

**CONSTITUTION OF THE
PENNSYLVANIA STATE CORRECTIONS
OFFICERS ASSOCIATION**

APPENDIX A

TRUSTEESHIPS

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TRUSTEESHIPS

In accordance with the provisions set forth in Article XIV of the Constitution, the following provisions shall govern the imposition of Special Trusteeships by the Association Executive Board:

Section 1. The Executive Board, with or without a hearing, but after investigation, shall have the power to appoint a Special Trustee to take immediate charge and control of a Local Union or other subordinate body and its affairs for the purpose of correcting corruption or financial malpractice, assuring the performance of collective bargaining agreements, restoring democratic procedures or otherwise carrying out the legitimate objects of the Association.

Section 2. Immediately upon appointment of a Special Trustee, the functions of all officers of the Local Union or subordinate body shall terminate and such functions shall pass to the Special Trustee. The Special Trustee may, thereupon, suspend or remove any officer or employee without pay and appoint temporary officers, or employees, in their place who shall act under the Special Trustee during the term of such Trusteeship. The Special Trustee shall take such other action as, in his or her judgment, is necessary for the preservation of the Local Union or subordinate body and the rights and interests of the members.

Section 3. The Special Trustee shall report, from time to time, on the affairs and progress of the Special Trusteeship to the Executive Board. The Special Trustee's conduct shall be subject to the supervision of the President and the Special Trustee may be removed or replaced with a Successor Trustee at any time by action of the Executive Board.

Section 4. The Special Trustee shall take possession of all the funds, books, papers and other property of the Local Union or subordinate body and shall manage its affairs during the Special Trusteeship in accordance with provisions set forth in this Constitution and policies adopted by the Executive Board.

Section 5. As soon as is practicable following the imposition of a Special Trusteeship, but not later than thirty (30) days, a hearing shall be held to determine whether it is appropriate to continue the Trusteeship, given the interest of the Association and its members. The Executive Board shall appoint a three-person Committee to act as Hearing Officer(s). The hearing shall be conducted at a time and place designated by the Hearing Officer(s). During the hearing, the Special Trustee shall present evidence relating to the imposition and/or continuation of the Special Trusteeship. Members of the Local Union may be present and provide evidence in support of or in opposition to the Special Trusteeship. Members of the Local Union and officers of the Association may also attend the hearing. Legal counsel shall not be permitted for any

party in the hearing, except that counsel for the Association may be present to advise the Hearing Officer(s). Rules relating to the conduct of the hearing that are fair and just will be established by the Executive Board and/or the Hearing Officer(s). Within thirty (30) days following the conclusion of the hearing, the Chairman of the Hearing Officer(s) shall submit a written, detailed report recommending Findings and Conclusions to the Executive Board. The Executive Board shall, within thirty (30) days thereafter, issue a written determination, which shall be final and binding, concerning the dissolution and/or continuation of the Trusteeship.

Section 6. Within six months of the imposition of a Special Trusteeship, the Executive Board shall set a date by which the Special Trusteeship shall end or the Executive Board shall issue a written determination for continuation of the Special Trusteeship. No Special Trusteeship shall last longer than eighteen (18) months.