

25 Friendship Club
3025 W. Hampden Ave.
Sheridan, CO 80110
Established 1977

March 19th, 2020

The purpose of the club is to help our fellow Brothers and Sisters who are not working at the trade due to illness or injury. Help is through the unified effort of all members of the club by way of assessment.

Constitution of the 25 Friendship Club

As approved by the Membership

1. Membership in the 25 Friendship Club shall be limited to active members of the I.U.E.C. Local 25. Persons, at the time of application, must not be off work due to illness or injury.
2. Membership will be by application, said application must be approved by an officer of the club.
3. Membership fee will be Forty (\$40) Dollars. There will be a thirty-one day waiting period before any new member is eligible to collect benefits from the club.
4. Members must be actively working in the elevator trade at the time of illness or injury to be eligible to collect benefits. Laid-off members are exempt from assessment and can not collect benefits. A laid off member is immediately eligible for benefits upon his or her return to work in the elevator trade.
5. A member must be off work 10 consecutive dates to be eligible for benefits. Not more than 12 total weeks of benefits will be paid for any illness or injury. Benefits start, retroactive to the first day, after the member has been off work 10 consecutive workdays. Workdays begin Monday through Friday. Benefits are not paid for partial weeks.
 - a) No benefits are paid for pre-existing conditions. If the Board of Governors determines the sole reason a member has joined is to seek help because of a known or pre-existing condition all benefits will be denied for that claim.
 - b) Benefits will not be paid due to: Epidemic, Pandemic or Natural Disasters.
 - c) Benefits will not be paid for loss of work due to pregnancy.
 - d) Benefits for loss of work due to substance abuse will be limited to a maximum of 4 weeks and will be paid on a one-time basis only
6. A member, in good standing, will be paid Two Hundred (\$200) Dollars per week for legitimate illness or injury. If a member is behind on assessments at the time of illness or injury, he may be denied any benefits for a claim.
7. In the event of a death of any member in good standing, his or her beneficiary will receive Two Thousand (\$2,000) Dollars, regardless of previous benefits paid to that member. An assessment will be sent to the membership to cover the cost.
8. Members who have been off work for 10 consecutive days for illness or injury must notify the 25 Friendship Club in writing and must include a copy of a Doctors report stating the said member is physically unable to work in the elevator trade as well as the last day worked and the date of expected return to work. Copies are accepted. This notification must be received within 45 days of the illness or injury or may be subject to refusal of benefits.
9. Members who are off work for more than 12 weeks will be given additional aid, with the approval of the Board of Governors, by the way of a voluntary assessment sent to each member. The members are not obligated to donate, and this will not affect their standing in the club. The voluntary assessment and all postage for same shall be paid by the member requesting additional aid.
10. You will be notified of members needing help by the way of an assessment, either by mail or email. The amount of assessment will be listed on a said notice.
11. Upon receipt of an assessment, members are to send a check or money order to the club address. Members who do not receive assessments by email must include a stamped, self-addressed

envelope with their check for the next assessment. Members who fail to send a stamped envelope are subject to a One (\$1) Dollar fee added to their next assessment.

12. Members who fail to contribute within 30 days of the last assessment date will be contacted by an officer of the club either by email or phone call. He or she will be given a 30-day grace period, from the date of the notification, before being dropped from the membership rolls. During this grace period the member is not eligible for benefits but will become a member in good standing when all back assessments are paid in full.
13. Members in bad standing must pay a maximum of Seventy-Five (\$75) Dollars towards all back assessments as well as the Forty (\$40) Dollar initiation fee. Other fees, as deemed by the Board of Governors, may also apply. In addition, the thirty-one day waiting period will be enforced before the member is, again, covered by the club.
14. The 25 Friendship Club shall have 7 members designated as the Board of Governors, including the club 3 officers. Any additions or deletions to the clubs Constitution will be made either by majority vote of the Board of Governors or majority vote of the members attending the annual club meeting in March of each year.
15. To remove a member of the Board of Governors, a petition must be submitted to the Board outlining the reason said removal. The petition must have the signatures of 25% of the club members in good standing.
16. The Board of Governors will be elected by the membership. Elections shall be held at the annual club meeting held in March of each year. Elections will be determined by majority vote of those members present at the annual meeting. The nominees with the most votes will be immediately installed in the Board of Governors. The Board Chairman, Treasurer and Secretary will be elected in the same manner. Each officer position is for a 3-year period with one position up each year in March.
17. The Board of Governors will enforce all rules of this Constitution here-to-fore set forth all and future rules as may be added for the betterment of the club.
18. The decision of the Board of Governors for all matters concerning the 25 Friendship Club shall be final and binding on all parties.
19. The Treasury of the 25 Friendship club will be maintained at no less than One Hundred Fifty (\$150) Dollars and no more than Five Thousand Dollars (\$5,000) to be determined by total membership of the club. Excess funds will be dispersed to members needing benefits without an assessment being placed on the other members of the club.
20. In the event the 25 Friendship Club is dissolved any capital or monies in the treasury will be divided equally between all members in good standing.
21. The Board Chairman, Treasurer and Secretary are exempt from all assessments and are eligible for all benefits of the club.
22. In the event of a Strike by I.U.E.C Local 25 and the 25% Friendship Club is inactive until said strike is settled by all parties. Any benefits being collected by a member at the time of a strike will end until said strike is settled by all parties. Benefits will resume where they left off.
23. Any and all checks for the club must be signed by any two officers.

Board of Governors as of March 13th, 2017:

Don Ingram, Board Chairman
Cole Buis, Club Treasurer
Kevin Clark, Club Secretary

Additional Board of Governors:

Lance Prater
Richard Legal
Stan Rice
Luke Bauer