

**BY-LAWS of**  
**The Chicago Journeymen Plumbers Local 130 U.A.**

**ARTICLE I**

**NAME AND TERRITORY**

Section 1. This Association shall be known as the Chicago Journeymen Plumbers' Local Union 130, of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, AFL-CIO. The Association shall be referred to herein as "Local Union."

Section 2. All Activities of the Local Union shall be conducted in accordance with the Constitution of the United Association (hereinafter referred to as "Constitution") and Local 130 By-Laws. All sections of the Constitution shall be considered as part of Local 130's By-laws and, therefore, binding on all members of this Local Union as though they were herein written.

Section 3. The Officers of this Local Union are as follows: one (1) Business Manager, one (1) Financial Secretary Treasurer, one (1) Recording Secretary, five (5) Business Representatives, President, Vice-President, and one (1) Inside Guard; an Executive Board of five (5) members, one of whom shall be the Vice-President, and who shall preside as chairman of the same; a Finance Committee of three (3) members; and an Examining Board of six (6) members

Section 4. The Standing Committees shall consist of: a Board of Trustees of seven (7) members; an Arbitration Board of four (4) members; and a Technical Engineer Advisory Board of three (3) members. Additional committees may be appointed by the Business Manager.

Section 5. The jurisdiction of Local Union 130 U.A. is as follows: Bureau, Cook, DeKalb, DuPage, Grundy, Iroquois, Kane, Kankakee, Kendall, Lake, LaSalle, McHenry, Putnam, Will, Counties and parts of Livingston, Marshall and Woodford Counties in the State of Illinois.

**ARTICLE II**

**ELIGIBLE TO MEMBERSHIP**

Section 1. To become eligible for membership an applicant must conform to the applicable sections of the Constitution - Sections 149, 150, 151, and 152.

Section 2. Members of the United Association presenting transfer cards shall be accepted in conformity with the provisions of the United Association Constitution.

**ARTICLE III**  
**DUTIES OF OFFICERS AND COMMITTEES**

**PRESIDENT**

Section 1. It shall be the duty of the President to preside at all general membership meetings of the Local Union, to preserve order and to enforce, protect, and maintain the Constitution and Local 130 By-Laws inviolate. He shall decide all questions raised at the general membership meetings of the Local Union pertaining to the Constitution and Local 130 By-Laws, and all points of order in accordance with the standard custom and Roberts' Rules of Order, Latest Revised Edition.

He shall confer with the Business Manager and Business Representatives before each general membership meeting of the Local Union to acquaint himself with pending reports for the meeting. He shall discipline members for infractions of the rules or for obstructing meetings, by ordering expulsion from the meeting hall instituting disciplinary proceedings under the Constitution, or both. He shall allow all appeals to his decision, and it shall be put in the regular form. He shall preside at all special meetings, which can only be ordered by the Business Manager.

**VICE-PRESIDENT**

Section 2. The Vice-President shall familiarize himself with the duties of the President and, in his absence, perform such duties and preside at all meetings when the President is not available. He shall assist in preserving order at the meetings. He shall examine the membership cards of all members when they present themselves for admittance to the meeting hall, and, if found in good standing, he shall give them the password and allow them to enter. He may also use any other lawful methods for the protection of the membership. He shall, by virtue of his office, become a member of the Executive Board, and shall act as Chairman of same.

**BUSINESS MANAGER**

Section 3. The Business Manager shall supervise the business affairs of the Local Union, instruct the Business Representatives in the performance of their duties, and assign them to the territory over which they shall have supervision, and require reports on all matters of importance connected therewith.

He shall keep informed on all matters pertaining to the industry in the territory over which the Local Union has jurisdiction together with the activities of contractors, architects, builders, owners, municipalities, counties, state and nation with a view toward keeping harmony in the industry.

He shall review all information available in connection with contemplated legislation affecting the industry, whether local, state, or national, and inform the Local Union of its significance, having in mind the interest of the membership and the industry in general. He shall confer with the Executive Board once a month on the general conditions prevailing. He shall appoint successors to fill any vacancies in Union officer positions for the remainder of their vacant terms. Subject to the concurrence of the Executive Board and President, the Business Manager is authorized and empowered to employ additional personnel as he deems necessary, their compensation to be determined by him. In employing such additional personnel, the Business Manager may establish titles for such personnel as are descriptive of the duties which such personnel are assigned by the Business Manager. The Business Manager, by virtue

of his office, shall be Chairman and a member of the Arbitration Committee, a member and/or delegate to all central labor bodies, and a trustee on any fringe benefit funds established through a collective bargaining agreement with the Union.

He shall, in the absence of the President and Vice-President at any regular meeting, appoint an Officer to act as temporary Chairman who shall perform the duties of the President at said meeting.

The Business Manager shall immediately after the signing of each of the Local Union's Collective Bargaining Agreements or supplementary wage provisions, forward a copy of each agreement or supplementary wage provision to the General Office of the United Association, so that the Local Union's negotiated wage rates can be filed with the appropriate Federal or State agency.

Section 4. Notwithstanding other provisions contained in the Local 130 By-Laws, the Business Manager is authorized to hire, appoint and terminate administrative staff. Notwithstanding other provisions contained in the Local 130 By-Laws, the Business Manager is authorized to adjust salaries of any administrative staff, whenever, in his judgment, salary inequities exist or economic facts and circumstances or the financial well-being of the Local Union warrant such action.

The Business Manager is further authorized, with the concurrence of the Executive Board, to hire Appointed Business Agents, Organizers, Political Director, Special Representative, and such other positions as may be authorized by the Business Manager and Executive Board. These Appointed Business Agents, Organizers, Political Director, Special Representative and other positions shall be known as "Full Time Appointed Officers" and shall have such duties as the Business Manager assigns. The Business Manager, with the concurrence of the Executive Board, is authorized to adjust the salaries of the Full Time Appointed Officers whenever, in his judgment, salary inequities exist or economic facts and circumstances or the financial well-being of the Local Union warrant such action.

Section 5. The Business Manager is authorized to execute Collective Bargaining Agreements whenever in his judgment a bargaining agreement is fair and in the best interest to the Local Union and its membership.

## FINANCIAL SECRETARY TREASURER

Section 6. The Financial Secretary Treasurer shall keep a correct account of the financial standing of all members of the Local Union, receipt and account for all monies received or disbursed by order of the Local Union. He shall, not later than 48 hours after the last day of the calendar month, forward to the General Secretary Treasurer such amounts as the Local Union is required to remit by the Constitution to the United Association from each member's monthly dues, from reinstatement fees from members suspended for late payment of dues, from fees upon the initial issuance of withdrawal cards, from reinstatement fees on depositing of current paid up withdrawal cards, from initiation fees, from fees for renewal of honorable withdrawal cards, and the sum total of all U.A. assessments. He shall keep a regular set of books showing the debit and credit account for each member of the Local Union. The Financial Secretary Treasurer shall record on the cash sheets the names of all members who have been initiated, reinitiated, and reinstated on the depositing of withdrawal cards, as well as the renewed withdrawal cards and transfer cards which have been accepted. It shall be the duty of the Financial Secretary Treasurer to obtain a surety bond for the Local Union so that every Officer, agent, representative, or employee of the Local Union who handles funds or other property of the Local Union shall be bonded as required by law. The Financial Secretary Treasurer shall forward a copy or certificate of the bond to the General Secretary

Treasurer. When his successor is duly qualified, he shall turn over all monies and property of the Local Union in his possession to said successor. The retiring Financial Secretary Treasurer's bond must hold good until his successor in office has been duly installed and his bond accepted by the Local Union. The premiums for said bonds are to be paid by the Local Union.

The Financial Secretary Treasurer shall require all members to affix their signatures upon the back of U.A. membership cards and on travel cards and transfer cards.

In all cases where permission has been granted a Local Union to make an appeal for financial aid, it shall be compulsory for the Financial Secretary Treasurer to make an official report of the contributions in the Official Journal.

The Financial Secretary Treasurer shall read the bills incurred by the Local Union between meetings of the Local Union to the general membership during each regular monthly meeting of the Local Union.

He shall report at each quarter all monies collected and paid out for authorized functions of the union and donations. He shall pay all bills against the Local Union. All bills must be approved by the majority of the Finance Committee and the members of the Local Union. He shall give the Finance Committee all the assistance they may require.

All interest on monies, bonds, investments, insurance and dividends are to be deposited in the name of Chicago Journeymen Plumbers' Local Union 130, U. A. All payments are to be made payable to Chicago Journeymen Plumbers' Local Union 130, U. A. All bills against the Local Union shall be paid by check. All checks drawn must be signed by any two of the following Officers:

Business Manager  
Financial Secretary Treasurer  
Recording Secretary

He shall, in conjunction with the Business Manager, the Finance Committee and the Executive Board, select a certified public accountant who shall render a financial statement of the affairs of the Local Union quarterly or bi-annually in each year. Such frequency shall occur as agreed upon by the Business Manager and Financial Secretary Treasurer.

In the absence of the Business Manager, the Financial Secretary Treasurer shall assume the responsibilities connected with running the daily affairs of the union. His decisions and actions shall be in accordance with the policies and directions of the Business Manager.

He shall also comply with his duties as set forth in the Constitution. His office hours shall be between the hours of 7:00 A.M. and 4:30 P.M.

## RECORDING SECRETARY

Section 7. It shall be the duty of the Recording Secretary to read at meetings all communications, papers, and documents of any description brought before this Local Union except for those reported by the Financial Secretary Treasurer or the Chairman of the Finance Committee. He shall keep an accurate account of the proceedings of each meeting in a proper book provided for such records, and shall report the same in minute form at the next regular or succeeding meeting for action by the Local Union. He

shall answer, as directed by the Business Manager, all communications addressed to the Local Union and keep a copy of same. He shall keep a copy of reports and communications of all committees, both standing and special, for future reference by the Local Union. He shall notify all candidates of their acceptance for membership and when to appear for initiation. He shall instruct all applicants for membership as to proper mode of procedure in order to comply with the laws set forth in Local 130's By-laws.

He shall attend all regular and special meetings of the Local Union and shall make preparation to conduct the Election of Officers at the time and in a manner set forth in these By-laws. He shall deliver all books, papers and other properties of the Local Union that may be in his possession or under his control to his successor in office, and shall comply with his duties as set forth in the Constitution. Immediately after the Election of Officers he shall forward to the General Secretary Treasurer the names and addresses of the Officers upon blanks furnished by the United Association and shall perform such other duties as may be required of him by the Local Union. All official correspondence to the United Association Journal shall be handled through the Recording Secretary. His office hours shall be between 7:00 A.M. and 4:30 P.M.

#### INSIDE GUARD

Section 8. The Inside Guard shall be the assistant to the Vice-President in preserving order at the entrance of the meeting hall. He shall see that none but members of the United Association or invited persons are admitted and he shall hold himself in readiness to obey all commands of the President and Vice-President in the strict performance of his duties. He shall also see to it that each member is in possession of his United Association membership card showing the current quarter's dues paid, or a pass from the office of the Financial Secretary Treasurer, and current password.

#### BUSINESS REPRESENTATIVES

Section 9. The Business Representatives shall canvass all shops and jobs in their territory and see that all are in possession of the current working card, and shall make note of non-union shops, if any, and the number of journeymen employed therein and shall report same to the Business Manager who shall use all honorable means to secure their application for membership in this Local Union. They shall see that all members live strictly up to the Constitution, Local 130 By-Laws, and other rules of this Local Union, and of the United Association. They shall cite any member committing violations before the Executive Board. They shall report all cases of distress of members in their territory with a view of granting such relief as it is within the power of the Local Union to grant. They shall keep an accurate account of each day's work. They shall endeavor at all times to keep the Local Union in harmonious relations with the employers by the prevention of strikes and disputes between employer and employee. They shall make note of all matters of importance and report same to the Business Manager and report the same at each regular meeting. Such report to be kept on file by the Recording Secretary with all the necessary information.

They shall be in their assigned territories between 7:00 A.M. and 5:00 P.M. daily, except as otherwise directed by the Business Manager. A Business Representative may also be assigned to duty on weekday evenings as well as weekends. They shall report to the office of the Business Manager weekly to review with him progress within his assigned territories.

#### EXECUTIVE BOARD

Section 10. The Executive Board, working in cooperation with the Business Manager, in the interval between meetings shall transact such business as may be referred to it by the Local Union, or their duly elected Local Union officers. They shall constitute a trial board to whom all violations and grievances shall be referred. They shall keep informed of the developments of the trade within the jurisdiction to protect it.

They shall keep an accurate account of the record of each meeting in a book provided for such records, and may report in full at each regular meeting of the Local Union and make such recommendations as in their judgment are necessary.

They shall perform such other duties as the Local Union may require and as further set forth in the Local 130's By-Laws.

Section 11. The Executive Board shall authorize a transfer from the General Fund to the Political Fund a sum per quarter per member approved by the membership; provided, however, that such transfers shall be made in such amounts not to exceed said sum as financial needs require as determined on a quarterly basis; provided further that such transfers shall be made from then current quarterly dues as soon as feasible after the collection of such quarterly dues and in no event later than the next quarter's payment of per capita dues to the United Association and before such monies are placed in an interest bearing account; provided further that such transfers shall be made exclusively from dues collections and shall not be drawn from investment income of the Local Union or from any other source.

#### FINANCE COMMITTEE

Section 12. The Local Union shall elect a Finance Committee whose duty it shall be to examine the accounts of the Financial Secretary Treasurer weekly. They shall examine the bank books and bank accounts and count all money in possession of the Financial Secretary Treasurer. They shall, if they deem it necessary, require a statement from the cashier of the bank and/or banks in which the Local Union's monies are deposited. The Finance Committee shall have the power to examine the accounts of the different Officers any time it deems it necessary to do so, and no Officer or member shall refuse to deliver to such Finance Committee any books, papers, stamps or other matter necessary for such examination, nor in any manner harass the Finance Committee in the discharge of their duties.

Section 13. The Financial Secretary Treasurer shall select a certified public accountant, who with the approval of the Business Manager, Finance Committee and Executive Board, shall be the Auditor of and examine the financial affairs of the Local Union. Such examinations shall be held quarterly or bi-annually each year and a report made to the Local Union, as soon thereafter as possible by the Chairman of the Finance Committee or a representative of the Auditor.

#### EXAMINING BOARD

Section 14. The Examining Board shall meet when directed by the Business Manager for the purpose of determining the qualification of applicants. If the report shows they are qualified and they have complied with Article VII of Local 130's By-laws, there shall be issued to them a special card known as an examination card, which shall be presented to the Examining Board for verification and notified when to appear for initiation.

## TRUSTEES

Section 15. The Board of Trustees shall comprise seven members consisting of the Business Manager, Financial Secretary Treasurer, Recording Secretary, President, Vice-President and two members to be elected by the Local Union. The Business Manager shall be the Chairman of the Board. No right, title or interest in or to any property, real or personal, shall vest in any individual Board member.

They shall be custodians of the building, all personal and real property and all other properties of the Local Union. However, all right, title and interest in any property ultimately remains vested in the Local Union and is subject to all obligations imposed upon the Local Union by the Constitution and external law.

## STANDING COMMITTEES

Section 16. Three (3) Business Representatives, directed by the Business Manager, shall serve on the Legislative Committee whose duty it shall be to investigate the various systems of work installed in their vicinity. It shall be the duty of said committee to try, by all possible and legitimate means, to elevate the standard of work done and report from time to time to the Business Manager such progress as may have been made towards perfect sanitation.

Section 17. The members of the Political Action Committee shall be appointed by the Business Manager.

## DELEGATES TO CENTRAL LABOR BODIES

Section 18A. Central Labor Bodies are defined as follows: The United Association Convention; The Illinois Pipe Trades Convention; Chicago-Cook County Building and Construction Trades Council; Chicago Federation of Labor and Industrial Union Council; and The Illinois State Federation of Labor and C.I.O.

Section 19. Delegates to said Central Labor Bodies, by virtue of their office, shall be:

The United Association Convention ó all weekly salaried elected Officers.

The Illinois Pipe Trades Association ó Business Manager, Financial Secretary Treasurer, Recording Secretary, elected Business Representatives, President, Vice-President and Inside Guard.

Chicago-Cook County Building and Construction Trades ó Business Manager, five (5) Business Representatives and two (2) Alternates.

Chicago Federation of Labor ó Business Manager, Financial Secretary Treasurer, Recording Secretary, elected Business Representatives, President and Vice-President.

Illinois State Federation of Labor and C.I.O. ó Business Manager, Financial Secretary Treasurer, Recording Secretary, President and Vice-President.

All other delegates shall be appointed by the Business Manager except those delegates to the United Association Convention who shall be elected in accordance with the provisions of the Constitution.

All delegates will attend the meetings of the Central Labor Bodies to which they have been assigned.

## **ARBITRATION COMMITTEE**

Section 20. The Arbitration Committee shall consist of four (4) members, which shall include the Business Manager, Financial Secretary Treasurer, Recording Secretary, and one (1) Business Representative.

## **ARTICLE IV**

### **SALARIES**

Section 1. No Union Officer's salary may be reduced in any fashion during his or her term.

The Business Manager and Financial Secretary shall receive a salary in an amount set by resolution of the Executive Board.

The Recording Secretary shall receive, as salary, an amount equal to that of a journeyman plumber, plus 65% of same. The salary is based on 2100 annual work hours.

The Business Representatives shall receive, as salary, an amount equal to that of a journeyman plumber, plus 50% of same. The salary is based on 2100 annual work hours.

The President shall receive, as salary, an amount equivalent to forty-five (45) hours per quarter at the building trades journeyman rate, as set forth in the current collective bargaining agreement between the Plumbing Contractors Association of Chicago and Cook County, plus \$50.00.

The Vice-President shall receive an amount equivalent to forty-five (45) hours per quarter at the building trades journeyman rate, plus \$25.00.

The Inside Guard shall receive an amount equivalent to forty-five (45) hours per quarter at the building trades journeyman rate.

Members of the Executive Board, Finance Committee, Examining Board, Board of Trustees and Technical Engineer Advisory Board who are not otherwise compensated by the Local Union shall receive an amount equivalent to forty-five (45) hours per quarter at the building trades journeyman rate.

## **ARTICLE V**

### **NOMINATIONS AND ELECTIONS**

Section 1. Nominations for the Election of Officers and elected Standing Committees shall be made from the floor at a regular meeting in the month of May.



Section 2. Nominations for the election of delegates to the United Association Convention shall be made in accordance with the Constitution.

Section 3. No member shall be nominated for or hold more than one elective office except that which is set forth in the Constitution.

Section 4. No member shall be eligible to be nominated for office unless he shall have been a member in good standing of the United Association and this Local Union for at least a period of two (2) years immediately prior to the date of election. Any member who owes or had paid a reinstatement within a period of two (2) years immediately prior to the date of election shall not be eligible to be nominated for office in this Local Union.

Section 5. The Recording Secretary shall, at least ten (10) days prior to the meeting at which nominations are to be received, give notice by mail to all members in good standing. This notice shall comply in all respects with Section 122 of the Constitution.

Section 6. The Election of Officers and Standing Committees shall take place at the regular meeting conducted in the month of June, and shall be a secret ballot, by the use of voting machines, which shall also be used in the election of delegates to the United Association Convention. Upon approval of the Business Manager and the Election Committee, voting may be held concurrently in Chicago, Joliet and Volo. Alternatively, Consistent with the U.A. Constitution, the Business Manager, with the consent of the Election Committee, may apply for use of a mail-in ballot for the Election of Officers and Standing Committees. The Election of Officers, Standing Committees, as well as delegates to the United Association Convention, shall be conducted in accordance with the Constitution.

Section 7. Prior to the nomination of the candidates for election of Union Officers and other elected positions, the President shall appoint an election committee which is authorized to issue and revise election rules, and to resolve disputes arising thereunder. The Election Committee shall be comprised of at least (3) individuals, (1) one of whom shall be the Judge of Election appointed by the business manager. The Election Committee shall select such tellers as may be necessary to run the election in all locations where voting may take place.

Section 8. No member shall be eligible to vote at any election of this Local Union unless he has been a member in good standing of this Local Union for a period of one (1) year immediately prior to the date of election. Any member who owes or has paid a reinstatement within a period of one (1) year immediately prior to the date of the election shall not be eligible to vote.

Section 9. The Recording Secretary shall, at least fifteen (15) days prior to the election, give notice by mail to all members in good standing. This notice shall comply in all respects with Section 122 of the Constitution.

Section 10. All Officers and members of Standing Committees shall hold office until their successors are duly installed.

Section 11. The Business Manager shall be elected for a period of three (3) years.

The Financial Secretary Treasurer shall be elected for a period of three (3) years.

The Recording Secretary shall be elected for a period of three (3) years.

The five (5) Business Representatives shall be elected for a period of three (3) years.

The President shall be elected for a period of three (3) years and shall act as ex-officio member of all special committees.

The Vice-President shall be elected for a period of three (3) years and shall act as chairman of the Executive Board.

The Inside Guard shall be elected for a period of three (3) years.

The Executive Board of four members shall be elected for a period of three (3) years.

The Finance Committee of three members shall be elected for a period of three (3) years.

The Examining Board of six members shall be elected for a period of three (3) years.

The Board of Trustees members shall be elected for a period of three (3) years.

Section 12. Any Officer who is absent for three consecutive meetings will be subject to discipline in accordance with the Section 127 of the Constitution.

Section 13. The newly elected Officers shall be installed at a regular meeting in July unless it is an uncontested election in which case the installation shall take place in June. If one or more newly elected Officers are absent, they shall be installed at the next regular meeting. If a newly elected officer fails to appear for a second consecutive meeting, they may be subject to discipline in accordance with Section 127 of the Constitution.

Section 14. Any member of Local 130 who enters business legitimately for himself, or who holds a financial interest in any business directly connected with the Plumbing Industry, shall not have the right to voice or vote or to take any part in the official affairs of the union until six months after the member has terminated his business or financial interest in any business directly connected with the Plumbing Industry.

Section 15. In the event of a vacancy in any Union officer position, the Business Manager shall appoint a replacement to serve for the remainder of the vacant term. In the event the Business Manager vacates his position before the completion of their term, the Business Manager shall appoint a successor to fill the position subject to the approval of the Local 130 Executive Board.

## **ARTICLE VI**

### **RECALL-REMOVAL OF OFFICERS**

Any Officer or member who unlawfully obtains, uses, or converts any of the Local Union's money or property for any purpose other than set forth in the Constitution or Local 130's By-laws shall be subject to prosecution in accordance with the Constitution.

## ARTICLE VII

### APPLICATIONS

Section 1. Any person applying for membership in this Local Union, who has complied with Article II of Local 130's By-laws and is of good moral character, shall make application on a card furnished by the Financial Secretary Treasurer for such use. In addition, an applicant must sign the applicable memorandum of understanding. Said application card and memorandum shall be delivered to the Business Manager, who, in turn, shall refer same to the Examining Board for disposition.

Section 2. Applications for membership in the Metal Trades Division shall be governed by applicable Sections of the Constitution.

Section 3. An applicant who has complied with the sections of this Article VII and is found eligible in accordance with Article II of Local 130's By-laws shall be so notified within six (6) days by the Financial Secretary Treasurer. He shall also be notified to forward to the Financial Secretary Treasurer the fee due the Local Union, which must be paid under the stipulations of the applicable memorandum, before he can be initiated. Should the applicant fail to pay said initiation fee in a timely manner, he may forfeit his application and all monies paid, unless given further time and consideration by the Board.

Section 4. An applicant, before he can be admitted as an apprentice in this Local Union, must agree to the following:

- A. That he will work at the trade with the intention of learning all phases of the plumbing and pipe fitting industry.
- B. Must be willing to combine classroom training with on-the-job training.
- C. Agrees further to study the apprenticeship training system of the United Association.
- D. Must have sound moral character.
- E. Must work the trade for at least five years before becoming eligible for certification as a journeyman as set forth in the Constitution. Initiation fee for apprentices shall be as set forth in the Constitution.

Section 5. Any member of this Local Union transferring his membership card or working card to any person may be fined in accordance with the Constitution. No Officers or member shall issue a working card or permit to any person not a member of this Local Union, except an applicant or a member paying back dues or fines. Any member of the United Association not complying with the laws as set forth in the United Association relative to traveling members and who is found working within the jurisdiction of this Local Union without reporting to the office of the Business Manager, shall be subject to discipline in accordance with the Constitution. All traveling members shall be referred to the Business Manager.

Section 6. Any journeyman plumber not possessing a valid plumber's license may be admitted in the Metal Trades Division until such time as he becomes licensed as a journeyman or apprentice. In addition,

the wage provisions of the current collective bargaining agreement establishing a lesser rate for non-licensed journeymen shall be enforced.

## **ARTICLE VIII**

### **TRIAL**

Trials shall be held in accordance with the Manual of Trial Procedures for hearing of charges against members by Local Unions, as revised from time to time by the United Association Constitution. Copies are available upon request at the Union Office.

## **ARTICLE IX**

### **SUSPENSION**

Section 1. A member owing over three months dues shall automatically be suspended from membership without notice of any kind. A suspended member is denied all rights and privileges and is not entitled to any monetary benefits.

Section 2. A suspended member becomes in good standing and his suspension is lifted by the payment of all back dues through the current month together with a reinstatement fee in the amount as prescribed by the Constitution. A suspended member must pay his back dues through the current month before his prescribed reinstatement fee can be paid. Upon payment of back dues through the current month and payment of the prescribed reinstatement fee, the member shall be entitled to attend local union meetings with voice and vote but must wait ninety (90) days from date of payment of prescribed reinstatement fee before being entitled to monetary benefits.

United Association and Local Union assessments, disciplinary assessments are payable before dues.

## **ARTICLE X**

### **REINSTATEMENT**

Section 1. Any member expelled from this Local Union for non-payment of assessments, dues or other indebtedness, may be reinstated upon the payment of the required initiation fee and his indebtedness to the Local Union as stated in Sections 159 and 160 of the Constitution.

Section 2. Any member expelled for cause shall be required to fulfill any conditions required by the UAØ General Executive Board prior to reinstatement as set forth in Section 204 and 205 of the Constitution.

## **ARTICLE XI**

### **RESIGNATION**

Section 1. Any member of this Local Union wishing to end his membership therein shall not receive an honorable withdrawal certificate until he has paid all his indebtedness to the Local Union up to the time of his application for such certificate.

Any Officer or any Committee Member resigning or leaving office shall return all property, papers, and reports to the Local Union, which he or they may have in their possession.

Section 2. Members holding honorable withdrawal cards who have not committed any act detrimental to this Local Union or any violation of the Constitution may be reinstated if they present a current paid up withdrawal card as prescribed by the Constitution. They will have a membership card issued to them. Said withdrawal card can be renewed before the expiration of a year from date of issuance or date of former renewal if within a year of payment of the renewal fee in the amount prescribed by the Constitution.

## **ARTICLE XII**

### **SUPERANNUATED MEMBERS**

Section 1. Any member of this Local Union, having been a member in good standing for a period of ten years continuously and who may become permanently incapacitated or unable to work at his trade or make a living at any other occupation, shall be exempt from dues and assessments in this Local Union. Any member, having been a member of the United Association for a period of fifty (50) or more years shall be exempt from dues and assessments in this Local Union.

## **ARTICLE XIII**

### **MEETINGS**

Section 1. The meeting of the Local Union, to be called to order promptly at 6 o'clock P.M., or such other time as may be stated in the written meeting notice, provided there is a quorum present. Twenty-five members, exclusive of the Business Manager, Financial Secretary Treasurer, Recording Secretary, President, Vice-President, and Inside Guard shall constitute a quorum for the legal transaction of business.

### **POWER OF PRESIDENT**

Section 2. This Local Union shall hold the President responsible for the proper conduct of each meeting. He is directed and empowered to exercise any and all powers and duties delegated to him by the Local 130 By-Laws.

## ARTICLE XIV

### FEES, ASSESSMENTS, AND DUES

Section 1. The initiation fee for admission in this Local Union shall not exceed an amount approved by the membership and may, with proper notice, be increased by a vote of the membership.

Initiation Fees effective 5/1/13: two hundred dollars (\$200.00) plus fifty dollars (\$50.00) processing fee. Total Fees (\$250.00).

New Member Dues: ninety dollars (\$90.00), payable upon initiation if before the 20<sup>th</sup> of the month; payable the following month if initiated on or after the 20<sup>th</sup> of the month.

Section 2. Reinitiation fee for expelled members will be the full initiation fee plus any disciplinary assessments that have been sanctioned by the General Executive Board or recorded at the U.A.Ø General Office that he may owe.

Section 3. The fee for reinstatement for a member expelled for non-payment of dues shall not exceed the sum as established by Section 159 of the Constitution.

Section 4. The fee for reinstatement of a suspended member shall be \$50.00 in addition to all back dues through the current month, or as otherwise specified in Section 158 of the Constitution.

Section 5. The members of this Local Union shall pay any dues or assessments required by the Local 130Ø By-laws or the Constitution on a monthly basis. All window dues, dues checkoff, and other deductions shall be as enumerated in Appendix A of these by-laws and approved by the membership from time to time.

Section 6. There shall be no assessment, increase of dues or any other tax levied upon the members of this Local Union without submitting such proposition in writing, to be read at and acted upon at a meeting of the membership. Every member of this Local Union shall be notified in writing of the object of such meeting at least one week in advance, stating the time, place, etc., that action will be taken thereon. Said proposition must be approved by a majority vote of the members present by secret ballot.

Section 7. Any voluntary check off authorization currently executed by each member shall encompass and include any dues assessments that are required by the Illinois Pipe Trades Advancement and Promotion Program (IPTAPP).

Any member, other than those on an Honorable Withdrawal, shall pay dues as established by the membership plus the monthly United Association Building Trades per capita tax, payable quarterly, or the minimum required by Section 130(a) of the Constitution, whichever is greater.

Section 8. No dues, assessments or other indebtedness shall be considered paid until the same has been entered on the Financial Secretary TreasurerØ book or as shown by cancelled stamps on the memberØ membership card.

Section 9. Any member who has a check returned for NSF (non-sufficient funds) may be required to make future payments to the Union by cash or money order.

## **ARTICLE XV**

### **CHANGE OF RESIDENCE**

All members shall notify the Financial Secretary Treasurer of any change of residence.

## **ARTICLE XVI**

### **LEGAL MONTHS**

The legal month begins with the regular meeting and ends with the opening of the regular meeting of the following month.

## **ARTICLE XVII**

### **CARDS**

Every member shall be in possession of the current Local 130 Membership card (Photo /Bar code).

## **ARTICLE XVIII**

### **DUTIES OF MEMBERS**

No member of this Local Union shall enter into negotiations with any organization, corporation, firm or individual for the purpose of contracting his labor for the installation of plumbing or enter into any agreement that will in any way affect the interest of this Local Union.

## **ARTICLE XIX**

### **BILLS PAYABLE**

Section 1. No money shall be paid or reimbursed to a member or any other person unless it complies with the Local Union's expense policy, then in effect. The Local Union's expense policy is incorporated by reference hereto.

Section 2. No money shall be loaned to any member or any other person for any purpose whatsoever.

Section 3. No member or Officer other than the Business Manager shall contract a debt in the name of the Local Union without first receiving the sanction of the Local Union. The Business Manager may make reasonable discretionary expenditures if they are in the ordinary course of business, and in the best interest of the Local Union. The Business Manager may make operating and emergency expenditure of any amount on behalf of the Local Union without prior approval. Any expenditures without prior approval must be presented to the membership at the next regular meeting.

## **ARTICLE XX**

## **POWER TO PASS RULES**

This Local Union may from time to time make such rules as it may deem necessary for the protection and benefit of its members by a two-thirds vote of the membership at any regular meeting. But they shall not conflict in any way with the Constitution or Local 130 By-Laws.

## **ARTICLE XXI**

### **DISCIPLINE**

It shall be the duty of each and every member to assist the Officers in the proper discharge of their duties. Any member divulging the proceedings of any of these meetings or any of the affairs of the Local Union to anyone not a member in a good standing may be fined the sum of one hundred dollars (\$100.00) for the first offense, and for the second offense, after being served with written specific charges, given a reasonable time to prepare his defense, afforded a full and fair hearing, and given a fair trial, if found guilty, may be suspended or expelled.

## **ARTICLE XXII**

### **STRIKES**

Section 1. No general strike shall be considered legal unless two-thirds of the membership of the Local Union vote favorably, by secret ballot, after all the members have been notified of the intended action at least two weeks prior to the holding thereof.

Section 2. No member of the Local Union wishing to go on strike will be allowed to vote upon application to strike unless he has been a member of this Local Union for six (6) months previous to the application being voted upon.

## **ARTICLE XXIII**

### **RECOMMENDATIONS**

That this Local Union through the United Association protests against the use of injunctions being injected into labor disputes, believing that by such action the liberties of the workers are abolished and believing also that the arm of the law was never intended to put shackles on the workers and deprive them of their constitutional rights, and also that we endorse any action taken by the A.F.L.-C.I.O. having for its object the removal of the same. And, further, that we disapprove and discourage our membership joining any organization, which may or could be engaged in the suppression of the worker and the organized labor movement.



## **ARTICLE XXIV**

### **UNJUST DISCRIMINATION OF MEMBERS**

No Officer or members of this Local Union shall discriminate against any member of the United Association because of race, color, creed, sex, sexual orientation, religion, national origin, marital status, mental or physical handicap or disability, military status, any other legally protected characteristic or trait, or affiliations with fraternal organizations. Any Officer or member found guilty of such discrimination shall be disciplined by either fine, suspension or expulsion from this Local Union.

## **ARTICLE XXV**

### **OFFICERS' MEETING**

It shall be the duty of the Officers and Committee Members to hold a meeting once every three months or as often as conditions make it necessary for the purpose of discussing suggestions and recommendations that will be a benefit to the organization and propositions for the welfare of the trade.

## **ARTICLE XXVI**

### **METHOD OF ALTERING AND AMENDING**

These By-Laws, or any portion thereof cannot be altered or amended except as hereinafter provided.

Any member or members desiring to alter or amend any part of these By-Laws, except as provided in Article XIV, shall present to the Local Union in written form changes desired to be made. The Business Manager shall immediately refer same to a committee who shall make an immediate investigation and report their findings to the Local Union. The alteration together with the recommendations shall be read at a meeting and action shall be taken thereon, provided that all members have received written notice of such action at least one week prior thereto; the adoption of the amendment shall have the sanction of three-fourths of the members present at the meeting.

## **ARTICLE XXVII**

### **DISSOLUTION**

Section 1. The funds or property of this Local Union may not be divided in any manner among the members, individually or collectively, but shall remain the property of this Local Union so long as seven members remain in affiliation with the Local Union, and so long as the Local Union maintains good standing and remains in affiliation with the United Association.

Section 2. Local Union funds derived from any source shall be held in the name of the Local Union and shall not be transferred or conveyed to any other person, body, committee or organization, whether incorporated or unincorporated, except that the Local Union may establish legal declarations of trust or appoint trustees to hold title to real estate for the benefit of the Local Union.

## **ARTICLE XXVIII**

### **INSURANCE LAW**

Death benefits will be paid to the designated beneficiaries of the members by the United Association in accordance with the provisions of the Constitution

## **ARTICLE XXIX**

### **SUPREMACY CLAUSE**

Any conflict between the By-Laws of this Local Union and any Federal, State or Municipal law or the Constitution and By-Laws of the United Association shall be resolved and controlled by said Federal, State or Municipal law or the Constitution of the United Association.

## **ARTICLE XXX**

### **SAVINGS CLAUSE**

In the event any provision of these Bylaws is declared invalid or inoperative in a court of competent jurisdiction, all other provisions of these By-laws shall remain in full force and effect, and the Local Union Executive Board shall have the Authority to suspend the invalid or inoperative provision and substitute in its place a provision which remedies the legal objections and accords with the original intent and purpose of the invalid provision.

Approved: February 13, 2018

Amended: April 10, 2018

## **Appendix A – Window Dues, Dues Checkoff and Other Authorized Deductions**

### **Window Dues**

- Active Members: \$32.00 per month.
- Retirees: \$15.00 per month

### **Dues Checkoff**

- 3.5% of your hourly wages, capped at a journeymen's hourly wage.

### **Target Fund**

- \$0.55 per hour for each hour worked.

### **Building Fund**

- \$0.25 per hour for each hour worked.

### **Voluntary Political Action Fund (optional)**

- \$0.10 per hour for each hour worked.