

BYLAWS IUPAT LOCAL UNION 1964

PREAMBLE

We the members of Local Union 1964 affiliated with the International Union of Painters and Allied Trades – believing that organizations and collective action is necessary to foster and adopt ways and means for the continuous improvement of the working and living standards of the members of this Local Union; to secure legislation in the interests of our members; to bring about higher wages, shorter hours and better working conditions for our membership; to influence public opinion by peaceful and legal methods in favor of our affiliated organizations and all organized labor generally; to promote, encourage and bring into existence satisfactory contractual relationships with employers in the industries from which the members of our affiliates are drawn; to advance and maintain better relations between our members and their employers; and to otherwise enrich the lives of our members and their families, all other working men and women, and all mankind – do hereby formulate and adopt the following Bylaws for our guidance and government.

ARTICLE I: BYLAWS

These Bylaws are subordinate to the provisions of the International Constitution of the International Union of Painters and Allied Trades (hereinafter after called the “International Union”) and the Bylaws of District Council #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 IUPAT Local Union #1964.

ARTICLE III: JURISDICTION (TERRITORIAL)

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 70 of the International Constitution, provided that the Local Union shall be guided within its jurisdiction by the directives of the District Council. It shall cover the city of Tacoma, WA, as well as Pierce, Clallum, Grays Harbor, Jefferson, Kitsap, Lewis, Mason, Thurston and South King Counties.

ARTICLE IV: OBJECTS

The objects of this Local Union shall be as set forth in the Preamble and Section 2 of the International Constitution and section 125 of the International Constitution.

ARTICLE V: ELIGIBILITY FOR MEMBERSHIP

Eligibility for membership in this Local Union shall be as set forth in Sections 85-86 of the International Constitution and as otherwise set forth in the International Constitution or policies adopted by the General Executive Board.

ARTICLE VI: OFFICERS

1. Eligibility to hold office shall be as set forth in *Sections 92(b) and* Section 18 of the International Constitution.
2. Officers of this Local Union and their duties shall be as set forth in Section 152 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 156-159.
 - b. Vice-President The duties of the Vice President shall be as set forth in Section 161.
 - c. Recording Secretary The duties of the Recording Secretary shall be as set forth in Sections 162-164.
 - d. Financial Secretary The duties of the Financial Secretary shall be as set forth in Sections 165-170 and Section 182 (d) and Section 228(d).
 - e. Treasurer The duties of the Treasurer shall be as set forth in Section 171.
 - f. Trustees (three) The duties of the Trustees shall be as set forth in Sections 172 – 175.
 - g. Warden The duties of the Warden shall be as set forth in Section 176.
3. As soon as the District Council adopts the centralized Local Union dues, records and reporting plan outlined in Section 235 of the International Constitution, the following modifications will be in effect for dues collection, records and reporting. Also the Local Union officers' duties will be modified as outlined below.

Under the Dues Collection and Membership Reporting Plan adopted by Local Union #1964 pursuant to Article 15.4 of the District Council #5 Bylaws, the Business Manager/Secretary Treasurer of District Council #5 performs many of the functions of the Financial Secretary and

Treasurer of Local Union #1964. Therefore, the duties of the Financial Secretary and the Treasurer of Local Union #1964 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 #1964, he or she shall (i) transmit such payments to the Business Manager/Secretary-Treasurer of District Council #5 within five (5) days, (ii) provide the member with a temporary receipt, a copy of which shall be transmitted to the Business Manager/Secretary-Treasurer with the payment and 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 #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 #5. At each membership meeting the Treasurer shall deliver a report to the membership, which report shall include the following information:

- (i) list all deposits made to the Local Union account, if any
- (ii) a 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 182 (3) and 228 (3) of the International Constitution from information provided the Financial Secretary by the Business Manager/Secretary-Treasurer of the District Council.

The Local Union Trustees shall audit the Business Manager/Secretary-Treasurer's records as they pertain to their particular local union on a quarterly basis as per Sections 172 through 175 . In lieu of the trustees auditing the Business Manager/Secretary-Treasurer, it is permissible for the trustees to review an unqualified audit per formed by a Certified Public Accountant (CPA) or Chartered Accountant. Such review will be done with the accountant to explain the report. Copy of such report is to be sent to the General Secretary/Treasurer.

The District Council and the Local Union shall use the IUPAT Integrated Membership Systems (IMS) computer systems or other system approved by the General Secretary-Treasurer for dues collection, member records, and members activity, no later than January 1, 2014.

ARTICLE VII: DELEGATES

1. All delegates (other than delegates to the General Convention) shall be elected at the June elections in accordance with Article XI of these Bylaws.
2. The number of delegates elected or appointed to affiliated organizations shall be governed by the respective organizations' Bylaws.

ARTICLE VIII: EXECUTIVE BOARD

1. The Executive Board of this Local Union shall be as set forth in Section 152(j) 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. All requests for donation of funds shall be directed to the Executive Board. It shall investigate 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. The elected Business Representative of this Local shall be in charge of the day to day operation of the Local Union office. The Executive Board shall negotiate wages, benefits and employment conditions of the office staff. Any Executive Board member who is also employed by Local #1964 will take no part in any discussion or vote on wages, benefits and employment conditions.

ARTICLE IX: COMPENSATION OF OFFICERS, DELEGATES AND COMMITTEE MEMBERS

1. Officers:

- a. President – shall have dues paid
- b. Vice President – shall have dues paid
- c. Recording-Secretary – shall have dues paid
- d. Financial Secretary – shall have dues paid
- e. Treasurer – shall have dues paid
- f. Trustees – shall have dues paid
- g. Warden – shall have dues paid
- h. At Large Executive Board Member (if any) – shall have dues paid

- 1.1 Any officer who fails to attend a meeting for any reason other than work conflict, illness or family emergency will not have their dues paid that month by the Local Union. In the event of an excused absence, a written excuse must be submitted to the Local within 5 days of the missed meeting in order to have dues paid.

2. Delegates

- a. To District Council #5 – no compensation

- b. To Central Bodies – no compensation.
 - c. To Conventions - Conferences etc.– any allowance granted will be determined prior to nominations if Local Union finances permit, and if approved by a vote of the membership.
3. Committee Members:
Any allowance granted committee members will be determined at the time of Appointment if the Local Union finances permit, and if approved by a vote of the membership.

ARTICLE X: BONDS

Officers of Local Unions shall be bonded in accordance with Section 147 of the International Constitution and as required by the Labor-Management Reporting and Disclosure Act of 1959, as amended.

ARTICLE XI: ELECTIONS

1. Elections shall be held under the procedures and provisions as set forth in Sections 180-183 of the International Constitution.
2. The election of Local Union Officers, Executive Board members, and delegates to District Council (and Central Bodies, if any) 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 180(a) of the International Constitution. Delegates to the District Council shall be elected to a four (4) year term. All other officers shall be elected to a three (3) year term.
3. Delegates to the General Conventions of the International shall be elected as set forth in Section 28 of the International Constitution. Delegates to District Council and Central Bodies (if any), shall be nominated and elected in accordance with Sections 180-183 of the International Constitution, and Article XIV of the District Council #5 Bylaws. The qualifications for such positions shall be as set forth in the International Constitution.

ARTICLE XII: VACANCIES

Vacancies occurring among the officers shall be filled in accordance with Sections 186 -187 of the International Constitution.

ARTICLE XIII: DUES, FEES AND ASSESSMENTS

1. Dues:
 - a. Dues from members of Local Union #1964 shall be as follows:

- (1) Regular/Industrial members - \$37.25
Apprentice 1 - 2 - \$30.25
Apprentice 3 - 4 - \$31.25
Apprentice 5 - 6 - \$32.25

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

- (2) 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.

- b. The dues payment required by sub-section (a) includes the Death Benefit payments called for by Section 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 forgoing provisions (example members who are 60 years of age or over when initiated; or Life Members working at the trades who elected non-participation) will be required to pay the dues specified in subsection (a) less the current Death Benefit Payment.
- c. Quarterly working dues cards shall be obtained in accordance with Section Section 122 of the International Constitution.
- d. 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 93 and 94 of the International Constitution.
- e. Administrative Processing Fees shall be in accordance with Section 93 of the IUPAT International Constitution and the District Council Bylaws.
- f. Life Membership fees shall be in accordance with Section 100 of the IUPAT International Constitution.
- g. In addition to regular dues, monthly administrative dues are established in the amount as set forth by the District Council #5 Bylaws, Section 15.1(c).
- h. In accordance with Section 15.3 of District Council #5 bylaws, monthly dues may be established as an additional dues check-off with

permission of the Business Manager/Secretary Treasurer and be approved by a vote of the affected membership.

2. Clearance Cards

Clearance Card fees and rules shall be as set forth in Section 256 of the International Constitution.

3. Assessments and Funds

- a. Assessments can only be levied in accordance with the International Constitution.
- b. International Union Death Benefit Fund. The International Union's Death Benefit Fund is governed by Section 314 through 316 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 and 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 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, the 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 140 of the International Constitution. Such required payments shall be made prior to allowing other expenditures.
- f. Local Death Benefit:

All members are required to carry the Group Life Insurance negotiated and administered by IUPAT LU #1964, which is reflected in the dues rates.

g. Reinstatement Fee:

At any time within three (3) months after the date of suspension a suspended member may be reinstated on payment of back dues and arrearages, including dues for the current month, and a \$50.00 reinstatement fee as per section 121 of the International Constitution.

h. Late Fees:

Late fees shall be assessed on all dues not paid by the 20th day of each month due, in the amount of \$5.00 per month, total \$15.00. If suspended, and not reinstated by the 20th day of the third (3rd) month of suspension, an additional \$10.00 will be assessed, for a total of \$25.00 in late fees.

i. Returned Check Fees:

Returned checks will be considered non-payment, and a \$25.00 fee will be charged on all non-negotiable checks.

j. Convenience Fee:

A convenience fee of \$5.00 per transaction shall be assessed on all payments made by credit/debit card.

ARTICLE XIV: MEETINGS

1. Regular Meetings:

The Regular meetings of this Local Union shall be held on the Third (3rd) Tuesday of each Month. Meetings will be called to order promptly at 6:30 pm.

2. Special Called 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 158 of the International Constitution.

3. 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 on any business properly presented before the meeting, subject to these bylaws and the rules and regulations adopted by the Local Union pertaining to conduct or 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.

ARTICLE XV: COMMITTEES

Appointed by the President of the Local Union.

1. Bylaws Committee: Review and make recommendations for Bylaws, updates and changes as needed or as mandated by the International Constitution or the District Council.
2. Voluntary Organizing Committee: To assist Business Representatives and Organizers whenever needed in any organizing drive, or related activity.

ARTICLE XVI: CONTRACTORS

1. Contractors shall be permitted to be a member of the Union, but shall not be allowed to vote on wages, working rules, or for any Union Officers or delegates. They shall be governed by Sections 91-92 of the International Constitution.
2. Contractor members shall not be entitled to attend any special meeting called for the purpose of considering negotiations involving wages, hours and working conditions.

ARTICLE XVII: MEMBERSHIP

1. An applicant is considered a member when the applicants meets all the requirements as set forth in Sections 85-90 of 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 Section 119-120 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 121 of the International Constitution. Expelled members may be reinstated only in accordance with Section 301 of the International Constitution.

When Local Unions provide for 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.

Resignation from membership is governed by Section 123 of the International Constitution.

3. Members Responsibility:

- a. Every member by virtue of membership in this Local Union is obligated to adhere to and follow the terms of the Local Union'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, proceeding 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.
- 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, its subordinate bodies, the District Council and the 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

- 1. Any member who shall refuse to quit a job or who shall go to work on a job or in a shop that has been declared unfair by this Local Union or District Council may be subject to charges preferred.**
- 2. Members and applicants, before going to work, or changing employers, shall obtain a written referral from a Local Union.**
- 3. No member of this Local Union shall be granted a working card except by payment of his or her full dues, fines and assessments in cash or by negotiable check.**
- 4. Only authorized representatives of this Local Union may represent this organization in a public speech or press.**
- 5. It shall be a violation for any member to knowingly work with a person who has not followed the correct hiring hall procedure outlined in the current respective Collective Bargaining Agreement and does not report the violation.**
- 6. Shop and job site Stewards shall be appointed by the District Council #5 Business Manager.**
- 7. Any member shall furnish proof of wages when requested by Steward or Business Representative, or other authorized representative of the District Council.**
- 8. Any member working for an Employer and failing to receive his or her wages on the next regular payday shall notify District Council #5 or its' Representative on the next working day.**
- 9. Handicapped members whose age or physical condition debars them from earning the current rate of wages shall be permitted to work for less but must obtain written permission from the Local Union and rate of wages before doing so.**

10. **Members should test all equipment for safety before going to work; ladders, falls, planks, stages, etc.. Any member violating State Safety Laws by not wearing safety devices such as respirators, air-line helmets, gloves, etc. shall be subject to charges and fines.**
11. **The first member on any job shall be held responsible for notifying the Local Union of the job address and the name of the Contractor.**
12. **No member shall work on any job to which access during working hours is denied a Representative of District Council #5.**
13. **Any member who refuses to cease work or leave the job on instructions, orders, or directives of a Representative of the District Council shall be subject to charges.**
14. **All members shall respect a duly authorized picket line recognized by District Council #5.**
15. **It shall be the duty of every member who learns of any members in violation of the Bylaws or other working rules to prefer charges in the District Council against this member or members.**
16. **It shall be the duty of all members on the job to cooperate with the Steward and Business Representative. No member shall obstruct the work of a Steward.**
17. **All Foremen shall cooperate with the Stewards and with the Representative of the District Council.**
18. **All Foremen are held equally responsible (the same as the Steward, Journeyman, Apprentice or Applicant) for the enforcement of all Bylaws and working rules of the Council and the respective Collective Bargaining Agreement.**
19. **Foremen, or other members working in a supervisory capacity shall not use abusive language to any workers under his or her supervision. Nor shall the foreman or other members working in a supervisory capacity set quotas or encourage or permit piecework, or fail to follow the requirements of the dispatch policy of the District Council.**
20. **No member of this Local Union working within the jurisdiction of District Council #5 shall rent, lease, or in any way make his or her vehicle available to the employer for the transportation of materials or equipment, except as provided for in the current working agreement.**
21. **The use of tools, as to size and surface on which they may be used, shall conform to the terms of the current respective Collective Bargaining Agreement.**

22. **No member shall enter into an agreement with the Employer to refund to the Employer any wages, fringes, travel pay, or other benefit due the member under the terms of the respective Collective Bargaining Agreement. Nor shall the member enter into any fraudulent arrangement with the Employer in conflict with applicable State and Federal Laws, District Council Bylaws, and Working Agreement, or the Constitution of the International Union.**
23. **No member shall do any pace setting of work.**
24. **Failure to comply with, or violation of any section of these Bylaws, the International Constitution, or the respective current Collective Bargaining Agreement shall be basis for charges and such penalties as the District Council may decide.**
25. **It shall be the duty of the members of this Local and applicants thereto while working, to wear presentable white uniforms as per their Collective Bargaining Agreement.**

ARTICLE XIX: CHARGES AND TRIALS

1. Each member of this Local Union shall have the right to fair treatment in the application of Local Union rules and law in accordance with the International Constitution and these Bylaws. In the application of all rules and procedures relating to Local Union discipline, the essential requirements of due process of law notice, hearing, and judgment based upon the evidence shall be observed without, however, requiring technical formality followed in courts of law.
2. All charges preferred 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 Local Union or other subordinate body, or any member or officer thereof shall resort to any court or agency outside this International 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 142-145 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 organizations, 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

There shall be a standing Bylaws Committee whose duties and functions shall be as set forth in Section 135(b) of the Constitution. Any amendment to these bylaws shall be done in accordance with the procedure set forth in Section 135 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” as 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 such Constitution. The Local Union further acknowledges that the Bylaws of District Council #5 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 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 or 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 provision during the period of its invalidity and to substitute in its place and stead a provision which will meet the objections to 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.

Approved by the Executive Board of Local #1964 on April 2, 2010

Approved by the membership at Special Called Meeting on April 20, 2010.