

Revised 10/9/85

CHARTER

The Tobacco Industry Labor/Management Committee

Name:

The name of the Committee shall be The Tobacco Industry Labor/Management Committee.

Place:

The location of the principal office of the Committee shall be at 1875 I Street, N.W., P.O. Box 65311, Washington, D.C. 20035.

Mission:

The mission of The Tobacco Industry Labor/Management Committee ("Committee") is to contribute to greater cooperation among the various segments of the tobacco industry, in order to improve job security and economic development and to assist employees and employers in solving problems of mutual concern that are not susceptible to resolution through collective bargaining.

The Committee will seek to perform its mission through public education and research addressing problems facing the tobacco industry, including problems posed by unwarranted restrictions on the advertising, promotion or sale of cigarettes and other tobacco products.

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The Committee will not interfere with any collective bargaining agreements. Nor will the Committee deal with wages, hours or any other aspects of employment relationships.

No part of the earnings of the Committee will inure to the benefit of any individual or private person, except that reasonable compensation may be paid for services rendered and except for contributions made to other organizations except under Section 501(c)(6) of the Internal Revenue Code of 1954 as amended in accordance with the purposes stated herein. The mission of the Committee does not include engaging in any activity ordinarily carried on for profit. The Committee is not organized for profit. The Committee is devoted to the purpose of improving the business conditions of the tobacco industry and related industries within the meaning of Section 501(c)(6) of the Internal Revenue Code, to the benefit of job security in those industries and stability of the tobacco business in general.

Upon the dissolution of the Committee, assets shall be distributed for the purposes to which the Committee is devoted as described above, including but not limited to distribution of assets to organizations qualified under Section 501(c)(6) that operate for the benefit of the tobacco industry. Any assets not so disposed of shall be disposed of by the Superior Court of the District of Columbia exclusively for such purposes.

Membership:

Each of the following organizations may appoint two representatives to serve as members of the Committee:

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Bakery, Confectionery & Tobacco
Workers International Union (BCTWIU)

The Tobacco Institute, representing
cigarette manufacturers

All other unions representing
employees of cigarette manufacturers that
are members of The Tobacco Institute

Observer Status:

Organizations listed below may designate an "observer" to
the Committee upon invitation by the Committee:

- o Trade and Industrial Departments of the AFL-CIO
with affiliated unions that are members of the
Committee
- o Unions representing employees of manufacturers
of tobacco products who are not members of The
Tobacco Institute

Governance:

The Committee will be directed by a Steering Group
consisting of the Committee members appointed by the BCTWIU and
The Tobacco Institute. One of the Committee members appointed by
the BCTWIU shall serve as chairperson of the Committee. One of
the Committee members appointed by The Tobacco Institute shall
serve as Secretary/Treasurer, and shall be responsible for
keeping minutes of meetings and for maintaining the Committee's
financial records and detailed information regarding all funds
received or expended by or on behalf of the Committee.

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Meetings:

The Steering Group will meet twice annually, and at such other times as the Group's members deem necessary.

The full membership of the Committee will meet annually, and at such other times as required by the Steering Group. At the annual meeting of the Committee members, the Chairperson shall issue to the membership a written report of the Committee's public education and research activities during the prior year.

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