UNITED STEELWORKERS

SOAR

STEELWORKERS ORGANIZATION OF ACTIVE RETIREES

Articles of Association and By-laws

Chapter Standard By-laws
&
Conference Procedures
(Appendix A & B)

As amended by SOAR Conference Action on April 4-5, 2025, and approved by the USW International Executive Board on September 15, 2026.

ARTICLES OF ASSOCIATION AND BY-LAWS FOR THE STEELWORKERS ORGANIZATION OF ACTIVE RETIREES
Amended Effective September 15, 2026

On this 23rd day of May, 1985, the United Steelworkers of America, AFL-CIO-CLC (USWA), by and through the undersigned Officers and subject to the approval of the International Executive Board, hereby establish the following Articles of Association and By-laws to govern the Steelworkers Organization of Active Retirees, a membership organization affiliated with the United Steelworkers of America.

ARTICLE I – NAME

This Organization shall be known as the Steelworkers Organization of Active Retirees (SOAR).

ARTICLE II – PURPOSE

The Organization shall concern itself with and deal with the social, economic, educational, legislative and political developments and concerns of its members and spouses, the USW and the labor movement. In addition, the purpose of this Organization is to better the communities in which said members live, to advance in every way the policies of the United Steelworkers, and to engage in political and legislative action directed at bettering our nation and safeguarding and enhancing the economic security and general well-being of all its members and older and retired persons in general through educational, legislative, political, civic, social, and community activities.

ARTICLE III – MEMBERSHIP

Eligibility for membership in SOAR shall be extended on the following bases:

1. Membership in SOAR shall be granted to any and all persons who retires from an enterprise, public or private, or any other place within the jurisdiction of the Union including service as an employee of the Union and at that time be a member in good standing of the United Steelworkers. An individual who retires from a supervisory position with an employer represented by the United Steelworkers may be a member if that individual had been a member in good standing in the bargaining unit at any time prior to accepting a supervisory position.

2. The spouse or surviving spouse of said retiree shall be eligible for full membership in SOAR with the same rights and privileges enjoyed by retirees as defined in Section 1 of this Article.

3. Any person eligible for membership in the United Steelworkers within the terms of the Constitution of the International Union.

4. Any like-minded person age 45 and over who agrees with and supports the guiding principles and programs of our organization shall be eligible for full membership in SOAR with the same rights and privileges enjoyed by retirees as defined in Section 1 of this Article.

5. SOAR Chapter membership may be maintained through local retirees' chapters including through membership in an existing retirees' chapter affiliated with the United Steelworkers provided said chapter's purposes and policies are consistent with those of SOAR.

6. A person shall maintain SOAR Chapter membership by satisfying the conditions for membership established by the Executive Board of the International Union, including the payment of dues as set by the Executive Board of SOAR with the approval of the Executive Board of the United Steelworkers.

7. Any member who for any cause shall cease to be a SOAR Chapter member shall forfeit all rights and interests in the SOAR Chapter.

8. The International SOAR office or a SOAR Chapter may issue to a member in good standing a "transfer certificate" transferring membership from one Chapter to another. All transfer requests must be submitted in writing to the International SOAR office.

ARTICLE IV – DUES

1. The Executive Board of SOAR shall have the authority to establish a dues schedule to sustain the activities of the organization subject to the approval of the International Executive Board of the United Steelworkers. Any dues schedule established pursuant to this section shall be allocated on the following basis: 40% to the local chapter, 30% to the District SOAR organization and 30% to the International SOAR. The initial dues amount is fixed at $1.00 per member per month. The dues for spouses of members are fixed at $3.00 per year.

2. Financial records of SOAR shall be available for periodic review by auditors of the United Steelworkers.

3. As of the date of execution of these Amended Articles of Association and By-laws, and consistent with the prior approval of the International Executive Board of the United Steelworkers, the distribution of dues is 40% to the local chapter and 60% to the Canadian National SOAR. Canada may, subject to the prior approval of the International Executive Board of the United Steelworkers adjust these percentages accordingly.

ARTICLE V – EXECUTIVE BOARD

1. The government of SOAR shall be vested in the Executive Board of SOAR.

2. The SOAR Executive Board shall be composed of the four (4) Officers of SOAR, the President, two (2) Vice Presidents and Secretary/Treasurer, together with one SOAR Board Member for each USW District, and the Board Members Emeritus. The members of the Board, shall, like the officers, serve for terms of three (3) years and any vacancies on the Board caused by ineligibility, death, or resignations shall be filled by the International President of the United Steelworkers from among SOAR members in the District where the vacancy occurs until the next election. The procedure for filling vacancies in officer positions is contained in Article VI, Section 1 of these By-laws and the provision dealing with the Board members emeritus is contained in Section 3 of this Article.

3. There shall be established up to five (5) positions of Board Member Emeritus on the SOAR Executive Board. These members shall be appointed by the International President of the United Steelworkers. They shall have a voice and vote on the SOAR Executive Board and shall serve for the same term as the other Board members subject to re-appointment by the International President of the United Steelworkers. They will not be subject to the provisions of Article IX - Elections.

4. If a USW District is merged during the term of office of a SOAR Board member, the SOAR Board members from the affected Districts will remain in office until the next SOAR Conference. The merger of the SOAR Districts will be effective by means of an election for one Executive Board member for the merged Districts by the delegates from those Districts at the time of the next SOAR Conference. Where a USW District is merged into more than one District, the SOAR Board member, for SOAR election purposes, will be considered a member of the District that contains the Board member's State of residence.

5. The SOAR Executive Board may adopt rules and regulations for the proper conduct of SOAR provided such rules are consistent with these By-laws and subject to approval of the International Executive Board of the United Steelworkers.

6. At the request of the International Executive Board, the SOAR Executive Board shall submit periodic reports on the activities, condition and progress of the Organization.

ARTICLE VI – OFFICERS AND STAFF

1. The officers of SOAR shall consist of a president, two (2) vice presidents, one (1) from the Eastern region and one (1) from the Western Region of North America, and secretary-treasurer. Each term of office shall be for a period of three (3) years. Vacancies caused by ineligibility, death or resignation shall be filled temporarily by the International President of the United Steelworkers until the next election. In the performance of their duties, all officers shall conform to the policies and directives of the International Executive Board of the United Steelworkers.

2. The president of SOAR shall preside at all meetings of SOAR and the SOAR Executive Board. The president shall perform all duties incidental to the office and advise the SOAR Executive Board on such actions as may be deemed likely to increase the usefulness and effectiveness of SOAR.

3. The vice presidents of SOAR shall assist the president in the performance of the president's duties and shall work under the direction of the president.

4. The secretary-treasurer shall perform such duties as may be assigned by the president or the SOAR Executive Board.

5. A Director appointed by the International President of the United Steelworkers shall implement the policies established by the SOAR Executive Board, assist the officers in the performance of their duties and be responsible for the administrative and financial functions necessary to the maintenance and operation of SOAR, including receiving and collecting all monies due to SOAR and hiring all staff subject to the approval of the International President of

the United Steelworkers. The director shall pay all bills and current expenses unless otherwise ordered by the president and shall be in charge and preserve all monies, properties, files, records, books, documents and effects of SOAR. The director shall be entitled to attend all meetings of the Executive Board of SOAR with voice but not vote.

ARTICLE VII – ORGANIZATIONAL STRUCTURE

1. SOAR shall consist of local chapters, District SOAR organizations and state or province level organizations as determined by the Executive Board of the USW.

2. The District SOAR organizations shall consist of representatives from the geographic area covered by the corresponding District of the USW. The District Representatives shall be selected from the membership in each District. The District Representatives will constitute the delegates to the SOAR Conference. The number of District Representatives will be based on the membership in each District in accordance with the procedures established by the SOAR Executive Board with the approval of the Executive Board of the USW. These procedures are contained in Appendix A.

ARTICLE VIII – COMMITTEES

1. The president of SOAR shall appoint such standing and special committees as shall be deemed necessary by the Executive Board of SOAR.

2. All standing and special committees shall report to the SOAR Executive Board. Reports of all committees shall be submitted in writing and filed with the secretary-treasurer of SOAR.

3. The president of SOAR shall be an ex-officio member of all committees of the Organization.

ARTICLE IX – ELECTIONS

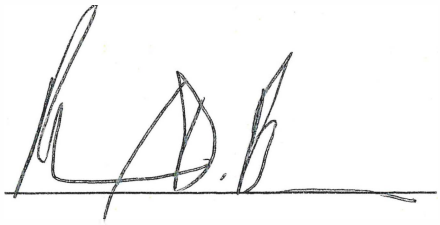
1. Officers and Executive Board members shall be nominated and elected by the delegates to the International SOAR Conference for a term of three (3) years according to procedures established by the SOAR Executive Board with the approval of the USW Executive Board. These procedures are contained in Appendix B.

ARTICLE X – AMENDMENTS AND DISSOLUTION

1. These Articles of Association and By-laws may be amended by the Executive Board of the United Steelworkers or by a two-thirds vote of the Executive Board of SOAR subject to approval of the Executive Board of the United Steelworkers. Such approval must be given before any amendments become effective.

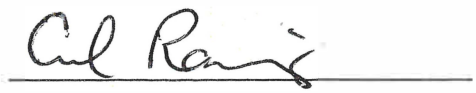
2. The duration of SOAR shall be perpetual. Upon the termination, dissolution or winding up of SOAR in any manner or for any reason, including voluntary dissolution by SOAR or by the Executive Board of the United Steelworkers, its assets remaining after payment or provision for payment of all liabilities of SOAR shall be retained for the effectuation of the purposes set forth

in Article II of the Articles of Association and By-laws. Under no circumstances shall the assets or earnings of SOAR inure to the benefit of any SOAR member.



International President

Roxanne D. Brown

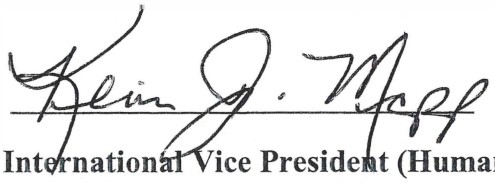


International Vice President (Administration)

Emil Ramirez

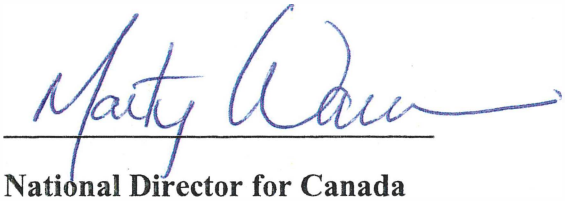
International Secretary – Treasurer

Myles Sullivan



International Vice President (Human Affairs)

Kevin J. Mapp



National Director for Canada

Marty Warren

These Articles of Association and By-laws for the Steelworkers Organization of Active Retirees were approved by the USW International Executive Board on September 15, 2026.

SOAR CHAPTER - STANDARD BY-LAWS

Article 1. Name

This organization shall be known as: SOAR – Steelworkers Organization of Active Retirees, Chapter _____.

Article 2. Purpose

1. The organization shall concern itself with and deal with the social, economic, educational, legislative, and political developments and concerns of its members and spouses, the United Steelworkers and the labor movement. In addition, the purpose of this organization is to better the communities in which said members live, to advance in every way the policies of the United Steelworkers, and to engage in political and legislative action directed at bettering our nations and safeguarding and enhancing the economic security and general wellbeing of all its members and older and retired persons in general through educational, legislative, political, civic, social, community and other activities.

2. To unite in this Chapter, regardless of race, creed, color, sex, sexual orientation, gender identity, age, disability, nationality, or other legally protected status, all retired working men and women who are members of the Chapter and who are within the jurisdiction of this Chapter.

Article 3. Membership

1. Membership in the Chapter shall be open to any and all persons who meet the requirements from the United Steelworkers and who live in the geographic area covered by the Chapter. In order to obtain membership in SOAR an individual must retire from an enterprise, public or private, or any other place within the jurisdiction of the Union, including service as an employee of the Union, and at that time be a member in good standing of the United Steelworkers. An individual who retires from a Supervisory position with an employer represented by the United Steelworkers may be a member of the Chapter if that individual had been a member in good standing in the bargaining unit at any time prior to accepting a supervisory position.

2. The spouse or surviving spouse of said retiree shall be eligible for full membership in the Chapter.

3. Any like-minded person age 45 and over who agrees with and supports the guiding principles and programs of our organization shall be eligible for full membership in SOAR with the same rights and privileges enjoyed by retirees as defined in Section 1 of this Article.

4. Any member who for any cause shall cease to be a member of the Chapter shall forfeit all rights and interests in the Chapter.

5. Membership can be transferred from this Chapter to another by obtaining a transfer certificate from the International SOAR.

Article 4. Dues

1. Dues shall be as set by the Executive Board of SOAR as provided in the SOAR By-laws and may be supplemented by dues assessed by the Chapter after notice to, and a vote by, the members of the Chapter.

2. Financial records of the Chapter shall be available for periodic review by Chapter Trustees and International SOAR.

Article 5. Executive Board

1. The government of the Chapter shall be vested in its Executive Board.

2. The Chapter Executive Board shall be composed of up to six (6) officers: President, Vice President, Secretary-Treasurer, and three (3) Trustees. The Chapter may decide to add an office of Financial Secretary and/or to separate the office of Secretary and Treasurer.

3. The Chapter Executive Board may adopt rules and regulations for the proper conduct of the Chapter, provided such rules are consistent with these By-laws.

4. The Chapter Executive Board shall provide periodic reports on the activities, condition and progress of the Chapter.

Article 6. Elective Offices

1. Elective offices of this chapter shall consist of the following: President, Vice President, Secretary-Treasurer, and three (3) Trustees and if provided for, Financial Secretary

2. Nomination of officers shall be held at a membership meeting in October or November 1992. Election of officers will be held in November 1992 and every four years thereafter. Each term of office shall be for a period of four (4) years commencing with the month of November 1992. No member shall hold more than one (1) office in a Chapter; however, Chapter officers shall be eligible to serve on the SOAR Executive Board or as a District SOAR Coordinator.

3. Members in good standing as of the date of the nominations and election of officers shall be eligible to hold Chapter office.

4. Vacancies caused by ineligibility, death, or resignation shall be filled by appointment by the remaining members of the Chapter Executive Board until the next election provided that if the vacancy is in the office of the President, the Vice President shall serve as President for the remainder of the term. In the performance of their duties all officers shall conform to the policies and directives of the International Executive Board of the United Steelworkers and the International Executive Board of SOAR.

Article 7. Duties of Officers

1. The President of the Chapter shall preside at all meetings of the Chapter and the Chapter Executive Board. The President shall perform all duties incidental to the office and advise the Chapter Executive Board on such actions as may be deemed likely to increase the usefulness and effectiveness of the Chapter. The President shall be ex officio member of all committees.

2. The Vice President of the Chapter shall assist the President in the performance of the President's duties and shall work under the direction of the President.

3. (a) The Secretary-Treasurer shall perform such duties as may be assigned by the President or the Chapter Executive Board including but not limited to, providing periodic reports to the Executive Board of International SOAR on the financial and operational status of the Chapter.

(b) The Secretary-Treasurer shall receive all monies due to the Chapter from the International SOAR, which shall provide a receipt.

(c) The Secretary-Treasurer shall make a detailed financial report at least once a month at a Chapter meeting, covering the receipts and expenditures of all funds of the Chapter.

(d) The Secretary-Treasurer shall examine all bills presented for payment and all claims and determine that they are satisfactorily established.

(e) The Secretary-Treasurer shall record the proceedings of the Chapter in a book kept for that purpose, read all papers, and perform such other duties as required by the International SOAR and as the Chapter may assign.

(f) The Secretary-Treasurer shall receive all communications and issue all notices and correspondence pertaining to the function of the Chapter and present same to the Executive Board of the Chapter for action.

(g) The Secretary-Treasurer must be present and record minutes of all regular meetings or special meetings called for the entire membership by the President of the Chapter and render copy of same to the President within reasonable time after such meeting.

4. (a) The Trustees shall be in charge of all property of the Chapter, subject to the direction of the Chapter membership, and perform such other duties as the Chapter may assign.

(b) The Trustees shall audit the Chapter books and records of account quarterly. They shall make an audit report to the membership for each quarter of the calendar year at the meeting following the completion of their audit.

(c) The Trustees shall be solely responsible for the membership attendance book at regular and special meetings. They shall sign the book, noting the number of members attending the meetings.

(d) The Trustees shall assist the Chairman in preserving order at meetings.

Article 8. Committees

l. Each Chapter shall have a Pension and Insurance Committee, and a Legislative and Political Action Committee with at least the following responsibilities:

(a) The Pension and Insurance Committee

(i) It shall generally be comprised of not less than three (3) members appointed by the President and approved by the membership. The members of the committee shall select a Chairman of this committee. A majority of members of this committee present at a meeting shall constitute a quorum.

(ii) The committee shall meet at least monthly and at the request of the Executive Board, the President, or the membership to deal with any matters relating to the pension and insurance programs and problems of the members.

(b) The Legislative and Political Action Committee

(i) The Committee shall consist of the three (3) members appointed by the President and approved by the membership.

(ii) The Committee shall recommend for endorsement to the membership, candidates for city, county, state or national office.

(iii) Under no circumstances shall the Committee endorse a candidate for public office without the approval of the membership.

(iv) A candidate for public office shall be permitted to address the membership at a regular meeting, if it has been requested in writing, requested by the Legislative and Political Action Committee, or approved by the membership at a regular monthly meeting.

2. Other Committees

Each Chapter may have such other Committees as it deems necessary such as a Health and Welfare Committee, and a Civil Rights Committee appointed by the President and approved by the membership.

Article 9. Compensation for Services

1. Salaries and/or expenses for officers, committee members and employees of the Chapter shall be as follows:

In no event shall the reimbursement for expenses be in excess of the standards used by the International SOAR.

2. All tax requirements in connection with the above payments shall be complied with.

Article 10. Meetings

1. The Chapter shall hold a general membership meeting at least once every month unless the Chapter Executive Board with approval of the membership had adopted another schedule. Regular meetings shall be held on the _____of each month unless holidays or other matters of vital importance to the Chapter would necessitate a change in the meeting date. Regular monthly meetings shall be called to order at _____.

2. The meeting place will be at _____.

3. The President of the Chapter shall have the right to call the Executive Board for emergency meetings on instant notice.

4. "Roberts Rules of Order" for parliamentary procedure shall govern the conduct of all meetings.

Article 11. Amendments

1. Proposed amendments to the By-laws must be submitted to the Secretary-Treasurer, in writing. The Secretary-Treasurer shall submit such proposals to the membership for approval. The proposals must be presented at two (2) consecutive Chapter regular meetings and passed by a two-thirds majority vote of the membership at the next regular meeting.

2. Amendments to these By-laws by Chapters must not conflict with such standard By-laws and must be submitted to the International SOAR for approval before being placed in effect.

Article 12. Agenda

1. Call meeting to order
2. Roll call of officers by the Recording Secretary
3. Reading of the minutes of the previous meeting
4. Reading of Communications
5. Report of Officers
6. Report on SOAR activities
7. Report of Special Committees
8. Reports of Standing (or Permanent) Committees
9. Unfinished Business
10. New Business
11. Good and Welfare
12. Adjournment

APPENDIX A

SOAR CONFERENCE DELEGATES - NOMINATIONS AND ELECTIONS:

RULES OF PROCEDURE

ARTICLE I INTRODUCTION

Section 1. The SOAR By-laws, Article IX, provide that the current SOAR Officers and Executive Board members hold office until the International SOAR Conference, to be held in conjunction with the USW International Convention. The delegates to the SOAR Conference are to elect the new Officers and Executive Board members for a term of (3) years.

Section 2. The following procedures shall govern the nomination and election process for the delegates to the SOAR Conference.

Article VII, Section 2 of the SOAR By-laws as amended reads as follows:

"The District SOAR organizations shall consist of representatives from the geographic area covered by the corresponding District of the USW. The District Representatives shall be selected from the membership in each District. The District Representatives will constitute the delegates to the SOAR Conference. The number of District Representatives will be based upon the membership in each District in accordance with the procedures established by the SOAR Executive Board with the approval of the Executive Board of the USW."

ARTICLE II AUTOMATIC DELEGATES AND OBSERVERS

Section 1. SOAR Officers, Executive Board members and Coordinators (one (1) Coordinator, who is a SOAR member and not on the USW staff, per District selected by the USW District Director) shall be considered automatic delegates to the SOAR Conference. SOAR Coordinators who are not automatic delegates or who are not elected as District Representatives and SOAR Coordinators who are employed by the USW may attend the SOAR Conference as observers.

ARTICLE III ELECTION OF SOAR CONFERENCE DELEGATES

Section 1. SOAR Chapters with more than 200 dues paying members. These SOAR Chapters shall elect their allotted delegate(s) at their regularly scheduled chapter meeting six (6) months prior to the date the International Conference is to be held. If a SOAR Chapter does not have a regularly scheduled meeting in that month the election may be held in either the month before or the month after, upon notification of such variance to the District Executive Board Member. The SOAR in Action magazine shall contain information alerting the membership to the upcoming election of delegates in an issue to be published no later than seven (7) months prior to the date the International SOAR Conference is to be held.

Section 2. At-Large Delegates. The remaining allotted delegates from each district will be known as "At-Large Delegates" and will be elected at a District Conference or several geographic Conferences within the District. To be considered a candidate for At-Large Delegate, any member in good standing must attend the District Conference in their geographic area or submit a letter to the District Executive Board Member at least seven (7) days prior to the date of the Conference indicating they would like their name submitted for nomination and will accept if nominated. Only the delegates to the District or Geographic Conference who are from a Chapter of 200 or less members shall be eligible to vote for the At-large delegates from that District or geographic area. Procedures for conducting this election may vary from District to District, but the election must be by secret ballot, unless no contest exists. This section may be amended to better serve the situation in the Districts as needed as long as such amendment is approved by the SOAR Executive Board and serves to allow for fair representation of the members from the smaller SOAR Chapters.

Section 3. Allocation of Delegates.

(a) The number of delegates allotted to each District shall be one per every 300 dues paying members or a majority fraction thereof; provided that each District shall have at least one representative.

(b) The number of delegates allotted to each SOAR Chapter of more than 200 members shall be as follows:

One delegate for each Chapter of 201 to 500 members

Two delegates for each Chapter of 501 to 700 members

Three delegates for each Chapter of 701 to 900 members

Delegates shall increase at the above rate for Chapters of larger size

The Director of SOAR shall furnish each SOAR Chapter with a report on their current membership and the number of delegate(s) they are eligible to elect at their SOAR Chapter meeting no later than seven (7) months prior to the date the International Conference is to be held.

Section 4. Eligibility. To be eligible to be elected as a SOAR Conference Delegate from a SOAR Chapter or as an At-large delegate a person must be a member in good standing.

Section 5. Vacancies. In the event a duly elected delegate is unable to serve and so notifies the SOAR Director no later than 10 days before the Conference, that delegate's place will be taken by the candidate with the next highest number of votes from the SOAR Chapter election or the District Conference election. If there was no contest for the delegate position in the SOAR

Chapter the Chapter President may appoint the replacement. If there was no contest for the position at a District or geographic conference, the District Director may appoint the replacement.

Section 6. Reporting. The name, address and phone number of each delegate elected at a SOAR Chapter meeting will be reported by the SOAR Chapter President in writing to the SOAR Director no more than ten (10) days after the election is held. Delegates elected at a SOAR District or Geographic Conference shall be reported by the District Executive Board member to the SOAR Director in writing no more than ten (10) days after such election.

ARTICLE IV PROTESTS

Section 1. Submission. Any protests of the allotment of delegates or the election of delegates shall be submitted to the SOAR Director no later than ten (10) days after the close of the respective nomination or election period.

Section 2. Action. Protests concerning the allotment of delegates will be investigated by the SOAR Director and acted upon by the SOAR Officers. Any protests of the election shall be investigated and acted upon by the USW International Secretary in accordance with procedures to be established by the International Secretary.

ARTICLE V FINANCES

Section 1. Delegates. Delegates attending the Conference shall have their authorized expenses paid by their SOAR District Fund.

Section 2. SOAR Board. Authorized expenses for SOAR Officers, Executive Board members and the one (1) designated Coordinator from each District shall be paid by the International SOAR Fund.

Section 3. Observers. Where a SOAR Coordinator is not an automatic delegate and the USW District Director and the SOAR Director determine that such Coordinator should attend the Conference as an observer, the expenses shall be paid by the District SOAR Fund. In addition, SOAR Coordinators who are USW employees and attend the Conference as observers shall have their expenses paid by the USW.

ARTICLE VI ADMINISTRATION

The President of SOAR, with the assistance of the SOAR Director, shall be authorized to make interpretations and rulings concerning the implementation of these Rules of Procedure, subject to review by the USW International Secretary.

ARTICLE VII EFFECTIVE DATE

This nomination and election procedure shall continue in effect until such time as SOAR has reached a dues-paying membership of 150,000 or more. At that time, the SOAR Executive Board shall have the responsibility to review these procedures and determine whether changes are required to provide adequate representation of SOAR members. Such changes shall be presented to the USW International Executive Board for approval as required by the SOAR By-laws. This provision does not limit the authority of the SOAR Executive Board to amend these procedures in the interim, based on experience and need, and subject to the approval of the USW Executive Board.

APPENDIX B

ELECTION OF SOAR OFFICERS AND BOARD MEMBERS:

CONFERENCE PROCEDURES

ARTICLE I INTRODUCTION

Section 1. The SOAR By-laws, Article IX, provide that the delegates to the International SOAR Conference shall elect the Officers and Executive Board members of SOAR for a term of three (3) years in accordance with procedures adopted by the SOAR Board and approved by the USW Executive Board.

Section 2. The following procedures shall govern the nomination and election process at the SOAR Conference.

ARTICLE II NOMINATIONS

Section 1. On the first day of the Conference, the agenda will provide for nominations for officers and SOAR Board members.

Section 2. OFFICERS

All delegates shall be eligible to nominate for the following offices:

(a) President
(b) Vice President, Eastern Region
(c) Vice President, Western Region
(d) Secretary-Treasurer

Section 3. BOARD MEMBERS

(a) All delegates from a District shall be eligible to nominate for the Board member from that District.

Section 4. ELIGIBILITY

(a) A nominee must be a member of SOAR in good standing for at least one year prior to the date of the Conference as well as be a delegate to the SOAR Conference and must have accepted the nomination by notifying the SOAR Director no later than the close of business of the first day of the Conference.
(b) No person shall run for or hold more than one SOAR position as officer or Board member.
(c) In the event that none of the members nominated for a particular office meets the one-year eligibility requirement, then that requirement shall be considered waived automatically for that office and the election will be conducted among those

nominees in good standing who meet the other eligibility requirements in Section 4 (a) above.

Section 5. ELECTION WAIVED

(a) If only one eligible member is nominated for a given office and has accepted that nomination then no election need be held for that office and the nominee shall be considered elected.

(b) If no one is nominated or the nominees(s) do not accept the nomination, then the position shall be considered vacant and shall be filled in accordance with the SOAR By-laws.

ARTICLE III ELECTION

Section 1. On the second day of the conference, the agenda shall provide for the election of officers and Board members.

Section 2. OFFICERS

All delegates shall be eligible to vote for the four officers listed in Article II, Section 2 above.

Section 3. BOARD MEMBERS

Only delegates from a District shall be eligible to vote for the Board member from that District.

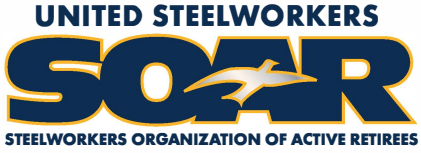
Section 4. VOTING PROCEDURE

The voting shall be by secret ballot and shall proceed through each Office and District. Tellers shall be designated by the SOAR Director. The ballots will be tallied and the results announced prior to the close of business of the second day of the Conference. The Conference shall close with the swearing in of the new Officers and Board members.

ARTICLE IV PROTESTS

Section 1. Any protests to the nominations or election of an officer or Board member shall be submitted to the SOAR Director no later than respectively the close of business of the day of the nomination or immediately following the election.

Section 2. Protests shall be investigated and acted upon promptly by the USW International Secretary in accordance with procedures to be established by the International Secretary.


UNITED STEELWORKERS
SOAR
STEELWORKERS ORGANIZATION OF ACTIVE RETIREES