

Constitution and By-Laws



LIUNA!

Amended December 30, 2025

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CONSTITUTION AND BY-LAWS OF NPhA-LIUNA, Local 1969

(as adopted October 21, 1984, and as amended January 13, 1985, January 12, 1986, January 10, 1988, April 10, 1988, February 3, 1991, April 14, 1991, January 11, 1998, October 24, 1999, January 16, 2000, April 9, 2000, October 15, 2000, January 21, 2001, January 11, 2009, October 26, 2014, October 1, 2023, December 30, 2025.)

ARTICLE I – NAME

This organization shall be known as the National Pharmacists' Association, Laborers' International Union of North America, Local 1969 (NPhA-LIUNA).

ARTICLE II – OBJECTS AND PURPOSES

The objects and purposes of this Association shall be to benefit its members and improve their conditions by every means, including, but not limited to:

- A. Securing of economic advantages, including better wages, hours and working conditions, through organization, collective bargaining and utilization of other lawful means;
- B. By organizing and uniting in this Association, all persons eligible for membership herein;
- C. By engaging in all such civic, social, political, legal, economic, cultural, educational, charitable, and other activities, as will advance this Association's standing in the community, further the interests of this Association and its members, and further the profession of pharmacy, directly or indirectly;
- D. By advancing and strengthening the rights of workers to bargain collectively;
- E. By securing benefits and advantages to individual Association members, officers and employees through education, training, pensions, death and welfare benefits;
- F. By cooperating with and assisting, by moral, monetary or other means, other labor organizations, whether affiliated with this Association, or other groups or organizations, having objectives which are in any way related or similar to those of this Association or its members, directly or indirectly;
- G. By strengthening and safeguarding this Association by every lawful means so that it may carry out its purposes, objects and obligations; and
- H. By utilizing, in every lawful way, including, but not limited to, every kind of use, expenditure and investment, the property and funds of this Association, in

order to achieve its purposes and objects and perform its obligations, and for such other purposes directly or indirectly furthering the interests of this Association and its members.

ARTICLE III – JURISDICTION and MEMBERSHIP

Section 1. Any person employed in any employment over which this Association claims or exercises jurisdiction shall be eligible for membership.

Section 2. There shall be no discrimination against any member, or any applicant for membership, by reason of race, creed, color, religion, sex, national origin, ancestry, age, as well as protected handicaps and/or disabilities.

Section 3. Every member, by virtue of his (her) membership in this Association, is obligated to adhere to and follow the terms of this Constitution and By-Laws.

Section 4. (a) The initiation fee shall be One Hundred Dollars (\$100.00) and shall be payable immediately after the applicant is accepted into the membership of this Association.

(b) The regular membership dues shall be one percent (1%) of the member's gross salary.

(c) Any member who is delinquent in dues and/or initiation fee as a result of his/her own negligence shall pay a delinquency fee of Ten Dollars (\$10.00) per month for each month he/she is delinquent.

(d) Fees, dues, and assessments shall be set or altered by a two-thirds (2/3) majority secret ballot vote of the members sitting at a regular or special meeting of the general membership, provided that notice of such specific business be sent to the membership at least fifteen (15) days prior to the date of the meeting.

(e) Reinstatement fee shall be Twenty-Five Dollars (\$25.00), plus all back dues and assessments.

(f) Any member who leaves the Association while in good standing and returns to the membership within seven years shall receive credit for prior membership.

Section 5. In order to be in good standing, all dues must be paid by the tenth of

the month. All assessments and fees must be paid within ten (10) days of the due date set at the time of assessments.

ARTICLE IV – MEETINGS

Section 1. There shall be one full and regular meeting of the Association every month. The Association shall hold at least six (6) in person meetings per calendar year. Notice of regular meetings shall be sent to the membership at least fifteen (15) days in advance.

Section 2. The President or the Executive Board (with majority support) shall have the power to call a special meeting of the Association, if in their opinion, it is necessary to transact business.

Section 3. It is the intent of the Association that all members attend all meetings of the Association and that the Association should take such steps as may tend to encourage attendance of members at meetings.

Section 4. The attendance of 15 members at a meeting shall constitute a quorum for the transaction of business in the Association. There is no minimum quorum requirement for nomination and election meetings.

ARTICLE V – EXECUTIVE BOARD OF DIRECTORS

Section 1. The officers of this Association consist of President, Vice-President, Secretary, Treasurer, and Sergeant-at-Arms.

Section 2. No member shall be eligible for nomination or election to any Association office unless he (she) is a member in good standing. No relative by blood or marriage may serve as officers of the Association at the same time.

Section 3. All officers shall be elected for a term of three (3) years.

Section 4. In case any office shall become vacated, the Executive Board shall fill such vacancy within thirty (30) days. Such appointment shall be subject to ratification by the membership at the next regular membership meeting.

Section 5. The Executive Board shall be entitled to a monthly stipend for their service to the Association. Such stipends are as follows:

President \$600.00

Vice President \$300.00
Treasurer \$300.00
Secretary \$300.00
Sergeant-at-Arms \$300.00

The above referenced stipends are to be paid for the completion of the duties listed in Article VII. As described in Article VIII, Section 11, the above stipends are to be paid in addition to the reimbursement for expenses and lost work time incurred by members of the Executive Board as a result of the completion of these duties and other representational activities.

ARTICLE VI – NOMINATION and ELECTION of OFFICERS

Section 1. The nomination of officers shall take place at the regular membership meeting in January of every third year (except as noted in Article V, Section (3)). No nominee shall be eligible for office unless he (she) accepts nomination within forty eight (48) hours after said nomination.

Section 2. Only members in good standing shall be eligible to make nominations and to vote in the election.

Section 3. Election shall be by secret ballot and the candidate receiving the majority of votes shall be declared elected. If no candidate receives a majority, there shall be an immediate runoff between the two candidates receiving the greatest number of votes.

Section 4. The President shall appoint an Election Committee, at the meeting for nominations, subject to the approval of the membership, whose duty it shall be to supervise the election, and to safeguard the secrecy of the vote. No candidate for office may serve on the Election Committee.

Section 5. The Election of Officers and Executive Board Members shall take place at the membership meeting in February.

Section 6. Installation of officers shall take place immediately following the election.

Section 7. In the event that only one (1) candidate is nominated for any one office, no election shall be conducted for such office. Such unopposed candidate(s) shall be declared elected by acclamation at the nomination meeting effective as of the conclusion of the term of the previous incumbent.

ARTICLE VII – DUTIES of OFFICERS

Section 1. President:

- (A) The President shall preside as chairperson at all meetings of the Association and exercise all of the authority and responsibility as such chairperson.
- (B) The President shall preside at all meetings of the Executive Board of the Association as its chairperson and also at all sessions of the Executive Board sitting as a trial board.
- (C) The President shall have the power to call special meetings of the Association as stated in Article IV, Section 2.
- (D) The President may not vote on any question at membership meetings, unless the vote taken is a tie.
- (E) The President shall assume his(her) duties as Chair on the basis of “Robert’s Rules of Order”, on which procedure all meetings of the Association shall be conducted.
- (F) The President shall appoint all committees not designated as elected or permanent.
- (G) The President shall be a member ex-officio of all committees.
- (H) The President shall perform all duties pertaining to his(her) office on the basis of the By-Laws of the Association.
- (I) The President shall have one vote on the Executive Board.

Section 2. Vice President:

- (A) The Vice-President shall assist the President in the performance of his(her) duties, and shall preside at meetings when called upon by the President to do so.
- (B) In the event of vacancy in the office of President by reason of death, resignation or otherwise, it shall be the duty of the Vice-President to assume the duties of the President until an Executive Board election to fill such vacancy, within thirty (30) days, is conducted. The Vice-President shall have one vote on the Executive Board.

Section 3. Secretary:

- (A) The Secretary shall prepare and sign minutes of all meetings which shall be turned over to the President as part of the records of the

Association. The secretary shall turn said minutes over to the President as soon as practical after a meeting takes place.

(B) The Secretary shall have one vote on the Executive Board.

Section 4. Treasurer:

(A) The Treasurer shall be responsible for all monies after deposit in a bank(s) designated by the Executive Board. (S)he shall keep a record of such monies deposited and expended by him(her) for the Association. (S)he shall pay all approved bills presented to him(her) by the President, Executive Board, or the membership body. The Treasurer, or in his or her absence, the President, shall sign all checks. No single expenditure, or expenditure for a single event, excepting arbitrations, emergency legal matters, emergency repairs for the office, Executive Board designated steward visits, and ongoing approved operating expenses (i.e. salaries, rent, utilities), shall be made in excess of \$5,000.00 (five thousand dollars) until authorized by a majority vote of those present at a regular or special membership meeting. The Treasurer shall maintain a petty cash fund in an amount specified by the Executive Board. (S)he shall report to the Executive Board or membership as required. (S)he shall have one vote on the Executive Board.

Section 5. Sergeant-at-Arms: The Sergeant-at-Arms shall have charge at the door and shall assist the President to preserve order at meetings. (S)he shall have one vote on the Executive Board.

ARTICLE VIII – DUTIES of the EXECUTIVE BOARD

Section 1. The Executive Board shall meet at least twelve (12) times per year, at a time and place designated by the President. Special meetings of the Executive Board shall be held upon the call of the President at a time and place designated by the President. Whenever a majority of the Executive Board requests the President to call a meeting thereof, it shall be mandatory upon him(her) to do so. The Executive Board shall have power to transact all business of the Association between meetings. A majority of the Executive Board shall constitute a quorum for the transaction of business.

No executive board member shall be entitled to a stipend for the month in which an unexcused absence occurred to either the monthly executive board

meeting or the regular monthly membership meeting.

Section 2. The Executive Board shall act upon and decide all appeals presented to it by members of the Association.

Section 3. The Executive Board shall provide for the bonding of officers and employees of the Association in accordance with the requirements of applicable statutes or as the Executive Board may deem necessary.

Section 4. When the Executive Board is not in session and any Executive Board member, or agent of the Executive Board, deems it necessary for the Executive Board to act promptly, any Executive Board member or agent of the Executive Board at the direction of any Executive Board member, shall poll the Executive Board. Such action and vote may be taken by letter, telegram or telephone, and must be verified in writing and brought before the Board at the next Board meeting. Such action so taken on the vote of the majority of the Executive Board shall constitute official action of the Executive Board.

Section 5. The Executive Board shall, subject to the provisions of this Constitution, be the highest governing body of this Association.

Section 6. The Executive Board is hereby authorized and empowered to take any and all lawful action not inconsistent with this Constitution to safeguard and protect this Association, the rights, duties and privileges of the officers and members of this Association, to guide, manage, conduct and direct the activities, affairs and functions of the Association and to, in every way, including but not limited to expenditure, investment, and management, utilize the property and funds of this Association towards the fulfillment of the purposes and objects of this organization. In addition to the general and specific powers conferred upon the Executive Board elsewhere in this Constitution, and in addition to any lawful powers appertaining thereto, the Executive Board is specifically authorized to:

A. Establish, adopt, prescribe and order such procedures, rules and regulations consistent with this Constitution, as are required for the direction and management of the affairs of this Association, and to repeal or amend the same;

B. Delegate, consistent with this Constitution, to any of its officers, or agents, any of the functions and powers herein set forth;

C. Establish and/or approve the payment of salaries, wages, expenses, allowances and disbursements for its officers, representatives, agents and employees, and adopt, maintain or amend any pension or health and welfare trust agreement or plan which it deems to be in the interest of the officers and employees of the Association and the families of said officers and employees, provided that no accrued rights of a participant shall be impaired; provided further that no relative by blood or marriage to any officer shall receive any payment of any kind from the Association; and provided further that the Executive Board shall not have the authority to bind the Association for personal services to be rendered the Association, such as, but not limited to legal, accounting, consulting, public relations, employment, or otherwise, beyond the expiration of the term of the Executive Board in office at the time such action is taken.

D. For the purpose of efficiency, all actions of the employees of the Association shall be under the direction of the Executive Board. Employees shall report to the President, agent of the Executive Board, or any Executive Board member that the Executive Board deems necessary for the proper operation of the Association.

E. Take such legal action as it deems necessary to protect the interest of this Association, its officers, representatives, agents, employees or members, including the initiation, prosecution and defense of lawsuits and arbitrations, the settlement or compromising of any claim, whether defended or prosecuted, and the payment of expenses and costs of all such proceedings and actions, or abstain from enforcing any claim;

F. Invest or reinvest the funds of this Association in such property, real or personal, tangible or intangible, as it shall consider desirable for the effectuation of the purposes and objects of this Association, and the interests of its members, or permit such funds to remain uninvested;

G. Lease, buy, and every lawful manner acquire, on behalf of this Association, all property, rights and privileges, as it shall think desirable for the effectuation of the purposes and objects of this Association and the interests of its members, at such prices, terms and conditions as this Executive Board shall, in its discretion, determine;

H. Sell, lease, rent, mortgage, pledge, exchange or otherwise dispose of any property, real or personal, tangible or intangible, and any rights or privileges appertaining or belonging to or in the possessions of this Association or its membership, whenever in its discretion, the Executive Board considers that the purposes and objects of this Association and the interests of its members will be thereby effectuated for such prices and upon such terms and conditions or for such consideration as the Executive Board in its discretion determines;

I. Obtain such loans from any banks, firms, corporations, or institutions, upon such terms and conditions as the Executive Board shall determine, and for such sums so borrowed, issue its promissory notes or other evidence of indebtedness;

J. Enter into, issue and create, effectuate and terminate such mortgages, deeds, trust agreements and negotiable instruments, however secured, as the Executive Board in its discretion believes will effectuate the objects and purposes of this Association and the interests of its members;

K. Affiliate this Association with such organizations and bodies, local, national and international, as the Executive Board believes will effectuate the objects and purposes of this Association and the interests of its members;

L. Affiliate to this Association by merger, consolidation, charter or otherwise an existing labor organization and in connection therewith, may grant to such labor organization until the next nominations and elections of the officers, such executive positions and/or representation on the Executive Board in the form of executive board members in excess of the total number provided for herein. The terms and conditions of such affiliations, merges or consolidations may include waiver of other provisions of this Constitution for such affiliation or merging organizations for such periods of time as shall be set forth in the agreement of affiliation or merger;

M. Decide and conclude organizational and jurisdictional agreements with other labor organizations; and;

N. Make such loans, either direct or indirect to organizations, as are lawful and not inconsistent with this Constitution, with such security and with such arrangement for repayment as the Executive Board may deem appropriate, and as the Executive Board considers will effectuate the purposes and objects of this Association and the interests of its members. The foregoing acts of the

Executive Board shall be subject to membership approval.

Section 7. The Executive Board shall be the final authority in fulfilling, interpreting and enforcing this Constitution.

Section 8. The opinion of any attorney, accountant, or other professional consultant or expert hired pursuant to this Constitution shall be full and complete authority and protection in respect to any action taken, suffered or omitted by this Executive Board or any member thereof in good faith and in accordance with such opinion. The Executive Board, or any member of it, shall not be liable to any person or organization, for any act, which is not willful misconduct or in bad faith, done by this Executive Board or said members in effectuation of the purposes and objects of this Constitution and the interests of this Association.

Section 9. When the Executive Board considers an issue in which a board member has a direct self-interest (specifically but not necessarily exclusively, a motion for lost time or expenses), such Board member shall have no vote on the issue.

Section 10. Any Committee having permanent members serving a duration of more than nine (9) months shall be elected by a majority vote of the Executive Board. Candidates may be submitted either by the Executive Board or the general. These committees shall be reviewed once a year and the permanent members must be reaffirmed by a majority vote of the Executive Board.

Section 11. Executive Board members, stewards and appointed members of collective bargaining committees shall be reimbursed for expenses and lost work time incurred as the result of the completion of their regular union duties or of other representational duties. The member seeking reimbursement must submit a written request for reimbursement, with receipts where applicable, to the President and the Executive Board within 30 days of incurring the lost work time or expenses. Requests for reimbursement will be reviewed by the Executive Board and records will be maintained of requests and disbursements at the Association's offices for a period of three years following the request or reimbursement, whichever is later. For the purposes of lost work time, members will be reimbursed at the rate of pay applicable to them at their Walgreens position at the time the lost work time was incurred. Under no circumstances will a member be permitted to receive reimbursement from the Association for lost work time where he or she has been paid by Walgreens (ex., through a paid leave

policy) for that same segment of time.

ARTICLE IX – CHARGES and APPEALS

Section 1. Whenever charges are preferred against any member or officer of this Association, the charges shall be filed in writing in duplicate with the Secretary. A written copy of such charges specifying the nature of the offense of which (s)he is accused, shall be served either personally or by registered or certified mail directly to the last known address of the accused at least fifteen (15) days before the hearing of the charges.

Section 2. The Executive Board shall be the Trial Board, except that where the member charged or preferring such charges is a Member of such Board, the Executive Board shall appoint a disinterested member as a substitute. Priority shall be afforded to the following members willing and able to serve beginning with the member with the highest Association Seniority.

- A. Past presidents
- B. Internal audit committee members
- C. Constitution committee members

Section 3. The decision of the Executive Board shall be deemed final unless the individual or individuals against whom said decision shall have been rendered files with the Secretary, a written request to appeal the decision of the Executive Board to the general membership appealing a decision of the Executive Board to the general membership of the Association within fifteen (15) days. Any charged or charging party member appealing a decision of the Executive Board shall be permitted to present his(her) case to the general membership of the Association at a time and place set by the Executive Board, which shall not be later than the next membership meeting. A majority vote of the general membership present shall be required in order to overrule the decision of the Executive Board.

Section 4. Any member under charges may have another member of this Association act as counsel, to represent him (her) in presentation of his (her) defense, and no other representative, including attorneys.

Section 5. Charges and the basis for charges shall be limited to the following:

- (1) Violation of any specific provision of this Constitution.
- (2) Violation of the oath of loyalty to the Association.

- (3) Violation of any oath of office.
- (4) Gross disloyalty of conduct unbecoming an officer.
- (5) If an officer, gross inefficiency which might hinder and impair the interests of the Association.
- (6) Financial malpractice.
- (7) Advocating or engaging in dual unionism or secession.
- (8) Disobedience to the rules, regulations, mandates and decrees of the Association.
- (9) The wrongful taking or retaining of any money, books, papers or any other property belonging to the Association.
- (10) Working as a strikebreaker or violating wage or work standards established by the Association.
- (11) The bringing of false charges against a member or officer without good faith or with malicious intent.

Section 6. In the event disciplinary action is taken against the accused, appeals may be taken in accordance with the provisions of the Constitution. Penalties may include, but shall not necessarily be limited to fine, removal from office, barring from office, reprimand, suspension or expulsion from membership.

Section 7. Disciplinary action in cases of violation of Article IX- Section 5-10. Penalties may include:

1. suspension from membership
2. expulsion from union
3. a penalty equal to but not limited to the amount of money earned during a strike.

Section 8. Subject to the provisions of applicable statutes, every member or officer of this Association against whom charges have been preferred and disciplinary action taken agrees, as a condition of membership or affiliation and the continuation of membership or affiliation, to exhaust all remedies provided for in this Constitution and further agrees not to file or prosecute any action in any court, tribunal, or other agency until those remedies have been exhausted.

ARTICLE X – LITIGATION

A. No member or officer of this Association shall bring any action against this Association or any officer thereof, with respect to any matter arising out of the affairs of the Association unless (s)he has exhausted all procedures available under this Constitution and the laws promulgated there under.

B. The Association is empowered upon the affirmative vote of the Executive Board, to pay for all expenses for investigation services, employment of counsel and other necessary expenditures in any cause, matter, case or cases where an officer of this Association, representative, employee, agent or one alleged to have acted on behalf of the Association, is charged with any violation or violations of any law or is sued in any civil actions with respect to any matter arising out of his(her) official duties on behalf of the Association, except if such officer, representative, employee or agent, is charged with a breach of trust to the Association or any member thereof, in which event (s)he may be indemnified only if the action is terminated favorable to him (her).

C. Neither the Association nor any of its officers shall be responsible or liable for the wrongful or unlawful acts of any members or agents thereof, except where the Association or its officers have participated in or authorized such acts, or have ratified such acts after actual knowledge thereof.

ARTICLE XI – PROPERTY

Membership in this Association shall not vest in any member any right, title or interest in or to the funds, property or other assets of the Association now owned or possessed, or which may be hereafter acquired; each member expressly waives such interest, if any.

ARTICLE XII – AGREEMENTS, REPRESENTATION, STRIKES

Section 1. Unless otherwise specified in this Constitution, collective bargaining agreements shall be approved and executed in accordance with procedures established by the Executive Board.

(a) The ratification of labor contracts with the employer shall be by majority vote of the members attending the membership meeting to vote on the contract offered by the employer. Only the membership vote will bind the NPhA-LIUNA.

Section 2. Unless otherwise specified in this Constitution, grievances, complaints, difficulties or disputes shall be processed in accordance with procedures established by the Executive Board.

Section 3. Unless otherwise specified in this Constitution, stewards shall be selected in accordance with procedures established by the Executive Board.

Section 4. In the case of a dispute between this Association and an employer, a strike may be called against such employer only with a 75% approval vote of the entire membership. The means in which the vote may be taken can vary, including but not limited to in-person and remote.

ARTICLE XIII – OATH OF OFFICE

Each officer of this Association shall subscribe to the following oath of office:

I, _____, do hereby sincerely pledge upon my home that I will faithfully perform the duties of my office as prescribed by the Constitution and By-Laws of this Association and bear true allegiance to NPhA-LIUNA. I will deliver to my successor in office all books, papers, and other property of this Association that may be in my possession at the close of my official term.

ARTICLE XIV – AMENDMENTS

The Constitution and By-Laws of this Association may be amended by submitting the proposed amendment or amendments to the Secretary of this Association in writing for presentation to the next meeting of the Executive Board. The Executive Board shall refer the proposed amendment or amendments to the next regular meeting of the Association with its recommendations. Approval must be by two-thirds (2/3) vote of the members present and voting. The proposed amendment(s) shall be published to the membership at least 15 days prior to the date of the next regular meeting of the Association.