

**BY-LAWS
OF
LOCAL UNION NO. 60
OF THE
INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL,
ORNAMENTAL AND REINFORCING IRON WORKERS**

PREAMBLE

This organization shall be known as Local Union No. 60 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 the 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 second (2nd) Friday of each month at 8:00 pm. Regular meetings shall not be held in July and August. The day 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 XI 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 two hundred and fifty (250) or less, ten percent (10%) of such number or ten (10) members (whichever is greater) shall constitute a quorum. When there are more than two hundred and fifty (250) members in good standing, twenty-five (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.

The Executive committee may enact business between regular meetings; any urgent business will be discussed and acted on by the consent of the executive committee.

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.

ARTICLE II

REVENUE

Section 1. Dues.

(A) The regular monthly dues for Journeyman members of this Local Union shall be Twenty- Nine Dollars (\$29) per month. There shall be a \$2.00 per month credit for dues paid by the end of the same month they are due.

(B) The regular monthly dues for Apprentice members of this Local Union shall be Twenty-Eight Dollars and fifty cents (\$28.50) per month. There shall be a \$2.00 per month credit for dues paid by the end of the same month they are due.

(C) All dues, assessments and fines are due 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) The working assessment for all Journeyman and Apprentices shall be 5% of gross wages on all hours worked.

Out of the monies collected, ten (10) cents per hour will be as per capita to the New York State Ironworkers District Council. An additional two (2) cents per hour will fund the Local 60 Political Action Fund.

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

(F) Members who are on disability or compensation for an entire month shall be entitled free dues for that month, for a maximum of six (6) months.

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 a 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 April 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 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 second (2nd) Friday in the month of May during the hours from 12:00 noon to 9:00 PM 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 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) Only full paying dues member will be allowed to vote.

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

(A) All Officers shall be elected for a term of 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.

(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, 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 two (2) of such Delegates shall, by virtue of their office, be the Business Manager and President 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 immediate family, or death in the immediate family.

(C) Any 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 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.

ARTICLE VI

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

Section 1.

The Business Manager and Financial Secretary-Treasurer shall be paid a weekly salary of 40 regular hours and 10 overtime hours at General Foreman rate.

In addition, the Business Manager and Financial Secretary shall receive expenses in the amount of ten (10) times scale.

The Business Manager and Financial Secretary shall be allowed two (2) weeks vacation for each year at regular salary. Vacation time must be taken within the term of office.

Section 2.

The duties of the office of Business Manager and Financial-Treasurer shall be those out-lined in the International Constitution under Article XXVI, Section 4, 5, and 6.

By virtue of his office, he shall attend all conferences, meetings, conventions, and functions pertinent to the membership of this Local Union. He shall receive regular salary and expenses while attending such conferences, conventions, meetings, etc.

Section 3.

The Business Manager and Financial-Secretary is hereby authorized to employ personnel, in order to provide the Local Union with adequate and sufficient representation at all times, it being understood that such personnel shall be under the sole supervision of the Business Manager who is also empowered to terminate such employment when deemed advisable.

Section 4.

All Officers of the Local Union shall receive monthly dues, paid by the Local each month. This practice may be suspended by the recommendation of the Business Manager and Financial Secretary and with the approval of the Executive Committee.

Section 5.

Delegates to the Iron Workers District Council shall receive ten (10) times scale per day, as compensation to attend meetings required as a Delegate to the District Council.

ARTICLE VII

FINANCIAL REPORTS - FISCAL YEAR

Section 1. Financial Reports.

The Financial Secretary 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 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.

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.

The funds of this Local Union, having been raised for the protection, assistance and relief of its members shall be prudently dispensed. All requests for donations must first be submitted to the executive committee and only on their recommendation, be brought to the membership for consideration at the Local Union meeting.

Section 3.

Floral sprays shall be provided for deceased members. The cost shall be a reasonable charge and shall be ordered by the Financial Secretary.

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.

Section 2.

The President upon being sworn into office shall appoint a resolution committee, to review all resolutions.

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.

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 4.

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.

ARTICLE XI

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 presented to the resolution committee for recommendation. The recommendation will be presented at the next regular meeting, on a motion to accept, the resolution will 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 XII

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 on July 1, 2004.