

**BYLAWS and TRADE RULES
of
LOCAL UNION'S 1325 AND 2103**



**UNITED BROTHERHOOD
of CARPENTERS and JOINERS
of
AMERICA**



**UNITED BROTHERHOOD OF CARPENTERS
AND JOINERS OF AMERICA**

BY-LAWS OF LOCAL UNION 1325

EVERY MEMBER SHALL FAMILIARIZE
THEMSELVES WITH THE CONTENTS OF THESE
BY-LAWS AS MADE AVAILABLE BY THE LOCAL
UNION AND **IGNORANCE** THEREFORE IS
NO EXCUSE.

LOCAL UNION 1325
REGULAR MEMBERSHIP MEETINGS

AS PER SECTION 12 on PAGE 11

IN THE CARPENTERS BUILDING AT 15210-123 AVE.
EDMONTON, ALBERTA AND AT THE UNION HALL
IN FORT MCMURRAY, ALBERTA

Carpenters Local 1325
15210-123 Avenue
Edmonton, Alberta T5V 0A3
Phone (780) 471-3200 Fax (780) 477-7143

REMEMBER THAT EVERY MEETING NIGHT,
THINGS ARE DONE THAT
YOU SHOULD KNOW ABOUT

TABLE OF CONTENTS

TABLE OF CONTENTS	3
PREAMBLE	4
CODE OF ETHICS	5
BY-LAWS	
Section 1 Name and Title	7
Section 2 Objects	7
Section 3 Territorial Jurisdiction	7
Section 4 Officers of the Local	7
Section 5 Nominations and Elections	8
Section 6 Duties of Officers	8
Section 7 Executive Committee	9
Section 8 Duties of Trustees	9
Section 9 Committees	9
Section 10 Initiation Fees	10
Section 11 Monthly Dues	10
Section 12 Meetings	11
Section 13 Officers Bond	12
Section 14 Affiliation with Council	12
Section 15 Charges and Trials	13
Section 16 Organizing	14
Section 17 Suspension or Lapse of Local	14
Section 18 Lawsuits Against the Local	14
Section 19 Amendments to Bylaws	14
Section 20 Miscellaneous	15
Section 21 Severability	15
Section 22 Others	16
Section 23 Reduction of Dues	17
Section 24 Parliamentary Rule	17
CODE OF CONDUCT	17

PREAMBLE

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

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

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

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

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

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

So with these aims and principles in mind, we the Carpenters in the vicinity of Northern Alberta affiliate ourselves into an organization that shall be known as Local Union 1325 of the United Brotherhood of Carpenters and Joiners of America, in conformity with the provisions of the Constitution and Laws of the United Brotherhood.

CODE OF ETHICS

LET IT BE AGREED UPON BY THE MEMBERSHIP OF LOCAL 1325 THAT THE FOLLOWING REPRESENT BOTH THE WORD AND INTENT OF THE CODE OF ETHICS.

1. All members whether elected or otherwise conduct themselves without prejudice to the race, color, creed or gender of their fellow members.
2. The actions of all members elected or otherwise follow both the word and intent of the Constitution and Laws of the United Brotherhood of Carpenters and Joiners of America.
3. The actions of all members elected or otherwise follow both the word and intent of the Trade Rules and By-Laws of Local 1325 and the Regional Council.
4. The Executive of Local 1325 shall, through their actions and their intent, represent the wishes of the general membership. This would include setting policy for the management of the local union and the policing of said management.
5. It shall be the RESPONSIBILITY of the elected Executive to carry out the directives of the membership in the utmost good faith.
6. No member, unless elected or appointed through the appropriate channel, shall hold themselves as an OFFICIAL authority of the Local Union.
7. An action by an elected or appointed official, which in part or in whole, for personal gain or patronage, shall be deemed to be a conflict of interest.
8. All members through their respective employment are representative of Local 1325, and consequently should put their best effort forward.

9. No member shall misrepresent his or her qualifications or abilities.
10. No member shall work on Labour Day, Christmas Day, Family Day, and Remembrance Day, except in the case of an emergency.

THIS CODE OF ETHICS BY THEIR ACCEPTANCE SHALL BE CONSIDERED AS PART OF THE OFFICIAL BY-LAWS OF LOCAL 1325

NAME AND TITLE

Section 1

This body is chartered and known as Local Union No.1325 of the United Brotherhood of Carpenters and Joiners of America. This Local Union is organized in conformity with the Constitution and Laws of the United Brotherhood and shall have the powers and privileges of a Local Union under the Constitution and Laws of the United Brotherhood.

OBJECTS

Section 2

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

TERRITORIAL JURISDICTION

Section 3

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

OFFICERS OF THE LOCAL

Section 4

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

NOMINATIONS AND ELECTIONS

Section 5

- (A) The nomination, election and installation of officers of this Local Union shall be governed by the Constitution and Laws of the United Brotherhood.
- (B) All elections shall be by a mail in vote in accordance with a special dispensation granted on April 9, 1972, to the Local Union by the International Office. The vote shall be conducted on a special pre-printed ballot prepared by the Election Committee and held in such a manner that the secrecy of the vote is guaranteed.

ONLY BALLOTS MAILED TO THE DESIGNATED ADDRESS SHALL BE ACCEPTED.

All pre-printed ballots shall have the names of the candidates for each and every position listed in alphabetical order.

- (C) The Remuneration Committee shall file the report for the remuneration of all positions of the Local Union at the nomination meeting, prior to nominations being opened.
- (D) All officers shall hold office for a term of three (3) years. Two (2) trustees shall be elected at the regular scheduled election of officers and one (1) trustee shall be elected two (2) years after the regular scheduled election.

DUTIES OF THE OFFICERS

Section 6

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

EXECUTIVE COMMITTEE

Section 7

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

Council representatives who are members of Local 1325 shall be permitted to attend Local Union Executive Board meetings with voice but no vote.

DUTIES OF TRUSTEES

Section 8

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

COMMITTEES

Section 9

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

INITIATION FEES

Section 10

The initiation fee(s) for applicants to join this Local shall be as set out by Regional Council. Arrangements may be made for the payment of the initiation fee(s) in installments. Where an ex-member has violated any of the Rules and Laws of this Local Union and has been tried and found guilty of same, and where a fine has been imposed, such fine must be paid before initiation. The initiation fee for apprentices shall be as set forth in the Constitution and Laws of the United Brotherhood.

MONTHLY DUES

Section 11

- (A) The monthly dues of this Local Union shall be as set out by Regional Council, which must be an adequate sum to enable the Local Union to operate in an efficient, proper and solvent manner in the service and best interest of its membership. The dues shall be paid as required to the Financial Secretary of this Local Union.
- (B) The monthly dues payable by members to this Local Union shall not be increased except upon approval by majority vote of the members in good standing voting at a general or special membership meeting after reasonable notice or by majority vote of the members in good standing in a membership referendum conducted by secret ballot. Furthermore, if this Local Union is or becomes affiliated with any Council of the United Brotherhood, the monthly dues payable to this Local Union must be approved by such Council.
- (C) No officer or Business Representative, and no member receiving benefits of a collective bargaining agreement, shall be exempt from paying dues or fees established pursuant to Section 45 of the UBC Constitution.

MEETINGS

Section 12

- (A) The regular meetings of this Local Union shall be held on the first Wednesday of the month` at 8:00 PM for the months of February, March, May, June, August, September, November, and December. No business shall be transacted after 11:00 p.m. unless by a majority vote of the members present immediately after the reading of the minutes.
- (B) The regular meetings of this Local Union shall be held on the first Saturday of the month at 9:00 a.m. for the months of January, April, July and October. No business shall be transacted after 12:00 noon unless by a majority vote of the members present immediately after the reading of the minutes.
- (C) There shall be a delegate report presented by one or more delegates from this Local Union at each membership meeting of this Local Union that directly follows a District or Regional Council delegate meeting. Each delegate report shall include the following:
1. information regarding organizing activities of the Council, including industrytargets; developments in ongoing programs; involvement of volunteer organizing committees with organizers in jobsite activities and housecalling; specific targets; number of jobsite actions; number of housecalls made to nonunion carpenters since the last report; the names of any contractors signed and the number of members brought in with that contractor;
 2. information regarding membership retention, including current number of members in Council; the number of members initiated, on withdrawal, or transferred since the last report; and the number of members brought in through organizing activities;

3. political and legislative activities within the Council, including current legislation at the federal, provincial and local levels; involvement of volunteer organizing committees in the overall Council political program; and any political campaign activities, membership voter registration, membership voter education programs, and contacts with government officials;
4. important collective bargaining developments involving the Council; and
5. other significant issues discussed and/or action taken at the Council meeting.

OFFICERS BOND

Section 13

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

AFFILIATION WITH COUNCIL

Section 14

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

- (B) Council Delegates shall be elected in accordance with the Council's Bylaws and the UBC Constitution. Council Delegates shall be elected for a term of not more than three years. It shall be the duty of the Recording Secretary of this Local Union to notify any Council with which this Local Union is affiliated, by certified mail or modern technology of the names of the elected Delegates before July 1st of each year. The Recording Secretary of this Local Union shall forward credentials of Delegate or Delegates from this Local Union to such Council properly signed by the President and Recording Secretary with the seal of the Local Union affixed.
- (C) This Local Union shall pay any and all assessments and per capita taxes that are properly payable to such Council by this Local Union. Furthermore, members of this Local Union shall be obligated to pay any and all Council dues and initiation fees properly payable by members of this Local Union to any Council with which this Local Union is affiliated.
- (D) All members of this Local Union, as well as applicants for membership in this Local Union, shall be bound by the Bylaws and Trade Rules of any Council of the United Brotherhood with which this Local Union is affiliated.
- (E) When vacancies occur in elected Delegate office to the Alberta Regional Council of Carpenters and Allied Workers, the President may appoint a qualified member to fill the vacancy pro tem until such time as appropriate notices are sent to the membership for the holding of an election once a year to fill the vacancy.

CHARGES AND TRIALS

Section 15

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

ORGANIZING

Section 16

It shall be the continuing obligation of this Local to organize and cooperate fully in the United Brotherhood's organizing policies and programs.

DISSOLUTION, LAPSE OR SUSPENSION OF LOCAL UNION

Section 17

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

LAWSUITS AGAINST THE LOCAL

Section 18

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

AMENDMENTS TO BYLAWS

Section 19

(A) Any amendments and changes to these by-laws, outside of the twenty-one mandatory provisions, must in no way

conflict with the constitution and laws of the United Brotherhood and must be approved by majority of the membership voting by secret ballot at a special or regular meeting upon reasonable written notice provided at least 30 days prior to such vote. Furthermore the General Vice President must approve any proposed amendments before becoming law.

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

MISCELLANEOUS

Section 20

- (A) The fiscal year of this Local Union shall be July 1st to June 30th. All accounts shall be audited and a complete financial report be brought forth by the auditing committee no later than ninety days following the close of the fiscal year.
- (B) Applicants for membership of this Local Union shall be bound by the Constitution and Laws of the United Brotherhood, the Bylaws of this Local Union, and the Bylaws of any Council of the United Brotherhood, if any, with which this Local Union is affiliated.
- (C) Nothing in these Bylaws shall in any way be construed to conflict with the Constitution and Laws of the United Brotherhood.

SEVERABILITY

Section 21

If any Section or part of these By-Laws shall be held invalid by

operation of law or by any tribunal of competent jurisdiction, the remaining Sections of these By-Laws shall not be affected thereby and shall remain in full force and effect.

OTHER

Section 22

- (A) Members of other Local Unions coming to work in the jurisdiction of the Alberta Regional Council of Carpenters shall be governed by Section 46 of the Constitution of the United Brotherhood
- (B) If violations of Section 44 (F) and Section 45 (K), (M), of the Constitution occur, the Local Union shall impose an assessment to the maximum as per the Constitution.
- (C) All members shall attend the first Union Meeting after joining to be sworn in.
- (D) All new members shall attend Comet 1, 11, or the Union Orientation Course within 3 Months time.
- (E) All members should take Comet 1, 11, or the Union Orientation Course as soon as possible.
- (F) Each Member will pay an annual ten (\$10.00) assessment to be used for the social benefit of the membership.
- (G) All fines and the ten (\$10.00) social benefit assessment shall be deposited into Local Union 1325 Social Fund Account and be distributed by the local's Social committee.
- (H) Local Executive members are to attend Executive or Membership meetings in Edmonton or Fort McMurray halls only.

REDUCTION OF DUES

Section 23

- (A) A member attending a technical school within the Trade autonomy of carpentry during regular working hours may submit a written notice to the Local Union before attending same and upon such notice being properly provided; such member shall be placed on basic dues rate for the duration of his /her attendance at school. Course length to be longer than thirty (30) days.
- (B) Any member who becomes ill or is disabled from working for health reason must notify the Local Union in writing including a signed statement from their doctor as to the cause of illness and disability. Illness or disability to be longer than thirty (30) days, such member shall be placed on basic monthly dues rate.
- (C) Any member 30 or more years in the Brotherhood and is over sixty (60) years of age and fully retired be eligible for basic dues granted.

PARLIAMENTARY RULE

Section 24

When a question has been decided it can only be reconsidered at the same meeting or at the next regular meeting. If not reconsidered, then the question shall not be presented in any form for at least one calendar year from the date of dealing with the question.

CODE OF CONDUCT

This addendum to the Trade Rules is intended to instill pride and elicit professionalism by defining guidelines of expected and acceptable conduct from all our members, on jobs performed by our signatory contractors, in our offices, and in the community at large.

Member Responsibilities:

1. Display professionalism through productivity, non-disruptive behavior, and willingness to perform all aspects of trade jurisdiction.
2. Meet their responsibility to the employer and fellow workers by arriving on the job on time, ready to work, every scheduled workday; and adhere to start and quit times, including lunch and break periods. Chronic absenteeism, late starts, and early quits, are unacceptable.
3. Meet their responsibility as skilled trades people by providing quality trade specific tools (in good condition) while respecting any and all tools and equipment supplied by the employer.
4. Meet their responsibility to be fit for duty insuring a zero tolerance policy for substance abuse is adhered to.
5. Adhere to site and contractor rules and regulations.
6. Respect the clients and contractors property and equipment. Willful destruction, theft, vandalism (including graffiti), and sabotage are unacceptable.
7. Respect the UBC, clients, and contractors by dressing in a manner appropriate to our craft. Torn or ragged clothing, and worn out work boots, must be repaired or replaced.
8. Treat others with respect and dignity in the workplace, in union offices and facilities, and at union functions.
9. All members working as general foremen or foreman are to treat fellow members with respect and dignity.
10. Refrain from any and all forms of discrimination and harassment as defined by Provincial and Federal Human Rights legislation.
11. Refrain from any deed, statement, or behavior that may

negatively effect (whether actual or perceived) this United Brotherhood.

12. All members should be willing participants in organizing non union companies whenever possible.
13. The Journeyperson is responsible for mentoring the apprentice and the apprentice is to adhere to the Journeypersons Trade knowledge.
14. It is the Journeypersons duty to ensure he or she does everything reasonably possible to provide the instructional safety practices for the apprentice to follow at all times under their watch. The apprentice is also obligated to follow the Journeypersons lead and to adhere to his/her instructions.

Transgressions of this code may be dealt with under Section 4:04 of the Trade Rules and Sections 51 and 52 of the UBC Constitution.

**LOCAL 2103 PREAMBLE – CODE OF ETHICS
AND BYLAWS**

REMEMBER – YOU ARE THE UNION

**It is every member's responsibility to familiarize themselves
with the contents of these Bylaws.**

REGULAR MEETING NIGHT

THIRD THURSDAY OF EACH MONTH at 7:00 P.M.

**IN THE
CARPENTERS HALL
2626 23 STREET N.E.
CALGARY, ALBERTA
T2E 8L2**

Phone: (403) 283-0747 Fax: (403) 283-6425

E-mail: Local2103@albertacarpenters.com

**Remember that every meeting night, things are done that you
should know about;**

please make every effort to attend

TABLE OF CONTENTS

PREAMBLE	22
CODE OF ETHICS.....	23
LOCAL 2103 BY-LAWS	25
Section 1 NAME AND TITLE.....	25
Section 2 OBJECTS	25
Section 3 TERRITORIAL JURISDICTION	25
Section 4 OFFICERS OF THE LOCAL	26
Section 5 NOMINATIONS AND ELECTIONS	26
Section 6 DUTIES OF THE OFFICERS	26
Section 7 EXECUTIVE COMMITTEE.....	26
Section 8 DUTIES OF TRUSTEES	27
Section 9 COMMITTEES	27
Section 10 INITIATION FEES	27
Section 11 MONTHLY DUES	28
Section 12 MEETINGS	28
Section 13 OFFICERS BOND	29
Section 14 AFFILIATION WITH COUNCIL.....	30
Section 15 CHARGES AND TRIALS	31
Section 16 ORGANIZING	31
Section 17 DISSOLUTION, LAPSE OR SUSPENSION OF LOCAL UNION.....	31
Section 18 LAWSUITS AGAINST THE LOCAL UNION	31
Section 19 AMENDMENTS TO BYLAWS	32
Section 20 MISCELLANEOUS.....	32
Section 21 SEVERABILITY.....	33
Section 22 OTHER.....	33
CODE OF CONDUCT	34

PREAMBLE

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

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

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

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

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

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

So with these aims and principles in mind, we the Carpenters of the vicinity of Southern Alberta affiliate ourselves into an organization that shall be known as United Brotherhood of Carpenters and Joiners of America, Local Union No.2103 (The Charter or Labour Board) , in conformity with the provisions of the Constitution and Laws of the United Brotherhood.

CODE OF ETHICS

LET IT BE AGREED UPON BY THE MEMBERSHIP OF LOCAL 2103 THAT THE FOLLOWING

REPRESENT BOTH THE WORD AND INTENT OF THE CODE OF ETHICS.

All members whether elected or otherwise conduct themselves without prejudice to the race, colour, creed or gender of their fellow members.

The actions of all members elected or otherwise follow both the word and intent and spirit of the Constitution and Laws of the United Brotherhood of Carpenters and Joiners of America.

The action of all members elected or otherwise, follows both the word and intent of the Trade Rules and Bylaws of Local 2103 and the Alberta Regional Council.

The Executive of Local 2103 shall, through their actions and their intent, represent the wishes of the general membership for their benefit. This would include setting policy for the management of the local union and the policing of said management.

It shall be the RESPONSIBILITY of the elected Executive to carry out the directives of the membership in the utmost good faith.

No member, unless elected or appointed through the appropriate channel, shall hold themselves as an OFFICIAL authority of the Local Union.

An action by an elected or appointed official, which in part or in whole, for personal gain or patronage, shall be deemed to be a conflict of interest.

All members through their respective employment are representative of Local 2103, and consequently should put their best effort forward.

No member shall misrepresent their qualifications or abilities.

No member shall work on Labour Day, Christmas Day, or Remembrance Day, except in the case of an emergency.

THIS CODE OF ETHICS BY THEIR ACCEPTANCE SHALL BE CONSIDERED AS PART OF THE OFFICIAL BYLAWS OF LOCAL 2103.

LOCAL 2103 BY-LAWS

NAME AND TITLE

Section 1

This body is chartered and known as United Brotherhood of Carpenters and Joiners of America, Local Union No.2103 (The Charter or Labour Board). This Local Union is organized in conformity with the Constitution and Laws of the United Brotherhood and shall have the powers and privileges of a Local Union under the Constitution and Laws of the United Brotherhood of Carpenters and Joiners of America.

OBJECTS

Section 2

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

TERRITORIAL JURISDICTION

Section 3

The territorial jurisdiction of this Local Union shall be as determined by the General President. One mile North of Ponoka south to the United States Border. And from the Saskatchewan Border in the East to the British Columbia Border in the West

OFFICERS OF THE LOCAL

Section 4

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

NOMINATIONS AND ELECTIONS

Section 5

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

All elections and appointments in subordinate bodies shall be filled and voted on by mail in ballot.

DUTIES OF THE OFFICERS

Section 6

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

EXECUTIVE COMMITTEE

Section 7

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

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

DUTIES OF TRUSTEES

Section 8

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

COMMITTEES

Section 9

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

INITIATION FEES

Section 10

The initiation fee(s) for applicants to join this Local shall be as set out by the Regional Council. Arrangements may be made for the payment of the initiation fee(s) in installments. Where an ex-member has violated any of the Rules and Laws of this Local Union and has been tried and found guilty of same, and where a fine has been imposed, such fine must be paid before initiation. The initiation fee for apprentices shall be as set forth in the Constitution and Laws of the United Brotherhood.

MONTHLY DUES

Section 11

- (A) The monthly dues of this Local Union shall be \$25.00 per month which must be an adequate sum to enable the Local Union to operate in an efficient, proper and solvent manner in the service and best interest of its membership. The dues shall be paid as required to the Financial Secretary of this Local.
- (B) The monthly dues payable by members to this Local Union shall not be increased except upon approval by majority vote of the members in good standing voting at a general or special membership meeting after reasonable notice or by majority vote of the members in good standing in a membership referendum conducted by secret ballot. Furthermore, if this Local Union is or becomes affiliated with any Council of the United Brotherhood, the monthly dues payable to this Local Union must be approved by such Council.
- (C) No officer or Business Representative, and no member receiving benefits of a Collective Bargaining Agreement, shall be exempt from paying dues or fees established pursuant to Section 45 of the UBC Constitution.

MEETINGS

Section 12

- (A) The regular meetings of this Local Union shall be held on the third Thursday of every month at 7:00 P.M. at 2626 23 Street NE., Calgary, Alberta with special provisions made to accommodate members from Red Deer, Medicine Hat and Lethbridge areas. No business shall be transacted after 10:00 P.M. unless by a majority vote of the members present immediately after the reading of the Minutes.
- (B) There shall be a delegate report presented by one or more

delegates from this Local Union at each membership meeting of this Local Union that directly follows a District or Regional Council delegate meeting. Each delegate report shall include the following:

information regarding organizing activities of the Council, including industry targets; developments in ongoing programs; involvement of volunteer organizing committees with organizers in jobsite activities and house-calling; specific targets; number of jobsite actions; number of house-calls made to nonunion carpenters since the last report; the names of any contractors signed and the number of members brought in with that contractor;

information regarding membership retention, including current number of members in Council; the number of members initiated, on withdrawal, or transferred since the last report; and the number of members brought in through organizing activities;

political and legislative activities within the Council, including current legislation at the federal, state and local levels; involvement of volunteer organizing committees in the overall Council political program; and any political campaign activities, membership voter registration, membership voter education programs, and contacts with government officials;

important collective bargaining developments involving the Council; and other significant issues discussed and/or action taken at the Council meeting.

OFFICERS BOND

Section 13

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

AFFILIATION WITH COUNCIL

Section 14

- (A) This Local Union shall be bound by the Bylaws, Trade Rules, resolutions, and directives adopted by any Council with which it is affiliated. Any Bylaws of this Local Union that conflict with the Bylaws of any District, Regional or other Council of the United Brotherhood with which this Local Union is affiliated shall be void, and the Bylaws and Trade Rules of such Council shall apply, provided that such Bylaws are consistent with Constitution and Laws of the United Brotherhood and have been properly approved. Furthermore, in the event of such affiliation, all Bylaws of this Local Union, and any changes made thereto, must be approved by any Council with which this Local Union is affiliated.
- (B) Council Delegates shall be elected in accordance with the Council's Bylaws and the UBC Constitution. Council Delegates shall be elected for a term of not more than three years. It shall be the duty of the Recording Secretary of this Local Union to notify any Council with which this Local Union is affiliated, by certified mail or modern technology of the names of the elected Delegates before July 1st of each year. The Recording Secretary of this Local Union shall forward credentials of Delegate or Delegates from this Local Union to such Council properly signed by the President and Recording Secretary with the seal of the Local Union affixed.
- (C) This Local Union shall pay any and all assessments and per capita taxes that are properly payable to such Council by this Local Union. Furthermore, members of this Local Union shall be obligated to pay any and all Council dues and initiation fees properly payable by members of this Local Union to any Council with which their Local Union is affiliated.
- (D) All members of this Local Union, as well as applicants

for membership in this Local Union, shall be bound by the Bylaws and Trade Rules of any Council of the United Brotherhood with which this Local Union is affiliated.

CHARGES AND TRIALS

Section 15

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

ORGANIZING

Section 16

It shall be the continuing obligation of this Local to organize and co-operate fully in the United Brotherhood's organizing policies and programs.

DISSOLUTION, LAPSE OR SUSPENSION OF LOCAL UNION

Section 17

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

LAWSUITS AGAINST THE LOCAL

Section 18

No member fined, suspended or expelled by action of the Local Union or any Council with which this Local Union is affiliated shall

file any lawsuit against the Local or Council, or the Local Union's or Council's Officers or Representatives without first exhausting all appeal remedies provided for in these Bylaws and Constitution and Laws of the United Brotherhood.

AMENDMENTS TO BYLAWS

Section 19

- (A) Any amendments and changes to these Bylaws, outside of the twenty-one mandatory provisions, must in no way conflict with the Constitution and Laws of the United Brotherhood and must be approved by majority of the membership voting by secret ballot at a special or regular meeting upon reasonable written notice provided at least 30 days prior to such vote. Furthermore, any proposed amendment must be approved by the General Vice President before becoming law.
- (B) If this Local Union is or becomes affiliated with a Council of the United Brotherhood, all proposed changes to the Bylaws or Trade Rules of this Local Union shall be referred to the Executive Committee of such Council for consideration and recommendation and must be approved by such Council, as well as by the First General Vice President, prior to becoming effective.

MISCELLANEOUS

Section 20

- (A) The fiscal year of this Local Union shall be July 1st to June 30th. All accounts shall be audited and a complete financial report is brought forth by the auditing committee no later than ninety days following the close of the fiscal year.
- (B) Applicants for membership of this Local Union shall be bound by the Constitution and Laws of the United Brotherhood, the Bylaws of this Local Union, and the

Bylaws of any Council of the United Brotherhood, if any, with which this Local Union is affiliated.

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

SEVERABILITY

Section 21

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

OTHER

Section 22

- (A) Members of other Local Unions coming to work in the jurisdiction of the Alberta Regional Council shall be governed by Section 46 of the Constitution and Laws of the United Brotherhood.
- (B) Violation of Section 44(F) and Section 45(K) or (M), the Local Union shall impose an assessment to the maximum as per the Constitution.
- (C) All members shall attend any training or courses that the Union deems necessary to upgrade or attain skills necessary to do the job properly.
- (D) All new members shall attend a Union Meeting after joining to be sworn in, within 3 months time.
- (E) All new members shall attend (Comet I, II) or the Union Orientation Course, within 3 months time.
- (F) All members shall take (Comet I, II) or a Union Orientation

Course as soon as is possible, within 3 months.

- (G) Each member will pay an annual twelve (\$12.00) assessment to be used for the social benefit of the membership.
- (H) All fines and the twelve (\$12.00) social benefit assessment shall be deposited into Local 2103 Social Fund Account and be distributed by the Local's Social Committee.

THESE ARE YOUR BYLAWS AND YOU ARE RESPONSIBLE FOR KNOWING THEM AND SEEING THAT THEY ARE ADHERED TO.

CODE OF CONDUCT

This addendum to the Trade Rules is intended to instill pride and elicit professionalism by defining guidelines of expected and acceptable conduct from all our members, on jobs performed by our signatory contractors, in our offices, and in the community at large.

Member Responsibilities:

1. Display professionalism through productivity, non-disruptive behavior, and willingness to perform all aspects of trade jurisdiction.
2. Meet their responsibility to the employer and fellow workers by arriving on the job on time, ready to work, every scheduled workday; and adhere to start and quit times, including lunch and break periods. Chronic absenteeism, late starts, and early quits, are unacceptable.
3. Meet their responsibility as skilled trades people by providing quality trade specific tools (in good condition) while respecting any and all tools and equipment supplied by the employer.
4. Meet their responsibility to be fit for duty insuring a zero tolerance policy for substance abuse is adhered to.

5. Adhere to site and contractor rules and regulations.
6. Respect the clients and contractors property and equipment. Willful destruction, theft, vandalism (including graffiti), and sabotage are unacceptable.
7. Respect the UBC, clients, and contractors by dressing in a manner appropriate to our craft. Torn or ragged clothing, and worn out work boots, must be repaired or replaced.
8. Treat others with respect and dignity in the workplace, in union offices and facilities, and at union functions.
9. All members working as general foremen or foreman are to treat fellow members with respect and dignity.
10. Refrain from any and all forms of discrimination and harassment as defined by Provincial and Federal Human Rights legislation.
11. Refrain from any deed, statement, or behavior that may negatively effect (whether actual or perceived) this United Brotherhood.
12. All members should be willing participants in organizing non union companies whenever possible.
13. The Journeyperson is responsible for mentoring the apprentice and the apprentice is to adhere to the Journeypersons Trade knowledge.
14. It is the Journeypersons duty to ensure he or she does everything reasonably possible to provide the instructional safety practices for the apprentice to follow at all times under their watch. The apprentice is also obligated to follow the Journeypersons lead and to adhere to his/her instructions.

Transgressions of this code may be dealt with under Section 4:04 of the Trade Rules and Sections 51 and 52 of the UBC Constitution.

**ALBERTA
REGIONAL COUNCIL OF CARPENTERS
AND ALLIED WORKERS
OF THE UNITED BROTHERHOOD OF CARPENTERS
AND JOINERS OF AMERICA SHALL BE AS,
STIPULATED BY THE MEMBERSHIP IN
ACCORDANCE WITH THE PROVISIONS
OF THE CONSTITUTION AND THE BYLAWS
OF THE LOCAL UNION.**

**Hereinafter referred to as “The Union”
or “Regional Council”.**

**TRADE RULES
PERTAINING TO THE CARPENTER AND
ISM/DRYWALL ROOFER TRADE DIVISIONS**

REMEMBER – YOU ARE THE UNION

**#200, 15210-123 Ave.
Edmonton, Alberta T5V 0A3
Phone (780) 474-8599 Fax (780) 474-8910
Dispatch 1 888 944-0818**

**It is every member’s responsibility to
familiarize yourself with the contents of these
Trade Rules.**

**These are your Trade Rules and you are
responsible for knowing them and seeing that
they are adhered to.**

Table of Contents

REGISTRATION	39
Section 1.....	39
Section 1.01.....	39
Section 1:02	39
Section 1.03.....	39
Section 1:04	39
Section 1:05	40
DISPATCH.....	41
Section 2:01	41
Section 2:02	41
Section 2:03	41
Section 2:04	42
Section 2:05	42
Section 2:06	43
Section 2:07	43
Section 2:08	43
Section 2:09	44
Section 2:10	44
Section 2:11.....	44
Section 2:12	44
Section 2:13	44
Section 2:14	45
JOB STEWARDS	45
Section 3:01	45
Section 3:02	45
Section 3:03	45
Section 3:04	46
Section 3:05	46
Section 3:06	46
Section 3:07	47
Section 3:08	47
Section 3:09	47
Section 3:10	47
Section 3:11.....	47
GENERAL.....	48
Work Stoppages	48

Section 4:01	48
Non-Union Work.....	48
Section 4:02	48
Jurisdiction	49
Section 4:03	49
Trade Rules Committee	49
Section 4:04	49
Amendments	50
Section 4:05	50

REGISTRATION

Section 1

Hiring Hall Procedures for Registration and Dispatch for members of Local Union 1325 and Local Union 2103 excluding Roofers.

Section 1.01

Registration times shall be by phone, between the hours of 5:00 P.M. to 6:00 A.M. the following day, or online any time of day. Registrations to take effect the next business day by 2:30 PM.

Section 1:02

A register of members not working (the “dispatch board”) shall be kept throughout the year and all members must report when they cease work and they must be registered as soon as possible

Section 1.03

It is the member’s responsibility to ensure all certifications and qualifications are registered on the member’s file. It is also the member’s responsibility to ensure that the Union has his/her current address and phone number. A ten (\$10.00) dollar fee will be assessed for each mailed item returned due to failure to provide a current address.

Section 1:04

A member will retain his/her position on the dispatch board after being dispatched if he/she is laid off and did not quit his/her job(s) without just cause before a total of thirty-one (31) days from date of hire. Note these days may be accumulated from one or more jobs. If the member does not have a total of thirty-one (31) days worked in a twelve (12) month period he/she will retain his/her dispatch board position and the days worked will return to zero on the anniversary date of his/her first registration date. Note: this will be carried over from previous jobs for a total of thirty-one (31) days worked before going to the bottom of the dispatch board.

EXAMPLE: 1st job - 10 days from date of hire
 2nd job - 12 days from date of hire
 3rd job - 9 days from date of hire
 Total - 31 days from date of hire

This pertains to layoff or unjust dismissals. When a member quits a job without just cause he/she will be placed at the bottom of the dispatch board.

The job Steward will notify the Union office of quits and dismissals for cause within 5 days whenever possible to insure that maintaining dispatch board position is for appropriate reason.

Section 1:05

Any member who is on the out of work list for 6 Consecutive Months (six Months -184 days) and the member has not bid for union work in that time period or produced valid reasons for not seeking union employment will have their name removed from the out of work list. That member would have to re-register to be considered for dispatch at the bottom of the list and will be notified of removal by the Union office.

Valid reasons:

1. a. On recognized Physical or mental disability as verified by the ACAW Trust Fund office or Physician.
 b. On maternity leave.
2. Unable to be away from home due to caring for an infirmed family member with recognized physical or mental disability as verified by the ACAW Trust Fund office or Physician.
3. Working by direction of the Organizing department of the Local Union

DISPATCH

Section 2:01

Members must be registered on the dispatch board and in good standing to be eligible to place a bid and receive a dispatch slip.

The order of dispatch shall be as follows:

1. Qualified members bidding with lowest number residing as local resident (as per collective agreement),
2. Qualified members of 1325 or 2103 bidding with lowest number residing (as per Section 2:05) in the jurisdiction of the Alberta Regional Council,
3. Qualified members of 1325 or 2103 bidding residing outside the jurisdiction of the Alberta Regional Council,
4. Qualified members permitted from other UBC jurisdiction.

The order of layoffs shall be in the reverse order.

If a member is dispatched by another Union or association to work under a contract in the construction industry that is not valid with the UBCJA or the member is working non-union without reporting in, the members name shall be removed from the dispatch board and they shall be treated as any other member regularly dispatched.

Section 2:02

All members must have been issued a dispatch slip to be employed with a union contractor. Members who attend work when they have not been issued a valid dispatch slip may, on recommendation of the Trade Rules Committee, be subject to a fine of two hundred and fifty (\$250.00) dollars per day worked while employed without a dispatch slip.

Section 2:03

Any member who is dispatched to go to work must report for work on the job at the time specified. A member who fails to do so

without justification may, on recommendation of the Trade Rules Committee, be subject to a fine of two hundred and fifty (\$250.00) dollars and subsequent offences may receive a fine of (\$300.00) three hundred minimum to maximum of what the Constitution and Laws of the United Brotherhood will allow. The member will have their name removed from the out of work list and have to re-register to be considered for dispatch at the bottom of the list and will be notified of removal by the Union office by telephone and/or other means as approved by Regional Council.

Section 2:04

Any member who has made a false statement in order to obtain a position on the dispatch board or to obtain a dispatch slip may, on the recommendation of the Trade Rules Committee, be subject to a fine of three hundred (\$300.00) dollars.

Section 2:05

A local resident shall be as defined in collective agreements or applicable project agreements. Local residents will be given first consideration for work in their local areas.

In making the determination as to local residency, the following factors will be taken into consideration.

- (i) The dwelling place of the member's spouse and dependents.
- (ii) Personal property and social ties to a specific community.
- (iii) Residential ties elsewhere.
- (iv) Permanence and purpose of residence in a particular community.
- (v) Documentation of street address or legal land description, supported by:
 - (a) plus four of (b-f)
 - (a) Alberta drivers license or Alberta government

issue ID

- (b) Property tax or lease agreements
 - (c) Alberta vehicle registration and insurance
 - (d) Employment insurance form
 - (e) Voters registration
 - (f) Tax assessment and/or filed tax returns from claimed address
- (vi) Residency change is recognized ninety (90) days from acceptance of change of address form supported by the documents listed in 2:05(i) by the dispatch office.

Section 2:06

Dispatching shall be by bid system only. Bidding times shall be Monday to Friday by phone between the hours of 5:00 pm to 6:00 am the following day, or online between 2:30 pm to 6 am the following day, and anytime on weekends by phone or online.

Section 2:07

There will be one (1) call out per day to one (1) designated phone number as per a member's information on file. Callout of jobs will start after 10 a.m. and continue until finished (except from 12 noon till 1 p.m.). The member will receive an automated phone call; or manual phone call in the event of automated system failure; informing them of the dispatch slip being emailed as per the member's information on file.

No jobs shall be dispatched that are not on the dispatch system by 2:30 p.m. the previous day. Except for emergencies as per Section 2:11.

Section 2:08

New members of Local Unions or members clearing in from another jurisdictional area will not be dispatched to a job for a period of

ninety (90) days unless Local Unions cannot supply the required manpower. The ninety (90) day waiting period will not apply to members whose home Local is 1325 or 2103 and who have not cleared or moved out of the jurisdiction for more than twelve (12) consecutive months.

Section 2:09

If a member has been dismissed from work or has been refused employment on three (3) occasions, he/she will be requested in writing to meet with the Trade Rules Committee to review the problem and the Trade Rule Committee may recommend that the member not be dispatched in that division until the problem is resolved.

Section 2:10

Any member laid off may be subject to recall by the same employer if he/she has not taken another dispatch slip and if he/she has worked in the territorial jurisdiction of the Regional Council for said employer immediately prior to lay-off. A recall will only be allowed for a period of 6 months following lay-off.

Section 2:11

Any specialty or emergency dispatching shall be at the discretion of the Executive Secretary or his/her designate. These actions shall be subject to Section 2:01 of these Dispatch Rules, and also the order of members registered on the dispatch board. Records will be kept for any specialty or emergency dispatching.

Section 2:12

All jobs requests and the days dispatching shall be listed on the recording and other electronic device as approved by Regional Council by 2:30 pm.

Section 2:13

All name hires and recalls shall be notified of their dispatch by phone, and/or other electronic means approved by Regional Council

as per Section 2:07.

Section 2:14

Where a member is working for a non-union employer and the Union certifies the employer, the member shall retain his name on the dispatch board for a period of one hundred eighty (180) days following the certification. After this time the member shall be removed from the dispatch board if still employed with the same employer

JOB STEWARDS

Section 3:01

The first journeyman member dispatched or transferred to the job shall be the interim Job Steward and shall notify the union office within three (3) working days that the job has started. As soon as numbers warrant (six (6) members working) the Union shall appoint a job steward. Said job steward shall be a journeyman member in good standing and shall receive adequate orientation to carry out their duties.

Section 3:02

The Job Steward shall be responsible to record events or occurrences on their job site on a daily basis. Monthly reports shall be on the form prescribed by the Union. In the case of an emergency the Job Steward shall report to the union office as soon as possible.

Section 3:03

Should any member have an accident or become sick or in any way become disabled on the job, the Job Steward shall see the member is properly taken care of and report to the union office as soon as possible. The Job Steward shall take care of the sick member's tools and personal effects.

Section 3:04

The Job Steward shall check all membership cards, dispatch slips and work permits issued by the Union and shall check same at least once a month. Should anyone fail to produce a membership card or work permit, he/she shall be told to present one at their next shift and if he/she fails to do so, the Job Steward shall notify the union office. All Job Stewards shall carry a Job Steward's report on which the Job Steward shall write his/her name and the names of all members and/or work permit holders (including year of apprentice status) on the job and the month their dues and/or assessments are paid. The job site shall be noted on this report.

Section 3:05

- (i) Remuneration for Job Stewards shall be one month's dues.
- (ii) To be eligible for remuneration, all Job Stewards must comply with the following conditions.
 - (a) Make an effort to attend regular membership meetings or meetings called In his/her area.
 - (b) Be a member in good standing.
 - (c) Submit monthly reports to the Union.
 - (d) Attend Job Stewards courses or programs.
 - (e) Failure to comply with the above A, B, C, or D said Steward may be removed as Steward.
- (iii) All skills upgrades within our trade shall have their cost entirely covered while a Steward is active and for one month following

Section 3:06

When a member reports to work at the site they shall, make every effort to immediately report to the Job Steward.

Section 3:07

Should any member refuse to show their membership card, work permit, or refuse to satisfy the Job Steward or Business Agent or his/her appointee, as to the wages and/or transportation, traveling time, room and board or any other payment, he/she may be receiving, or make any false statements regarding same, said member may, on recommendation of the Trade Rules Committee, be fined \$300.00 minimum up to what the Constitution and Laws of the United Brotherhood will allow.

Section 3:08

Any member using threatening or abusive language or behaviour and not cooperating with the job steward in performance of his/her duties will be in violation of the Trade Rules.

Section 3:09

Any member who is discriminated against as Job Steward shall immediately report to the Business Representative, who shall investigate the charge(s) and file a report with the Executive Secretary.

Section 3:10

General foreman and foreman shall assist all Job Stewards and not discriminate against them or be abusive to them for performing their duties. They shall also co-operate with the Business Representatives.

Section 3:11

All Job Stewards shall be provided with sufficient collective agreements, trade rules and bylaws to distribute to all members on the job site.

GENERAL

Work Stoppages

Section 4:0

- (i) Any member refusing to leave his/her job site when there is a legal work stoppage that is affecting the Union, or who returns to work during a legal work stoppage without permission from the Union shall be charged as per the Constitution and Laws of the United Brotherhood.
- (ii) Any member having been requested to appear before a Local Union Executive or the Regional Council and provided with thirty (30) days notice who does not appear without providing a bona fide reason may, on the recommendation of the Trade Rules Committee, be subject to a three hundred (\$300.00) dollar fine

Non-Union Work

Section 4:02

- (i) Any member working for a non-signatory employer may remain on the dispatch Board provided that he/she informs the Union every thirty (30) days of the location of the job site and the name of the employer the member is working for. The member must be available to assist any organizing effort undertaken by the Union in respect to the non-signatory employer.
- (ii) Any member who fails to inform the Union Organizing Department every thirty (30) days that they are working for a non-signatory employer may, on the recommendation of the Trade Rules Committee, be subject to charges and trial consistent with Section 51, 52, and 53 in the UBC's Constitution. Should the member be found guilty of the offence, the penalty shall be a three hundred (\$300.00) dollar fine.
- (iii) Any member who refuses to aid the Union on an organizing

attempt, coerces, intimidates or publicly speaks out against a Union organizing campaign, will be subject to charges as per the Constitution.

- (iv) When an application for certification fails, all members working for the employer may be subject to a special called meeting with the appropriate Local Union Executive or Regional Council to determine what if any action(s) should be taken.

Jurisdiction

Section 4:03

No member shall surrender any work included in the Constitution to any other craft. Disputes regarding jurisdiction shall be reported immediately to the Job Steward and/or the Business Representative.

Trade Rules Committee

Section 4:04

- (i) The Trade Rules Committee shall be comprised of six members appointed by the President of the Regional Council.
- (ii) If a dispatcher or member believes that another member has violated the Trade Rules, he/she shall file a written complaint with the Trade Rules Committee.
- (iii) The Trade Rules Committee shall investigate all complaints. If upon investigation the Committee concludes that the Trade Rules have been violated, the Committee shall make a report including a recommendation as to the appropriate penalty if no specific penalty is provided for in the Trade Rules.
- (iv) If the member does not accept the report and recommendation of the Committee, the member shall be charged pursuant to Section 51 and 52 of the Constitution.

Amendments

Section 4:05

All changes or proposed changes to the Trade Rules of this Regional Council will be as per Section 30 sub-section (c) of the Regional Council By-Laws and must be mutually agreed by the Local Union affected after voting by respective membership in the Local.

Approved December 9, 2020 by Frank Spencer, General Vice-President

