

BYLAWS & TRADE RULES

as Amended December 1, 2016



**CARPET, LINOLEUM AND SOFT TILE LAYERS
UNION LOCAL #1238
of
WESTERN WASHINGTON**

Affiliated with
DISTRICT COUNCIL #5
International Union of Painters and Allied Trades
AFL-CIO

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**BYLAWS
of
CARPET, LINOLEUM AND SOFT TILE LAYERS
LOCAL UNION 1238**

ARTICLE 1: BYLAWS

- 1.1 These Bylaws are subordinate to the provisions of the International Constitution of the International Union of Painters and Allied Trades (hereinafter 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 2: NAME

- 2.1 This organization, a subordinate body of the International Union and an affiliated Local Union of District Council 5, shall be known as Carpet, Linoleum and Soft Tile Layers Union Local 1238.

ARTICLE 3: JURISDICTION

- 3.1 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.
- a. All floor covering requiring cutting or sewing in whole or in part laid by our journeymen and their apprentices, must be cut, taped, or sewed by members of the Union.
 - b. All other materials sold for installation by contractors that are installed by our methods.
 - c. All necessary preparatory and removal of above materials and finish work such as drilling holes for sockets and pins, installation of underlayment, sanding and filling, fitting of metal edges, corners and caps and fitting devices for the attachment of all such materials, shall be performed by members of the Union.

ARTICLE 4: OBJECTS

- 4.1 The objects of this Local Union shall be to protect and advance the interest of its members by maintaining and advancing, whenever possible, the wage schedule and working conditions as hereinafter set forth and such other objects for which working people may lawfully combine, having in view their mutual protection and benefit, and as set forth in the Preamble and Sections 2 and 165 of the International Constitution.

ARTICLE 5: ELIGIBILITY FOR MEMBERSHIP

- 5.1 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 6: OFFICERS

- 6.1 Eligibility to hold office shall be as set forth in Sections 91(b) and 210 of the International Constitution.
- 6.2 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 189-193.
 - 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.
- 6.3 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.
- 6.4 Under the Dues Collection and Membership Reporting Plan adopted by Local Union 1238 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 1238. Therefore, the duties of the Financial Secretary and the Treasurer of Local Union 1238 shall be as set forth in this Article.
- 6.5 Where the Financial Secretary receives dues payments from members (such as at Local Union meetings), he or she shall (i) transmit such payments to the Business Manager/Secretary-Treasurer of District Council 5 within (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.
- 6.6 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.

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 outline 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 7: DELEGATES

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

ARTICLE 8: EXECUTIVE BOARD

- 8.1 The Executive Board of this Local Union shall be as set forth in Section 185(c) of the International Constitution, and shall consist of, President, Vice President, Recording Secretary, Financial Secretary, Treasurer, three (3) Trustees, and Warden.

A District Council Business Representative and Apprentice may be invited as guests to the Executive Board meetings. Neither guest will have a vote.

- 8.2 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. The Board shall meet on the first (1st) Thursday of each month. The President shall preside at all meetings thereof; a majority of members shall constitute a quorum.

ARTICLE 9: COMPENSATION OF OFFICERS, DELEGATES AND COMMITTEE MEMBERS

9.1 Officers:

- a. President - Monthly dues will be paid by the Local Union for each month that all regular and Special Called meetings are attended, if regular Local membership exceeds 300.
- b. Vice President - Monthly dues will be paid by the Local Union for each month that all regular and Special Called meetings are attended, if regular Local membership exceeds 300.
- c. Recording Secretary - Monthly dues will be paid by the Local Union for each month that all regular and Special Called meetings are attended, if regular Local membership exceeds 300.
- d. Financial Secretary - Monthly dues will be paid by the Local Union for each month that all regular and Special Called meetings are attended, if regular Local membership exceeds 300.
- e. Treasurer - Monthly dues will be paid by the Local Union for each month that all regular and Special Called meetings are attended, if regular Local membership exceeds 300.
- f. Trustees - Monthly dues will be paid by the Local Union for each month that all regular and Special Called meetings are attended, if regular Local membership exceeds 300.
- g. Warden - Monthly dues will be paid by the Local Union for each month that all regular and Special Called meetings are attended, if regular Local membership exceeds 300.
- h. Non-voting Apprentice Executive Board Members (if any) Monthly dues will be paid by the Local Union for each month that all regular and Special Called meetings are attended.
- i. Business Representative – Will receive the current compensation as set forth in the District Council 5 Bylaws Article 7. Dues will not be paid by the Local Union.

9.2 Delegates

- a. To District Council – None unless approved by the Executive Board.
- b. To Central Bodies (if any) – Compensation and expenses will be determined prior to nomination and subject to approval by the Executive Board. If paid, wages will only be at straight time and for a maximum of eight (8) hours per day Monday through Friday. No wages will be paid for Saturday or Sunday. All expenses reimbursed will be actual and reasonable and approved by the Executive Board. Alternately, expenses of \$55.00 per night may be paid if so prior to the event.
- c. To Conventions and Conferences, etc. – Compensation and expenses will be determined prior to nomination and subject to approval by the Executive Board. If paid, wages will only be at straight time and for a maximum of eight (8) hours per day Monday through Friday. No wages

will be paid for Saturday or Sunday. All expenses reimbursed will be actual and reasonable and approved by the Executive Board. Alternately, expenses of \$55.00 per night may be paid if so prior to the event.

- 9.3 Committee Members: Compensation and expenses will be determined prior to nomination and subject to approval by the Executive Board. If paid, wages will only be at straight time and for a maximum of eight (8) hours per day Monday through Friday. No wages will be paid for Saturday or Sunday. All expenses reimbursed will be actual and reasonable and approved by the Executive Board. Alternately, expenses of \$55.00 per night may be paid if so prior to the event.

All delegate or committee wages and benefits, if paid, shall be at the current Washington Floor Covering Master Labor Agreement Schedule A.

ARTICLE 10: BONDS

- 10.1 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 11: ELECTIONS

- 11.1 Elections shall be held under the procedures and provisions as set forth in Sections 209- 212 of the International Constitution.
- 11.2 The election of Local Union Officers, and delegates to District Councils shall be held at the last meeting in June, and 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.
- 11.3 Delegates to the General Conventions of the International shall be elected as set forth in Section 28 of the International Constitution.

ARTICLE 12: VACANCIES

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

ARTICLE 13: DUES, FEES AND ASSESSMENTS

- 13.1 Dues:
- a. Dues shall be as follows:
 - (i) All Regular and Apprentice Members - \$45.00 per month. This shall include the Local Union Death Benefit (see 13.3h). Dues shall be payable to the Local Union on a quarterly basis in advance. All returned (NSF) checks will be charged an amount equal to the charge incurred by the Local Union. The Executive Board may approve the Local paying sick or injured member's dues. Any member eligible for such benefit must make his request to the Executive Board in writing.
 - (ii) All Industrial/Maintenance Members shall pay dues by check-off according to the District Council Bylaws. This shall include the Local Union Death Benefit (see 13.3h).

- (iii) Regular and Apprentice 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. Any increases shall be rounded up to the nearest dollar.
- b. 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.
- c. Quarterly working cards shall be obtained in accordance with Section 119 of the International Constitution. All journeymen and apprentices shall carry the quarterly working card of the Building and Construction Trades Council on their person while at work.
- 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 92 and 93 of the International Constitution.
- e. Life Membership fees shall be in accordance with Section 98 of the IUPAT International Constitution.

13.2 Clearance Cards:

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

13.3 Assessments and 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 Section 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 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 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 177 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. Local Union Death Benefit: All members in good standing of Local 1238 shall be eligible for a death benefit of \$4,000.00, to be paid by an insurance carrier selected by a vote of the Local Union members. Each member shall be assessed \$4.80 per month, which will be billed as part of the quarterly dues. Any changes in the premium shall increase or decrease the Death Benefit assessment by that amount automatically. A vote of the membership will be required to amend or change the Local Union Death Benefit. This shall be administered by District Council 5.
- j. Market Recovery Program (MRP) Fund: Regular and Apprentice Members will further be assessed \$0.50 per hour to be allocated to the Market Recovery Program (MRP). The MRP shall be operated and governed in accordance with MRP rules and procedures adopted by the Local. This shall be administered by District Council 5.

ARTICLE 14: MEETINGS

- 14.1 Regular Meetings: The regular meetings of this Local Union shall be held on the first (1st) Thursday of each month. Meetings will be called to order promptly at 5:00 PM.
- 14.2 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.
- 14.3 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.
- 14.4 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.
- 14.5 Recording Devices: No member shall be permitted to use recording devices during any portion of any meeting in the Local Union.

ARTICLE 15: COMMITTEES

- 15.1 There shall be a standing Bylaws committee whose duties and functions shall be as set forth in

section 169(b) of the International Constitution. The District Council 5 Business Representative and any others appointed by the President shall make up the Committee. They shall meet as necessary to review and propose changes to the Bylaws of this Local Union.

- 15.2 Other Committees as appointed by the President as per Section 191 of the International Constitution.
- 15.3 Any member elected or appointed on a Committee and failing to act will be fined ten dollars (\$10.00) unless excused by the membership. All members are subject to appointment on at least one (1) Committee.

ARTICLE 16: CONTRACTORS

- 16.1 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.
- 16.2 (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.
- (c) Contractors will pay basic dues plus administrative dues check off as per current labor agreement.
- 16.3 Only such floor covering contractors, firms, persons or corporations who have an established place of business, mechanical equipment necessary for fabricating and installing work, or a display store and stock of goods, who have registered and posted a bond with the State of Washington, complied with Industry Bond Section of the current agreement, who carry State Workmen's Compensation Industrial Insurance and who have a signed contract and health and welfare agreement, and a pension agreement with Local Union 1238 will be recognized as a fair employer.

ARTICLE 17: MEMBERSHIP

- 17.1 An applicant is considered a member when the applicant meets all the requirements as set forth in the International Constitution.
- 17.2 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 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.

17.3 Members' Responsibility:

- a. Every member by virtue of membership in this Local Union is obligated to adhere to and follow the terms of these Bylaws, the District Council 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 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, the 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, as directed by the International Union, the District Council 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.
- f. It shall be the duty of each member to attend the regular Union meetings each month.
- g. No member shall receive pay from this Union for services rendered or to be rendered, unless such payment has been passed on by the majority of the members present at a regular meeting or by the Executive Board as per Article 8.2.

- h. No member of this organization shall injure the interests of another by undermining him in wages, or willfully performing any other act by which the situation of any member may be placed in jeopardy. Any member, working with non-union people of this craft, failing to report same to the Union or Business Representative, after the first (1st) day, upon conviction shall be fined.
- i. Upon request in writing from the Business Representative, any member will furnish to the Business Representative their payroll stub (or stubs) or a true copy signed by their employer, showing regular hours, time and one-half and double time hours worked, rate of pay and deductions for the period specified in the request. In no case will requests be made for work performed more than one (1) month prior to the request, nor prior to the date of adoption of this Section of these Bylaws. Failure to comply within ten (10) days will be considered a violation of these Bylaws. In that event the Business Representative may prefer charges against the member in accordance with the Constitution of the International Union of Painters and Allied Trades.

ARTICLE 18: GENERAL RULES

Refer to the District Council General Rules.

ARTICLE 19: CHARGES AND TRIALS

- 19.1 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 20: EXHAUSTION OF REMEDIES

- 20.1 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 21: PROPERTY

- 21.1 The funds and property of the Local Union shall be governed by Sections 179-181 of the International Constitution.
- 21.2 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 22: AGENCY

- 22.1 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 designee to act in that capacity.

ARTICLE 23: AMENDMENTS

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

ARTICLE 24: STANDING RULES FOR UNION MEETINGS

- 24.1 Rules for the conduct of Local Union meetings are contained in the “Order of Business” for Local Unions” and in “Parliamentary Rules and Ritual” set forth in the International Constitution.

ARTICLE 25: INTERNATIONAL UNION CONSTITUTION

- 25.1 The Local Union acknowledges that the International Constitution 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 26: SAVING CLAUSE

- 26.1 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.
- 26.2 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.

These Bylaws, General Laws and Trade rules passed and approved May 4, 1943 and changed May 1, 1955, February 1958, October 1963, July 2, 1968, April 1975 and February 5, 1980, May 7, 1985, November 6, 1990, September 1, 1992, October 6, 1992, December 5, 1995, March 25, 1999, September 7, 2000, December 5, 2002, December 1, 2005, May 1, 2008, October 2, 2008, December 5, 2008 and April 21, 2010, December 1, 2016.

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