

## **BY-LAWS**

### **INDEX**

<b>ARTICLE I:</b>	PREAMBLE
<b>ARTICLE II:</b>	
SECTION 1:	Officers and Committeemen
SECTION 2:	Duties of Officers and Committeemen
SECTION 3:	Appointed Committees and Their Duties
SECTION 4:	Elected Delegates
SECTION 5:	Health & Welfare, Pension, Trustees.
SECTION 6:	Nomination and Election of Officers, Board Members, Committeemen, and Delegates
SECTION 7:	Voting
<b>ARTICLE III:</b>	
SECTION 1:	Meetings
SECTION 2:	Resolutions
SECTION 3:	Change in Status
SECTION 4:	Regulations for Membership
<b>ARTICLE IV:</b>	
SECTION 1:	Initiation Fees
SECTION 2:	Dues
SECTION 3:	Senior Member Dues
SECTION 4:	Donations and Loans
SECTION 5:	Industry Advancement Program
SECTION 6:	Building Fund
<b>ARTICLE V:</b>	
SECTION 1:	Membership Procedures for Building Trades Journeymen
SECTION 2:	Membership Procedures for Residential Tradesmen
SECTION 3:	Change of Status from Residential Tradesman to Building Trades Journeyman
SECTION 4:	Apprentices
SECTION 5:	Apprentice Applicants
<b>ARTICLE VI:</b>	
SECTION 1:	Hiring Hall Procedure

## **ARTICLE I**

### **SECTION 1: PREAMBLE**

This Agreement shall be known as Plumbers Local Union Number 519 hereafter designated as Local 519, or Local Union, which is affiliated with the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada. The jurisdiction of Local 519 embraces all of Dade and Monroe County Florida, and such other territorial jurisdictions which may be granted on a temporary or permanent basis to Local Union No. 519 by the United Association.

Our objectives shall be benevolence, educational, and mutual protection, to secure for one another just remuneration for our labors, assist in the burial of our deceased members, to make and use every honorable effort to secure the passage and enforcement of such laws that give more pleasant living and to protect the public health.

If any provision or the enforcement or performance of these By-Laws and Working Rules is or shall at any time be contrary to law, then such provision shall not be applicable or enforced or performed, except to the extent, permitted by law; the invalidity of such provisions shall have no effect of the remainder of these By-Laws and Working Rules.

## **ARTICLE II**

### **OFFICERS AND COMMITTEEMEN**

**SECTION 1:** Local 519 shall elect the following: President, Vice President, Business Manager/Financial Secretary-Treasurer, One Business Agent, Recording Secretary, Inside Guard, Executive Board of four (4) members, Finance Committee of three (3) members, Examining Board of three (3) members.

### **SECTION 2: Duties of Officers and Committeemen**

- A. **President:** The President shall preside over all meetings and conduct the same in conformity with Roberts Rules of Order and common sense. He shall have general supervisory control over all matters pertaining to the welfare of Local 519. The President shall be the ex-officio head of all committees. He shall appoint the majority members of all appointed committees. He shall be a member of the Building Committee and a delegate to the Florida A.F.L.-C.I.O. Convention. He shall perform such duties as the laws and usage of the United Association and Local Union 519 may require of him. He shall receive as expenses one days pay per month at the Journeyman's rate.

B. **Vice President:** The Vice President shall be chairman of the Executive Board. He shall have control over the entrances and vestibules of the assembly hall and the supervision of members entering and departing. He shall appoint the minority of members of all appointed committees. In the absence of the President, or when the latter is otherwise engaged, then he shall preside over the membership meetings and appoint another to this station. He shall perform such other duties as the laws and usage of the United Association and Local 519 require. He shall be a member of the Building Committee and a delegate to the Florida A.F.L.-C.I.O. Convention. He shall receive expenses of \$10.00 per meeting.

C. **Business Manager/Financial Secretary-Treasurer:** The Business Manager/Financial Secretary-Treasurer shall be trustee of the welfare of members of Local 519. It shall be his duty to enforce the policies and rules of the Local Union. He shall represent the members in a just and honorable manner. He shall be in charge of all business between the Local Union and the public and between the Local Union and the employers.

He shall have supervision over the Business Agent. He shall attend all membership and Executive Board Meetings. He shall report fully at all regular or special meetings and shall cooperate with the Executive Board on matters or policy.

He shall direct activities of organizing the unorganized within the jurisdiction of Local 519. He shall prefer charges against all violators of the Local Union's Rules.

He shall be the chairman of the Negotiating Committee. The Business Manager shall be Chairman of the Union's Apprentice Training and Educational Trustees. He shall be a member of the Building Committee.

He shall be a delegate to the Florida Pipe Trades Council and its conventions, the Tri-State Business Agents Conferences, and the Florida AFL-CIO.

He shall be in charge of keeping records of all shops and where the members are employed. He shall be the officer authorized to accept travel and transfer cards in conjunction with the U.A. Constitution. He shall devote full time to his duties and have no outside interests which may conflict with his supervision of the Local Union.

The Business Manger/Financial Secretary-Treasurer shall keep a correct account of the financial standing of all members of the Local Union, receipt and account for all monies received or disbursed by order of the Local Union. He shall collect

all dues, assessments, loans, or other monies due the Local Union.

He may be the corresponding officer of Local 519. He shall, in conjunction with the Finance Committee, be authorized to select an auditing firm when deemed necessary.

The Business Manager/Financial Secretary-Treasurer and President will be authorized admission to the safety deposit box, and he shall produce the bonds once per year or on demand for inspection by the auditor, and the Finance Committee.

He shall keep a record of charges preferred against members and record the final determination of such charges.

He shall assist and work in harmony with the elected Finance Committee, supplying such records and accounts as may be necessary for the proper functioning of their office.

He shall be in charge of, and administer, the financial affairs of Local 519 without interference, except that employment of additional office personnel must be approved by the Executive Board.

He shall perform other such duties as are contained in the U.A. Constitution. He shall make provisions for necessary bonds to conform with current Federal and State laws.

There shall be one delegate of the Business Manager/Financial Secretary-Treasurer's office on duty during the regular work week.

Under the duties of the Business Manager as listed in the By-Laws of Plumbers Local Union 519, he, the Business Manager, shall sit as Trustee for the three (3) year term which he is elected Business Manager.

The Business Manager/Financial Secretary-Treasurer's salary shall be based on general foreman's wages, plus a credit card for expenses for a 5-day, 40-hour straight time work week. He shall receive two (2) weeks vacation with pay, with the approval of the Executive Board.

- D. **Business Agent:** He shall devote full time to his duties and shall work under the supervision of, and in harmony with, the Business Manger/Financial Secretary-Treasurer. He shall carry out the established policies of the Local Union. He shall make full reports at regular and special membership meetings and shall, in conjunction with the Business Manager/Financial Secretary-Treasurer, keep the Executive Board and the membership informed as to the activities within our industry.

He shall enforce the Working Rules of the Local Union and it shall be mandatory that he prefer charges against violators of these rules. He shall be a member of the Building Committee. He shall countersign all Local Union 519 checks.

The Business Agent shall be a delegate to the Florida Pipe Trades convention, and to the Florida Pipe Trades Business Managers-Business Agents conferences.

His salary shall be based on foremen's wages plus a credit card for expenses, for a 5-day, 40-hours straight time work week, The Executive Board shall approve the time of his vacation. He shall receive two (2) weeks vacation with pay.

**E. Business Agents:**

1. If the working assessment records of the Local Union show that for three consecutive months there is a substantial number of employees working within the Local Union's jurisdiction, in accordance with the following schedule, then effective the first of the next month, the Business Manager may, with the approval of the body, appoint one or more Assistant Business Agents in accordance with said schedule: If the number of employees working exceeds 450 per month for three (3) consecutive months, there shall be one (1) Assistant Business Agent; if the number of employees working exceeds 600 per month for three (3) consecutive months, then there shall be two (2) Assistant Business Agents.
  
2. If the working records of the Local Union show that for three (3) consecutive months there is a change in the number of employees working within the Local Union's jurisdiction, in accordance with the following schedule, then effective the first of the next month, the Assistant Business Agents shall be terminated in accordance with said schedule: If the number of employees working drops below 700 for three (3) consecutive months, the third Assistant Business Agent shall be terminated; if the number of employees working drops below 550 per month for three (3) consecutive months then the second Assistant Business Agent shall be terminated; if the number of employees working drops below 400 per month for three (3) consecutive months, the first Assistant Business Agent shall not be entitled to any further salary or benefits from the Local Union. Assistant Business Agents shall serve at the pleasure of the Business Manager subject to veto by the membership voting on this issue at a regular or special membership meeting with prior notice of the proposed veto action. In any event, no Assistant Business Agent shall serve beyond the term of office of the Business Manager appointing him unless the Assistant is reappointed by the Business Manager or his successor in office.

3. In calculating the amount of employees working during any month, any employer who has paid working assessments for ten (10) days in a month will be deemed to have worked that month.
  4. If the working assessment records of the Local Union show that for three (3) consecutive months there were less than 200 employees per month working within the Local Union's jurisdiction, then effective the first of the next month, the Business Agent will be temporarily laid off, without salary or benefits. On the first of the month following the passage of three (3) consecutive months during which there were more than 200 or more employees working within the Local Union's jurisdiction, the Business agent will be restored to employment with resumption of salary and benefits.
  5. The interruption of a Business Agent's term of office by application of the lay-off provisions of this Section shall not entitle the Business Agent to any monetary or other benefits for the lost time, nor entitle him to any extension of the term of his office.
  6. The cited provisions of the By-laws relating to the lay-off of the Business Agent will be suspended immediately whenever, in the discretion of the Executive Board and upon recommendation of the Finance Committee and the Business Manager with approval of the Body, there are budgetary and financial procedures followed by the Local Union which will permit continued employment of the Business Agent. The Executive Board may vote to suspend the cited provisions at any time. If, after suspension of the cited provisions by the Executive Board, the Executive Board then votes to implement the cited provisions, those provisions will go into effect the first day of the month following the Executive Board vote to implement.
- F. **Rules Governing Full-Time Salaried Officers.** Full time salaried officers of the Local shall not be absent from their duties, except by sickness, accident, or authorization of the Local Union or the Executive Board. There shall be at least one full-time salaried officer in attendance at each funeral of a deceased Brother in Miami and vicinity.
- G. **Recording Secretary:** The Recording Secretary shall keep a record of the Transactions of all Local Union meetings, read all papers and documents, answer such communications as may be referred to him by the Local Union membership or Financial Secretary-Treasurer, and perform such other duties which the Local Union may require of him. He shall receive \$10.00 expenses per Executive Board Meeting.

H. **Inside Guard.** The Inside Guard shall take care that no unauthorized person gains admittance; attend to all signals; receive all cards and deliver same to the Vice President or President.

I. **The Executive Board.** The Executive Board shall meet in regular session on the fourth Thursday of the month at 7:00 P.M. in the Plumbers Building and shall meet at such other times as necessity may demand. They shall keep a record of all meetings in an Executive Board minutes book.

They shall handle all matters referred to them by the general membership and be just and fearless in all their actions for the best interests of the Local Union. Any United Association member shall be given the opportunity to appear before the Local Union's Executive Board. They shall act on all matters concerning apprentice members that may be referred to them by the Apprentice Training and Educational Committee.

They shall perform their duties in compliance with Section 112 and 113 of the U.A. Constitution and shall be empowered to transact such business as may be necessary for the welfare of the Local Union.

They shall enforce rules and regulations of Local 519. They shall be members of the Building Committee. They shall be allowed expenses of \$10.00 per member per month.

J. **Finance Committee.** The Finance Committee shall follow sections 115 and 116 of the U.A. Constitution and make an itemized report of all receipts and expenditures each month.

They shall, in conjunction with the Financial Secretary-Treasurer, be authorized to select an auditing firm when deemed necessary. They shall have the power of decision whether to buy or lease automobiles for the Business Manager and Business Agent. They shall meet in regular session on the fourth Thursday of the month at 7:00 P.M with the Business Manager/Financial Secretary-Treasurer. They shall be allowed expenses of \$10.00 per member per month.

K. **Examining Board.** The Examining Board shall determine the qualifications of all journeyman applicants and make a favorable report before an applicant is initiated as a journeyman member of Local 519.

Records of these applicants shall be filed with the Executive Board

L. Any elected officer, committeeman, or appointed officer missing Roll Call at Local Union or Committee Meetings three

(3) consecutive times without presenting a satisfactory excuse, shall forfeit his office. Any elected officer or committeeman losing time from work while performing his duties (as directed) for the Local Union, shall be reimbursed for time lost from work, at their applicable rate of pay, plus fringes. Any elected officer or committeeman losing time from work while performing his duties (as directed) for the Local Union while unemployed shall be paid at the Journeyman's rate, plus fringes.

- M. **Building Committee:** The President, the Vice President, the Business Manager/Financial Secretary-Treasurer, Business Agent and Executive Board shall serve as members of the Building Committee during their terms of office. The members of the Building Committee are empowered in their official capacity to acquire, hold and convey real property as Trustees of and for Plumbers Local Union #519, All persons who subsequently serve in the offices of President, Vice-President, Business Manager/Financial Secretary-Treasurer, Business Agent, and Executive Board shall, as successor Trustees of and for Plumbers Local Union #519 automatically acquire all rights, titles and interest in and to said real property during their terms of office.

### **SECTION 3: APPOINTED COMMITTEES AND THEIR DUTIES**

The appointed Committees and Delegates of Local 519 shall be: a By-Laws Committee of three (3) or more who shall be appointed as the occasion requires; a Sick Committee of three (3) members; a Building Trades Committee as deemed necessary; a Central Labor Committee as deemed necessary; an Entertainment Committee of three (3) members; a Legislative Committee of three (3) three members to conform with Section #117 of the U.A. Constitution; a Brotherhood Committee of three (3) members. The Business Manager/Financial Secretary-Treasurer shall appoint a Political Education Committee and three (3) additional members of the Apprentice and Educational Committee.

#### **DUTIES OF APPOINTED COMMITTEES**

- A. **Apprentice Committee.** They shall have immediate supervision of apprentices and their training program. They shall be Trustees of the Plumbers Joint Apprentice and Educational

Trust Agreement and appointed in accordance with the terms contained therein.

- B. **By-Laws Committee.** When such work is completed, they shall stand suspended as a committee until their services are again required.
- C. **Building Trades and Central Labor Union Delegates.** They shall attend meetings of the bodies they are appointed to and render reports of these meetings to the Local Union.
- D. **Election Committee.** They shall be appointed in numbers as deemed necessary. They shall be appointed prior to the night of nominations and shall have supervisory capacity over the nominations, eligibility, and election procedure in accordance with Local 519 By-Laws and United Association Constitution. The Committee shall verify a member's eligibility on the night of nomination.
- E. **Entertainment Committee.** The Entertainment Committee may select assistants as they deem necessary to help with their functions. All activities shall be approved by the membership when the Local Union is in session.
- F. **"A Legislative Committee."** "A Legislative Committee" shall be appointed as directed in Section #117 of the U.A. Constitution and the Committee's duties shall be as designated in that Section.
- G. **Political Education Committee.** A "Committee on Political Education" shall be appointed as directed in Section #118 of the U.A. Constitution and their duties shall be as designated in that Section.
- H. **Sick Committee.** The sick committee shall visit the sick and distressed members and shall make their recommendations to the Executive Board. They shall make reports at Local Union Meetings and they shall be allowed necessary expenses.

Operating Funds of the Sick Committee shall come from the General Fund of the Local Union. Loans, donations, and gifts shall come from the Sick Fund through the recommendation of the Executive Board, and approved by the body, when the Local Union is in session.

- I. **Brotherhood Committee.** This Committee shall instruct all new members in the background of the Labor movement and explain the Working Rules, By-Laws, Collective Bargaining Agreement, and the United Association Constitution.

- J. Appointed members or delegates failing to attend three (3) consecutive meetings of their respective bodies shall be replaced. All appointed officers shall attend Local Union meetings to make necessary reports. There shall be no extra expense allowance for dual committee or officer positions.

**SECTION 4: Elected Delegates**

- A. United Association Convention delegates shall be elected in the number and manner set forth in the U.A. Constitution.
- B. Of the two additional delegates elected to the Negotiating Committee, the one receiving the highest number of votes shall be on the committee and the one receiving the next highest vote shall be the alternate. The Local Union may elect delegates to the Pipe Trades Council or the Florida AFL-CIO Conventions as needed.
- C. Delegates other than full-time, salaried officers of Local 519 when attending conventions anywhere within the State of Florida, shall be reimbursed their applicable rate of pay of wages for time lost from work. Any delegate attending conventions anywhere within the State of Florida, while unemployed shall be paid at the Journeyman's rate, and shall be allowed seventy-five dollars (\$75.00) per day for expenses, plus lodging and transportation to and from the convention city. Full-time, salaried officers of Local 519 attending conventions within the State of Florida or attending Tri-State Business Agents Conferences shall receive seventy-five dollars (\$75.00) per day expenses, plus lodging and transportation to and from the convention city. All expenses pertaining to delegates attending conventions outside the State of Florida must be voted on by Local 519 and authorized before delegates go to conventions.
- D. **Negotiating Committee.** The Negotiating Committee shall consist of the Business Manager/Financial Secretary-Treasurer as Chairman, Business Agent as Co-Chairman, the President, Vice President, and one (1) Delegate, and one (1) Alternate to be elected by the body prior to negotiations. This Committee shall be empowered to negotiate to conclusion the Local Union's Collective Bargaining Agreement. A special meeting of the membership shall be called as soon as possible after the Committee has reached its conclusion, pending ratification and/or approval or rejection by the body of the Local Union to be by secret ballot. This Committee shall continue to serve beyond negotiations, and shall then be the Labor Management Committee. The two elected Delegates' terms in office shall end prior to the succeeding negotiations.

**SECTION 5: Health & Welfare, Pension Trustees.**

- A. Health & Welfare, Pension Plan Trustees shall be elected for a three (3) year term in the manner set forth below.
- B. Each year nominations shall be held in May and election in June for a Trustee to fill the vacancy of the Trustee whose term has expired.
- C. In the Case of Death, Resignation, or Removal for just cause, a Trustee shall be elected to fill out the term of the Trustee to be replaced.
- D. A Trustee whose term has expired may run to succeed himself. All members running for the Trust shall not have reached their sixty-fifth birthday at the time of the nomination.
- E. It shall be the duty of the Trustees to see that the general membership receives by mail once per year, an individual account of their Pension Credits, and of their Health & Welfare eligibility; and receives by mail once per year a financial statement from the funds.

**SECTION 6: Nomination & Election of Officers, Board Members, Committeemen and Delegates**

- A. Nomination and election shall be in accordance with Section 121 through 127 of the United Association Constitution.
- B. General election shall be held by secret ballot on the date of the General membership meeting of June.
- C. A portion of the next Regular Meeting shall then be set aside for installation of elected Officers.
- D. No member shall be allowed to accept nomination for more than one elective office or hold more than one elective office. A member holding a carry-over elective office must resign such office before accepting nomination for any other elective office, such resignation effective at the ensuing installation.

A member shall not be eligible to hold office in Local Union #519 if he is not covered with the Local Union's Collective Bargaining Agreement.

Only members who have been in continuous good standing in Local 519 for at least two (2) years prior to election shall be eligible to hold office. Only journeymen members shall hold office or serve on committees.

- E. Elected Officers, Board Members, Committeemen and Delegates shall be elected for a term of three (3) years.
- F. Campaigning shall be limited to members of Local 519. There shall be no campaigning inside the voting room. Refreshments served during voting hours shall be furnished by the local union only, with approval by the body. There shall be no consumption of alcoholic beverages inside the building while elections are in progress.
- G. Any nominated candidate for office can request Local 519 to mail campaign or election material for him. Any expense incurred by Local 519 in meeting this request must be borne by the person making this request prior to the mailing, and this includes all expense such as printing, stamps, clerical help and any other expenses incurred. The candidate has the right to inspect, not copy, the membership list of Local 519 once in the 30-day period before election.
- H. In the event that death, resignation or removal from office should occur involving any elected officer, the following procedures shall be followed:
  - 1. In the case of full-time salaried officers, normal election procedure shall be followed. If the unexpired term is three months or less the position will be filled by appointment by the President, with final approval by the Body.
  - 2. In the case of the President, Vice President, Executive Board members, and Finance Committee members, normal election procedures shall be followed. Provisions of unexpired terms as outlined in paragraph #1 shall be followed.
  - 3. In the case of all other officers, the President, with the approval of the body shall make the appointment.
- I. All election records and results shall be kept in Local 519 files for at least the term of office.
- J. Appointed Committees: The President will appoint the majority members and the Vice President will appoint the minority.

**SECTION 7: Voting (Sec. 124 U.A. Constitution A, B and C)**

- A. No member shall vote at any election of any description unless he has been a member in good standing in the Local Union where the vote is being taken for a period of one (1) year immediately prior to the date of election. Any member who owes or has paid a reinstatement within a period of one (1)

- year immediately prior to the date of election shall not be eligible to vote in Local Union elections.
- B. The General Secretary-Treasurer will, upon request of the Business Manager or the Financial Secretary of a Local Union, furnish an eligibility list indicating those members eligible to vote and seek office in Local Union elections.
  - C. The request for such list should be made at least thirty (30) days prior to nominations in the Local Union.
  - D. Any member of the United Association who enters business legitimately for himself, or who holds a financial interest in any business directly connected with the plumbing and pipe fitting industry, and who desire to maintain his membership in the United Association in order to keep his burial expense benefits, shall not have the right to voice or vote or to take any part in the official affairs of the Union until one (1) year after the member has terminated his business or financial interest in any business directly connected with the plumbing and pipe fitting industry.

### **ARTICLE III**

#### **SECTION 1: Meetings**

- A. Regular Meetings: Local 519 shall meet on the fourth (4th) Thursday of each month at 8 P.M.
- B. Special Meetings: The President shall call special meetings by order of the membership or the Executive Board, or by written request signed by seven (7) members in good standing for one year in Local 519. No other business shall be transacted except that for which the meeting was called. All members shall be duly notified.
- C. Special Order of Business: Any portion of any regular meeting may be set aside for special order of business by following the procedure set forth to call a special meeting.
- D. Twenty-five (25) eligible voting members shall constitute a quorum. All business transacted in meetings of Local 519 after 11:00 P.M. shall be illegal. Business on the floor at that time will be held over and taken up at the next regular or special meeting, whichever is applicable.
- E. Any member in good standing has the privilege of attending meetings, expressing his views, arguments, and opinions about any business properly put forth before the Local Union body, subject to established and reasonable rules of conduct of the meeting. No member, however, may preach dual unionism,

wildcat strike, or interference with the legal or contractual obligation of Local 519.

- F. Any member failing to abide by an order of the chairman presiding is subject to a fine of Ten Dollars (\$10.00) for each offense.
- G. No member shall divulge the proceedings of any meeting to any person not a member of this association under penalty of fine or expulsion upon conviction.
- H. Any member who shall refuse to abide by the expressed will of Local 519, use improper language while meetings are in session, or in any way violate his obligation, shall, upon conviction thereof, be reprimanded, suspended, assessed, or expelled.
- I. Executive Board shall meet on the fourth (4th) Thursday of each month.
- J. Finance Committee shall meet on the fourth (4th) Thursday of the month.

## **SECTION 2: Resolutions**

No amendment or substitution can be made to these By-Laws unless the following procedure is followed:

- A. A Resolution shall be presented in writing either with the endorsement of a duly elected or appointed committee of the Local Union or by at least as many members in good standing for one year prior which constitutes the number of members required for a quorum. In addition to endorsing this Resolution, the signers must attest to its being for the betterment of this organization and in the best interests of the Labor Movement. Upon this presentation, the Resolution will be accepted and ready by the principal maker of it at its first reading.
- B. The Time and Place of a meeting (which shall not be sooner than six (6) days, nor later than thirty (30) days from the date of presentation) for discussion and final action on the Resolution will be determined by Motion of the membership. The membership as a whole shall be notified by mail of the time and place for final action and shall be furnished with a summary of the intent of the Resolution, or shall be provided with a copy of it. The wording shall be furnished the Local Union Secretary-Treasurer by the makers of the Resolution.
- C. Final action shall be accomplished through a secret ballot at this notified meeting. It shall require a majority of the number voting, to vote in favor of the Resolution for the

change to become effective. A quorum must be present when this vote is taken. There need not be a quorum voting.

- D. Upon adoption or rejection of any Resolution, which would, if adopted, change any By-Laws, the results and ate of the vote will be recorded in the Minute Book. No similar action, nor any action which would reverse the action taken, will be entertained or instigated before ninety (90) days have elapsed since the past decisive action. This paragraph (Article III, Section 2, Paragraph D) shall not be in force if it becomes necessary to make changes to comply with laws and said time lapse would cause a violation.
- E. These By-Laws shall not be suspended for any reason other than if they are in conflict to Law.
- F. A Resolution may be amended on its third and final reading.
- G. These By-Laws shall be revised following every United Association Convention.
- H. These By-laws, working rules, and Local Union 519's Joint Agreement shall be printed in booklet form, and every member of the Local shall sign for the same. All travel card men, prior to being issued a referral, shall sign for the same.

### **SECTION 3: Change in Status**

- A. Maintenance Men. Any member desiring to become a maintenance man must notify in writing the Local Executive Board and receive his instructions as to his status, including Dade County School Board employees.
- B. Any member wishing to change his status must notify in writing the Local Executive Board, which will bring its recommendation to Local 519. This includes Plumbing Inspectors, Estimators and Shop Superintendents.

### **SECTION 4: Regulations for Membership**

- A. Any member knowingly proposing unworthy persons for membership or wantonly injuring any property belonging to Local 519, or refusing to obey a lawful request of the President shall be subject to a fine or expulsion upon conviction.
- B. Any member attempting to deprive another member of good standing in the Local Union by frivolous charges to deprive him of employment, with personal malicious intent, upon trial and conviction, shall be punished by fine, suspension, or expulsion.

- C. No member shall be fined, expelled, suspended, or otherwise disciplined except after proper notice and trial consistent with the provisions of the U.A. Constitution.
- D. Any member who fails to appear before the Executive Board after due notification by return receipt or registered mail may be assessed up to the sum of \$500.00.
- E. It shall be the duty of each and every member of this association to sustain its officers in the proper discharge of their duties.
- F. Each member of Local 519 and those working under its jurisdiction shall be given a copy of the Local Union's current By-Laws and Working Rules, Joint Agreement, and shall sign for same.

**ARTICLE IV**

**SECTION 1: Initiation Fees**

- A. The initiation fee for Building Trades Journeymen of this Local shall be \$200.00.
- B. The initiation fee for Residential Tradesmen shall be \$60.00.
- C. Apprentices Initiation Fee:

All apprentices must pay a total of \$200.00  
 \$50.00 when starting the 1<sup>st</sup> year.  
 \$50.00 when starting the 2<sup>nd</sup> year.  
 \$50.00 when starting the 3<sup>rd</sup> year.  
 \$50.00 when starting the 4<sup>th</sup> year.

**SECTION 2: Dues**

- A. Minimum dues for members of Local 519 shall be as follows:
 

18A	as per U.A. Constitution
Apprentices	\$23.00 per month
Journeyman	\$25.50 per month
Members/Mtn	\$33.00 per month

Any member who has reached the age of sixty-two (62) and is permanently retired or any member regardless of age who is permanently disabled and has received their Social Security Certificate of Award shall have their dues paid on their behalf.

Any retiree who continues to work while collecting a pension from Local 519 shall not be entitled to this benefit until they have permanently retired.

- B. Any person under the control Local 519 and working for signers of our Collective Bargaining Agreement shall pay a Working Assessment of three percent (3%) of the Gross Total Wages, as reflected in the weekly contractor's reports. Sick members may have their dues paid on a loan basis by the Local Union if they notify the Sick Committee and so request, subject to the approval of the Executive Board. Distressed members shall apply directly to the Executive Board.
- C. Any member submitting a dishonored check for the payment of dues shall be subject to the banks service charge to cover the cost of obtaining proper payment.

The second dishonored check will cost the banks service charge and member must appear before the Executive Board.

### **SECTION 3: Senior Member Dues**

Any member of Local 519 having reached 60 years of age, who has been a member in good standing of the United Association continuously for thirty-five (35) years, of which twenty (20) years was a member of Local 519, shall pay the minimum dues as set forth per the U.A. Constitution, but will be required to pay three percent (3%) of Gross Total Wages paid to him, as reflected in the weekly contractor's payroll reports, when working at the trade. Anyone working detrimentally to the best interest of Local 519 automatically forfeits all claim to this benefit.

### **SECTION 4: Donations and Loans**

- A. No donations for charity from Local Union funds can be made that will reduce the treasury below the sum of \$10,000.
- B. Loans will be made for the purpose of paying dues and assessments. Application for loans shall be referred to the Executive Board for investigation and recommendation, except that the Sick Committee may recommend loans or donations for sick members to the Executive Board.

### **SECTION 5: Industry Advancement Program**

- A. Local 519 will create and fund a program to be known as the United Association Local No. 519 Industry Advancement Program. This fund will be created consisting exclusively of Local 519's money which will be used for the exclusive purposes of promoting the organized plumbing and service industries within the jurisdiction of Local 519; by such means as wage supplements on certain jobs (by which the low Union bidder on a job will receive a payment from the Union to offset its

higher wages and fringe benefit rate), advertising, educational programs, productivity, studies and related activities.

- B. The United Association Local No. 519 Industry Advancement Program will be funded by the payment of a special assessment by all employees working under the Collective Bargaining agreement.
- C. The assets of the United Association Local No. 519 Industry Advancement Program shall be maintained in a separate account designated as the United Association Local No. 519 Industry Advancement Program.
- D. The United Association Local No. 519 Industry Advancement Program shall be administered by the Business Manager under the general supervision of the Executive board.
- E. The Business Manager shall make a monthly report of the United Association Local No. 519 Industry Advancement Program, including an accounting of its assets, number of jobs targeted, and man-hours worked under the United Association.
- F. In the event the United Association Local No. 519 Industry Advancement Program is terminated, the special dues will immediately cease and all questions relating to the liquidation of the assets of the United Association Local No. 519 Industry Advancement Program, including the possibility of refund on some fair basis to the contributors, will depend on the circumstances then existing and will be resolved by the Executive Board in its sole discretion.

**SECTION 6: Building Fund**

- A. There shall be a fund established to be known as, "Plumbers Local Union 519 Building Fund". It shall be part of the General Fund.

Monies collected from the sale of the building, plus interest which accrues, shall remain in a separate account which shall be known as, "Plumbers Local Union 519 Building Fund". Any disbursements of these monies shall occur only when the following two (2) requirements are met:

- (1) The membership must be notified:
- (2) Motion to disburse these monies must pass by a 2/3 majority of members present at the next regular or special called meeting.

## **ARTICLE V**

### **SECTION 1: Membership Procedures for Building Trades Journeymen**

- A. To become a journeyman member of Local 519, an applicant shall:
1. Completely fill out an application form and,
  2. He shall submit with this application affidavit or affidavits from former employers vouching for his ability to perform the work of the trade, and also vouching for his good character.
  3. Submit affidavits for letter of reference of character.
  4. These affidavits shall cover a minimum of 5 years actual working experience in the trade.
  5. An applicant shall possess a current Certificate of Competency issued by Metropolitan Dade County, or Monroe County in accordance with state statutes of the State of Florida.
  6. All applicants shall be encouraged to be a registered voter within the jurisdiction of Local 519.
  7. He shall pay the Local initiation fee.
  8. He shall attend Orientation Classes: an applicant failing to do so shall forfeit his application.
  9. Applicant must be approved by majority vote of Local 519 membership.

After the applicant has met these requirements and has been approved by the J.A.C. or an Examining Board of Local 519, the applicant shall receive a copy of the U.A. Constitution and L.U. 519's By-Laws and Working Rules. Upon receipt of Constitution, By-Laws and Working Rules, the applicant shall be held responsible for upholding all sections of the above.

- B. Transfer cards shall be accepted in accordance with sections #218-220 of the U.A. Constitution. In addition to this, he shall be encouraged to be a registered voter in Dade County and have a Certificate of Competency from Metropolitan Dade County, or have a Certificate of Competency from Monroe County, if working in that area of our jurisdiction.

### **SECTION 2: Membership Procedures for Residential Tradesmen.**

To become a Residential Tradesman member of Local 519, an applicant shall:

1. Completely fill out an application form.
2. He shall submit with this application affidavits from former employers vouching for his ability to perform the work of the trade, and also vouch for his good character.
3. Submit affidavits for letters of reference of character.
4. These affidavits shall cover a minimum of 5 years actual working experience in the trade.
5. All applicants shall be encouraged to be a registered voter.
6. He shall pay the Local initiation fee of \$60.00.
7. He shall attend Orientation Classes: an applicant failing to do so shall forfeit his application.
8. Applicant must be approved by majority vote of Local 519 membership.
9. He must serve a one year Probationary period.

**SECTION 3: Change of Status from Residential Tradesman to Building Trades Journeyman**

To change from Residential Tradesman Status to a Building Trades Journeyman, member must meet the following requirements:

1. Five (5) years experience in Residential Divisions, working 1,500 hours each year.
2. Acquire a Certificate of Competency License.
3. Pay the difference between the initiation fees for the two classifications.
4. Approval by majority vote of Local 519 Membership.

**SECTION 4: Apprentices**

- A. All By-Laws dealing with apprentices shall conform to the United Association Constitution as amended.

- B. The training period and related hours will be as established by the Plumbers Joint Apprentice and Educational Committee. Apprentices shall be required to attend all class sessions which may be established by Local Union 519 for the purpose of instruction in union organization and activity or any other subject which Local Union 519 determines is for the best interest of the Local Union.
- C. Apprentices will be cooperatively controlled by the Local Union and the Plumbers Joint Apprentice and Educational Committee.
- D. The ratio of Apprentices to Journeymen will be established by the Local Bargaining Agreement.
- E. At no time will an apprentice supervise a journeyman or other apprentices.

**SECTION 5: Apprentice Applicants**

- A. Apply for Admission to the Plumbers Joint Apprenticeship Program.
- B. Work under the direct supervision of a Journeyman.
- C. The ratio of Apprentice Applicants to Journeymen will be established by the Local Bargaining Agreement.

**ARTICLE VI**

**SECTION 1: Hiring Hall Procedures**

- A. All employment will be secured out of the Hiring Hall by the Hiring Hall Dispatcher; The Union will honor requests for specific unemployed Journeyman with special skills. Journeyman can solicit their own jobs.
- B. All terms and conditions set forth within the Collective Bargaining Agreement concerning this Hiring Hall are incorporated in these rules by reference.
- C. A listing of all persons working under the jurisdiction of Plumbers Local Union #519 shall be posted in the Day Room of the Local Union as follows: 1) Building Trades Journeymen, 2) Residential Tradesmen, 3) Apprentice 1st through 5th year, and 4) Apprentice Applicants. Working persons within the jurisdiction of Plumbers Local Union #519 shall be defined as follows: General Foremen, Foremen, Building Trades Journeymen, 1st through 5th year Apprentices, Apprentice Applicants and Residential Tradesmen.

- D. The Hiring Hall shall be open from 7:00 A.M. to 10:00 A.M. Mondays through Fridays. All referrals will be written from Local Union Hiring Hall office.
- E. All employees seeking work shall first register with Union Hiring Hall before being referred to any job. The Hiring Hall's out-of-work list shall contain the name of all persons seeking work in the order of the time of registration.
- F. The Dispatcher shall refer employees in accordance with the employee's place on the out-of-work list, commencing with the employee who had first registered and continuing in that order.
- G. Employees shall be responsible for knowing their place on the out-of-work list.
- H. Each employee referred for work shall obtain a referral slip from the Dispatcher prior to reporting to the job.
- I. If an employee is not present when his name is called for a job three (3) consecutive times, he will rotate to the bottom of the list.
- J. If an employee is rotated (3) consecutive times, he will be taken off the out-of-work list and will be placed on a list of out-of-work members who are not actively seeking employment in Local #519's jurisdiction. He will have to re-register with the Dispatcher to be placed back on the out-of-work list.
- K. Any member of Local #519 who, upon being asked by a Business Agent or the Business Manager or serve as Shop Steward in a shop or on a job, and who refuses this obligation, then said member, upon notification, shall appear before the Executive Board.
- L. All persons working under the jurisdiction of Plumbers Local Union #519 shall automatically become eligible for picket duty as directed by the Local Union Business Manager.  
  
Picket Duty shall consist of being at the picket site as needed, for one day. If possible, prior notice will be given by the Hiring Hall. Failure to comply may result in disciplinary action and a fine of a day's pay.
- M. Telephone Referral Information: A Job Information Line shall be maintained by the Dispatcher's office with the call for employment for the following day on a recorded message. This message will be made available after 5:00 P.M. each day.

These By-Laws were approved, adopted, and will be in effect as of the 26th day of September 2003.