

**The INTERNATIONAL UNION of OPERATING ENGINEERS
LOCALS 882, 882-B, and 882-H**



BY-LAWS

April 2005

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DECLARATION OF PRINCIPLES

Section 1

We, the members of the Operating Engineers, Local 882, 882-B and 882-H in order to solidify and perfect a more useful and beneficial Union, to strengthen our defenses and promote the welfare of our membership, have adopted the following principles and hereby resolve:

1. To organize all people working under our jurisdiction regardless of religion, race, creed, color, national origin, age or sex.
2. To protect and preserve the Union as an Institution and to perform its legal and contractual obligations.
3. To secure improved wages, hours, working conditions and other economic benefits through organization, negotiations and collective bargaining, legislation, education and other lawful methods.
4. To encourage educational advancement and training for members, officers and employees that we may fully participate in cultural, civic, fraternal educational, welfare, social and other activities which further the interest of this organization and its membership directly or indirectly;
5. To ensure that all rights, privileges and services of this Union are shared by all members equally as long as they remain in good standing with the Local Union and conform to the International Constitution, Local 882, 882B and 882H's By-Laws and Local 882, 882B and 882H's collective bargaining agreements and to ensure the right of every member to receive just and fair remuneration for his or her services so that he or she may have sufficient time for mental and physical relaxation;
6. To more closely cement the interests, objectives and relationship of the Operating Engineers, Local 882, 882B and 882H and the International Union of Operating Engineers, and to provide moral, financial or other assistance to other labour organizations or bodies having purpose and objectives in whole or in part similarly related to those of the organization;
7. To try by all means to promote harmonious relations with our employers, by exercising our utmost skills, due care and extreme diligence in the performance of our duties; and to advocate technological, scientific and legislative advancement in the industries where our members are employed;

- To manage the financial affairs of this Union so that the receipts, investments, property and other assets of this Union are used or otherwise expended to carry out the duties and to achieve the objectives set forth in these By-Laws and the International Constitution, and for such additional purposes and objects consistent therewith as will further the interest of this Union and its members, directly or indirectly;
- To support, strengthen and give leadership to the economic, social and traditional objectives of this Union, the International Union of Operating Engineers, and organized labour in general, bearing ever in mind the rich heritage handed down to us by our predecessors, being paid for by them with self-denial, diligent adherence to the Union traditions, even loss of life and limb, and our solemn duty to seek new, dynamic objectives to pass on to those who follow us. In the pursuit and attainment of the objectives set forth herein and to promote the best interest of our members we are determined to use every lawful method at our command. Thus, we have adopted the following By-Laws.

ARTICLE 1

Section 1 – Name and Jurisdiction

- This Local shall be known as Local 882, 882-B and 882-H of the International Union of Operating Engineers, AFL-CIO-CLC and is Chartered as a Stationary Local defined by the Constitution of the International Union of Operating Engineers in the Vancouver and New Westminster, British Columbia, Canada and vicinity.

ARTICLE 2 - Government of the Local

Section 1

The Local shall be governed by the following Officers: President, Vice-President, Recording-Corresponding-Secretary, Financial Secretary Treasurer, 3 Trustees, 3 Auditors, Conductor, Guard and Business Manager. All Officers are elected for four (4) years. The Table Officers of the Local shall be the Business Manager, President, Vice-President, Recording-Corresponding Secretary, Financial Secretary and Treasurer.

Section 2

- The government of the Local shall be carried on by the Executive Board under the direction of the membership, within the bounds of the International Union of Operating Engineers' Constitution and these By-Laws at its regular monthly meeting. The term of office for all members of the Executive Board shall be for a period of four (4) years, commencing on the second (2nd) of SEPTEMBER in any election year. The terms of the incumbent officers will cease when the newly elected officers are sworn in. Eligibility of members who wish to hold Executive or Elective Office is as defined in these By-Laws and in the Constitution.

Section 3

- The powers of the Executive Board shall be as contained in Article 14, Sub-Division 1, Section (d) of the Constitution as contained in these By-Laws and delegated to it from time to time by the Local at the regular business meetings.

Section 4

The Executive Board may finalize and enter into an agreement in respect to hours of work, wages, and working conditions, on the approval of the majority of the members directly concerned, and a quorum of the Executive Board.

Section 5

The Executive Board may arrange for the attendance of delegates to negotiations, and the Local may pay transportation, room and board for such delegates as the Board deems necessary. Responsibilities of loss of wages, time off and shift arrangements must be arranged by the delegate agreeing to attend negotiations.

ARTICLE 3

Election of Officers

Section 1: Eligibility

1. No member shall be eligible for election, be elected, nor hold office as Business Manager, unless he or she shall have remained continuously in good standing in the Local Union electing him or her for a period of two (2) years preceding the month of nominations, in addition to fulfilling the qualifications for other Local Union office.
2. No member shall be eligible for election, be elected, or hold office of President, Vice-President, Recording-Corresponding Secretary, Financial Secretary, Treasurer, Auditor, Trustee, Guard or Conductor unless he or she shall have remained continuously in good standing for not less than one (1) year preceding the month of

nominations in accordance with Article 14, Sub-Division1, Section (b) of the Constitution.

3. Remained for this purpose is defined as to continue unchanged.
4. Good standing for this purpose is defined as having dues paid at the Union Office within thirty (30) days after they have become due and payable on the first (1st) day of each month. Dues for any one (1) month shall be known as current dues for that month. No member whose dues have been withheld by his or her Employer for payment to the Local Union pursuant to his or her Employer for payment to the Local Union pursuant to his or her voluntary authorization provided for in a Collective Bargaining Agreement, or provided by the Local Law, shall be declared ineligible to vote or to be a candidate for office in the Local Union solely by reason of alleged delay in the payment of dues. It is the responsibility of any member intending to stand for election to ensure that dues and/or assessments are fully paid and that the member is in good standing as per the Constitution and By-Laws.
5. Any member who becomes an Employer or attains a permanent full-time position in a Management or Non-contract capacity, shall not be deemed eligible for election and/or hold office in the Local Union.
6. No member shall be eligible for election, be elected not hold office who has not during the year, and in the case of one seeking the office of Business Manger two (2) years, immediately prior to the month of nominations, been continuously employed at the trade, or who has not actively sought continuous employment at the trade. This restriction, however, shall not apply to any member employed by or working for a Local Union of the International Union, or who has been assigned by his or her Local Union or the International Union to perform work in furtherance of the interests of organized labour, in either case in a sufficiently time-consuming capacity so as to preclude meeting the requirement of continuous employment at the trade or active seeking of continuous employment at the trade or active seeking of continuous employment at the trade.

Section 2: Nominations

1. The nominations of candidates for elective office shall be held at the General Membership Meeting during the month of May preceding the election.
2. The terms of all Local Union officers shall be four (4) years and no member shall be eligible for election, be elected, nor hold office unless he or she shall have remained continuously in good standing in the Local Union electing him or her for one (1) year immediately preceding the last day of May in the election year. No member shall be eligible for election, be elected, nor hold office unless he or she shall have been member of the organization for two (2) years immediately prior to election nor unless he or she shall have also filed with the Recording-

Continued:

Corresponding Secretary of the Local Union within ten (10) days after having been notified in writing by the Recording-Corresponding Secretary of his or her nomination to the Local Union Office, a written acceptance of his or her nomination to office and, in addition, shall have been a regular in regular attendance at all regularly scheduled Local Union Member ship meeting, held after nomination and before elections, subject however to a reasonable excuse based upon good cause such as physical incapacity or death in the family. Within five (5) days after the nominations have been concluded, the Recording-Corresponding Secretary shall mail to each member nominated, at his or her las known home address, notice of his or her nomination and of the office to which he or she has been nominated and shall read or cause to be read the name of such nominee seeks election at each regularly scheduled Local Union Membership Meeting held after receipt of the nominee's written acceptance of nomination.

If no member fulfills the forgoing conditions of eligibility for a particular office, any member currently in good standing with the Local Union, and otherwise eligible, shall, upon being nominated, be eligible to be elected to, and to hold, that office.

In the event of the death, between nomination and the time of the last meeting preceding the election, of any constitutional officer, who has been nominated to the office in the forth-coming election, any member of the Local Union, who is otherwise eligible, shall be eligible to be nominated and upon his or her filing with the Recording-Corresponding Secretary his or her acceptance of such nomination shall be eligible to be elected and if elected, to hold the office to which the deceased officer has been nominated. If the death occurs after the last meeting preceding the election, nomination shall be effected by filing a statement of candidacy with the Recoding-Corresponding Secretary prior to the election, but in no event more than five (5) days, after the deceased officer's death.

3. The names of all candidates nominated and the office or offices for which they were nominated shall be filed with the Chairperson of the Election Committee by the Recording-Corresponding Secretary. Letters of notification of acceptance received by the Recording-Corresponding Secretary, in the envelopes marked "nominations" shall be opened in the presence of the Election Committee.

Section 3: Elections

1. The election shall be held during the month of August by mail referendum vote of the membership of Local 882, 882B and 882H under the supervision of the Election Committee with the assistance of a Chartered Accountant selected by the Executive Board.

2. Only eligible members whose correct address is registered at the Local Union Office shall have a vote on the election of Executive Board Members as of the regular closing of the Union office on or before the fifteenth (15th) day of June in an election year. It is the responsibility of the member to ensure the Local has their correct address on or before the fifteenth (15th) of June.
3. An Election Committee shall be struck from the membership in attendance at the May General Membership Meeting in an election year consisting of five (5) members and up to five (5) alternate members who do not intend to be candidates and are eligible to be candidates in the forthcoming election. Should any Election Committee Member or alternate resign as a Committee Member or alternate for any reason he or she shall be replaced by another member or alternate who shall be selected and appointed by the remaining Election Committee Members.

(i) The Executive Board, through the Recording-Corresponding Secretary, shall provide the newly elected members of the Election Committee with an outline of the procedures and duties of this Committee. The Election Committee shall have made available to them any minutes of previous Election Committee meetings along with the current By-laws of the Local Union.

4. The duties of the Election Committee shall be:
 - The Election Committee members at their first (1st) meeting shall elect a Chairperson and a Recording Secretary.
 - To rule on the eligibility of all candidates who have declared their intent to seek office, as required by the Constitution and By-Laws, immediately after June 1st of each election year and from time to time as warranted until the date of the election.
 - To notify promptly the Recording-Corresponding Secretary of the Local as to the disqualification of any candidate for office together with the reasons for such disqualification. The Recording-Corresponding Secretary of the Local shall immediately inform the disqualified candidate by registered mail of the ruling of the Election Committee.
 - To provide and designate a member to supervise the signing of an attendance record at meeting, of members who have been nominated or accepted nomination. Such person so designated shall be responsible to see that the attendance records are forwarded to the Election Committee.
 - To be responsible for the conduct of the election.

- The preparation of an alphabetical member's voting list of all eligible members on the official records of the Local Union as of June 15th of each election year together with the address as listed with the Local Union office.
- Cause the Chartered Accountant to prepare and print sufficient appropriate envelopes, ballots and return addressed stamped envelopes. The ballot listing the nominees, Local Union Business Manager first and all other officers next in the order in which they appear in Article 2, Section (1), of these By-Laws listing the nominees for each office in alphabetical order by their last name. To have printed also sufficient appropriate ballots listing the nominees for Executive Board members. To ensure that all the envelopes and return-addressed envelopes are returnable in the name of the Chartered Accountant and none of this material is to have the Local Union insignia printed on it.
- Cause the Chartered Accountant to rent a post office box in his or her name at a Post Office to which ballots shall be returned.
- Cause the Chartered Accountant to rent a post office box in his or her name at a Post Office to which non-delivered ballots shall be returned. Any such undelivered ballots shall be received by the Chartered Accountant who shall further attempt to deliver the ballot to the proper address of the member. The non-delivered ballot post office box shall be checked twice in the election month, fourteen (14) days after the mailing of the ballots with the last check to be no earlier than seven (7) days before the opening of the post office ballot box.
- Under the supervision of the Chartered Accountant shall coalesce and mail the ballots and return envelopes to the eligible voters not later than July 28th preceding the election, and to open the post office box shall be opened by the Chartered Accountant on the following day at the same time.
- The Chartered Accountant shall remove the returned ballots, count the same and certify the results in writing to the Election Committee.

The Election Committee shall be present at the counting of the ballots.

The Election Committee shall make certain that adequate safeguards are maintained as to protect the secrecy of the ballots.

- Upon written request for any eligible candidate for office, The Election Committee shall ensure fair and equitable distribution of any election campaign material, at the candidate's expense. The Election Committee shall determine and inform the candidates of limitations of campaign material and establish date for all such material to be submitted.

5. The Candidate for each office receiving the most votes shall, by the Election Committee, be declared elected and the installation of such Elected Officers shall take place during the month of September.
6. The Election Committee shall declare any persons who are out on withdrawal, suspended or not brought before the membership for acceptance as a member before the adjournment of the general business meeting in the month of June as ineligible to vote in the upcoming election.
7. The Election Committee shall declare any member whose required dues are not fully tendered as of the close of the union office on the first (1st) business day in the month of July in an election year as ineligible to vote in the upcoming election.
8. Each candidate shall have the right to an observer, who shall be a member in good standing in the Local Union and providing the member shall have been authorized in writing to be present at the counting of the ballots by the candidate. The observer may challenge the eligibility of any ballot and the ballots challenged shall be set aside by the candidate. The observer may challenge the eligibility of any ballot and the ballots challenged shall be set aside pending a determination as to their validity by the Election Committee.
9. All decisions of Candidacy, Election Records, Ballots, and Certificate of Chartered Accountant and other election material shall be preserved by the Recording-Secretary for a period of not less than one (1) year.
10. Any attempt to duplicate unlawfully any part or portion of the election machinery of the Local Union or any unlawful attempt to tamper with the legitimate election vote shall be deemed an offence contrary to the Election By-Laws and upon proper trial thereof as provided in Article 14 of the Constitution, shall upon conviction be subject to a penalty of a fine not to exceed one thousand dollars (\$1,000.00) or suspension from the Local Union for a period not exceeding five (5) years or a penalty including both.

11. Recount Procedure:

Should any candidate or candidates request a recount, they shall request such recount in writing to the Chairperson of the Election Committee with seven (7) days of the announcement of the result of the election. The Election Committee together with the Chartered Accountant shall within fourteen (14) days of receiving a request for a recount, cause a recount committee consisting of two (2) members of the Election Committee, one to be the Chairperson and one member in good standing to be appointed by each candidate involved in the office or offices in dispute; to conduct the recount under the supervision of the Chartered Accountant.

12. Election Protest

Any protest relating to the nominations and elections of officers must be made to the Local Union by registered mail within thirty (30) days after the election, setting forth in writing the specific for such protest. Any member making a timely protest may appeal the decision of the Local Union thereon to the General Executive Board and the General Convention in accordance with Article 17 of the Constitution.

ARTICLE 4

Meetings

1. The regular monthly Business Meetings shall be held the last Tuesday of each month at 7:00 pm at the Union Hall. Seven members (7) shall constitute a quorum.
2. The regular Executive Board Meeting shall be held during the week of the regular Business Meeting as five (5) members shall constitute a quorum, except in an election year the regular Executive Board Meeting shall be held on the second (2nd) of September. Should September second (2nd) fall on a Sunday or holiday then the meeting shall be held on the day following at the same time.
3. A roll call of Officers shall be held at each regular monthly Executive Board and Business Meeting and recorded in the minutes.
4. No member shall be allowed to leave meetings while in session except by permission of the chairperson.
5. "Special Meetings" may be called on the order the President, or by a majority of the following Officers: Vice-President, Recording-Corresponding Secretary, Financial Secretary and Treasurer or upon written request of one- third (1/3) of the members in good standing.
6. Roberts' Rules of order shall apply in procedures not covered by the Constitution or this Local's By-Laws.
7. The Executive Board may dispense with monthly meetings during a vacation period, not to exceed three (3) successive months in any calendar year. The General Meetings of July, August and December will be cancelled by exercising that option, provided however, that Section (e) shall apply as all times.
8. The Executive Board may act in cases of emergency, or extreme necessity as determined by a majority vote of the Executive Board. All such acts must be fully reported and explained to the next Regular Meeting, to whom the Executive Board in whole or in part shall be responsible.

9. Any group of members may request “authorization” to hold special meetings to discuss Union Business, under the Chairmanship of a Committee, Chairperson or Shop Steward. Minutes of these meetings must be read to the General Meetings. Motions or Resolutions submitted from these meetings will be seconded by an Officer so they may be brought to the floor for discussion. Legitimate itemized expenses incurred in convening these meetings may be ordered paid by the Executive board up to fifty dollars (\$50.00). Expenditures over fifty dollars (\$50.00) must be approved by the General Membership meeting.
10. No member under the influence of intoxicating liquor shall be admitted to the meeting hall.
11. The Chairperson shall have the power to exclude from the meeting, any member guilty of indecorum or unruly conduct. Any member so excluded may be subject to charges as per the Constitution.
12. No subjects, except as are strictly in the interests of labour and the welfare of the membership, shall be discussed at any meeting.
13. A motion shall not be subjected to debate until it has been seconded, recorded and stated to the Chairperson.
14. No member shall speak on any one question longer than five (5) minutes, not more than once, until everyone who desires has had an opportunity to speak.
15. No members shall be interrupted while speaking, except to call him or her to order, or for the purpose of explanation or information.

ARTICLE 5

Financial Structure

(a) The dues structure shall be as follows:

	Local 882	Local 882-B	Local 82-H
Application for Membership Fee	N/A	\$25.00	\$25.00
Initiation Fee	\$125.00	\$25.00	\$25.00
Organizational Initiation Fee (Where Majority Apply)	\$5.00	\$5.00	\$5.00

Monthly Dues are 2% of Gross or Minimum as per Article 10, Section 2 of the IUOE Constitution, whichever is greater.

ARTICLE 6

Revisions of By-Laws

Amendments to these By-law's must be presented to a General Business Meeting by written Notice of Motion and such notice shall be posted in the Local's office and entered in the Minutes sent to all Shop Stewards for discussion and vote at the next Regular Business Meeting.

ARTICLE 7

Referendum Vote

All items considered by the Executive Board to be a major concern will be referred to the General Membership by a Referendum Ballot.

ARTICLE 8

By-Laws

Nothing in these By-Laws shall be construed or applied in a manner that will conflict with the provisions of the International Union of Operating Engineers' Constitution.

ARTICLE 9

Duties of Members

Section 1

In addition to the duties required by the International Union Constitution and Ritual of the International Union, every member will be required to conform and abide by the hours, wages and conditions of employment provided for in all Collective Bargaining Agreements entered into by any employer with this Local Union or with the International Union. Any member found guilty of entering into an individual agreement or personal contract or agreement with his or her Employer, will be subject to disciplinary action.

Section 2

No member shall engage in conduct discreditable to the Organization, nor be guilty of any of the following acts:

1. Failing to support fully and abide by the referral procedure in use by the Local 882, 882B, 882H.
2. Use of narcotics or intoxicants on the job.
3. Willfully damaging machinery and equipment.
4. Leaving the job without giving due notification to the Union.
5. Members shall not espouse dual unionism or disaffiliation in the course of any meeting: shall not willfully engage in slander or libel where such slander or libel is contrary to the responsibility of every member toward the Organization as an institution or specifically interferes with the Organization's performance of its legal or contractual obligations; shall not be a party to any activity to secure the disestablishment of the Local Union as the Collective Bargaining Agent for any employee, or to interfere with its organizing efforts. No member shall be permitted at any assembly or meeting of other members to engage in any of the conduct herein described.
6. Refusing to abide by the lawful directives of the Business Manager or Business Representative.
7. Refusing to show proof of membership, when requested to do so by a Business Agent or Shop Steward.
8. Failing to report to Local Union concerning the employment on jobs of known non-Union members or members in bad standing.
9. Failing to immediately notify the Recording-Corresponding Secretary of any change in his or her current address.

Section 3

Any member found guilty of a violation of any of the Duties of Members set out in Section 2 above, will be subject to penalties in concordance to the Constitution and By-Laws.

Section 4

The Duties of Members set out in these By- Laws will be enforced according to the procedures set out in the Constitution governing trials and enforcement by Local Unions.

ARTICLE 10

Membership

Section 1: Qualification

1. In concordance with the provisions of the Constitution, any person may apply upon application, acceptance and initiation in the manner and form required in the International Union of Operating Engineers' Constitution, may become a member of Local 882, 882B, 882H as designated by the charters granted to the local. No person who is otherwise eligible under the qualifications fixed herein, but who is opposed to organized labour, shall be admitted to the membership. No person shall be denied membership on the basis of race, creed, colour, sex, religion, age or national origin.
2. No applicant for membership shall apply to or be accepted in the Local Union other than the one within the jurisdiction in which he or she is employed unless the Local union shall consent to his or her affiliation therewith.

Section 2 : Good Standing Required

1. No member shall be in good standing unless he or she has paid all current dues to the Local Union within thirty (30) days after they shall have become payable on the first (1st) day of each month. Dues for any one month shall be known as current dues for that month. No member whose dues have been withheld by his or her employer for payment to the Local Union, pursuant to his or her voluntary authorization provided for in a collective agreement, shall be declared ineligible to vote or be a candidate for office in the Local Union solely by reason of alleged delay or default in payment of dues. It is the responsibility of the member to ensure their dues and/or assessments are fully paid and the member is in good standing as per the Constitution and By-Laws.

Section 3: Membership Withdrawal

1. Members who cease to work within the jurisdiction of the Local and at their discretion wish to be non-active in the Local, shall apply for a Withdrawal Card. Failure to make application for a Withdrawal Card may result in the application penalties being applied in concordance with the International Union of Operating Engineers' Constitution and/or these By-Laws.

Section 4: Applicants for Membership

1. In cases of casual, temporary or student employment within the jurisdiction of the Local and upon application for membership and payment of the applicable fee and such applicant has not complied with the same requirements for admission generally applicable to members, such applicant may remain an applicant for membership for a period up to twelve (12) months.
2. All applicants for membership in Section 4 (a) above, shall while working within the jurisdiction of the Local, tender dues equivalent to the amount of regular dues paid by members of the Local.
3. Where any applicant for membership in Section 4 (a) above becomes employed on a regular basis within the jurisdiction of the Local, such applicant must comply with the requirements of initiation into the Local.

Section 5: Penalties for Members in Arrears

Members who have not tendered their current dues on or before the day such dues shall become due and payable may be removed from employment where valid collective agreements permit and any other penalties provided for under the Constitution and By-Laws.

Section 6: Membership Constitution and By-Laws Knowledge

Ignorance of the Constitution and By-Laws of the Local cannot be considered as an excuse in any case where the Constitution and/or By-Laws have been violated by a member or members of the Local. All new members shall be supplied with a current copy of the International Union of Operating Engineers' Constitution and By-Laws of this Local.

ARTICLE 11

Duties of Stewards

Section 1

It shall be the duty of the Steward:

1. To represent the unit of members by whom he or she has been appointed to act for in dealing with the management or their representatives in accordance with the contract governing the unit.
2. To act as contact person between the Union and said members.

Continued:

3. To extend and maintain Union membership.
4. To inform his or her unit of all the Union affairs.
5. To report important matters affecting his or her unit to the Local Union Executive.
6. To ensure that all members of his or her unit make prompt payment of their dues and to collect dues if so authorized by the Union.
7. To attend all Stewards meetings or ensure an alternate and represent his or her unit in all matters pertaining to the members of the unit.

Section 2

1. Any member who becomes an Employer, or attains a full-time position in a Management capacity, or non-contract capacity shall not be deemed eligible for the position of Steward.
2. Any member who is placed in a supervisory position within a unit and has the authority to evaluate a member or recommend disciplinary action against a member, shall not be deemed eligible for the position of Steward.

ARTICLE 12

Policy, Rules and Regulations

1. Affiliations:

This Union may affiliate with any Representative District Council Provincial Federation, National Congress of Labour, or Educational Bodies which has for its purpose the advancement of the Trade Union Movement

2. Committees:

The Local Executive Board shall establish such Committees as it may require except those provided for in the Constitution and shall delegate specific duties and powers to them. All Committees shall function under the direction of the Executive Board except those provided for in the Constitution and shall tender reports promptly to the Local Executive Board and Local Union and deliver all funds collected or held by them to the Financial Secretary and perform such other acts and in such manner as the local Executive Board may from time to time direct.

Expenses incurred by any Committees shall be paid in accordance with the provision of these By-Laws.

Sick Committee: A sum not exceeding that set by the Executive Board may be spent for comforts for any hospitalized member and upon the presentation of an itemized statement, be ordered paid by the Executive Board.

3. Contract Agreements:

Final drafts of any agreement shall have the formal approval of the members directly concerned, subject to Article 2, Section 4 of these By-Laws.

4. Job Placement:

1. Members wishing to be placed on the Job Placement List **MUST** notify the Local in **WRITING** of their wish to be placed on this list in the desired category.
2. Such notices **MUST** be received by the Local no later than the last day of the month. Notices received after this date shall be considered as applying to the next month, with the late members being placed at the end of the list. **MAILED NOTICES MUST BE RECEIVED NO LATER THAN THE LAST DAY OF THE MONTH. POST-DATED NOTICES WILL NOT BE ACCEPTED.**
3. A list of Units under agreement to the Local shall be available to all unemployed members at the Local's office to assist in their endeavors to secure employment in a Union Shop.
4. Members registered will be notified of job vacancies in rotation according to their seniority on the list and their availability to the dispatcher.

EXCEPT:

1. Where the employer requests certain qualifications.
2. When an employer requests the Local to furnish more than one applicant, then the Local will notify the required number of applicants according to their seniority on the list, (subject to (1) above).
3. Members accepting continuous employment will be at the bottom of the list if they wish to remain on the list.

5. Strike Procedure:

1. Any member of Local 882, 882-B, 882-H who is unemployed and refuses to go on the picket duty when requested by the Local, shall be struck from the job list for a

Continued:

period of thirty (30) days. He or she shall lose his or her seniority on the job list and he or she must register on the current date, when the term expires.

2. Any member who, for conscientious objection, does not wish to stand picket duty, shall inform the Local Office as soon as a strike is anticipated and make their services available to assist strike in other manners, as suggested by the Business Manager or Strike Committee. Suggestions manning telephone, communications or runner.
3. Any member refusing to strike for any reason, when his or her unit is called out, will be subject to alternate assignments or assessments according to the procedures set out in the Constitution governing trials and enforcement by the Local Unions.
4. When several units in the same industry are involved in a strike, only those which can shorten strike should be pulled. A strong and militant picket line should be formed around those units or units, made up from the units struck, volunteers from related units and unemployed members from the job list.
5. A Strike Committee shall be set up as follows:

1. The Strike Committee will be constituted as:

(i) A Chairperson and the remainder composed of at least two (2) striking members, or

(ii) a Strike Committee composed of at least three (3) striking members, or

(iii) upon the anticipation of a strike, a Strike Committee formed and composed of at least three (3) potential strikers.

2. The Strike Committee will act as directed by the Business Manager or designate to coordinate strike activities.
3. The Strike Committee will work together with the Business Manager, Business Representatives and office staff, making office staff available for contacts and strategy, public relations, etc.
4. The Strike Committee will be responsible for relaying information, deployment of pickets, seeking out volunteers, passing information to the members on the picket lines and keeping out-of-town members informed.
5. The Strike Committee will have the authority to direct striking members to appear at certain times and places to do picket or other "strike duties"; and

6. In the event no committee is set up, the Executive Board, as a whole, shall act as a Strike Committee.
7. In the event of a partial or semi-strike, the Strike Committee shall assess members who remain on the job a sum, on a percentage basis, to assist in financial aid to their fellow members on the picket lines. Such an assessment must be approved by majority vote by secret ballot of the membership in the striking unit.
8. Before any strike is called or a strike date set, the members involved MUST have approval of the Executive Board of the Local.
9. If any member makes a false statement to obtain Weekly Lockout or Strike Benefits or to increase their Benefits, that member will be fined not less than two hundred dollars (\$200.00) and be denied further benefits for the rest of the strike or lockout.

6. Duties of Officers and Executive Board:

1. All expense statements submitted by the Business Manager, Business Representative, Officers, Delegates or Committee Members shall be submitted to the Financial Committee consisting of Treasurer, Financial Secretary and three (3) Auditors, whose monthly report shall be approved by the Executive Officers present at the Executive Meeting.
2. The Treasurer shall read the condensed financial statement at all General Membership Meetings. In the event of his or her absence, another Officer shall assume these duties.
3. All newly elected Officers will be shown and explained the Local's bookkeeping system at a special meeting call for the purpose immediately after their installation; and the Trustees thereafter to examine the books and assets once per year.
4. The Executive Board and the Business Manager shall review the terms of the Local's Employment Contract covering any and all representatives, agents and assistants each year in the month of December.