



High Performance/High Value

BYLAWS

of

**GLAZIERS,
ARCHITECTURAL METAL
& GLASS WORKERS
LOCAL UNION 767**

AFFILIATED WITH DISTRICT COUNCIL 16

Effective June 1st, 2021

BYLAWS

LOCAL UNION 767

Glaziers

Article I. BYLAWS

Section 1.01 These Bylaws are subordinate to the provisions of the International Constitution of the International Union of Painters and Allied Trades (hereinafter called the “International Union”) and the Bylaws of District Council 16. In the case of conflict between these Bylaws and the provisions of the International Constitution, the latter shall govern. In the case of conflict between these Bylaws and the District Council Bylaws, the latter shall govern.

Article II. NAME

Section 2.01 This organization, a subordinate body of the International Union and an affiliated Local Union of District Council 16, shall be known as Glaziers Local Union No.767.

Article III. JURISDICTION

Section 3.01 The territorial jurisdiction of this Local Union shall be as set forth in its Charter and as determined by the General Executive Board from time to time under Section 70 of the International Constitution, provided that the Local Union shall be guided within its jurisdiction by the directives of the District Council.

Article IV. OBJECTS

Section 4.01 The objects of this Local Union shall be as set forth in the Preamble, and Sections 2 and 165 of the International Constitution.

Article V. ELIGIBILITY FOR MEMBERSHIP

Section 5.01 Eligibility for membership in this Local Union shall be as set forth in the International Constitution and in policies adopted by the General Executive Board.

Article VI. OFFICERS

Section 6.01 Eligibility to hold office shall be as set forth in Sections 92 (b) and 210 of the International Constitution.

Section 6.02 Officers of this Local Union shall be as set forth in Section 185 of the International Constitution, and their duties shall be as set forth in the following sections of the International Constitution:

- (a) President: The duties of the President shall be as set forth in Sections 189-192.

- (b) Vice President: The duties of the Vice President shall be as set forth in Section 194.
- (c) Recording Secretary: The duties of the Recording Secretary shall be as set forth in Sections 195-197.
- (d) Financial Secretary: The duties of the Financial Secretary shall be as set forth in Sections 156 (d), 198-202 and 211(d).
- (e) Treasurer: The duties of the Treasurer shall be as set forth in Section 203.
- (f) Trustees: The duties of the Trustees shall be as set forth in Sections 204-207.
- (g) Warden: The duties of the Warden shall be set forth in Section 208.
- (h) Member At Large: Two (2) A Member at Large duties shall be to serve at the will of the membership and will be directed by the President to fill various positions as needed.
- (i) V.A.C Coordinator. An elected members or members, who shall serve to promote and coordinate participation in the Voluntary Activist Committee of District Council 16.

Section 6.03 When the District Council adopts the centralized Local Union dues, records and reporting plan outlined in Section 55 of the International Constitution, the following modifications will be in effect for dues collection, records, and reporting; and the Local Union officers' duties will be modified as outlined below.

- (a) Under the Dues Collection and Membership Reporting Plan adopted by Local Union 767 pursuant to Article XVI of the District Council 16 Bylaws, the Business Manager/Secretary-Treasurer of District Council 16 performs many of the functions of the Financial Secretary and Treasurer of Local Union 767. Therefore, the duties of the Financial Secretary and the Treasurer of Local Union 767 shall be as set forth in this Article.
- (b) Where the Financial Secretary receives dues payments from members (such as at Local Union meetings), he or she shall:
 - (i) Transmit such payments to the Business Manager/Secretary-Treasurer of District Council 16 within five (5) days,
 - (ii) Provide the member with a temporary receipt, a copy of which shall be transmitted to the Business Manager/Secretary-Treasurer with the payment and a copy of which shall be retained by the Financial Secretary. Such temporary receipt shall indicate only the amount of funds received and shall not indicate the member's standing or through which calendar month dues are paid.
- (c) The Financial Secretary shall retain copies of all reports and information received on a monthly basis from the Business Manager/Secretary-Treasurer of the District Council. At each membership meeting, the Financial Secretary shall deliver a report to the membership, which shall include the following information:
 - (i) The gross receipts of the Local Union in the prior month,
 - (ii) The net receipts of the Local Union, along with the amounts of all per capita deductions made by the Business Manager/Secretary-Treasurer of District Council 16 and any other deductions,

- (iii) The overall membership of the Local Union, with the gain or loss in membership in the prior month noted,
 - (iv) The number and names of members on application and those initiated,
 - (v) The number and names of members suspended and reinstated, and
 - (vi) The names and number of clearance cards deposited and issued.
- (d) The Treasurer shall retain copies of all reports and information received on a monthly basis from the Business Manager/Secretary-Treasurer of District Council 16. At each membership meeting, the Treasurer shall deliver a report to the membership, which report shall include the following information:
- (i) List all deposits made to the Local Union account, if any,
 - (ii) A copy of the Local Union cash disbursements journal, if applicable,
 - (iii) A list of all payments from the District Council made on behalf of the Local Union, from the funds collected by the District Council for the Local Union.
- (e) Notwithstanding anything to the contrary in this Article, the Financial Secretary, the Treasurer and all other Local Union officers shall comply with all provisions of the Plan, as amended from time to time by the General Secretary-Treasurer.
- (f) The Financial Secretary shall perform the Financial Secretary duties outline in Section 156 (d) and 211(d) of the General Constitution from information provided the Financial Secretary by the Business Manager/Secretary-Treasurer of the District Council.
- (g) The Local Union shall use the IUPAT Integrated Membership Systems (IMSe) computer systems or other system approved by the General Secretary-Treasurer for dues collection, member records, and member activity.

Article VII. DELEGATES

Section 7.01 All delegates (other than delegates to the General Convention and those serving as delegates to central bodies, which are appointed by BM/STs) shall be elected at the June elections in accordance with Article XI of these Bylaws.

Section 7.02 Members of Local Union 767 who become Business Representatives, or Organizers of District Council 16 shall be an automatic Delegate to: District Council 16, all conferences, conventions (except the IUPAT General Convention), state and local Central Labor Councils and Building and Construction Trades Councils.

Article VIII. EXECUTIVE BOARD

Section 8.01 The Executive Board of this Local Union shall be as set forth in Section 185(c) of the International Constitution.

Section 8.02 Duties of the Executive Board:

- (a) To enforce the laws of the Local Union between meetings.
- (b) To handle all matters delegated to the Executive Board by the members voting at regular or special called meetings.
- (c) To review all requests for donations, investigate the same and submit its findings and recommendations for membership action.
- (d) The Executive Board shall be vested with the authority of recommendation only, unless otherwise specifically authorized by the Local Union membership voting at a regular or special called meeting. However, in the period between meetings the Executive Board shall be authorized to act for the Local Union in cases of emergency, subject to review at the next regular meeting.
- (e) The Executive Board shall act as the Administrators' of the Member Benefit Fund.

Article IX. COMPENSATION OF OFFICERS DELEGATES AND COMMITTEE MEMBERS

Section 9.01 Officers:

- (a) Local 767 Officers and Executive Board Members at Large, shall receive a monthly stipend equal to the amount (on a check) of the "Over the Counter" dues paid in each month when attending the Local Union Executive Board. In addition, they shall receive the following for attending the Regular Monthly Membership Meeting:
 - (b) President: \$35.00 per Executive Board meeting attended (paid by check).
 - (c) Vice President: \$30.00 per Executive Board meeting attended (paid by check).
 - (d) Recording Secretary: \$35.00 per Executive Board meeting attended (paid by check).
 - (e) Financial Secretary: \$35.00 per Executive Board meeting attended (paid by check).
 - (f) Treasurer: \$30.00 per Executive Board meeting attended (paid by check).
 - (g) Trustees: \$25.00 per Executive Board meeting attended (paid by check).
 - (i) Trustees are not to receive any compensation until they have fulfilled their duties as outlined in Section 6.02(f).
 - (h) Warden: \$20.00 per Executive Board meeting attended (paid by check).
 - (i) At Large Executive Board Members: \$20.00 per Executive Board meeting attended (paid by check).
- (j) If an officer is a full time employee of District Council 16 they shall not receive any compensation for the office held.

- (k) V.A.C. Coordinator: \$20.00 per meeting and must report out at the regular Union Meeting (paid by check). \$60.00 when requested to attend a meeting by District Council 16 (paid by check). The V.A.C. Coordinators duties are to serve and promote DC16 Voluntary Activist Committee.(report out at meetings, promote community events and assist at V.A.C events).

Section 9.02 Delegates:

- (a) To District Council: \$60.00 per meeting attended (paid by check) for meal and travel (not applicable for Business Representative and Organizers).
- (b) To Conventions, Conferences, etc.: Delegates elected and or appointed by this Local Union to attend conventions, conferences, ext., shall in addition to lost wages (straight time) receive the actual cost of reasonable travel, reasonable hotel room and the amount of \$100.00 per day for expense money. All requests for reimbursements must be accompanied by original receipts. Under extenuating circumstances, additional daily expense may be granted by District Council 16.
- (c) To Central Bodies, \$20.00 per meeting attended (paid by check). This compensation is not applicable for full time District Council 16 salaried Business Representatives and Organizers.

Section 9.03 Committee Members:

- (a) Local Union Committee Members appointed by the President shall receive compensation in the amount of \$30.00 per meeting attended (paid by check). This compensation is not applicable for full time employees of District Council 16.
- (b) The Bylaw committee shall be appointed by the President and shall only be paid when Bylaws are the only item of discussion. This compensation is not applicable for full time salaried Businesses Representatives or Organizers of District Council 16.
- (c) The Election Committee shall consist of one (1) Judge and two (2) Tellers for the purpose of Contract Ratification, Wage Allocations, and Local Bylaws. These positions pay \$200.00 per meeting (paid by check) and must be in excess of 4 hrs. This compensation is not applicable for full time salaried Business Representatives or Organizers of District Council 16.

Article X. BONDS

Section 10.01 Officers of Local Unions shall be bonded in accordance with Sections 60(b) and (c) of the International Constitution and as required by law.

Article XI. ELECTIONS

Section 11.01 Elections shall be held under the procedures and provisions as set forth in Sections 209-212 of the International Constitution.

Section 11.02 The election of Local Union Officers and delegates to District Councils shall be held at the last meeting in June, and nominations for the same shall be held at the last meeting in May, as per Section 209(a) of the International Constitution. Delegates to the District Council shall be elected to a four (4) year term. Local Union officers shall be elected to a three (3) year term.

Section 11.03 Delegates to the General Conventions of the International shall be elected as set forth in Section 29 of the International Constitution.

Article XII. VACANCIES

Section 12.01 Vacancies occurring among the officers shall be filled in accordance with Sections 215 and 216 of the International Constitution.

Article XIII. DUES, FEES, AND ASSESSMENTS

Section 13.01 Dues:

(a) Dues shall be as follows:

- (i) All members (Regular/Apprentice/Industrial) shall pay monthly over-the-counter dues (regular dues) equivalent to the total of all per capita taxes approved and paid for by the District Council on behalf of each member for each month, rounded upwards to the nearest dollar. These amounts will be as follows:

Regular/Apprentice: \$35.00 per month

Industrial: \$24.00 per month

- (ii) Life Membership fees shall be in accordance with Section 99 of the International Constitution.
- (iii) Contractor members will pay the maximum allowable dues rate per Section 93 of the International Constitution or twice the amount of Regular over the counter dues, whichever is less.
- (iv) Dues shall increase by the amount of any increase in the per capita and Death Benefit payment due to the International Union; such amount shall be rounded up to the nearest dollar, and such increase shall be effective the date the increase in the payments due to the International Union becomes effective.
- (v) Quarterly dues payments are due on or before the 20th day of the first month of the quarter.
- (vi) January 2021 Per Capita Dues payments will be administered through the Member Portal on “pay my dues” www.dc16iupat.org, payments via check/money order may be mailed to DC16 2507 Livermore or through Authorized of fund in your crafts holiday/ vacation fund.

- (b) The dues payment required by sub-section (a) includes the Death Benefit payment called for by Sections 17(b) and 19 of the International Constitution and the Rules and Regulations of the International Union's Death Benefit Fund. Accordingly, members not covered by the Death Benefit Fund pursuant to the foregoing provisions (example: members who are 60 years of age or over when initiated; or Life Members working at the trade who elected non-participation) will be required to pay the dues specified in sub-section (a) less the current Death Benefit payment.
- (c) Quarterly working cards shall be obtained in accordance with Section 120 of the International Constitution.
- (d) Administrative Processing Fees: There shall be no initiation fees for membership in this Local Union. New members/candidates and apprentices shall be charged an Administrative Processing Fee in accordance with the provisions set forth in Sections 93 and 94 of the International Constitution.
- (e) All members shall be encouraged to make an effort to pay regular dues on an annual basis so as to avoid the potential of membership suspension due to failure to pay dues on a timely basis. This Local Union in accordance with Section 114 of the International Constitution shall establish procedures or programs that permit and encourage members to pay regular dues on an annual basis.

Section 13.02 Clearance Cards: Clearance Card fees and rules shall be as set forth in Sections 234-246 of the International Constitution.

Section 13.03 Assessments: Assessments can only be levied in accordance with Section 93 of the International Constitution

- (a) Any member who pays dues by check and a check is returned to the Union by the bank shall pay a handling fee of \$25.00 and thereafter, the member must pay the Local by cashier's check or money order.

Section 13.04 Funds:

- (a) International Union Death Benefit Fund. The International Union's Death Benefit Fund is governed by Sections 283-285 of the International Constitution, and the rules and regulations of the fund. Members should refer to the pamphlet "Rules and Regulations covering the Death Benefit Fund and the former Death and Disability Fund."
- (b) All monies due the International Union for per capita tax, Administrative Processing Fees or application fees, Death Benefit Fund payments, reinstatements, clearance card fees, life membership fees, and supplies shall be forwarded to the General Secretary-Treasurer immediately after the close of the month, along with required reports. Remittances must be made by express or post office money order, check or bank draft payable to the IUPAT.
- (c) Should a majority of the Trustees doubt the accuracy of any bill from the General Secretary-Treasurer, the Local Union shall pay the same under protest, and such protest shall be the first business taken up by the General Executive Board at their next meeting.

- (d) Each month the Local Union shall hold in its treasury, as a standing appropriation to be forwarded to the General Secretary-Treasurer, a sum equivalent to its monthly per capita tax, Death Benefit Fund obligations, IUPAT Local Union and District Council Pension Fund payments and all other payments that must be made to the International Union as required by Section 177 of the International Constitution. Such required payments shall be made prior to allowing other expenditures.
- (e) The funds and property of a Local Union may only be used for such purposes as are specified in the International Constitution, the District Council Bylaws, these Bylaws, and as approved by a majority of the Local Union members present at a meeting at which the question is presented. Recurring and fixed expenses may be authorized by a single vote of the membership. Local Union's shall not make any non-per capita tax expenditures in excess of \$5,000.00 without prior written approval of the District Council Business Manager/Secretary-Treasurer.
- (f) On no consideration shall money from the Local Union Treasury be loaned or donated to members (strike, lockout and regularly established sick benefits excepted), provided that the Local Union may levy an assessment upon the membership to provide funds to relieve distress among members totally disabled from earning a living on account of injuries or sickness incurred while working at the trade. Before any such assessment is levied,
 - (i) All members shall be notified by mail that the proposed assessment will be considered at the next meeting and,
 - (ii) The majority of members present and voting must approve the assessment in a secret ballot vote.
- (g) There is an established Death Benefit for Local 767 Members known as the Glaziers Local 767 Death Benefit. The fund shall provide a benefit in the amount of \$5000.00 for all members. Every Member by virtue of membership shall have the opportunity to be a contributor to the Glaziers Local 767 Death Benefit, therefor Local Union member shall be assessed yearly an amount equal to the current rate billed by the Insurance carrier. Other than the death benefit provided herein, no person shall accrue an interest in the assets of this assessment. In January of each year a communication will be sent to all members requesting payment for their Local's Death Benefit. The member will have until February 15th to pay the premium for that year. If a new member is enrolled that member will have to pay the pro-rated amount for the remaining months in that calendar year. In the event a member goes dropped she/he will be refunded the remaining amount for the calendar year. The member will make the premium payment to Local 767 by check or money order. In the event that the Death Benefit premium raises to above eight dollars (\$8.00) the members may opt out of the Death Benefit by voting at a special call meeting.
- (h) Bank account has been sent up for the sole purpose to collect, deposit and pay out for the Death Benefit Fund. Receipts will be generated through the IMSe System. The bank account is set up through United Labor Bank.
- (i) If the membership opts out of the Death Benefit there will be a payout for members who have contributed.

12 months to 5 years: Five hundred dollars (\$500.00).

5 years 1 day to 10 years: One thousand dollars (\$1000.00).

10 years 1 day to 15 years: Fifteen hundred dollars (\$1500.00).

15 years 1 day to 20 years: Two thousand dollars (\$2000.00).

20 years 1 day to 25 years: Twenty-five hundred dollars (\$2500.00).

25 years 1 day and over: Three thousand dollars (\$3000.00).

Gold members: Thirty-five hundred dollars (\$3500.00).

The amount of years will be calculated through the International Union of Painters and Allied Trades. The payout will go to the deceased members beneficiary that is listed on the beneficiary card on file at the Local.

- (j) Local 767 Benefit Fund is: Local Union Benefit and Defense Fund is established to aid members who may be locked out on strike, are in distress, who are sick/ disabled, provide local union apparel, donations to charities, fund holiday parties/ summer picnics and cover picket pay. The funds shall be governed by the following rules:
- (k) A Member taken sick, or becoming disabled and unable to work for a period of thirty (30) days or more, and upon written request by the member which includes a physician's report, when verified by the Business Representative, recommend to the Executive Board and approved by the membership shall have one month's dues paid by the Local Union. Only 3 months (one quarter) of dues assistance will be granted per calendar year. The dues will be paid to District Council 16 via a check for dues payment.
 - (i) Every working member of Local 767 Benefit Fund shall become eligible for the benefits from this fund. Members must have been in good standing for the previous 12 (twelve) months and be paid through the current quarter.
 - (ii) Twelve cents (\$0.12) of the Taxable Net Wage will be Allocated to Fund the Member Benefit Fund. (Production Workers, Combination Glaziers, Roll-Up-Door, Automatic Door, Journeymen Glaziers and Apprentices).
 - (iii) Meals for meeting will be paid from this fund (Executive Board, Special Call, Committee meeting, Orientation meetings, Regular meetings).
 - (iv) Dues Assistance will be paid through this fund.
 - (v) Pickett pay in the Amount of \$50.00 per day as well as strike pay in the amount of \$50.00 per day will be paid through this fund.
 - (vi) The Strike Committee will have the Authority to stop Strike Payments if funds run low.
 - (vii) Local 767 membership will still approve expense at the regular local meeting with the approval of the Executive Boards recommendation.
 - (viii) A member who contributed to this fund shall not be deemed to have any vested interest in the benefits payable under this fund. A member shall only be entitled to benefits per the eligibility rules and only to the extent there are assets in this fund to pay benefits.

Article XIV. MEETINGS

Section 14.01 Regular Meetings: The regular meetings of this Local Union shall be held on a monthly basis on the second Tuesday at 7111 Governors Circle Sacramento CA, 95823. Meetings will be called to order promptly at 5:00 P.M. The Executive Board may change the date, time, or place of a regular meeting with 15 days' notice to all members.

Section 14.02 Special Meetings: Special meetings of this Local Union may be called by the President as he or she deems necessary. Special meetings shall also be called as required by Section 191 of the International Constitution.

Section 14.03 Quorum: A quorum for a membership meeting shall consist of seven (7) members, provided that five (5) members shall constitute a quorum if the Local Union's membership is fewer than twenty-five (25) members.

Section 14.04 Members' Rights: Members in attendance at meetings shall have the right to express their views, arguments or opinions upon any business properly presented before the meeting, subject to these Bylaws and the rules and regulations adopted by the Local Union pertaining to the conduct of meetings, but no member in exercising such rights shall evade or avoid his or her responsibility to the organization as an institution or engage in or advocate any conduct that would interfere in the Local Union's performance of its legal or contractual obligations, or conduct him or herself in an unruly, or boisterous manner.

Section 14.05 Recording Devices: No member shall be permitted to use recording devices during any portion of any meeting in the Local Union.

Section 14.06 Local 767's Executive Board will meet on the 2nd Tuesday of each month at 4:00 P.M. at 7111 Governors Circle Sacramento CA. 95823. A quorum for this meeting shall be five (5) members of the Executive Board.

Section 14.07 To address states of emergency there may be times for the need of remote/virtual meetings to conduct essential business. Modes of said meetings must be approved by The BMST of the District Council.

Article XV. COMMITTEES

Section 15.01 There shall be a standing Bylaws Committee whose duties and functions shall be as set forth in Section 169(b) of the International Constitution. Committees shall be appointed by the President and in accordance with Section 191 of the International Constitution. The President shall appoint from among the members of Local 767 the following Committees:

- (a) Local 767 Membership Events Committee – the Events Committee shall plan, organize and conduct the Local 767 Annual Picnic, Christmas Party/Dinner and Community Outreach.
- (b) Local 767 Investment Committee – The Executive Board of Local 767 shall serve on this committee.
- (c) Any future Committee formed and voted in by the membership of Local 767.
- (d) Local 767 shall have a Strike Committee.

- (e) Election Committee to conduct elections.

Article XVI. CONTRACTORS

Section 16.01 An employer is one who, in relation to any corporation, company, partnership, firm or other business entity, is a substantial owner, partner, officer, director, incorporator, managerial employee, supervisor (as defined by the National Labor Relations Act or Provincial law) or in a permanent, policy-making position.

Section 16.02 Eligibility

- (a) Employers shall be eligible for membership, but they must comply with the trade rules and working conditions of the locality in which the work is performed, must, insofar as is consistent with applicable federal and state, provincial and/or territorial laws, hire only members of this International Union, and must pay themselves and all their employees the wages and benefits established by the applicable area collective bargaining agreement.
- (b) No employer shall be eligible or permitted to hold office, serve on an executive board, act as delegate, vote on any question pertaining to hours, wages, benefits or conditions of employment, vote at elections of officers, delegates, or attend meetings at which contract proposals are discussed or voted on or at which the nomination or election is held for any elected position.

Article XVII. MEMBERSHIP

Section 17.01 An applicant is considered a member when the applicant meets all the requirements as set forth in the International Constitution.

Section 17.02 A member may lose his or her good standing in the organization by suspension or expulsion or other disqualification for membership, after appropriate proceedings consistent with the provisions of the International Constitution, or by non-payment of dues as provided in Sections 117-118 of the International Constitution.

Section 17.03 A member who loses his or her good standing status because of his or her failure to pay dues or other obligations as required by the International Constitution and these Bylaws, but who has not been expelled from membership, may reinstate his or her good standing for the purpose of attending Local Union meetings and voting at elections, by paying all delinquent dues and other financial obligations prior to such meeting and election as provided in Section 119 of the International Constitution. Expelled members may be reinstated only in accordance with Section 272 of the International Constitution.

Section 17.04 Resignation from membership is governed by Section 121 of the International Constitution.

Section 17.05 Members' Responsibility:

- (a) Every member by virtue of membership in this Local Union is obligated to adhere to and follow the terms of these Bylaws, the District Council Bylaws and the International Constitution with respect to the members' rights, duties, privileges and immunities conferred by them and by statute. Each member shall faithfully carry out such duties and obligations and shall not interfere with the rights of other members.
- (b) Every member authorizes the District Council to act as his or her exclusive bargaining representative with full and exclusive power to execute agreements with his or her employer governing terms and conditions of employment and to act for the member and have final authority in presenting, processing and adjusting any grievance, difficulty or dispute arising under any collective bargaining agreement or out of the member's employment with such employer in such manner as it deems within its discretion to be in the best interests of the District Council. The District Council and its officers, and agents may decline to process any such grievance, complaint, difficulty or dispute, if in their sole discretion and judgment, such grievance, complaint or dispute lacks merit or that such action would not be in the best interests of the District Council.
- (c) No member shall interfere with the elected officers or representatives of the International Union, the District Council or this Local Union in the performance of their duties. Each member shall when requested, render such assistance and support in the performance of such duties as may be required by them, provided that this does not interfere with their individual rights as members. Each member shall adhere to the terms and conditions of pertinent collective bargaining agreements and shall refrain from any conduct that would interfere with the International Union, District Council or Local Union's performance of its legal or contractual obligations.
- (d) Every member shall be required to assist the International Union, the District Council and this Local Union, as well as their officers and representatives, by engaging in picketing, hand billing, salting and other organizing activities and attending education and training, as directed by the International Union, the District Council or the Local Union officers. No charges shall be filed or processed against any member for his or her decision to accept employment with an approved, targeted non-signatory employer for the purpose of organizing.
- (e) All new members of this Local Union shall attend a new member orientation class offered by the District Council within ninety (90) days of being initiated.

Article XVIII. GENERAL RULES

Section 18.01 The Members of this Local Union will observe and follow all work rules provided for in the Collective Bargaining Agreement, International Constitution, Local Union Bylaws and the District Council Bylaws.

Article XIX. CHARGES AND TRIALS

Section 19.01 All charges preferred by members of this Local Union shall be referred to the District Council Trial Board for disposition and shall be processed in accordance with the International Constitution.

Article XX. EXHAUSTION OF REMEDIES

Section 20.01 No member or officer shall resort to any court or agency until all forms of relief and avenues of appeal, as provided by the International Constitution, have been exhausted, unless otherwise provided by statutory law.

Article XXI. PROPERTY

Section 21.01 The funds and property of the Local Union shall be governed by Sections 179-181 of the International Constitution.

Section 21.02 No property of the Local Union, and no property in the possession, custody or control of this Local Union or any of its officers or employees, and no property held in trust, express or implied, which was created or established by this Local Union and whose primary purpose is to provide benefit for the members of the Local Union or their beneficiaries, shall be given, contributed or donated, either directly or indirectly, to aid or assist, or be expended in behalf of, any seceding, dual or antagonistic labor organization, nor to any Local Union which is in violation of the International Constitution.

Article XXII. AGENCY

Neither this Local Union, nor any of its officers or employees, has any power to make any representation, contract, or agreement, nor to incur any liability, which shall be binding upon the International Union without the written consent of the General President or his designee. Neither this Local Union, nor any of its officers or employees has been authorized or empowered to act as an agent of the International Union and shall not be deemed to be an agent of the International Union unless expressly authorized in writing by the General President or his designee to act in that capacity.

Article XXIII. AMENDMENTS

Section 23.01 Any amendment to these Bylaws shall be done in accordance with the procedure set forth in Section 169 of the International Constitution.

Article XXIV. STANDING RULES FOR UNION MEETINGS

Section 24.01 Rules for the conduct of Local Union meetings are contained in the “Order of Business for Local Unions” and in “Parliamentary Rules and Ritual” set forth in the International Constitution.

Article XXV. INTERNATIONAL UNION CONSTITUTION

Section 25.01 The Local Union acknowledges that the International Constitution supersedes any provisions of these Bylaws which are inconsistent with the Constitution. The Local Union further acknowledges that the Bylaws of the District Council shall govern and supersede these Bylaws to the extent that any provisions set forth herein are inconsistent with such Bylaws.

Article XXVI. SAVINGS CLAUSE

Section 26.01 The provisions of these Bylaws relating to the payment of dues, assessments, fines or penalties, shall not be construed as incorporating into any union-security contract those requirements for good standing membership which may be in violation of applicable law, nor shall they be construed as requiring any employer to violate any applicable law. However, all financial obligations imposed by or under the International Constitution, the District Council Bylaws and these Local Union Bylaws (and in conformity therewith) shall be legal obligations of the members upon whom imposed, and enforceable in a court of law.

Section 26.02 If any provision of these Bylaws shall be declared invalid or inoperative, by a competent authority of the executive, judicial or administrative branch of the federal or state government, the Local Union Executive Board, subject to approval of the Local Union, shall have the authority to suspend the operation of such provisions during the period of its invalidity and to substitute in its place and stead a provision which will meet the objections to its validity and which will be in accord with the intent and purpose of the invalid provision. If any article or section of these Bylaws should be held invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of these Bylaws or the application of such article or section to persons or circumstances other than those as to which it has been held invalid, shall not be affected thereby.