

**BY-LAWS
OF
LOCAL UNION NO. 29
OF THE
INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL,
ORNAMENTAL AND REINFORCING IRON WORKERS**

PREAMBLE

This organization shall be known as Local Union No. 29 of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. This Local Union is chartered by the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers and operates under the Constitution adopted by the International Association in Convention assembled. These By-Laws shall not be considered as superseding any provision of the Constitution of this International Association and any provision contained herein which may be in conflict with or a violation of any amendment to or revision hereinafter made in the Constitution of the International Association shall be considered null and void. The objects of this Local Union shall be:

- (a) Promote, by all proper means, the material and intellectual welfare of its members and their families.
- (b) Secure, by all legal and proper means, adequate wages, working conditions and opportunities of employment.
- (c) Encourage its members to register and vote in the interest of obtaining higher standards of citizenship and secure adequate legislation which will safeguard and promote the principles of free collective bargaining.

ARTICLE I

MEETINGS

Section 1. Regular Meetings.

(A) Regular meetings shall be held ten (10) or more times a year at intervals of not less than one (1) calendar month. Such regular meetings shall be held on the first Thursday of each month at 7:00 p.m. The days on which the regular meeting is held, as stated above, shall not be changed except by the adoption of an Amendment to these By-Laws, as provided for in Article XIV hereof. Only members of the Union who are in good standing (not more than one (1) month in arrears with payment of dues and/or assessments) shall be permitted to attend any meeting of this Local Union.

(B) The number of members constituting a quorum for regular meetings shall be as follows: When the number of members of the Local Union, in good standing, is 250 or less, ten percent of such number or 10 members (whichever is the greater) shall constitute a quorum. When there are more than 250 members in good standing, 25 members shall constitute a quorum. However, upon approval of the General Executive Board, the number of members necessary to constitute a quorum can be waived.

(C) The regular meeting shall be conducted in accordance with the applicable provisions of the International Constitution and the "Rules of Order" set forth therein, and the following additional Rules shall be enforced:

- (1) No member shall be admitted to the Local Union meeting hall during the opening exercises, the reading of the Minutes, or during Initiation of Candidates.
- (2) It shall be the responsibility of every member to refrain from any action which would interfere with the orderly conduct of the meeting of the Local Union and members who conduct themselves in a disorderly manner or who, while intoxicated, enter the meeting hall during a meeting, or who use indecent or profane language during a meeting, or otherwise cause a disturbance in a meeting, shall be requested to leave the meeting hall; and should such member refuse to leave, he shall be subject to charges in accordance with Article XXVI, Section 14 of the International Constitution. If found guilty, such member shall be fined not less than twenty-five dollars (\$25.00).

Section 2. Special Meetings.

Special Meetings may be called by the President or Executive Committee. Not less than fifteen (15) days notice of the date, hour, and purpose of the Special Meeting shall be mailed to each member at his last-known home address and no business shall be transacted at a Special Meeting except that for which the meeting is called. Special Meetings shall be approved by the General Executive Board of the International Association.

Section 3. Executive Committee Meetings.

The meetings of the Executive Committee shall be held in accordance with the provisions of Article XXVI, Section 11 of the International Constitution; however, Special Meetings of the Executive Committee shall be held when directed by the Local Union President.

Section 4. Examining Committee Meetings.

Examining Committee Meetings shall be held, when directed by the Local Union's President, to carry out the functions of the Examining Committee as provided in Article XXVI, Section 8 of the International Constitution.

Section 5. Satellite/Video Conference Meetings.

(A) Satellite meetings will be held in conjunction with the Local Union meetings in outlying areas over one hundred (100) miles from the Union hall. All meeting locations will be equipped with the appropriate video conferencing equipment to allow for communication between the officers and members at the main Union Hall and the sub-halls or other meeting locations.

(B) The Business Manager shall designate a Business Agent, Local Union Officer or a member of each sub-hall to open the hall or other meeting location on regular meeting nights.

(C) The President shall appoint a temporary Conductor/Sergeant-at-Arms at each sub-hall or other meeting location that uses video conferencing to serve as long as necessary. The temporary Conductor/Sergeant-at-Arms shall be required to check member's dues receipts.

(D) The President shall appoint a chairperson at each sub-hall or other meeting location whose duties will be to inform the President when a member at the sub-hall or other meeting location has a question during items of debate or motions on the floor. The chairperson will report to the President the results of sub-hall or other meeting location

voting.

(E) When a motion is made at any location which requires a vote of the membership, and if the majority result in the main hall and the majority result in the sub-halls or other meeting locations are not in agreement, a division of the house shall take place at all locations. The chairperson at each sub-hall or other meeting location will then report the vote count to the President.

(F) The President shall appoint the Judges of Election for any issues requiring a secret ballot vote.

(G) Nominations of Officers and/or Delegates to the International Convention and Judges of Election shall take place at the main union hall in accordance with the Local Union By-Laws and International Constitution.

(H) Election of Officers and/or Delegates to the International Convention shall be held at the main hall and sub-halls or other meeting locations in accordance with the procedures established by the General Executive Board of the International Association.

ARTICLE II

REVENUE

Section 1. Dues.

(A) The regular monthly dues for Journeyman members of this Local Union shall be thirty-four dollars and ninety cents (\$34.90) per month. 38.90

(B) The regular monthly dues for Apprentice members of this Local Union shall be one dollar (\$1.00) less than the Journeyman dues per month.

(C) All dues, assessments and fines are due and payable on the first day of each month and must be paid in full by the end of the same month in order for the member to be in continuous good standing.

(D) Only members who are in good standing (not more than one (1) month in arrears) shall be permitted to attend regular or Special Meetings.

(E) Questions concerning eligibility to hold office must be submitted to the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, whose decision shall be final and binding on the Local Union subject to the right to appeal pursuant to the provisions of the International Constitution.

(F) Working assessments shall be established by the Local Union in regular meeting, adhering to the provisions of the International Constitution.

- (1) The working assessments for all ironworkers working within the jurisdiction of this Local Union shall be two percent (2%) of the journeyman total package. The apprentice assessment will be in a manner consistent with the apprentice's total package.

(G) Effective July 1, 1996, Local Union No. 29 will establish a separate fund for the purpose of helping to finance a Pin Party. Effective January 1, 2002, the funding shall come from a total of two dollars (\$2.00) in addition to the monthly dues rate for all active members.

Section 2. Initiation and Reinstatement Fees.

The Initiation and Reinstatement Fees of this Local Union shall be as provided in the International Constitution.

Section 3. Change of Monthly Dues.

(A) The monthly dues, as provided for herein, shall not be changed except by the adoption of written Resolution, which must be read at three (3) consecutive meetings of the Local Union, and if the Resolution receives a majority vote, by secret ballot, of all members present at the third consecutive meeting, and if such Resolution is approved by the General Executive Board of the International, such Resolution shall be considered an Amendment to these By-Laws. Not less than fifteen (15) days advance notice of the intent to vote on any such Resolution shall be mailed to each member at his last-known home address.

(B) When the action of the delegates in session at a regular convention of this International Association vote in a majority to adopt the motion to increase the International per capita tax and/or International assessments, then the monthly dues of this Local Union will automatically be increased the amount or amounts adopted by the convention delegates.

ARTICLE III

**NOMINATION - ELECTION - TERM OF OFFICE - INSTALLATION -
DUTIES - BONDING**

Section 1. Nominations.

(A) Officers of the Local Union shall be those enumerated and provided for in Article XXVI, Section 1 of the International Constitution. Only members who fulfill the eligibility requirements set forth in the International Constitution shall be eligible to be a candidate for any office in the Local Union, or serve as Judge of Election, or hold any office in the Local Union, or represent the Local Union as a Delegate to any affiliated body.

(B) Nomination of Officers shall be conducted during the first regular meeting held in the month of November once each three (3) years. Not less than fifteen (15) days advance notice of such nomination shall be mailed to each member at his last-known home address.

(C) Following the conclusion of the nomination of Officers, at least three (3) but not more than five (5) Judges of Election shall be elected, none of whom shall be a candidate for any office. Those elected as "Judges of Election" shall conduct the election in accordance with the provisions of Article XXVI, Section 15 of the International Constitution.

(D) Pursuant to Article XXVI, Section 15 of the International Constitution, a schedule containing the names and membership numbers of those nominated and the office for which nominated, as well as the names and membership numbers of those elected as "Judges of Election", shall be sent to the General Secretary of the International Association.

(E) Questions concerning eligibility to hold office must be submitted to the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, whose decision shall be final and binding on the Local Union subject to the right to appeal pursuant to the provisions of the International Constitution.

Section 2. Elections.

(A) Election of Officers shall be by secret ballot or legal voting machines and shall be conducted in accordance with the provisions of Article XXVI, Section 15 of the International Constitution. Such election shall be held on the day of the first regular meeting in the month of December during the hours from 10:30 a.m. to 8:00 p.m. and the polling place shall be located in the regular meeting hall or office of the Local Union.

(B) In case a "run-off election" is necessary, pursuant to the provisions of Article XXVI, Section 15 of the International Constitution, such election shall be conducted by secret

ballot or legal voting machines and shall be held at the time provided for in the International Constitution.

(C) Not less than fifteen (15) days prior to the election or run-off election of officers, notice of such election shall be mailed to each member at his last-known home address.

(D) The Ballots and all other records pertaining to elections shall be preserved by the Local Union for at least one (1) year.

(E) Within five (5) days following the election of officers, a copy of the ballot containing the number of votes cast for all candidates shall be sent to the General Secretary of the International Association.

(F) Holder of Honorary membership card has the right to vote on all matters of the Local Union, but shall not be eligible to hold any office.

Section 3. Term of Office - Installation - Duties - Bonding.

(A) All Officers shall be elected for a term of at least three (3) years, and each duly-elected Officer shall be obligated and assume the duties of such office during the first regular meeting immediately following the date the election is held. The installation of Officers shall be conducted by a Past President or an International Representative, if present - otherwise, the current President or Vice President shall officiate.

(B) The duties of the Local Union Officers shall be those as provided for in Article XXVI of the International Constitution.

- (1) The Financial Secretary-Treasurer-Business Manager shall direct Business Agents to help protect the work opportunities of Local Union No. 29's membership.
- (2) The Financial Secretary-Treasurer-Business Manager shall be a representative to all Oregon State, Washington State and AFL-CIO Conventions.
- (3) Two (2) Business Agents shall be elected by the membership and any additional Business Agents shall be hired by the Financial Secretary-Treasurer-Business Manager, should the coffers of Local Union No. 29's general fund be unable to sustain multiple Business Agents, the hired Business Agents will be laid off and the Local will be run by the Financial Secretary-Treasurer-Business Manager and the jurisdictional

area will be covered by the two (2) elected Business Agents.

(C) Each Officer and each employee of the Local Union whose duties require that such individual be bonded, shall be bonded in accordance with the provisions of Article XXI, Section 20 of the International Constitution.

Section 4. Delegates to Iron Workers' District Council.

Delegates to the Iron Workers' District Council with which the Local Union is affiliated shall be elected, by secret ballot or legal voting machines, at the regular election of Officers. The number of such Delegates shall be as provided for in the Constitution and By-Laws of such District Council, and one (1) of such Delegates shall, by virtue of his office, be the Financial Secretary-Treasurer-Business Manager of the Local Union.

Section 5. Trustees - Apprenticeship and Training Trust.

Trustees of the Oregon Employers and Ironworkers Apprenticeship and Training Trust shall be elected by secret ballot or legal voting machines at the regular election of officers. The number of such Trustees shall be provided in the current Labor Agreement, and one (1) of such Trustees shall, by virtue of his office, be the Financial Secretary-Treasurer-Business Manager of the Local Union.

ARTICLE IV

VACANCIES

Section 1.

(A) All official vacancies which may occur as a result of resignation, death or otherwise shall be filled by appointment, to be made by the President as provided for in Article XXVI, Section 2 of the International Constitution.

(B) Officers of the Local Union shall be required to attend at least one (1) regular meeting each month unless prevented by any of the following reasons:

- (1) On business of the Local Union or International Association.
- (2) Required to work by Employer.
- (3) Illness or injury to himself or a member of his immediately family, or death in the immediately family.

(C) Officer who fails to attend three (3) consecutive regular meetings must submit his resignation, in writing, unless such absence is due to any of the above-mentioned reasons, and charges for failure to properly discharge the duties of his office will be filed against any such officer who fails to submit his resignation in writing. Such charges will be filed and processed in accordance with the provisions of Article XXVI, Section 14 of the International Constitution and if such charges are sustained, the office in question shall be declared vacant, subject to the approval of the General Executive Board.

ARTICLE V

STEWARDS

Section 1.

A Steward, who is a member of this Local Union, must be placed on each job immediately with the beginning of such job, in accordance with Section 28 of the General Working Rules of the International Association.

Section 2.

All Ironworker employees, after signing up for employment, shall contact the job steward at the earliest opportunity during the first day of work.

Section 3.

Failure to comply with Section 1 above will be a violation of these By-Laws on the part of all members employed on such job, and appropriate action will be taken by the Local Union in accordance with the provisions of the International Constitution.

ARTICLE VI

**SALARIES, EXPENSES & OTHER
COMPENSATION OF OFFICERS AND/OR STEWARDS**

Section 1.

The Financial Secretary-Treasurer-Business Manager's salary shall be General Foreman's scale, plus two dollars (\$2.00) per hour and he shall receive the negotiated subsistence per day for expenses when out of town.

Section 2.

The Business Agent's salary shall be local General Foreman's scale and he shall receive the negotiated subsistence per day for expenses when out of town.

Section 3.

Delegates to the District Council shall receive Journeyman Ironworker scale and they shall receive thirty dollars (\$30.00) per day for expenses when out of town, plus travel expenses.

Section 4.

Delegates to other bodies shall receive Journeyman Ironworker scale and they shall receive thirty dollars (\$30.00) per day for expenses when out of town, plus travel expenses.

Section 5.

Local Union No. 29 will purchase and maintain automobiles for the Financial Secretary-Treasurer-Business Manager and Business Agents' use.

Section 6.

All other members who are called to grievance committees, etc. will be compensated at the Journeyman Ironworker scale and fifteen dollars (\$15.00) per day out of town expenses if called out of town, plus travel expenses.

Section 7.

The Local Union shall pay dues and working assessment for the President and Recording Secretary.

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ARTICLE VII

FINANCIAL REPORTS - FISCAL YEAR

Section 1. Financial Reports.

The Financial Secretary-Treasurer-Business Manager shall, during a regular meeting each month, inform the members present of the financial status of the Local Union. During a regular meeting held after completion of the audit report, the Financial Secretary-Treasurer-Business Manager shall inform the members present at such meeting of the financial status of the Local Union as reflected by the Auditor's report for the preceding twelve (12) months.

Section 2. Fiscal Year.

The fiscal year of the Local Union shall be from July 1 through the succeeding June 30.

ARTICLE VIII

DISBURSEMENT OF FUNDS

Section 1.

(A) The Financial Secretary-Treasurer-Business Manager shall be authorized to transfer monies electronically for the purpose of paying bills properly incurred by the Local Union. Monies due the Local Union may be received by electronic transfer. All electronic transfers shall be presented to the Local Union Trustees for review and presented during the regular meeting for approval.

(B) All disbursements of funds of this Local Union shall be made in accordance with the provisions of Article XXVI, Sections 4 and 5 of the International Constitution.

Section 2.

Memorial bibles and/or flower sprays shall be provided for deceased members. Appropriate floral sprays shall be ordered by the Financial Secretary-Treasurer-Business Manager.

Section 3. Death Benefit Fund.

Upon recommendation of the Executive Committee, Iron Workers Local No. 29 hereby establishes a Death Benefit Fund in the following manner:

(A) Local Union No. 29 shall transfer from its General Fund the amount of three thousand dollars (\$3,000.00) to the Death Benefit Fund and one dollar (\$1.00) per member per month from the regular monthly dues shall be deposited in this Fund until it reaches fifteen thousand dollars (\$15,000.00) and hereafter when death benefits are paid it shall be paid from said Death Benefit Fund and then automatically one dollar (\$1.00) per member per month from the regular monthly dues will be deposited in the Fund to reimburse same for death benefit withdrawn.

(B) In the event a number of our members lose their lives in connection with some serious wreck or disaster and there is not sufficient money in the Fund to pay all benefit claims, then the Executive Committee shall present to the membership a resolution requesting that they approve the borrowing from the General Fund the amount sufficient to pay the balance of claims due over the amount in the Death Benefit Fund.

(C) If the membership of Local Union No. 29 concur in the request of the Executive Committee to borrow said money then an automatic assessment of one dollar (\$1.00) per

member will be placed on the membership to reimburse the General Fund for the money borrowed by the Death Benefit Fund. It is also understood that the one dollar (\$1.00) per member per month as outlined in Paragraph (A) be deposited in the Death Benefit Fund until said Fund again reaches the amount of fifteen thousand dollars (\$15,000.00).

(D) Eligibility for participation in this Death Benefit Fund shall begin only as of date of obligation, date of deposit of withdrawal, or date of transfer into Local Union No. 29. For the purpose of determining death benefit rights, a member shall be considered in good standing at the time of death if at said time he is not in arrears for dues and assessments more than two (2) months in Local Union No. 29. Members who fail to pay dues and assessments within two (2) months from the calendar month for which such dues and assessments are payable shall thereafter be regarded as in good standing for purposes within the purview of this section only from the time when due payment is made of all arrearages. These provisions shall apply only for the purpose of determining death benefit rights.

(E) The amount of death benefit payable shall be determined by the duration of the member's continuous good standing [as provided in Paragraph (D)] and according to the following scale:

90 days and less than one year	\$400.00
One year and less than two years	\$500.00
Two years and less than three years	\$600.00
Three years and more	\$800.00

Double indemnity shall be paid in the event of accidental death. Such double indemnity to cover on-the-job accidents and include member en route to and from the job.

(F) Death benefits shall not be paid unless a claim is made therefor within sixty (60) days from date of death. Such benefits shall be payable to the widow of the member if living, and if deceased to his children or if he leaves neither widow nor children, then to his executor, administrator or otherwise legally designated personal representative.

(G) Death benefits shall be payable only after presentation of the deceased's membership card and death certificate of the attending physician. Any member who is over two (2) months in arrears at time of death shall not be eligible for benefits.

(H) It is understood by the membership of Local Union No. 29 that this death benefit is a local matter and therefore, the International Association is not responsible for any death benefit, other than that established in our International Constitution.

Section 4.

Local Union No. 29 shall pay two dollars and fifty cents (\$2.50) per month on dues of all members on International Pension.

ARTICLE IX

APPOINTMENT OF COMMITTEES

Section 1.

The President shall, in accordance with the provisions of Article XXVI, Section 2 of the International Constitution, appoint all Committees, and shall act as ex officio member of all such Committees.

ARTICLE X

CHARGES AND TRIALS

Section 1.

Charges against any member of this Local Union for violation of any of the provisions of these By-Laws or any provision of the International Constitution may be brought and processed in accordance with the provisions of Article XXVI, Section 14 of the International Constitution.

Section 2.

Any member who willfully destroys or defaces any Union property, including membership cards, bulletin boards or bulletins, shall be subject to charges in accordance with the provisions of Article XXVI, Section 14 of the International Constitution; and if found guilty, such member shall be fined not less than twenty-five dollars (\$25.00) and shall be charged with the cost of repair of such damages or replacement of damaged property.

Section 3.

No Ironworker will be permitted to furnish, supply or rent to an employer any equipment used in connection with ironworkers' work, such as welding machines, cutting torches, impact wrenches, power grinders, power drills, pick-up trucks, hoisting equipment, or other similar equipment in a category recognizably larger than conventional hand tools. Any ironworker found guilty under the provisions of this paragraph shall be fined not less than fifty dollars (\$50.00).

Section 4.

Should it come to the attention of the President or Executive Committee that any member of this Local Union has violated any of the provisions of these By-Laws or International Constitution and no charges have been preferred against such member, it shall be the duty of the President or Executive Committee to prefer charges and proceed in accordance with the provisions of Article XXVI, Section 14 of the International Constitution.

Section 5.

All charges shall be filed and trials shall be conducted strictly in accordance with the provisions of Article XXVI, Section 14 of the International Constitution.

Section 6.

Anyone taking a work order and not reporting to work shall be subject to charges by the Executive Committee and in accordance with Article XXVI, Section 14 of the International Constitution. If found guilty, such member will be fined not less than one hundred dollars (\$100.00).

Section 7. Standards of Excellence.

Any member who violates the provisions of the Ironworkers' Standards of Excellence shall be subject to charges in accordance with the provisions of Article XXVI, Section 14 of the International Constitution. If found guilty, such member may be fined for the first offense no less than one hundred dollars (\$100.00) or no more than one (1) day's pay including fringe benefits and working assessments.

ARTICLE XI

SAFETY

Section 1.

All Ironworkers working within the jurisdiction of Local Union No. 29 shall comply with all State and Federal Safety Laws and sanitary standards and all safety standards and provisions in the negotiated Agreement.

Section 2.

Violation or disregard of the above rules shall constitute a violation of these By-Laws and is punishable by penalties provided in the Constitution.

ARTICLE XII

MARKET RECOVERY PROGRAM

Section 1.

This Local Union shall create and exclusively finance a program to be known as the IRON WORKERS LOCAL UNION NO. 29 MARKET RECOVERY PROGRAM. This program will have as its sole purpose the promotion of the unionized construction industry within the jurisdiction of Local Union No. 29 by advertising, educational programs, productivity studies and related activities and particularly the financing of wage supplements to employees on targeted jobs.

Section 2.

The Program will be funded by one dollar (\$1.00) per hour to be paid by all employees working under the Collective Bargaining Agreement in the geographic jurisdiction of Local Union No. 29. The funds made available by this will be assigned to the Iron Workers Market Recovery Program.

Section 3.

The assets of the Program shall be maintained in a separate account designated as the Iron Workers Local Union No. 29 Market Recovery Program with two (2) signatures required: President and Financial Secretary-Treasurer-Business Manager.

Section 3.1

Market Recovery Funds **SHALL NOT** be disbursed to contractors on a per job or per application basis unless actual funds are available in the Local Union No. 29 Market Recovery Program Fund to cover such jobs or applications.

Section 4.

The Program shall be administered by the Financial Secretary-Treasurer-Business Manager, under the general supervision of the Executive Committee.

Section 5.

The Financial Secretary-Treasurer-Business Manager shall make a monthly report of the Program, including an accounting of its assets, to the Executive Committee and the

membership.

Section 6.

In the event that the Program is terminated by the Membership, the fifty cents (.50¢) per hour increase in the working assessment will immediately cease and a specific resolution relating to the liquidation of assets of the Program, including the possibility of a refund on some fair basis to the contributors, will depend upon the circumstances then existing and will be resolved by the Executive Committee with the membership's approval.

ARTICLE XIII

Section 1. Dispatch Hours.

Dispatch hours will be from 7:00 a.m. to 9:00 a.m. and 2:00 p.m. to 4:00 p.m.

Section 2. Picket Duty.

All members when called for picket duty within their geographical area, by alphabetical order, will be expected to perform picket duty for one (1) day regardless of their employment status. Failure to report for picket duty after the third contact will result in the member being levied a fifty dollar (\$50.00) assessment.

ARTICLE XIV

AMENDMENTS

Section 1.

These By-Laws may be amended as follows: All amendments must be presented, in writing, in the form of a Resolution and signed by the member or members submitting the amendment or amendments. The Resolution to amend must set forth, specifically, the revisions, additions, or deletions proposed, and shall be read at three (3) consecutive meetings of the Local Union. If the proposed amendment or amendments receive a majority vote of all members present at the third consecutive meeting, copies of such amendment or amendments, shall be forwarded to the General Secretary for presentation to the General Executive Board and shall not become effective unless or until approval of same has been received by the Local Union from the General Executive Board.

Section 2.

Any amendment presented to the membership of the Local Union which relates to financial matters must be voted on by secret ballot.

ARTICLE XV

EFFECTIVE DATE

These By-Laws, when approved by the General Executive Board of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, shall become effective immediately upon receipt of notification of such approval, and all previous By-Laws, if any, shall thereafter be considered null and void and shall have no further force or effect.

APPROVED BY THE GENERAL EXECUTIVE BOARD MAY 2, 2011.

AMENDED:

2/4/11 Article XII, Section 2

10/9/15 Article XIII, Section 1