

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 69(b) of the International Constitution, provided that the Local Union shall be guided within its jurisdiction.

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 165 of the International Constitution.

ARTICLE V: ELIGIBILITY FOR MEMBERSHIP

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

ARTICLE VI: OFFICERS

1. Eligibility to hold office shall be as set forth in Sections 91(b) and Section 210 of the International Constitution.
2. Officers of this Local Union and their duties 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 Section 155(d) and Sections 198-202 and 211(d).
 - e. Treasurer - The duties of the Treasurer shall be as set forth in Section 203.
 - f. Trustees (three) - The duties of the Trustees shall be as set forth in Sections 204-207.
 - g. Warden - The duties of the Warden shall be as set forth in Section 208.
3. When the District Council adopts the centralized Local Union dues, records and reporting plan outlined in Section 162 of the International Constitution, the following modifications will be in effect for dues collection, records and reporting. 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 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 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 members activity.

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.

ARTICLE VIII: EXECUTIVE BOARD

1. The Executive Board of this Local Union shall be as set forth in Section 185(c) of the International Constitution.
2. Duties of the Executive Board:
 - a. To enforce the laws of the Local Union between meetings.

- b. To handle all matters delegated to the Executive Board by the members voting at regular or special called meetings.
- c. To review all requests for donations, investigate the same and submit its findings and recommendations for membership action.
- d. The Executive Board shall be vested with the authority of recommendation only, unless otherwise specifically authorized by the Local Union membership voting at a regular or special called meeting; provided, however, that during the interim between meetings it shall be authorized to act for the Local Union in cases of emergency, subject to review at the next regular meeting.

ARTICLE IX: COMPENSATION OF OFFICERS, DELEGATES AND COMMITTEE MEMBERS

1. Officers:

- a. President – shall have dues paid, as per Article 9 (1.1).
- b. Vice President – shall have dues paid, as per Article 9 (1.1).
- c. Recording-Secretary – shall have dues paid, as per Article 9 (1.1).
- d. Financial Secretary – shall have dues paid, as per Article 9 (1.1).
- e. Treasurer – shall have dues paid, as per Article 9 (1.1).
- f. Trustees – shall have dues paid, as per Article 9 (1.1).
- g. Warden – shall have dues paid, as per Article 9 (1.1).
- h. At Large Executive Board Member (if any) – shall have dues paid, as per Article 9 (1.1).

1.1 Any officer whose dues are paid by a maintenance Agreement or fails to attend a meeting for any reason other than work conflict, illness or family emergency or on official union business 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 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 59(b) and (c) of the International Constitution and as required by law.

ARTICLE XI: ELECTIONS

1. Elections shall be held under the procedures and provisions as set forth in Sections 209-212 of the International Constitution.
2. The election of Local Union Officers, Executive Board members, and delegates to District Council 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.
3. Delegates to the General Conventions of the International shall be elected as set forth in Section 28 of the International Constitution.

ARTICLE XII: VACANCIES

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

ARTICLE XIII: DUES, FEES AND ASSESSMENTS

1. Dues:
 - a. Dues shall be as follows:
 - (1) All Regular/Industrial members - \$45.50 per month
All Apprentice brackets 1-3 - \$41.50 per month
All Apprentice brackets 4 - 6 - \$43.50 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 provided that, the Executive Board may waive this automatic increase in any year it determines the increase is not needed.
 - a. 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.
 - b. Quarterly working dues cards shall be obtained in accordance with Section 119 of the International Constitution.

- c. 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.
 - d. Life Membership fees shall be in accordance with Section 98 of the IUPAT International Constitution.
- 2. Clearance Cards
Clearance Card fees and rules shall be as set forth in Section 233-250 of the International Constitution.
- 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 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, 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 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 used for such purposes as are Specified in the International Constitution, the District Council Bylaws; these Bylaws, and as approved by the 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 Union's shall not make any non – per capita tax expenditures in excess of \$5, 000 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, lock-out 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 sickness or injuries 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 Death Benefit:

All members are required to carry the Group Life Insurance negotiated and administered by District Council 5, which is reflected in the dues rates.

i. Returned Check Fees:

Returned checks will be considered non-payment, and a fee equal to the incurred amount by the Local will be charged on all non-negotiable checks.

j. M.A.S.H Fund:

An assessment of One dollar per month from the local dues shall be placed in the local#1964 M.A.S.H. fund. District Council 5 will administer this fund. And may be used in accordance with APPENDIX II

k. Organizational Fund:

An hourly assessment of \$0.20 per hour effective July 1, 2017 with an additional \$0.10 assessment effective July 1, 2018. And may be used in accordance with APPENDIX I.

l. Julie Johnson Apprentice Tuition Assistance Fund:

An assessment \$0.25 per month from the local dues shall be placed in the Julie Johnson Apprentice Tuition Assistance Fund. District Council 5 will administer this fund and may be used in accordance with APPENDIX III.

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 191 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

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.

ARTICLE XVI: CONTRACTORS

1. An employer is one who, in relation to any corporation, company, partnership, firm or other business entity, is a substantial owner, partner, officer, director, incorporator, managerial employee, supervisor (as defined by the National Labor Relations Act or Provincial law) or in a permanent, policy-making position.
2. (a) Employers shall be eligible for membership, but they must comply with the trade rules and working conditions of the locality in which the work is performed, must, insofar as is consistent with applicable federal and state, provincial and/or territorial laws, hire only members of this International Union, and must pay themselves and all their employees the wages and benefits established by the applicable area collective bargaining agreement.

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

ARTICLE XVII: MEMBERSHIP

1. An applicant is considered a member when the applicants meet all the requirements as set forth in the International Constitution.
2. A member may lose his or her good standing in the organization by suspension or expulsion or other disqualification for membership, after appropriate proceedings consistent with the provisions of the International Constitution, or by non-payment of dues as provided in Section 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 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 120 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 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 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 XVIII: GENERAL RULES

ARTICLE XIX: CHARGES AND TRIALS

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 member-or officer shall resort to any court or agency until all forms of relief and avenues of appeal, as provided by the International Constitution, have been exhausted, unless otherwise provided by statutory law.

ARTICLE XXI: PROPERTY

1. The funds and property of the Local Union shall be governed by Sections 179-181 of the International Constitution.
2. No property of the Local Union, and no property in the possession, custody or control of this Local Union or any of its officers or employees, and no property held in trust express or implied, which was created or established by this Local Union and whose primary purpose is to provide benefit for the members of the Local Union or their beneficiaries, shall be given, contributed or donated, either directly or indirectly, to aid or assist, or be expended in behalf of, any seceding, dual or antagonistic labor 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

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

ARTICLE XXIV: STANDING RULES FOR UNION MEETINGS

Rules for the conduct of Local Union meetings are contained in the “Order of Business for Local Unions” and in “Parliamentary Rules and Rituals” 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 October 26, 2016

Approved by the membership at Special Called Meeting on December 20, 2016

APPENDIX I

IUPAT Local #1964

Rules and Regulations covering the Organizational Fund

The Organizational Fund was established at a Special Called meeting on January 21, 2014. The fund will be governed by these Rules and Procedures, which can only be amended by majority vote of the membership at a Special Called meeting. The program was funded by the payment of \$20,000.00 and special hourly assessment for all Journeyman and Apprentice Commercial Painters, as stated in Article XIII. The amount of assessment shall be added to the current dues check-off and maintained in a separate account known as Local Western Washington Painters Organizational Fund. Effective upon approval of these Bylaws the Organizational Fund will include the current Local Western Washington Painters Strike Fund and the Defense Fund.

1. Utilization of Funds: The fund will be used for internal and external organizing activities such as, but not limited to, the following:
 - To pay volunteer picketers for organizing activities.
 - To cover expenses incurred on internal Local Western Washington Painters activities such as picnics, anniversary parties, etc.
 - Costs involved in major campaigns advertising the benefits of membership.
 - Wage supplement in the event of a labor dispute (Strike Pay).

2. Approval for Usage: The fund may only be used after the following steps have been taken:
 - Proposals for usage of the fund will be reduced to writing and submitted to the Local Executive Board.
 - Notification of a Special Called meeting will be sent out to the membership at the address on file at the Local office. This notice must be sent fifteen (15) days prior to the meeting and must state the proposed usage of the fund.
 - The Local Executive Board will have the authority to modify the proposal and will make a recommendation to the membership.
 - The membership will vote on the proposal by secret ballot.

APPENDIX II

IUPAT Local # 1964

Rules and Procedures covering the M.A.S.H. Program (Membership, Accident, Sickness and Hardship Fund)

In an effort to assist our fellow members in times of need, Painters Local # 1964 did on January 21, 2014 at a special called meeting create a program to be known as the Membership, Accident, Sickness and Hardship Fund (M.A.S.H.). This program will be created consisting exclusively of assessments made by Local Union #1964 membership as per article XIII of these local bylaws to be used to pay or assist in the following situations:

1. Paying for remembrance recognition of deceased members.
2. Paying for out of work member's monthly dues.
3. Assisting out of work members with food during holidays.
4. Assisting out of work member's families with Christmas gifts.
5. Assisting members that are out of work due to illness with medical insurance payments (COBRA).

The Executive Board of Local Union #1964 shall review requests and make recommendations to the membership, based on the following guidelines:

1. Members must be in good standing.
2. Members must make requests for assistance in writing which includes the circumstances the request is being made.
3. The members must be eligible to receive funds based on the limits and rules outlined for this program.
4. The availability of funds at the time of the request.
5. The situation of the member at the time of the request.
6. Member must appear if able
7. Member must have attended three local union meetings in the past year to be eligible.

The limits the fund may be used for each circumstance are as follows:

1. Remembrance Recognition: flowers or a donation to a charitable organization for deceased members at a maximum of \$125.00.
2. Dues Assistance Request: Members that are not working may have one-quarter dues paid if request is received one month prior to the end of that quarter. Dues assistance shall be limited to a maximum of two quarters during any one-year period.
3. Food Request: Members that are not working may receive assistance in the form of food for Thanksgiving, Christmas and Labor Day .
4. Christmas Gift Request: Members that are not working may receive assistance in the form of gifts for member's children under the age of 16.

5. Medical Insurance Request: Members that are unable to work due to illness and are paying for medical insurance (COBRA) may receive a maximum of \$150.00 per month for three months in any one-year period to help offset those costs.
6. Each year at the December Union meeting, a tally of all retirees “in good standing” that have attended 3 of the last 12 monthly meetings will be made and presented to the members for approval to give a maximum of fifty dollar (\$50.00) gift card from a union-friendly store to those retirees.

Additional limits or rules of the M.A.S.H. Program are as follows:

1. A member is ineligible for assistance if he/she is receiving unemployment benefits.
2. The maximum assistance a member can receive shall be at the discretion of the Executive Board and the membership.
3. For the good of the Union, a member that receives M.A.S.H. funds will be expected to help Local Union #1964 with future organizing activities such as phone banks, picket lines, etc.

The initial funding of this program will be from the reallocation of \$10,000.00 from the Local Union #1964 General Fund.

A review of this program will be made by the Local Union #1964 Executive Board every February. Any changes to this program, such as rule changes, funding procedures or the need to terminate, shall be by recommendation of the Local Union #1964 Executive Board and the membership shall vote by secret ballot at a Special Called meeting. In the event the M.A.S.H. Fund is terminated, funding will immediately cease and all remaining assets of the fund will be placed in the Local Union #1964 General Fund.

APPENDIX III

IUPAT Local # 1964

Rules and Procedures for the Julie Johnson Apprentice Tuition Assistance Fund

In an effort to encourage excellence and involvement among our Apprentices, Local Union #1964 has created a fund to provide tuition assistance for all Local #1964 Painter's Apprentices in good standing.

Tuition Assistance Fund: All Apprentice members of Local #1964 in good standing are to participate in the Tuition Assistance fund as outlined in the Tuition Assistance Rules and Procedures. The Tuition Assistance Fund was established by majority vote at a Special Called meeting on January 21, 2014 by Local #1964 with a deposit of \$10,000.00 from the General Fund and it will continue to be funded as per Article XIII of these local bylaws.

A review of this Fund will be made by Local #1964 Executive Board every July. Any changes to this program, such as rule changes, funding procedures or the need to terminate, shall be by recommendation of the Local #1964 Executive Board and the membership shall vote by secret ballot at a Special Called meeting. In the event the Julie Johnson Apprentice Tuition Assistance Program is terminated, funding will immediately cease and all remaining assets will be placed in Local #1964's General Fund.

At the end of each school quarter, the Business Representative(s) for Local #1964 will review any tuition assistance requests and verify if the Apprentice is eligible. To be eligible for tuition assistance from the local the Apprentice must meet the following requirements:

1. Must be a Washington State registered Apprentice indentured in the IUPAT District Council #5 Painter's Apprenticeship program.
2. Apprentice must maintain a perfect attendance record having no unexcused absences, as determined by the JATC, and having attended all assigned make-up classes scheduled within the quarter or arranged for make-up classes in the future for all excused absences. Without full documentation - no benefits will be paid after assigned and posted deadline dates.
3. Apprentice must have all Work Progress Reports completed and submitted before the assigned and posted deadline dates for the quarter completed.
4. Apprentice must abide by the South Seattle Community College's code of conduct (Chapter 132F-121 WAC) and The Finishing Trades Institute Northwest JATC's code of conduct.
5. Apprentice must seek any program that provides tuition assistance first and be rejected to be eligible for assistance through this fund. Information for these programs should be requested through the Finishing Trades Institute Northwest office.
6. Apprentice must be a member of Local #1964 in good standing for the duration of the quarter. The definition of a "member in good standing" is a member who has not been suspended under Section 116 of the International Constitution or dropped under Section 117 of the IUPAT International Constitution.

7. Apprentice must attend at least two (2) Local #1964 Union meeting or take part in one District Council #5 and/or Local #1964 voluntary activities during the quarter.

To receive tuition assistance:

1. The Apprentice will complete and submit a “Request for Tuition Assistance” form, which can be acquired at the Finishing Trades Institute Northwest JATC office. The “Request for Tuition Assistance” form must be turned into the Finishing Trades Institute Northwest office four weeks before the start of the next quarter.
2. The Finishing Trades Institute Northwest JATC office will confirm that the Apprentice applying for tuition assistance meets eligibility requirements 1 – 5
3. The Local #1964 Business Representative will confirm that the Apprentice applying for tuition assistance meets eligibility requirements 6 – 7.
4. All request shall be approved by the Executive Board prior to payment

Assistance shall be provided in the form of payment of \$150.00 towards the applicants tuition, for the next quarter made directly from the Local #1964 Tuition Assistance Fund to South Seattle Community College.

Upon completion of the final quarter and upon successful graduation of the Apprentice equivalent, funds in the amount of \$150.00 will be made available to purchase Local #1964 apparel to be awarded to the Apprentice after their graduation ceremony from Local #1964. Apprentice must attend the graduation ceremony to receive the award.

Tuition assistance recipients are still responsible for their own registration, parking fees, required class materials, and required clothing/ boots needed to attend class.