

INTERNATIONAL UNION OF PAINTERS & ALLIED TRADES
DISTRICT COUNCIL NO. 5

**GLAZIERS, ARCHITECTURAL METAL & GLASS WORKERS
LOCAL UNION NO. 740**

11105 N. E. Sandy Blvd.
Portland, OR 97220

BY-LAWS

January 2017



- 1 -

THESE BYLAWS ARE APPROVED BY THE GENERAL EXECUTIVE BOARD WITH THE UNDERSTANDING THAT NOTHING CONTAINED IN THIS DOCUMENT SHALL BE INTERPRETED OR APPLIED IN VIOLATION OF ANY APPLICABLE STATE OR NATIONAL LAW

Approved by the General Executive Board Date: **November 7, 2018**

PREAMBLE

No employer of labor could hope for success in his business in a country where all workers and those dependent upon them lived in poverty and want; this applies to any and all branches of industry.

The aims of organized labor are to elevate the standards of living for the worker as well as the employer by demanding a just wage for the worker, which in turn will enable the employer to sell his product at a fair profit; the result would be peace and harmony for all classes and answers equitably the question, "Am I My Brother's Keeper?"

Therefore, no intelligent person, whether he be employer or employee, can fail to support enthusiastically the cause of organized labor. To these principles the aims and efforts of Glaziers, Architectural Metal & Glass Workers Local Union No. 740 are dedicated. A copy of these Bylaws shall be furnished to all members. All previous Bylaws and Trade Rules are hereby suspended.

ARTICLE I: BY-LAWS

These Bylaws are subordinate to the provisions of the International Constitution of the International Union of Painters & Allied Trades (hereinafter called the "International Union") and the Bylaws of District Council No. 5. In the case of conflict between these Bylaws and the provisions of the International Constitution, the latter shall govern. In the case of conflict between these Bylaws and the District Council Bylaws, the latter shall govern.

ARTICLE II: NAME

This organization, a subordinate body of the International Union and an affiliated Local Union of District Council 5, shall be known as Glaziers, Architectural Metal & Glass Workers Local Union No. 740.

ARTICLE III: JURISDICTION

The territorial jurisdiction of this Local Union shall be as set forth in its Charter and as determined by the General Executive Board from time to time under Section 69 (b) of the International Constitution, provided that the Local Union shall be guided within its jurisdiction by the directives of the District Council.

ARTICLE IV: OBJECTS

The objects of this Local Union shall be as set forth in the Preamble and Sections 2 and 165 of the International Constitution.

ARTICLE V: ELIGIBILITY FOR MEMBERSHIP

Eligibility for membership in this Local Union shall be as set forth in the International Constitution and in policies adopted by the General Executive Board.

ARTICLE VI: OFFICERS

1. Eligibility to hold office shall be as set forth in Sections 91 (b) and 210 of the International Constitution.

2. Officers of this Local Union shall be as set forth in Section 185 of the International Constitution, and their duties shall be as set forth in the following sections of the International Constitution:

- a. President: The duties of the President shall be as set forth in Sections 189 - 192.
- b. Vice-President: The duties of the Vice President shall be as set forth in Section 194.
- c. Recording Secretary: The duties of the Recording Secretary shall be as set forth in Sections 195 - 197.
- d. Financial Secretary: The duties of the Financial Secretary shall be as set forth in Sections 155 (d), 198 – 202 and 211 (d).
- e. Treasurer: The duties of the Treasurer shall be as set forth in Section 203.
- f. Trustees: The duties of the Trustees shall be as set forth in Sections 204 - 207.
- g. Warden: The duties of the Warden shall be set forth in Section 208.

3. When the District Council adopts the centralized Local Union dues, records and reporting plan outlined in Section 162 of the International Constitution, the following modifications will be in effect for dues collection, records, and reporting; and the Local Union officers' duties will be modified as outlined below.

Under the 'Dues Collection and Membership Reporting Plan' adopted by Local Union No. 740 pursuant to Article 15.4 of the District Council No. 5 Bylaws, the Business Manager/Secretary-Treasurer of District Council No. 5 performs many of the functions

of the Financial Secretary and Treasurer of Local Union No. 740. Therefore, the duties of the Financial Secretary and the Treasurer of Local Union No. 740 shall be as set forth in this Article.

Where the Financial Secretary receives dues payments from members (such as at Local Union meetings) of Local Union No. 740, he or she shall (i) transmit such payments to the Business Manager/Secretary-Treasurer of District Council No. 5 within five (5) days and (ii) provide the member with a temporary receipt, a copy of which shall be transmitted to the Business Manager/Secretary-Treasurer with the payment, a copy of which shall be retained by the Financial Secretary. Such temporary receipt shall indicate only the amount of funds received and shall not indicate the member's standing or through which calendar month dues are paid.

- a. The Financial Secretary shall retain copies of all reports and information received on a monthly basis from the Business Manager/Secretary-Treasurer of the District Council. At each membership meeting, the Financial Secretary shall deliver a report to the membership, which report shall include the following information:
 - (i) the gross receipts of the Local Union in the prior month,
 - (ii) the net receipts of the Local Union, along with the amounts of all per capita deductions made by the Business Manager/Secretary-Treasurer of District Council No. 5 and any other deductions,
 - (iii) the overall membership of the Local Union, with the gain or loss in membership in the prior month noted,
 - (iv) the number and names of members on application and those initiated,
 - (v) the number and names of members suspended and reinstated, and
 - (vi) the names and number of clearance cards deposited and issued.

- b. The Treasurer shall retain copies of all reports and information received on a monthly basis from the Business Manager/Secretary-Treasurer of District Council No. 5. At each membership meeting, the Treasurer shall deliver a report to the membership, which report shall include the following information:
 - (i) list of all deposits made to the Local Union account, if any,
 - (ii) copy of the Local Union cash disbursements journal, if applicable,

- (iii) list of all payments from the District Council made on behalf of the Local Union, from the funds collected by the District Council for the Local Union.

Notwithstanding anything to the contrary in this Article, the Financial Secretary, the Treasurer and all other Local Union officers shall comply with all provisions of the Plan, as amended from time to time by the General Secretary-Treasurer.

The Financial Secretary shall perform the Financial Secretary duties outlined in Section 155 (d) and 211 (d) of the International Constitution from information provided the Financial Secretary by the Business Manager/Secretary-Treasurer of the District Council.

The Local Union shall use the IUPAT Integrated Membership Systems (IMSe) computer systems or other system approved by the General Secretary-Treasurer for dues collection, member records, and member activity.

ARTICLE VII: DELEGATES

All delegates (other than delegates to the General Convention) shall be elected at the June elections in accordance with Article XI of these Bylaws.

ARTICLE VIII: EXECUTIVE BOARD

1. The Executive Board of this Local Union shall be as set forth in Section 185 (c) of the International Constitution.
2. DUTIES OF THE EXECUTIVE BOARD:
 - a. To enforce the laws of the Local Union between meetings.
 - b. To handle all matters delegated to the Executive Board by the members voting at regular or special called meetings.
 - c. To review all requests for donations, investigate the same, and submit its findings and recommendations for membership action.
 - d. The Executive Board shall be vested with the authority of recommendation only, unless otherwise specifically authorized by the Local Union membership voting at a regular or special called meeting; provided, however, that during the interim between meetings it shall be authorized to act for the Local Union in cases of emergency, subject to review at the next regular meeting.

- e. **No disbursement from the general fund shall be made without the action of the Local Union, and then only by warrant or check signed by any two of the following: President, Vice-President, Recording Secretary, Financial Secretary or Treasurer.**

**ARTICLE IX: COMPENSATION OF OFFICERS, DELEGATES
& COMMITTEE MEMBERS**

1. OFFICERS

Officers must be present at the Executive Board monthly meeting to be eligible for the wages and benefits.

- | | |
|-------------------------|--|
| a. President: | 4 Hours Journeyman Leadman Wage & Benefits |
| b. Vice President: | 4 Hours Journeyman Leadman Wage & Benefits |
| c. Recording Secretary: | 8 Hours Journeyman Leadman Wage & Benefits |
| d. Financial Secretary: | 4 Hours Journeyman Leadman Wage & Benefits |
| e. Treasurer: | 4 Hours Journeyman Leadman Wage & Benefits |
| f. Trustees: | 4 Hours Journeyman Leadman Wage & Benefits |
| g. Warden: | When financially practical as determined by the Executive Board, the monthly dues will be paid. |

In the event of economic necessity, the Executive Board may eliminate the leadman pay as contained in this ARTICLE, and replace with paying monthly dues. Executive Board members who commute from outside the free zone shall receive the current mileage reimbursement rate as contained in the Collective Bargaining Agreement.

2. DELEGATES

To District Council No. 5: If outside the free zone (determined by CBA), delegates shall receive seventy dollars (\$70.00) per day expenses, actual air fare round-trip (not to exceed cost of regular coach class fare), single room rate and lost wages at the current glazier leadman wage rate, if any. In the event expenses are greater than the allotted amount, receipts will be required for reimbursement.

To Central Bodies (if any): If outside the free zone (determined by CBA), delegates shall receive seventy dollars (\$70.00) per day expenses, actual air fare round-trip (not to exceed cost of regular coach class fare), single room rate and lost wages at the current glazier leadman wage rate, if any. In the event expenses are greater than the allotted amount, receipts will be required for reimbursement.

To Conventions, Conferences, etc.: If outside the free zone (determined by CBA), delegates shall receive seventy dollars (\$70.00) per day expenses, actual air fare round-trip (not to exceed cost of regular coach class fare), single room rate and

lost wages at the current glazier leadman wage rate, if any. In the event expenses are greater than the allotted amount, receipts will be required for reimbursement.

3. COMMITTEE MEMBERS

Committee members shall be compensated for any loss in wages and benefits resulting from attendance for committee events. Committee members who commute from outside the free zone shall receive the current mileage reimbursement rate as contained in the Collective Bargaining Agreement.

ARTICLE X: BONDS

Officers of Local Unions shall be bonded in accordance with Section 59 (b) and (c) of the International Constitution and as required by law.

ARTICLE XI: ELECTIONS

1. Elections shall be held under the procedures and provisions as set forth in Sections 209 - 212 of the International Constitution.

2. The election of Local Union Officers, and Delegates to District Councils shall be held at the last meeting in June. Nominations for the same shall be held at the last meeting in May, as per Section 209 (a) of the International Constitution. Delegates to the District Council shall be elected to a four (4) year term. Local Union Officers shall be elected to a three (3) year term.

There shall be precinct voting for all general elections, for dues and assessments and for contract acceptance. An Election Committee shall conduct the voting at locations in Salem and Eugene Oregon, and at a location in Portland, Oregon on successive days. Votes will be counted and the results announced at the Portland location at the conclusion of the balloting.

3. Delegates to the General Conventions of the International shall be elected as set forth in Section 28 of the International Constitution.

ARTICLE XII: VACANCIES

Vacancies occurring among the officers shall be filled in accordance with Sections 215 - 216 of the International Constitution.

ARTICLE XIII: DUES, FEES & ASSESSMENTS

1. DUES

a. Dues from members of Local Union 740 shall be as follows:

<u>Journeyman</u>	\$ 41.35 Per Month
<u>Apprentices</u>	\$ 41.35 Per Month
<u>Residential - Auto/Service</u>	\$ 41.35 Per Month
<u>Mirror Production - Assemblers</u>	\$ 41.35 Per Month
<u>Industrial (Inplant) Workers</u>	\$ 39.55 Per Month
<u>Employer Members</u>	\$ 54.85 Per Month
<u>School District Members</u>	\$ 64.85 Per Month

Retired Members:

For the International Per Capita plus \$2.00 per month for Local Union Death Benefit Fund. When retired members are working at the trade, they shall pay full dues including the applicable Administrative Dues Check-Off as indicated in the District Council Bylaws.

Dues shall be payable to the Local Union on a quarterly basis.

- b. Dues shall increase by the amount of any increase in the per capita and Death Benefit payment due to the International Union and such increase shall be effective the date the increase in the payments due to the International Union becomes effective.
- c. The dues payment required by sub-section (a) includes the Death Benefit payment called for by Sections 17 (b) and 18 of the International Constitution and the Rules and Regulations of the International Union's Death Benefit Fund. Accordingly, members not covered by the Death Benefit Fund pursuant to the foregoing provisions (example: members who are 60 years of age or over when initiated or Life Members working at the trade who elected non-participation) will be required to pay the dues specified in sub-section (a) less the current Death Benefit Payment.
- d. Quarterly working cards shall be obtained in accordance with Section 119 of the International Constitution.
- e. **ADMINISTRATIVE PROCESSING FEES**

There shall be no initiation fees for membership in this Local Union. New members / candidates and Apprentices shall be charged an Administrative Processing Fee in accordance with the provisions set forth in Sections 92 – 93 of the International Constitution.

- f. Life Membership fees shall be in accordance with Section 98 of the IUPAT International Constitution **plus \$2.00 per month for Local Death Benefit Fund.**

2. CLEARANCE CARDS

Clearance Card fees and rules shall be as set forth in Section 233 - 250 of the International Constitution.

3. ASSESSMENTS & FUNDS

- a. Assessments can only be levied in accordance with Section 92 of the International Constitution.
- b. International Union Death Benefit Fund: The International Union's Death Benefit Fund is governed by Sections 287 – 289 of the International Constitution, and the rules and regulations of the fund. Members should refer to the pamphlet, "Rules and Regulations covering the Death Benefit Fund and the former Death & Disability Fund."
- c. All monies due the International Union for per capita tax, Administrative Processing Fees or application fees, Death Benefit Fund payments, reinstatements, clearance card fees, life membership fees, and supplies shall be forwarded to the General Secretary-Treasurer immediately after the close of the month, along with required reports. Remittances must be made by express or post office money order, check or bank draft payable to the IUPAT.
- d. Should a majority of the Trustees doubt the accuracy of any bill from the General Secretary-Treasurer, the Local Union shall pay the same under protest, and such protest shall be the first business taken up by the General Executive Board at their next meeting.
- e. Each month the Local Union shall hold in its treasury, as a standing appropriation to be forwarded to the General Secretary-Treasurer, a sum equivalent to its monthly per capita tax, Death Benefit Fund obligations, IUPAT Local Union and District Council Pension Fund payments and all other payments that must be made to the International Union as required by Section 170 of the International Constitution. Such required payments shall be made prior to allowing other expenditures.
- f. The funds and property of a Local Union may only be used for such purposes as are specified in the International Constitution, the District Council Bylaws, these Bylaws, and as approved by a majority of the Local Union members present at a meeting at which the question is presented. Recurring and fixed expenses may be authorized by a single vote of the

membership. Local Unions shall not make any non-per capita tax expenditures in excess of \$5,000.00 without prior written approval of the District Council Business Manager/Secretary-Treasurer.

- g. On no consideration shall money from the Local Union Treasury be loaned or donated to members (strike, lockout and regularly established sick benefits excepted), provided that the Local Union may levy an assessment upon the membership to provide funds to relieve distress among members totally disabled from earning a living on account of injuries or sickness incurred while working at the trade. Before any such assessment is levied (1) all members shall be notified by mail that the proposed assessment will be considered at the next meeting and, (2) the majority of members present and voting must approve the assessment in a secret ballot vote.

h. Membership Assistance Fund

- (i) **To receive assistance as described in Sections ii, iii, and iv, a member must be in good standing and make contributions to the Fund as provided for in Section 5. Contributions to the Fund are voluntary and shall be paid as part of each member's basic dues, administration processing fees and reinstatement fees. Members who elect not to participate in the Fund shall sign an election form available at the Local Union office.**
- (ii) **Members in good standing off work for thirty (30) days or more due to illness or injury shall be entitled to membership assistance in the amount of five-hundred dollars (\$500.00) as a single payment. The member must make written request to the Local Union for such assistance accompanied by verification of the accident or illness resulting in loss of work in such form as the Executive Board may require.**
- (iii) **A member in good standing off work due to illness or injury shall be eligible for the Local Union to pay his basic monthly dues for a period up to twelve (12) months. To be eligible for such payment the member must be off work for two (2) consecutive weeks. Payment will begin the calendar month following the completion of the two (2) week waiting period. The member must make request to the Local Union for such dues payments accompanied by verification of the illness or injury resulting in loss of work in such form as the Executive Board may require.**
- (iv) **The designated beneficiary of a member in good standing at the time of death shall receive a death benefit from the**

Membership Assistance Fund in the amount of two-thousand dollars (\$2,000.00).

- (v) The Membership Assistance Fund shall be maintained by a two dollar and fifty cent (\$2.50) per month contribution from each member's basic dues and a four dollar (\$4.00) contribution from each new and reinstated member out of the reinstatement fee. To be eligible for member assistance a member must be in good standing at the time illness, injury or death occurred. . The Member assistance Fund shall be operated and governed in accordance with the rules and procedures adopted by the Local.**

- (vi) The Local Union shall maintain a Defense Fund administered by District Council 5 for the purpose of defending the jurisdiction and collective bargaining agreement of the Local Union. The Defense Fund shall be maintained by a one dollar (\$1.00) per month contribution from each member's basic dues and a twelve-dollar (\$12.00) assessment from each new and reinstated member out of the reinstatement fee. The Fund shall be utilized for negotiating, picketing, strike assistance, organizing and other such defense related matters as determined by the Executive Board.**

- (vii) The Executive Board may recommend to the membership to amend, alter, change or terminate the Membership Assistance Fund and/or the Defense Fund at any time. The Executive Board shall recommend to the membership on all questions of eligibility for assistance.**

- (viii) New and reinstated members of Local Union No. 740 shall pay four dollars (\$4.00) out of the reinstatement fee where applicable in advance in to the Death Benefit Fund.**

- (ix) The Defense Fund shall be operated and governed in accordance with the rules and procedures adopted by the Local.**

i. Glazing Industry Market Recovery Fund - (GIRP)

- (i) The Local Union will create and fund a program to be known as the Glazing Industry Recovery Program (Glaziers, Architectural metal & Glass Workers Local Union No. 740), whereby a fund will be created consisting exclusively of our Local's money which will be used for the exclusive purpose of**

promoting the organized glazing construction industry within the jurisdiction of Local Union No. 740 by such means as wage supplements on certain jobs (by which the Program will reimburse for hours worked by employees on a job for which a lower rate have been negotiated), advertising, educational programs, productivity studies, organizing and related activities. District Council 5 shall administer this fund.

- (ii) The Program will be funded by the payment of special dues check-off by all General Glaziers working under the Collective Bargaining Agreement in the amount of three and seven tenths percent (3.7%) of the hourly base journeyman wage for each hour worked.
 - (iii) The assets of the Program shall be maintained in a separate account designated as the Local No. 740 Glazing Industry Recovery Program and administered by District Council 5.
 - (iv) The GIRP Program shall be operated and governed in accordance with the GIRP Policy and procedures adopted by the Local.
 - (v) The Business Representative shall make a monthly report of the Program, including an accounting of its assets, to the Executive Board and the membership.
 - (vi) In the event the Program is terminated by the Business Representative and the Executive Board, the special dues will immediately cease and all questions relating to the liquidation of the assets of the Program, including the possibility of a refund on some fair basis to the contributors, will depend upon the circumstances then existing and will be resolved by the Committee in their sole discretion.
 - (vii) In the event of a strike or lockout, The Glazing Industry Recovery Fund will immediately become a strike fund.
- k. **Defense Fund:** New members of Local Union No. 740 shall pay twelve dollars (\$12.00) into the Defense Fund.
- l. **Strike Fund:** In the event the Local Union is unable to reach agreement with any employer, the Local Union Executive Board Strike Committee, with the approval of the membership, will implement a Strike Assessment for all working members; the amount of such Strike Assessment to be determined by the Executive Board

Strike Committee, with the approval of the membership. District Council 5 will administer this Fund.

ARTICLE XIV: MEETINGS

1. **Regular Meetings:** The Regular Meetings of this Local Union shall be held on **the first Thursday of each month**. Meetings will be called to order promptly at **6:00 PM**.
2. **Special Meetings:** Special Meetings of this Local Union may be called by the President as he or she deems necessary. Special Meetings shall also be called as required by Section 191 of the International Constitution.
3. **Quorum:** A quorum for a membership meeting shall consist of seven (7) members, provided that five (5) members shall constitute a quorum if the Local Union's membership is fewer than twenty-five (25) members.
4. **Members' Rights:** Members in attendance at meetings shall have the right to express their views, arguments or opinions upon any business properly presented before the meeting, subject to these Bylaws and the rules and regulations adopted by the Local Union pertaining to the conduct of meetings, but no member in exercising such rights shall evade or avoid his or her responsibility to the organization as an institution or engage in or advocate any conduct that would interfere in the Local Union's performance of its legal or contractual obligations, or conduct him or herself in an unruly, or boisterous manner.
5. **Recording Devices:** No member shall be permitted to use recording devices during any portion of any meeting in the Local Union.
6. **Meeting Attendance Credits:** Members will be given one credit per month toward their Union account for attendance at the monthly Union meetings, as follows:

<u>MEETING CREDITS:</u>	JOURNEYMAN	<u>\$10.00</u>
	APPRENTICE	<u>\$10.00</u>
	INDUSTRIAL (Inplant)	<u>\$10.00</u>

Members attending nine (9) Union meetings within the twelve-month period, May through April, shall receive a union jacket, or equivalent, to be determined by the Executive Board and approved by the membership.

Member attending their Local Union meeting in the same month as their birthday shall be awarded a Local No. 740 T-shirt.

All members attending the Local Union meeting in August will be given a Union hat for their participation.

ARTICLE XV: COMMITTEES

Bylaws Committee: There shall be a standing Bylaws Committee **comprised of three (3) members, the Business Representative being an automatic committee member**, whose duties and functions shall be as set forth in Section 169(b) of the International Constitution.

ARTICLE XVI: CONTRACTORS

1. An employer is one who, in relation to any corporation, company, partnership, firm or other business entity, is a substantial owner, partner, officer, director, incorporator, managerial employee, supervisor (as defined by the National Labor Relations Act or Provincial law) or in a permanent, policy-making position.

2. (a) Employers shall be eligible for membership, but they must comply with the trade rules and working conditions of the locality in which the work is performed, must, insofar as is consistent with applicable federal and state, provincial and/or territorial laws, hire only members of this International Union, and must pay themselves and all their employees the wages and benefits established by the applicable area collective bargaining agreement.

(b) No employer shall be eligible or permitted to hold office, serve on an executive board, act as delegate, vote on any question pertaining to hours, wages, benefits or conditions of employment, vote at elections of officers, delegates, or attend meetings at which contract proposals are discussed or voted on or at which the nomination or election is held for any elected position.

ARTICLE XVII: MEMBERSHIP

1. An applicant is considered a member when the applicant meets all the requirements as set forth in the International Constitution.

2. A member may lose his or her good standing in the organization by suspension or expulsion or other disqualification for membership, after appropriate proceedings consistent with the provisions of the International Constitution, or by non-payment of dues as provided in Sections 116 - 117 of the International Constitution.

A member who loses his or her good standing status because of his or her failure to pay dues or other obligations as required by the International Constitution and these Bylaws, but who has not been expelled from membership, may reinstate his or her good standing for the purpose of attending Local Union meetings and voting at elections, by paying all delinquent dues and other financial obligations prior to such meeting and election as provided in Section 118 of the International Constitution. Expelled members may be reinstated only in accordance with Section 276 of the International Constitution.

Quarterly dues payments, such quarterly payments must be made on or before the 20th day of the first month of the quarter to maintain good standing membership for the entire quarter period. Resignation from membership is governed by Section 120 of the International Constitution.

3. MEMBERS' RESPONSIBILITY

- a. Every member is obligated to adhere to and follow the terms of the Local Union's Bylaws, the District Council's Bylaws and the International Constitution with respect to the members' rights, duties, privileges and immunities conferred by them and by statute. Each member shall faithfully carry out such duties and obligations and shall not interfere with the rights of other members.
- b. Every member **by virtue of membership in this Local Union** authorizes the District Council to act as his or her exclusive bargaining representative with full and exclusive power to execute agreements with his or her employer governing terms and conditions of employment and to act for the member and have final authority in presenting, processing and adjusting any grievance, difficulty or dispute arising under any collective bargaining agreement or out of the member's employment with such employer in such manner as it deems within its discretion to be in the best interests of the District Council. The District Council and its officers, and agents may decline to process any such grievance, complaint, difficulty or dispute, if in their sole discretion and judgment, such grievance, complaint or dispute lacks merit or that such action would not be in the best interests of the District Council.
- c. No member shall interfere with the elected officers or representatives of the International Union, its subordinate bodies, District Council or this Local Union in the performance of their duties. Each member shall, when requested, render such assistance and support in the performance of such duties as may be required by them, provided that this does not interfere with their individual rights as members. Each member shall adhere to the terms and conditions of pertinent collective bargaining agreements and shall refrain from any conduct that would interfere with the International Union, District Council or Local Union's performance of its legal or contractual obligations.
- d. Every member shall be required to assist the International Union, the District Council, and this Local Union, as well as their officers and representatives, by engaging in picketing, hand billing, salting and other organizing activities, and attending education and training and seminars, as directed and assigned by the International Union, the District Council's Executive Board, Business Manager or Business Representatives or Local Union officers. No charges shall be filed or processed against any

member for his or her decision to accept employment with an approved, targeted non-signatory employer for the purpose of organizing.

- e. All new members of this Local Union shall attend a new member orientation class offered by the District Council within ninety (90) days of being initiated.

ARTICLE XVIII: GENERAL RULES

ARTICLE XIX: CHARGES AND TRIALS

All charges referred by members of this Local Union shall be referred to the District Council Trial Board for disposition and shall be processed in accordance with the International Constitution.

ARTICLE XX: EXHAUSTION OF REMEDIES

No member or officer shall resort to any court or agency until all forms of relief and avenues of appeal, as provided by the International Constitution, have been exhausted, unless otherwise provided by statutory law.

ARTICLE XXI: PROPERTY

1. The funds and property of the Local Union shall be governed by Sections 179 - 181 of the International Constitution.

2. No property of the Local Union, and no property in the possession, custody or control of this Local Union or any of its officers or employees, and no property held in trust, express or implied, which was created or established by this Local Union and whose primary purpose is to provide benefit for the members of the Local Union or their beneficiaries, shall be given, contributed or donated, either directly or indirectly, to aid or assist, or be expended in behalf of, any seceding, dual or antagonistic labor organization, nor to any Local Union which is in violation of the International Constitution.

ARTICLE XXII: AGENCY

Neither this Local Union, nor any of its officers or employees, has any power to make any representation, contract, or agreement, nor to incur any liability, which shall be binding upon the International Union without the written consent of the General President or his or her designee. Neither this Local Union, nor any of its officers or employees has been authorized or empowered to act as agent of the International Union and shall not be deemed an agent of the International Union unless expressly

authorized in writing by the General President or his or her designee to act in that capacity.

ARTICLE XXIII: AMENDMENTS

Any amendment to these Bylaws shall be done in accordance with the procedure set forth in Section 169 of the International Constitution.

ARTICLE XXIV: STANDING RULES FOR UNION MEETINGS

Rules for the conduct of Local Union meetings are contained in the "Order of Business" for Local Unions," and in "Parliamentary Rules and Rituals" set forth in the International Constitution.

ARTICLE XXV: INTERNATIONAL UNION CONSTITUTION

The Local Union acknowledges that the International Constitution of the International Union supersedes any provisions of these Bylaws which are inconsistent with the Constitution. The Local Union further acknowledges that the Bylaws of the District Council shall govern and supersede these Bylaws to the extent that any provisions set forth herein are inconsistent with such Bylaws.

ARTICLE XXVI: SAVING CLAUSE

1. The provisions of these Bylaws relating to the payment of dues, assessments, fines or penalties, shall not be construed as incorporating into any union-security contract those requirements for good standing membership which may be in violation of applicable law, nor shall they be construed as requiring any employer to violate any applicable law. However, all financial obligations imposed by or under the International Constitution, the District Council Bylaws and these Local Union Bylaws (and in conformity therewith) shall be legal obligations of the members upon whom imposed, and enforceable in a court of law.

2. If any provision of these Bylaws shall be declared invalid or inoperative, by a competent authority of the executive, judicial or administrative branch of the federal or state government, the Local Union Executive Board, subject to approval of the Local Union, shall have the authority to suspend the operation of such provisions during the period of its invalidity and to substitute in its place and stead a provision which will meet the objections to its validity and which will be in accord with the intent and purpose of the invalid provision. If any article or section of these Bylaws should be held invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of these Bylaws or the application of such article or section to persons or circumstances other than those as to which it has been held invalid, shall not be affected thereby.

Bylaws Committee Members: Todd Springer, Corey Sonnenberg, John Adams
Membership Vote:
Submitted To D.C. #5:
IUPAT Approved:

TS:nl
opeiu #11/afl-cio