

UNIFORM BYLAWS
FOR
LOCAL UNION #943

UNITED BROTHERHOOD OF CARPENTERS
AND JOINERS OF AMERICA

DECEMBER 2012

UNIFORM LOCAL UNION BYLAWS

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UNIFORM LOCAL UNION BYLAWS

PREAMBLE

Our aim will be to promote and protect the interest of our membership, to elevate the moral, intellectual and social conditions of all working men and women, to assist each other in sickness and distress.

To encourage apprenticeship and a higher standard of skill, to cultivate a feeling of friendship, and to assist each other to secure employment.

To aid and assist all organizations to uphold the dignity of labor and resist oppression by honorable means.

To hold it as a sacred principle, that union members, above all others, should set a good example as good and faithful workers, performing their duties to their employer with honor to themselves and to their organization.

We resent the principle of open shop association, and will continually strive for the enactment of legislation which will enable us to achieve our objectives.

Realizing that a blow at one organization is a blow to all, therefore, it shall be our duty as union members to purchase unionmade goods and patronize union shops and business establishments whenever possible to do so.

So with these aims and principles in mind, we the Carpenters of the vicinity of Tulsa, Oklahoma affiliate ourselves into an organization that shall be known as Local Union # 943 of the United Brotherhood of Carpenters and Joiners of America, in conformity with the provisions of the Constitution and Laws of the United Brotherhood.

BYLAWS

NAME AND TITLE

Section 1

This body is chartered and known as Local Union No. 943 of the United Brotherhood of Carpenters and Joiners of America. This Local Union is organized in conformity with the Constitution and Laws of the United Brotherhood and shall have the powers and privileges of a Local Union under the Constitution and Laws of the United Brotherhood.

OBJECTS

Section 2

The objects of this Local Union shall be to promote and protect the interest of our membership, to encourage the apprenticeship system and higher standard of skill, to reduce the hours of labor, to secure adequate pay for our work, to elevate the standard of our craft, to cultivate a feeling of friendship among the members of this Brotherhood, to assist our members in procuring employment and to protect our members by legal and proper means against any injustice that may be done to them, and to improve the moral, social and intellectual conditions of our members and all working people.

TERRITORIAL JURISDICTION

Section 3

The territorial jurisdiction of this Local Union shall be as determined by the General President.

OFFICERS OF THE LOCAL

Section 4

The officers of this Local Union shall consist of a President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Conductor, Warden and three Trustees.

NOMINATIONS AND ELECTIONS

Section 5

The nomination, election and installation of officers of this Local Union shall be governed by the Constitution and Laws of the United Brotherhood.

DUTIES OF THE OFFICERS

Section 6

The duties of the Officers of this Local Union shall be as set forth in the Constitution and Laws of the United Brotherhood, as provided in these Bylaws, and as determined by this Local Union.

EXECUTIVE COMMITTEE

Section 7

(A) The Executive Committee of this Local Union shall consist of the President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Conductor, Warden and three Trustees.

(B) Council representatives shall be permitted to attend Local Union Executive Board meetings with voice but no vote.

DUTIES OF TRUSTEES

Section 8

The duties of the Trustees shall be as set forth in Section 40 of the Constitution and Laws of the United Brotherhood.

COMMITTEES

Section 9

The President shall appoint all committees as may be necessary. All committees shall perform such duties as assigned to them within the time specified, and shall report in writing to the Local Union. No member shall be compelled to serve upon more than one Committee at the same time. Remuneration, if any, shall be decided by the Local Union at the time members of the Committees are selected. The activities of all committees shall be governed by Section 41 of the Constitution and Laws of the United Brotherhood, these Bylaws, and as the Local Union may direct. Any committee member who neglects or fails to perform any duty required by the Constitution and Laws of the United Brotherhood may be removed by the President, with the exception of members of the Executive Committee.

INITIATION FEES

Section 10

The initiation fee(s) for applicants to join this Local shall be \$300.00. Arrangements may be made for the payment of the initiation fee(s) in installments. Where an ex-member has violated any of the Rules and

Laws of this Local Union and has been tried and found guilty of same, and where a fine has been imposed, such fine must be paid before initiation. The initiation fee for apprentices shall be as set forth in the Constitution and Laws of the United Brotherhood.

MONTHLY DUES

Section 11

(A) The monthly dues of this Local Union shall be 36.00, carpenters with a Drywall classification shall be \$26.00 for a journeyman A, \$23.00 for a journeyman B and \$21.00 for a Material Handler, which must be an adequate sum to enable the Local Union to operate in an efficient, proper and solvent manner in the service and best interest of its membership. The dues shall be paid as required to the Financial Secretary of this Local Union.

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(B) The monthly dues payable by members to this Local Union shall not be increased except upon approval by majority vote of the members in good standing voting by secret ballot at a general or special membership meeting after reasonable notice. All members shall be notified by mail of the date, time, place, and purpose of the vote. Furthermore, if this Local Union is or becomes affiliated with any Council of the United Brotherhood, the monthly dues payable to this Local Union must be approved by such Council.

(C) No officer or Business Representative, and no member receiving benefits of a collective bargaining agreement, shall be exempt from paying dues or fees established pursuant to Section 45 of the UBC Constitution.

MEETINGS

Section 12

(A) The regular meetings of this Local Union shall be held on the first Tuesday of every month at 5:30 P.M. No business shall be transacted after 11:00 p.m. unless by a majority vote of the members present immediately after the reading of the Minutes.

(B) If this Local Union is or becomes affiliated with a Regional or District Council, there shall be a delegate report presented by one or more delegates from this Local Union at each membership meeting of this Local Union that directly follows a District or Regional Council delegate meeting. Each delegate report shall include the following:

1. information regarding organizing activities of the Council, including industry targets; developments in ongoing programs; involvement of volunteer organizing committees with organizers in jobsite activities and housecalling; specific targets; number of jobsite actions; number of housecalls made to nonunion carpenters since the last report; the names of any contractors signed and the number of members brought in with that contractor;
2. information regarding membership retention, including current number of members in Council; the number of members initiated, on withdrawal, or transferred since the last report; and the number of members brought in through organizing activities;
3. political and legislative activities within the Council, including current legislation at the federal, state and local levels; involvement of volunteer organizing committees in the overall Council political program; and any political campaign activities, membership voter registration, membership voter education programs, and contacts with government officials;
4. important collective bargaining developments involving the Council; and
5. other significant issues discussed and/or action taken at the Council meeting.

OFFICERS BOND

Section 13

Every officer, agent or employee of this Local Union who handles funds and property thereof shall be bonded through the General Office for the faithful discharge of their duties.

AFFILIATION WITH COUNCIL

Section 14

(A) This Local Union shall be bound by the Bylaws, Trade Rules, resolutions, and directives adopted by any Council with which it is affiliated. Any Bylaws of this Local Union that conflict with the Bylaws of any District, Regional or other Council of the United Brotherhood with which this Local Union is affiliated shall be void, and the Bylaws and Trade Rules of such Council shall apply, provided that such Bylaws are consistent with the Constitution and Laws of the United Brotherhood and have been properly approved. Furthermore, in the event of such affiliation, all Bylaws of this Local Union, and any changes made thereto, must be approved by any Council with which this Local Union is affiliated.

(B) Council Delegates shall be elected in accordance with the Council’s Bylaws and the UBC Constitution. Council Delegates shall be elected for a term of not more than three years. It shall be the duty of the Recording Secretary of this Local Union to notify any Council with which this Local Union is affiliated, by certified mail, of the names of the elected Delegates before July 1st of each year. The Recording Secretary of this Local Union shall forward credentials of Delegate or Delegates from this Local Union to such Council properly signed by the President and Recording Secretary with the seal of the Local Union affixed.

(C) This Local Union shall pay any and all assessments and per capita taxes that are properly payable to such Council by this Local Union. Furthermore, members of this Local Union shall be obligated to pay any and all Council dues and initiation fees properly payable by members of this Local Union to any Council with which this Local Union is affiliated.

(D) All members of this Local Union, as well as applicants for membership in this Local Union, shall be bound by the Bylaws and Trade Rules of any Council of the United Brotherhood with which this Local Union is affiliated.

CHARGES AND TRIALS

Section 15

The charges and trial procedures shall be as set forth in the Constitution and Laws of the United Brotherhood.

ORGANIZING

Section 16

It shall be the continuing obligation of this Local to organize workers.

DISSOLUTION, LAPSE OR SUSPENSION OF LOCAL UNION

Section 17

If, at any time, this Local Union should withdraw, lapse, be dissolved or merged, be suspended or expelled, or otherwise cease to function as a chartered subordinate body of the United Brotherhood, all Property, Books, Charter, and Funds held by, or in the name of, or on behalf of this Local shall be forwarded immediately to the General Secretary-Treasurer for such use or disposition in the interests of the membership of the United Brotherhood as the General President in the exercise of his or her discretion may direct.

LAWSUITS AGAINST THE LOCAL

Section 18

No member fined, suspended or expelled by action of the Local Union or any Council with which this Local Union is affiliated shall file any lawsuit against the Local or Council, or the Local Union's or Council's Officers or Representatives without first exhausting all appeal remedies provided for in these Bylaws and Constitution and Laws of the United Brotherhood.

AMENDMENTS TO BYLAWS

Section 19

(A) Any amendments and changes to these Bylaws, outside of the twenty-one mandatory provisions, must in no way conflict with the Constitution and Laws of the United Brotherhood and must be approved by majority of the membership voting by secret ballot at a special or regular meeting upon reasonable written notice provided at least 30 days prior to such vote. Furthermore, any proposed amendment must be approved by the General Vice President before becoming law.

If this Local Union is or becomes affiliated with a Council of the United Brotherhood, all proposed changes to the Bylaws or Trade Rules of this Local Union shall be referred to the Executive Committee of such Council for consideration and recommendation and must be approved by such Council, as well as by the General Vice President, prior to becoming effective.

MISCELLANEOUS

Section 20

(A) The fiscal year of this Local Union shall be from July 1 to June 30 of following year. All accounts shall be audited and a complete financial report be brought forth by the auditing committee no later than ninety days following the close of the fiscal year.

(B) Applicants for membership of this Local Union shall be bound by the Constitution and Laws of the United Brotherhood, the Bylaws of this Local Union, and the Bylaws of any Council of the United Brotherhood, if any, with which this Local Union is affiliated.

(C) Nothing in these Bylaws shall in any way be construed to conflict with the Constitution and Laws of the United Brotherhood.

SEVERABILITY

Section 21

If any Section or part of these Bylaws shall be held invalid by operation of law or by any tribunal of competent jurisdiction, the remaining Sections of these Bylaws shall not be affected thereby and shall remain in full force and effect.

THE FUNDS OF THE LOCAL UNION
Section 22

The funds of this Local Union shall consist of a General fund, Contingency fund and any other funds the local union or executive committee may deem necessary and be consistent with Section 54 of the UBC Constitution.

GENERAL FUND. The General Fund will be used for the daily business the local union, in compliance with Section 54 of the UBC Constitution.

GENERAL RULES
Section 23

- (1) All members should attend the meetings of the Local Union.
- (2) If a meeting falls on a holiday recognized by the collective bargaining agreement, then the meeting shall fall on the second Monday of the month at 5:30 pm.
- (3) UBC Elections shall be held in accordance with the Constitution, Compensation and expenses for Local Union officers monthly.

President	.....	\$36.00
Vice President	.....	\$36.00
Financial Secretary-Treasurer	.....	\$36.00
Recording Secretary	.....	\$36.00
Conductor-Warden	.....	\$36.00
Trustees	.....	\$36.00

- (4) All time lost by officers when carrying out the duties of their office shall be borne by the local union and must be sanctioned by the executive committee and decided as necessary. Payment shall not exceed 8 hours straight time for each day he/she is scheduled to work while on business. Lost wage reimbursement will be paid upon receipt of notice from the member's employer on company letterhead stating days and hours employee was scheduled to work. The officer must also complete all duties required in order to receive reimbursement. Expenses incurred while on business will also be reimbursed upon turning in receipts.

- (5) Members delegated to represent the Local Union on official business will be reimbursed mileage (not to exceed airfare to the same destination) according to federal standards. Members will be paid per diem based upon current IRS CONUS table upon turning in receipt showing the actual expense. Each delegate who is sent to represent the Local Union must stay for the entire meeting or convention in order to receive any reimbursement of wages or per diem, unless properly excused.
- (6) Members who are being sent to the international training center (ITC) shall not be paid any per diem due to the accommodations at the center. However, it will be considered an acceptable practice to reimburse the members for actual expenses upon turning in a receipt using the IRS center. It will be acceptable to reimburse the members one meal away from the ITC center during the duration of any stay there, based on the IRS per diem schedule upon turning in receipt for the expense.
- (7) New members who join the Local Union shall be required to pay three (3) months dues upon entry into the Local Union with compliance of dispensation pursuant to Section 10A of the UBC Constitution.
- (8) The Local's office shall be open Monday - Friday from 8:00 am until 4:00 pm with the exception of weekends and holidays, and from 8:00 am until 6:30 pm on meetings nights. The Local office will close daily from 12:00 pm to 1:00 pm for lunch.
- (9) Members of this Local Union shall attend all upgrade training courses required by the United Brotherhood and any signatory contractors.
- (10) All members must abide by Out of Work list procedures approved by the Regional Council.

By-Laws Committee of the Carpenters Local Union 943:

Mike Pendleton, President

Garland Masters, Vice President

Dominic Smith, Recording Secretary

Jason White, Conductor