

## **Local 2103 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.*

# **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**

**301-10TH STREET N.W.**

**CALGARY, ALBERTA**

**T2N 1V5**

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

**E-mail: [Local2103@albertacarpenters.com](mailto:Local2103@albertacarpenters.com)**

Remember that every meeting night, things are done that you should know about; please make every effort to attend

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## **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.

1. All members whether elected or otherwise conduct themselves without prejudice to the race, colour, creed or gender of their fellow members.
2. 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.
3. 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.
4. 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.
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 2103, and consequently should put their best effort forward.
9. No member shall misrepresent their qualifications or abilities.
10. 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**

### **Section 1      NAME AND TITLE**

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.

## **Section 2      OBJECTS**

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.

## **Section 3      TERRITORIAL JURISDICTION**

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

## **Section 4      OFFICERS OF THE LOCAL**

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

## **Section 5      NOMINATIONS AND ELECTIONS**

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.

## **Section 6      DUTIES OF THE OFFICERS**

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.

## **Section 7      EXECUTIVE COMMITTEE**

(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 DUTIES OF TRUSTEES**

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

## **Section 9 COMMITTEES**

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. 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.

## **Section 10 INITIATION FEES**

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.

## **Section 11 MONTHLY DUES**

(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.

## **Section 12 MEETINGS**

(A) The regular meetings of this Local Union shall be held on the third Thursday of every month at 7:00 P.M. at 301-10 Street N.W., 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:

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 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;

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.

## **Section 13 OFFICERS BOND**

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.

## **Section 14 AFFILIATION WITH COUNCIL**

(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.

## **Section 15    CHARGES AND TRIALS**

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

## **Section 16    ORGANIZING**

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

## **Section 17 DISSOLUTION, LAPSE OR SUSPENSION OF LOCAL UNION**

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 LAWSUITS AGAINST THE LOCAL UNION**

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.

## **Section 19 AMENDMENTS TO BYLAWS**

(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.

## **Section 20 MISCELLANEOUS**

(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.

## **Section 21 SEVERABILITY**

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.

## **Section 22    OTHER**

(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.

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

As approved by