

BYLAWS

LOCAL UNION 1959

Article 1: BYLAWS

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

This organization, a subordinate body of the International Union and an affiliated Local Union of a District Council 5, shall be known as International Union of Painters and Allied Trades Local Union 1959.

Article 3: 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 4: OBJECTS

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

Article 5: 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 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 189-192.
 - 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 204-207.
- g. Warden: The duties of the Warden shall be as 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.

Under the Dues Collection and Membership Reporting Plan adopted by Local Union 1959 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 1959. Therefore, the duties of the Financial Secretary and the Treasurer of Local Union 1959 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 1959, 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.

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 District Council and the Local Union shall use the IUPAT Integrated Membership Systems (IMS_e) 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 **Local Union 1959** shall be as set forth in Section 185(c) of the International Constitution.

- 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 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 meetings; 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.

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.
- b. Vice President - Monthly dues will be paid by the Local Union for each month that all regular and special called meeting are attended.
- c. Recording Secretary - Monthly dues will be paid by the Local Union for each month that all regular and special called meetings are attended.
- d. Financial Secretary - Monthly dues will be paid by the Local Union for each month that all regular and special called meetings are attended.
- e. Treasurer - Monthly dues will be paid by the Local Union for each month that all regular and special called meetings are attended.
- f. Trustees - Monthly dues will be paid by the Local Union for each month that all regular and special called meetings are attended.
- g. Warden – Monthly dues will be paid by the Local Union for each month that all regular and special called meetings are attended.

The compensation of officers referenced in Section 9.1 can be suspended or reinstated by a vote of the Local's membership at a regular or special called meeting as finances dictate.

9.2 Delegates:

- a. To District Council – None unless approved by the Executive Board and a vote by the membership.
- c. To Conventions, Conferences and Out of Town Work Assignments - None unless approved by the Executive Board and a vote by the membership.

9.3 Committee Members - None unless approved by the Executive Board and a vote by the membership.

Compensation and expenses will be determined prior to departure and subject to approval by the Executive Board. If paid, wages will be paid at straight time 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 \$65.00 a day may be paid for out of state travel and the highest collectively bargained per diem rate for in-state travel. If so, payment will be prior to the event.

Article 10: 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 11: NOMINATIONS AND ELECTIONS

- 11.1 Elections shall be held under the procedures and provisions as set forth in 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. All other offices 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

Vacancies occurring among the officers shall be filled in accordance with **procedures set forth in** Sections 215 and 216 of the International Constitution.

Article 13: DUES, FEES, AND ASSESSMENTS

13.1 Dues:

a. Dues shall be as follows:

(1) All Regular Members shall pay dues of \$33.80 per month

All Apprentices shall pay dues of \$28.80 per month

All Industrial Members shall pay dues of \$22.60 per month

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.

(3) SICK DUES: Local 1959 may provide assistance to any brother or sister who has been injured or incapacitated by sickness not to exceed six (6) months dues. The member must request for assistance in writing to the Executive Board monthly but may be granted quarterly as the Executive Board deems necessary in extreme cases.

- 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.
- 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.

All Regular Members: \$500.00 including (6) six months dues

Apprentices Members: \$100.00

- e. Life Membership fees shall be in accordance with Section 98 of the 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 278 through 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. Lifewise Death Benefit Coverage: In addition to regular dues and other assessments, all regular members shall pay three dollars and ten cents (\$3.10) per month and life members shall pay two dollars (\$2.00) per month. District Council 5 shall administer this fund.

Death Benefits Fund Contribution is to be paid monthly and current to date to receive benefit for members and/or family members. Death benefit will be payable to members in good standing and eligible for the following benefit pay out amount of \$10,000.00. As you age the benefit amount reduces to the following: at 65, reduces 65%, at 70 reduces 50%, at 75 reduces 30% and at 80 reduces to 20% of initial benefit amount.

- i. The Local 1959 General Fund shall be funded by a \$0.15 cents-per-hour deduction from the hourly wage of all Local 1959 members.
- j. The Painter Work Preservation Fund shall be funded by a \$0.80 cents-per-hour deduction from the hourly wage of all Local 1959 Painter/Drywall Finisher members.

- k. The Glazier Work Preservation Fund shall be funded by a \$0.50 cents-per-hour deduction from the hourly wage of all Local 1959 Glazier members.

Article 14: MEETINGS

- 14.1 a. Regular Meetings: The regular meetings of Local Union 1959 shall be held on the third Wednesday of each month. Meetings will be called to order promptly at 5:00 p.m.
 - b. Executive Board Meetings: Local Union 1959 Executive Board Officers shall meet once each month at 5:00 pm on the Tuesday prior to the regular scheduled union meeting.
- 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 (or cell phones) during any portion of any meeting in the Local Union.

Article 15: COMMITTEES

The President of the Local shall appoint from among the members of Local 1959 the following standing committees as per Section 169(b).

- a. Bylaws Committee - There shall be a standing Bylaws Committee whose duties and functions shall be as set forth in Section 169(b) of the International Constitution.
- b. Organizing/Activist Committee - Established for the purpose of coordinating the efforts of the Local to organize the unorganized workers within the jurisdiction of Local 1959.
- c. Political Action Committee - Established for the purpose of political objectives including but not limited to public relations, political activities, contributions, and the furtherance of legislation.
- d. Building Committee - Established for the purpose of maintenance and upkeep of the building in Fairbanks.

Article 16: CONTRACTORS

16.1 An employer is one who, in relation to any 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.

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 twentieth (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 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, 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, 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, as directed and assigned by the International Union, the District Council, or the 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 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

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

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 23: AMENDMENTS

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

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

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 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.

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