

U.A. LOCAL 682 BI-LAWS

NOVEMBER 12, 2008

Article 1

- Sub-Section (A):** All members of the United Association working under the jurisdiction of Local Union 682 shall abide by the rules, by-laws and constitutions of the United Association and the provisions of the applicable collective agreement.
- Sub-Section (B):** Any member of the association working after regular working hours at this own trade on his own behalf or for others than his regular employer, shall be subject to disciplinary action.
- Sub-Section (C):** Regular meetings of Local Union 682 will be held on the second Wednesday of each month except July and August.
- Sub-Section (D):** The executive board of Local Union 682 will meet on the third Wednesday of every month at 8:00 p.m. or at a time mutually agreed by the board.
- Sub-Section (E):** All disciplinary actions, such as fines, suspensions, etc. against any members will be carried out in accordance with the provisions of the United Association Constitution.
- Sub-Section (F):** All bills paid shall be reviewed by the finance committee.
- Sub-Section (G):** At union meetings, the chairman shall have the power to expel from the meeting room, any member causing a disturbance and such member will be subject to disciplinary measures.

U.A. LOCAL 682 BI-LAWS

NOVEMBER 12, 2008

Article 2

- Sub-Section (A):** Any member of a committee or the executive board who fails to attend three (3) consecutive meetings without a just cause shall be dismissed from such committee or board.
- Sub-Section (B):** In cases of resignation, death or dismissals of any officers, the executive board and elected officers shall have the power to appoint other eligible members of Local Union 682 to fill the position for the unexpired term of office.
- Sub-Section (C):** The Business Manager shall sign all cheques issued by Local Union 682. If the President is unable to co-sign a cheque, the Vice-President shall be authorized to co-sign on his behalf.
- Sub-Section (D):** In the absence of the inside guard or the recording secretary, the chairman shall appoint another member of the Local Union 682 to fill the position at a meeting.
- Sub-Section (E):** Nominations for representation to the Building Trades Council shall be held during the Election of Local 682 Local Union Officers.
- The Business Manager and the President will automatically be representatives of Local 682.

Article 3

- Sub-Section (A):** Job stewards and officers shall receive a per diem of \$ 50.00 per month for meeting expenses. Officers on travel card are not eligible for this per diem.
- Sub-Section (B):** When a steward is not requested to work overtime, he shall elect another member who is working overtime, to act on his behalf during the period.
- Sub-Section (C):** A copy of all referral slips should be presented to the job steward at the time of hiring and kept on record by said steward.
- Sub-Section (D):** If a job steward or shop steward fails to attend three (3) consecutive union meetings, he will be replaced as job steward or shop steward and his dues for the month missed in attending union meetings will not be reimbursed to him. In lieu of stewards not being in attendance at union for reasons of shift work and or job location, a report must be filled by phone or written notice no later than the previous day of said union meeting.

U.A. LOCAL 682 BI-LAWS
NOVEMBER 12, 2008

Article 4

- Sub-Section (A):** There shall be no solicitation of jobs by any member.
- Sub-Section (B):** No members will be hired on any jobs, without a referral from the Local Union Office.
- Sub-Section (C):** No member will be referred to a job unless his dues are paid for the current month.
- Sub-Section (D):** Members referred to a Job, shall sign a card authorizing the employer to deduct monthly dues through check off.
- Sub-Section (E):** Referral of members to Employers will be made from the out of work list and members seeking employment shall place on the out of work list by means of signing their name, date of layoff and hours accumulated with the last employer on the register at the Local Union Office on Monday of the week following being laid off between the hours of 9:00 am and 4:00
Sub-Section (D): If the Monday is a Statutory Holiday, the next business day shall apply.
- Members accepting a recall to work with an employer or those members returning to work within 60 calender days of being laid off, after meeting the minimum requirements to collect Employment Insurance, (currently 420 hours), including sanctioned work, be placed at the bottom of the out of work list when laid off.
- Sub-Section (F):** Any member who is away on a travel card shall retain his position on the out of work list, he shall pay full dues until such times as his travel card is returned to the home union office.
- Sub-Section (G):** Any member refusing work shall have his name placed at the end of the out of work list. Members on compensation or in the hospital will be exempted.
- Sub-Section (H):** Local 682 members accepting work above the rank of foreman and directly involved with the plumbing and pipefitting industry shall, after meeting the minimum requirements to collect Employment Insurance, (currently 420 hours), including sanctioned work, be placed at the bottom of the out of work list when laid off.
- Sub-Section (I):** Any member requested as general foreman or foreman shall have this position written on his referral slip and not be allowed to return to work on the tools for said employer.

U.A. LOCAL 682 BI-LAWS
NOVEMBER 12, 2008

Article 4
continued

- Sub-Section (J):** Upon request for a foreman at the start of a job, the Business Manager or Business Agent shall have the right to determine the qualifications of the candidate referred.
- Sub-Section (K):** No member shall be employed in a plant or job site where another organization holds bargaining rights, unless he received permission from the Business Manager or Business Agent, or executive board.
- Sub-Section (L):** Any member who is referred to go to work and then refuses, shall go to the bottom of the list. Any member who fails to return a call after eight (8) hours shall be put on the bottom of the out of work list.
- Sub-Section (M):** Any member who goes behind more than three (3) months in his dues shall be taken off the out of work list. When his dues are paid in full he shall be put on the bottom of the out of work list.
- Sub-Section (N):** Any member referred to a job site and during the term of his employment a change in management takes place such member shall be retained until the work is completed.
- Sub-Section (O):** Any member of Local 682 who is laid off for some cause deemed unjust by the membership of the local shall be sent back to work on the first call from the company that laid him off.
- Sub-Section (P):** Any member after meeting the minimum requirements to collect Employment Insurance, (currently 420 hours), including sanctioned work, will be placed at the bottom of the out of work list when laid off.
- Sub-Section (Q):** When any full time officer of Local 682 is voted out of office he shall go to the top of the out of work list.
- Sub-Section (R):** Any member who receives a referral slip should sign a register visible at all times to all paid up members.
- Sub-Section (S):** Non working foreman and general foreman shall not perform the work of journeyman. This also includes the loading and unloading of tools and material as well as other hands on work on construction sites.

U.A. LOCAL 682 BI-LAWS

NOVEMBER 12, 2008

Article 4 continued

Sub-Section (T): The Business Agent/ Manager, upon determining a member has accepted employment on a union site, without authorization from Local 682, immediately must order the said member of Local 682 to resign from such employment. Should the member refuse, said member will be charged with discrimination against all the union members who have held preference to the said member by virtue of their position on the out of work list.

Sub-Section (U): When the President of Local 682 is out of work and his U.I.C. is depleted, he will be sent to work long enough to qualify for U.I.C.

Sub-Section (V): Members accepting employment or currently employed in trade related work in industrial, commercial and institutional sectors of the economy including work described in Section 194 of the United Association Constitution and members accepting work under the jurisdiction of another building trade union shall sign a “ Local 682 Sanction Form”, as approved by the Business Manager and executive board, before starting such sanctioned work.

Members accepting sanctioned work to be placed on a separate list and returned to the out of work list in the same manner as if working for a unionized employer.

Sub-Section (W): Local 682 shall have preference to all overtime.

Article 5

Sub-Section (A): Apprentices shall be requested to comply with the province of Nova Scotia Apprenticeship Act in regards to registration or suffer suspension.

Sub-Section (B): Ratio of apprentices shall be covered in the collective agreement.

Sub-Section (C): That Local 682 apprentices be required to attend a minimum of 50 % of the regular monthly meetings and sign the minutes book. Failing which apprentices will be called before the apprenticeship committee and dealt with as the committee deems appropriate.

U.A. LOCAL 682 BI-LAWS
NOVEMBER 12, 2008

Article 6

- Sub-Section (A):** Working dues shall be 1 ½ % of all hours paid.
- Sub-Section (B):** Members, both employed and unemployed, or on Travel Card within Canada shall pay directly to the union office a minimum of \$ 42.00 per month due on the 20th of the month.
- Sub-Section (C):** The \$ 42.00 minimum dues as described in sub-section (B) above shall be paid during the month owing or full dues of \$ 60.00 shall apply.
- Sub-Section (D):** Members in possession of a Travel Card and working in the United States shall pay full monthly dues in the amount of \$ 60.00.
- Sub-Section (E):** Members accepting work as described in Article (4) Sub-Section (V) shall pay dues in the amount of \$ 60.00 per month.
- Sub-Section (F):** Retired members, in good standing after January 1, 1987, and have reached the age of 65 as of December 31, 2001 shall pay dues in the amount of \$ 16.00 per month.
- Retired members, in good standing after January 1, 1987, and have not reached the age of 65 as of December 31, 2001 shall pay dues in the amount of \$ 21.00 per month.
- Retired members, in good standing after January 1, 1987, and have not reached the age of 65 as of December 31, 2006 shall pay dues in the amount of \$ 22.00 per month.
- Sub-Section (G):** Initiation fees shall be as follows:

Building Trades	
Journeyman;	\$ 250.00 + 3 months non-working dues.
Metal Trades	
Journeyman;	\$ 250.00 + 3 months non-working dues.
Apprentice;	\$ 100.00 + 3 months non-working dues.
Re-Initiation;	\$ 250.00 + 3 months non-working dues.

U.A. LOCAL 682 BI-LAWS

NOVEMBER 12, 2008

Article 7

- Sub-Section (A):** Monetary collection shall not be taken up by the members unless sponsored by the executive board.
- Sub-Section (B):** Such collections shall be taken during the members free time.
- Sub-Section (G):**
- a. A \$ 7,000.00 death benefit shall become effective January 1, 2003 and made payable for the beneficiary of a member within four (4) days of the member's death.
 - b. Members eligible for the death benefit must have paid the assessment described herein on the month of assessment.
 - c. All members have paid an initial assessment when the plan was implemented and all new members must pay an assessment of \$ 10.00 upon initiation.
 - d. An additional \$ 10.00 must be paid by all members upon the death of a member; payable on the month of the death before that month will be credited to the cash sheets.

Article 8

- Sub-Section (A):** No document such as contract or change in contract or local agreements shall be signed without first being reviewed by membership at a regular or special meeting.
- Sub-Section (B):** All documents shall be signed by the Local Business Manager and one other member of the executive appointed by the meeting.
- Sub-Section (C):** An unemployed member or members so delegated by the Business Manager or the Local Union to attend special meetings, conferences or contract negotiations where the present structure provides no compensation, such member or members shall have meals paid and receive a \$ 50.00 per day consideration.

U.A. LOCAL 682 BI-LAWS
NOVEMBER 12, 2008

Article 9

Sub-Section (A): No person will be initiated or transferred as a building trades journeyman unless he has a provincial license.

Sub-Section (B): No person shall be initiated, reinitiated or transferred into Local 682 if that person belongs to another Building Trades Union or another Union which may conflict with Local 682's jurisdiction. Failure to disclose their membership in another Building Trades Union upon initiation, Re-initiation or transfer is grounds for Expulsion.

Article 10

Sub-Section (A): Nominations for the Local Union's welfare and pension trustees shall be held in the month of May at a regular meeting and elections in June. Nominations and elections to be held every five (5) years.

Sub-Section (B): The Business Manager shall be trustee of the Local Union's Welfare and Pension Plan.

Sub-Section (C): One of the two remaining trustees, determined by the highest number of ballots, shall also remain a trustee.

Sub-Section (D): The candidate then receiving the highest percentage of ballots shall be determined the third trustee. In the case of it being the third of the existing trustee then such will be the case.

Sub-Section (E): U.A. Local 682 nomination and election of officers shall be in accordance with Section 123 of the United Association Constitution, August 7-11, 2008, Extended to 5 years as approved by the General President, subject to appeal to the, 2011 Convention.

Nominations to be held at the May General Monthly Meeting with Election in June or as may otherwise be held in accordance with the United Association Constitution.

Sub-Section (F): Building Committee Directors shall be elected at the June regular meeting through a system that allows for one position to be filled each year. The longest serving director must resign his position before the June meeting. The original members of the Society, one per year, based on alphabetical order of their names.

U.A. LOCAL 682 BI-LAWS
NOVEMBER 12, 2008

Article 11

- Sub-Section (A):** No amendments to these by-laws will be made except at a regular meeting to be held during the month of November.
- Sub-Section (B):** No amendments to these by-laws will be considered, unless they are submitted in writing for the consideration of the executive board, at least thirty (30) days prior to the meeting in November.
- Sub-Section (C):** No amendments to these by-laws will be adopted unless they received a two-thirds in favor vote of those in attendance at the November meeting,
- Sub-Section (D):** By-laws become effective on January 1, 2009.