vogelsong, Richmond
 May 27-28, 1944 Indianapolis
 President Carl Davis, Indianapolis
 Secretary Jos. Thompson, Terre Haute
 The 1945 Convention was canceled due to restrictions placed on traveling. A meeting of the State Association's and Auxiliary's Officers met on June 24, 1945 to carry out necessary business.
 May 25-26, 1946 Kokomo
 President Clifford Kerney, Evansville
 Secretary Vern Webb, Kokomo
 May 23-24, 1947 South Bend
 President Clifford Kerney, Evansville

Secretary Vern Webb, Kokomo

15

May 21-22, 1948 Fort Wayne
President William Skinner, East Chicago
Secretary Leo Heddens, South Bend
May 27-28, 1949 Logansport
President William Skinner, East Chicago
Secretary Leo Heddens, South Bend
May 19-20, 1950 Muncie
President Vern Webb, Kokomo
Secretary Leo Heddens, South Bend
May 25-26, 1951 South Bend
President Vern Webb, Kokomo
Secretary Leo Heddens, South Bend
May 23-24, 1952 Evansville
President Vern Webb, Kokomo
Secretary Leo Heddens, South Bend
May 21-22, 1953 Marion
President Ernest Keppeler, Fort Wayne
Secretary Gerald Hammerstein, Evansville
May 21-22, 1954 South Bend
President Ernest Keppeler, Fort Wayne
Secretary Gerald Hammerstein, Evansville
May 27-28, 1955 LaFayette
President Leo Heddens, South Bend
Secretary Gerald Hammerstein, Evansville
May 25-26, 1956 Terry Haute
President Leo Heddens, South Bend
Secretary Gerald Hammerstein, Evansville
May 24-25, 1957 Michigan City
President Roy Park, Muncie
Secretary Gerald Hammerstein, Evansville
May 24, 1958 Vincennes
President Roy Park, Muncie
Secretary Gerald Hammerstein, Evansville
May 14-15, 1959 Fort Wayne
President Harold Smith, Logansport
Secretary Gerald Hammerstein, Evansville
May 20, 1960 Indianapolis
President Harold Smith, Logansport
Secretary Norman Kruger, South Bend
May 26, 1961 Bloomington
President Joe Styers, Indianapolis
Secretary Norman Kruger, South Bend
May 24-25, 1962 Evansville
President Harold Baker, Shelbyville
(Harold Baker resigned in October, Milton Funk, LaPorte became President)
Secretary Norman Kruger, South Bend

May 24, 1963 LaFayette
President Milton Funk, LaPorte
Secretary Emery Rothrock, New Albany

16

May 15-16, 1964 South Bend
President Norman Kruger, South Bend
Secretary Emery Rothrock, New Albany

May 14-15, 1965 Elkhart
President Norman Kruger, South Bend
Secretary Emery Rothrock, New Albany

May 6-7, 1966 Muncie
President Tom White, Evansville
Secretary Emery Rothrock, New Albany

May 12-13, 1967 New Albany
President Tom White, Evansville
Secretary Emery Rothrock, New Albany

May 17-18, 1968 Gary
President David McClary, Vincennes
Secretary Emery Rothrock, New Albany

May 2-3, 1969 Vincennes
President David McClary, Vincennes
Secretary Emery Rothrock, New Albany

May 8-9, 1970 Fort Wayne
President Robert Cunningham, Fort Wayne
Secretary Emery Rothrock, New Albany

April 30-May 1, 1971 Michigan City
President Robert Cunningham, Fort Wayne
Secretary Charles Schaible, LaFayette

May 5-6, 1972 Terre Haute
President John Kapnas, Gary
Secretary Charles Schaible, LaFayette

May 4-5, 1973 Indianapolis
President John Kapnas, Gary
Secretary Charles Schaible, LaFayette

May 2-3, 1974 South Bend
President Robert Wright, Muncie
Secretary Charles Schaible, LaFayette

May 9-10, 1975 New Albany
President Harold Crites, South Bend
Secretary Charles Schaible, LaFayette

May 7-8, 1976 Evansville
President Harold Crites, South Bend
Secretary Charles Schaible, LaFayette

May 6-7, 1977 LaFayette
President John Kapnas, Gary
Secretary Charles Schaible, LaFayette

May 5-6, 1978 (ISALC) Columbus
President John Kapnas, Gary
Secretary Charles Schaible, LaFayette

April 29-30, 1995 Fort Wayne
President Allen Lauer, Fort Wayne
Secretary George P. Walls, Michigan City
April 19-20, 1996 Hammond (Merrillville)
President Allen Lauer, Fort Wayne
Secretary George P. Walls, Michigan City
April 11-12, 1997 ISALC (Indianapolis)
President Allen Lauer, Fort Wayne
Secretary George P. Walls, Michigan City

18

May 1-2, 1998 ISALC (Michigan City)
President Allen Lauer, Fort Wayne
Secretary George P. Walls, Michigan City
May 28-29-30, 1999 ISALC (French Lick)
President Terry Litka, South Bend
Secretary George P. Walls, Michigan City
May 26-27, 2000 ISALC (Evansville)
President Terry Litka, South Bend
Secretary George P. Walls, Michigan City
May 27-28, 2001 Fort Wayne
President Terry Litka, South Bend
Secretary George P. Walls, Michigan City
April 26-27, 2002 ISALC (French Lick)
President Terry Litka, South Bend
Secretary Robert Gardiner, Fort Wayne
May 29-31, 2003 Indianapolis
President Terry Litka, South Bend
Secretary Robert Gardiner, Fort Wayne
May 14-15, 2004 Fort Wayne
President Terry Litka, South Bend
Secretary Dave Tunison, Indianapolis
May 20-21, 2005 Bloomington
President Terry Litka, South Bend
Secretary Dave Tunison, Indianapolis
May 19-20, 2006 Muncie
President Anthony Flora, South Bend
Secretary Dave Tunison, Indianapolis
May 18-19, 2007 Indianapolis
President Anthony Flora, South Bend
Secretary Dave Tunison, Indianapolis
May 15-17, 2008 Merrillville
President Anthony Flora, South Bend
Secretary Dave Tunison, Indianapolis
May 15-16, 2009 ISALC (Indianapolis)
President Anthony Flora, South Bend
Secretary Dave Tunison, Indianapolis
April 19-20, 2010 ISALC (Michigan City)
President John Triplett,* Indianapolis
Secretary Dave Tunison, Indianapolis

* Dave Miller was appointed to a position at National Headquarters and resigned as President in January, 2010.
Brother Triplett was elected in a special election at the 111th State Convention after serving as the interim President.