

**BY-LAWS
OF
LOCAL UNION #16
OF THE
INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL
ORNAMENTAL AND REINFORCING IRON WORKERS**

PREAMBLE

This organization shall be known as Local Union No. 16 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 second Friday of each month at 8:00 PM. 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 XVI 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. Rules and regulations governing Union hall members shall be subject to rules posted.

- B. Forty (40) members in good standing shall constitute a quorum and all routine business transacted by them shall be legal. When a quorum is not present, the Executive Committee shall meet and transact necessary routine business. However, upon approval of the General Executive Board, the number of members necessary to constitute a quorum can be waived.

- C. When special matters of an important nature, such as wage proposals, etc., are to be voted on, the membership shall be given not less than fifteen (15) days notice of the subject matter and the time and place of the meeting, in order that a representative vote of the membership may be taken.

- D. 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 members shall be admitted to the Local Union meeting hall during the opening exercises, the reading of Minutes, or during Initiation of Candidates.

 - 2. A member may speak only once on a subject and only five (5) minutes at a time until all who wish have had the floor; nor will any member be allowed the floor more than twice except by consent of the body.

 - 3. 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).

4. Members shall be required to present current dues receipt to the Sergeant-at-Arms or Conductor for admittance to regular or special meetings.
5. All meetings of this Local Union shall be adjourned not later than 10:00 PM. If a motion is on the floor, it shall be called to vote before the meeting is adjourned. A majority vote of the membership present, officers excepted, shall be necessary to extend the meeting.

- E. 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.

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/her last-known 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.

- A. 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.
- B. The Executive Committee meetings shall be held on the second (2nd) Friday of every month.

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 and twenty five cents (\$29.25) per month.
- B. The regular monthly Dues for Apprentice members of this Local Union shall be ten cents (\$0.10) less than a Journeyman per month.
- C. The regular monthly Dues for honorary members and/or pensioners of this Local Union shall be in accordance with Convention action of the International Association and/or a resolution duly approved by the membership.
- D. 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.
- 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. When any Resolution is presented to increase the dues or working assessment, the Financial Secretary-Treasurer-Business Manager shall present to the membership of the Local Union at the time of submission of the Resolution, a detailed financial statement showing the necessity for such increase. The Financial Secretary-Treasurer-Business Manager shall post on the Local Union bulletin board a copy of the financial statement which was presented to the membership for their review.
- G. Any member who has been elected as an officer, delegate or trustee to the various Trust Funds shall, when he or she no longer meets the requirements of Article XXVI, Section 1, Paragraph 5 of the International Constitution, immediately resign and cease his or her responsibilities as an officer, delegate or trustee to the various Trust Funds and said vacancy shall be filled as provided in Article IV, Paragraph (A) of the By-Laws of Local Union #16 of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

SECTION 2. INITIATION, REINSTATEMENT & WITHDRAWAL CARD FEES.

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

SECTION 3. CHANGE OF MONTHLY DUES.

- A. The monthly dues and assessments, 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 then 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/her 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; provided, however, that there shall be one (1) office of Financial Secretary-Treasurer-Business Manager. 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. Nominations of Officers shall be conducted during the first regular meeting held in the month of May once each three (3) years. Not less than fifteen (15) days advance notice of such nomination shall be mailed to each member at his/her 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
- F. No member is eligible to hold office unless he/she has been a member of Local Union No. 16 in continuous good standing for at least twenty-four (24) months preceding the date of nomination and election.
- G. The various Trust Funds established between Local Union No. 16 and its signatory employers are as follows:
 - 1. Apprenticeship & Training Trustees (3)

2. Annuity Fund Trustees (2)
 3. Health and Welfare Trustees (3)
 4. Pension Fund Trustees (3)
- H. The President of Iron Workers and Glaziers Employers Association will have the right to appoint an equal number of Trustees from management to serve jointly with the number of Trustees elected by Local Union No. 16.
- I. The Financial Secretary-Treasurer-Business Manager, by virtue of his office, shall be a trustee on all funds of this Local Union.
- J. The Market Recovery Program Fund shall have three (3) Trustees elected by the membership. The Market Recovery Program Fund Trustees will report monthly to the membership the financial position of the Fund. The Trustees will meet once a month to review any and all financial documents, prepare a true and accurate accounting of the Fund, "Checks and Balances." A Market Recovery Program Fund Document shall be created to not only define the purpose and operation of the Fund, but also define the duties and responsibilities of the members either appointed or elected to the Fund.

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 third Saturday in the month of June during the hours from 10:00 AM to 7:00 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 in accordance with the provisions of the International Constitution.
- C. Six (6) voting machines shall be used for the election of Officers of the Local Union.
- D. 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/her last known address.
- E. The Ballots and all other records pertaining to elections shall be preserved by the Local union for at least one (1) year.

- F. 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.

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 Present shall officiate.
- B. The duties of the Local Union Officers shall be those as provided for in Article XXVI of the International Constitution, except that the offices of Financial Secretary, Treasurer and Business Manager shall be combined. It shall be expressly understood that if a conflict between the duties of the offices shall arise, priority shall be given to the duties of the Financial Secretary-Treasurer. The Financial Secretary-Treasurer-Business Manager shall be empowered to hire a clerk, as necessary for the efficient operation and maintenance of the Local Union Office and Building.
- 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.
- D. The Financial Secretary-Treasurer-Business Manager shall collect all dues, assessments, fines, etc., and shall make a report to the membership at the regular meeting each month.
- E. All members shall provide the Financial Secretary –Treasurer-Business Manager and Recording Secretary with their address, and, in case of change, shall notify the Secretary within two (2) weeks thereafter.
- F. The Executive Committee shall transact business referred to them by the Local Union and also deal with emergencies which arise between meetings and which must be dealt with before the Local Union can be convened. At such meeting of the Local Union, the Executive Committee must submit a report on all matters handled between Local Union meetings for approval and instructions from the Local Union.

SECTION 4. DELEGATES TO IRON WORKERS' DISTRICT COUNCIL.

- A. The number of such Delegates shall be provided for in the Constitution and By-Laws of such District Council. By virtue of their respective offices, such Delegates shall be the President, Financial Secretary-Treasurer-Business Manager, Assistant Business Agents of the Local Union and the remainder of Delegates to be appointed by the President.
- B. Delegates to the Baltimore Council of the AFL-CIO Unions shall be appointed by the new President immediately following his/her election to office.
- C. The Financial Secretary-Treasurer-Business Manager, by virtue of his/her office, shall be a Delegate to all meetings, conferences and conventions, with the exception of the Convention of the International Association.
- D. The President, Vice President, Financial Secretary-Treasurer-Business Manager and Recording Secretary, by virtue of their being elected to those offices, shall also serve as Directors of the Ironworkers Union Holding Company.

ARTICLE IV

VACANCIES

- 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/herself or a member of his/her immediate family, or death in the immediate family.

Any officer who fails to attend three (3) consecutive regular meetings must submit his/her 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 shall 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 by the Financial Secretary-Treasurer-Business Manager, in accordance with Section 28 of the General Working Rules of the International Association.

SECTION 2.

Stewards shall be required to attend at least one (1) regular meeting each month unless prevented from doing so in accordance with the provisions of Article IV, Paragraph (B) of these By-Laws.

ARTICLE VI

**SALARIES, EXPENSES & OTHER
COMPENSATION OF OFFICERS AND EMPLOYEES**

SECTION 1. PRESIDENT.

The President shall receive expenses of fifty dollars (\$50.00) per month.

SECTION 2. VICE PRESIDENT.

The Vice President shall receive free dues each month.

SECTION 3. FINANCIAL SECRETARY-TREASURER-BUSINESS MANAGER.

The Financial Secretary-Treasurer-Business Manager's salary shall be three dollars and three cents (\$3.03) per hour above the General Foreman's wages at forty-five (45) straight time hours per week. Fringe benefits will be paid on forty (40) hours per week, plus the sum of one hundred twenty-five dollars (\$125.00) per week for expenses, a credit card, an automobile and all subsequent increases negotiated for the membership of Local Union No. 16.

SECTION 4. RECORDING SECRETARY.

The Recording Secretary shall receive fifty dollars (\$50.00) per month.

SECTION 5. EXECUTIVE COMMITTEE

The members of the Executive Committee shall receive ten dollars (\$10.00) per month plus free dues each month.

SECTION 6. TRUSTEES.

The Trustees shall receive free dues each month.

SECTION 7. SERGEANT-AT-ARMS.

The Sergeant-at-Arms shall receive free dues each month.

SECTION 8. CONDUCTOR.

The Conductor shall receive free dues each month.

SECTION 9. ASSISTANT BUSINESS AGENT.

The Assistant Business Agent's salary shall be one dollar and seventy-eight cents (\$1.78) per hour above General Foreman's wages at forty-five (45) straight time hours per week. Fringe benefits will be paid on forty (40) hours per week, plus the sum of one hundred dollars (\$100.00) per week for expenses, a credit card, an automobile and all subsequent increases negotiated for the membership of Local Union No. 16.

SECTION 10. BLOOD BANK CO-CHAIRMAN.

The Blood Bank Co-Chairman shall receive free dues each month.

SECTION 11. SHOP STEWARDS.

Shop Stewards shall receive free dues if there are thirteen (13) or more members on the job and the job is at least one (1) month in duration. Dues to be paid on the third (3rd) Friday of each month.

SECTION 12. VACATION.

All Officers and employees with one (1) year or more of service shall receive (1) week's vacation with pay. Officers and employees with two (2) or more years of service shall receive two (2) week's vacation with pay. It will be mandatory for all Officers and employees to take said vacation.

SECTION 13.

When an Officer is not on the street or not performing the duties of his office due to illness or other reasons, he shall not be paid expenses for that period.

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 in the month of August, 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. Auditor's reports to be retained on file in the office.

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 not be loaned, donated or contributed in excess of five hundred dollars (\$500.00) for any other purpose, and then only by resolution presented, in writing, to the membership to be read at three (3) consecutive meetings and voted upon at the third and final reading.

SECTION 3.

Each full dues paying member will at the time of paying Union dues, pay fifty cents (\$0.50) per month for the Disabled Membership Fund, which is included in the regular Dues. The proceeds collected from this Fund will be used to pay the monthly Union dues for those members who are injured at the trade and are on Workmen's Compensation. The payment of Union dues for these members will be limited for up to fifteen (15) months. These payments will not be used to pay for the months in which any member may be delinquent in his dues at the time of injury. This Fund will be included in the General Fund, with separate accountability.

SECTION 4.

No money is to be paid out of the Treasury except for current bills unless authorized by the body in a regular meeting.

SECTION 5.

Floral sprays shall be provided for deceased members. The floral sprays shall be ordered by the Financial Secretary-Treasurer-Business Manager. Notice will also be placed in papers.

SECTION 6.

No individual members shall solicit the local membership for donations or contributions, or sell tickets for any purpose whatsoever in the name of this Local Union. Members are not, however, prohibited from soliciting donations or contributions as individuals, so long as such solicitation is not conducted in the name of the Local Union.

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.

By virtue of the position held by the Financial Secretary-Treasurer-Business Manager the exceptions to the above will be the Iron Workers Political Action League, where the Financial Secretary-Treasurer-Business Manager shall act as Chairman and will make all appointments.

SECTION 3. NEGOTIATING COMMITTEE

The Negotiating Committee shall consist of the Executive Committee and the Financial Secretary-Treasurer-Business Manager shall be the Chairman.

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 entering the Local Union office or premises while under the influence of intoxicating drinks, or who is accused of using indecent or profane language therein, or 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 no 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.

Any member entering the Local Union office, meeting hall, or premises carrying or using a concealed weapon shall be subject to charges in accordance with the provisions of Article XXVI, Section 14 of the International Constitution, and if found guilty shall be fined and suspended from attending Local Union meetings indefinitely at the discretion of the Executive Committee, subject to the approval of the General Executive Board.

SECTION 4.

The Financial Secretary-Treasurer-Business Manager is in charge of the day hall and is to be assisted by the Business Agent. No drinking, gambling or disorderly conduct shall be permitted in said hall at any time. Members failing to comply with the law shall be subject to charges in accordance with the provisions of Article XXVI, Section 14 of the International Constitution; and if found guilty, shall be fined not less than twenty-five dollars (\$25.00) for the first offense.

SECTION 5.

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 6.

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

MISCELLANEOUS

SECTION 1.

All members shall provide the Financial Secretary-Treasurer-Business Manager with their addresses and in case of change, shall notify the Secretary within two (2) weeks thereafter.

SECTION 2.

All applicants for membership in this Local Union for the classification of "JOURNEYMAN IRON WORKER" shall be required by the Examining Committee of the Local Union to pass the same examinations as apprentices at the time they graduate from apprentices to journeyman ironworkers, except when organizing.

SECTION 3.

- A. The Hall rules: All elected Officers shall be on the Hall Committee.
- B. Any member of Local Union No. 16 who is called to testify in court on behalf of the Local Union and must lose his wages for that period of time shall be reimbursed for same by the Local Union.

SECTION 4. HONORARY MEMBERS.

The holder of an honorary membership card shall not be eligible to hold any office or have the right to vote on any matter.

SECTION 5.

- A. The Financial Secretary-Treasurer-Business Manager shall have the authority to hire or dismiss Assistant Business Agents as he may deem necessary in order to efficiently carry out the business of the Local Union and maintain employment for the membership.
- B. When the Financial Secretary-Treasurer-Business Manager feels that additional help is needed in policing the territorial jurisdiction of Local Union No. 16, he shall receive general membership approval of the additional job or jobs; it being understood that the Financial Secretary-Treasurer-Business Manager shall appoint Assistant Representatives as needed on a temporary basis.

- C. The Financial Secretary-Treasurer-Business Manager shall also have the sole authority to hire, fire, or dismiss any secretarial and clerical help when it is necessary to do so.

SECTION 6.

No Iron Worker will be permitted to furnish, supply or rent to an Employer any equipment used in connection with Iron Worker's work, such as welding machines, cutting torches, impact wrenches, power grinders, power drills, pick-up trucks, hoisting equipment or other similar equipment.

SECTION 7.

- A. In accordance with the provisions of Article XIX, Section 14 of the International Constitution, all members of this Local Union who go contracting or who are not working or seeking work under a Local Union, District Council or International Agreement or who are not on layoff status under such an agreement, must take out a withdrawal card or be expelled from this Association, subject to the approval of the General Executive Board of the International Association.
- B. The Financial Secretary-Treasurer-Business Manager shall not accept Dues from those persons who are actively contracting. In the case of Dues having been paid in advance, such Dues shall be refunded promptly.
- C. The President of the Local Union shall prohibit the participation of such persons in Union affairs including meetings, voting on financial matters, contracts and elections.

ARTICLE XII

MEMBERS SERVING ON PICKET LINES

SECTION 1.

Each member working in the territorial jurisdiction of Local Union No. 16 (or available for work) shall be equally obligated to serve on all picket lines in his proper order of dispatching.

SECTION 2.

Each member so obligated shall be selected in his alphabetical order from the Local Union Membership Roster.

SECTION 3.

Any member who fails to satisfy the requirements of this Article shall be subject to charges and trial, in accordance with the provisions of Article XXVI, Section 14 of the International Constitution and Local Union By-Laws and, if found guilty, may be fined up to one (1) day's pay at the rate of pay in effect at the time the offense is committed.

ARTICLE XIII

SALTING

SECTION 1.

The unemployed members shall report to the Financial Secretary-Treasurer-Business Manager of Local Union No. 16 for the purpose of assisting as needed in the organizing program.

SECTION 2.

The Financial Secretary-Treasurer-Business Manager of Local Union No. 16 shall maintain records of all members authorized to seek employment by nonsignatory employers including date(s) of authorization, date(s) of employment, and all other pertinent information.

SECTION 3.

Such members, when employed by nonsignatory employers, shall maintain their position(s) on the out-of-work list.

SECTION 4.

Such members, when employed by nonsignatory employers, shall promptly and diligently carry out their organizing assignments, and leave the employer or job immediately upon notification.

SECTION 5.

Any member accepting employment by a nonsignatory employer, except as authorized by this Article, shall be subject to charges and discipline as provided by our Constitution and By-Laws.

ARTICLE XIV

RESIGNATION OF MEMBERS

Any member of Iron Worker's Local Union No. 16 wishing to terminate his/her membership with the Local Union must do so by submitting a letter of resignation to the President of the Local Union by Certified Mail, Return Receipt Requested. This letter of resignation must specifically state the effective date of the resignation.

ARTICLE XV

MARKET RECOVERY PROGRAM

SECTION 1.

The Local Union will create and fund a program to be known as the Iron Worker's Local No. 16 Market Recovery Program, whereby a fund will be created consisting exclusively of this Local Union's money which will be used for the exclusive purpose of promoting the organized Iron Workers within the jurisdiction of Local Union No. 16 by such means as wage supplements or grants on certain jobs, organizing efforts and related activities.

SECTION 2.

The Program will be funded by the payment of a special assessment by all employees working under the Iron Worker's Local 16 Collective Bargaining Agreement (the "Agreement") effective April 1, 1992 or earlier if the pay increase as referenced in the Agreement is modified to become effective on an earlier date, in an amount equal to seventy-five cents (\$0.75) per hour **only on the first 40 hours per week** in which employees are paid wages. This special assessment shall be in addition to all working dues and assessments.

SECTION 3.

The assets of the Program shall be maintained in a separate account designated as the Iron Workers' Local No. 16 Market Recovery Program.

SECTION 4.

The Program shall be administered by the Financial Secretary-Treasurer-Business Manager and the Market Recovery Program Committee.

SECTION 5.

The Market Recovery Program Fund Trustees shall report monthly to the membership the financial position of the Fund. The Trustees shall meet once a month to review any and all financial documents, prepare a true and accurate account of the Fund, "CHECKS and BALANCES."

SECTION 6.

In the event the Program is terminated by mutual consent of the Market Recovery Program Trustees, Financial Secretary-Treasurer-Business Manager, Executive

Committee and the membership, the special assessment will immediately cease and all questions related to the liquidation of the 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, Financial Secretary-Treasurer-Business Manager and Market Recovery Program Committee Trustees with the approval of the membership.

SECTION 7.

There shall be a special assessment on each Union member in the amount of seventy-five (\$0.75) per hour for the first forty (40) hours worked and that said assessment shall become due and effective on April 1, 1992 or earlier if the Agreement is modified to provide for an earlier increase in wages.

SECTION 8.

Three (3) Trustees shall be elected at the regular election of Local Union Officers for the purpose of carrying out the plans and goals of the Market Recovery Program, under the direction and guidance of the Financial Secretary-Treasurer-Business Manager.

SECTION 9.

A Market Recovery Program Fund Document shall be created to not only define the purpose and operation of the Fund, but also define the duties and responsibilities of the members either appointed or elected to the Fund.

ARTICLE XVI

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. The Recording Secretary shall post a copy of the Amending Resolution on the bulletin board immediately after the first reading. The date of the final reading of such Resolution and when it will be voted on shall also be posted. The Financial Secretary-Treasurer-Business Manager should insure that the amending Resolution and other information remains posted on the bulletin board until after the Resolution to amend may be amended in accordance with the applicable sections of Robert's Rules of Order. 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 XVII

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.

Adopted during regular meeting held _____

PRESIDENT

RECORDING SECRETARY