

Local 1325 Trade Rules and Bylaws

As of December 22, 2018 - please note formatting may not be accurate from print to web version and will be fixed accordingly.

**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

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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 and Northwest Territories 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.

BY-LAWS

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 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

- 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.
- 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 January, March, April, June, July, September, October 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 second Saturday of the month at 9:00 a.m. for the months of February, May, August and November. 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 industry targets; 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, 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;
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 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 coming 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.

(C) Any amendments and changes to these By-Laws shall be at a special called meeting to be held in the second quarter every three years. In special circumstances on the judgment of the Executive of the Local Union an emergency by-law change can be made outside the 3-year period. To have amendments and changes placed on to the special call meeting card, the member shall submit their amendments and changes to the Trade Rules and By-law Committee In the first quarter once every three years.

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) Violations of Section 44 (F) and Section 45 (K), (M), 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 a 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 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 35 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.