

# Local 25 - Constitution & Working Rules

## Article XIII

### Membership

**Section 1.** Qualifications. Every applicant for membership must be of good moral character and be eighteen (18) years of age or over and have at least a high school education or its equivalent. He/She shall not be a member of the Communist Party or any subversive movement or party which believes in or teaches the overthrow of the United States Government by force or by illegal or unconstitutional methods.

**Section 2.** Procedure on Applications. Every qualified applicant for membership shall complete an application form and file it with the Recording Secretary. Applications shall be referred to the Executive Board and submitted to the International Secretary-Treasurer for investigation. All applications shall be countersigned by two (2) members in good standing, one (1) of whom has worked at least one (1) month with the applicant. The two (2) signers of the request shall appear before the Executive Board with the applicant when called to appear. The Executive Board considering all applications shall consider the report of the International Secretary-Treasurer, investigate the character and qualifications of the applicant and report at the regular meeting. After the acceptance for membership of an applicant upon the favorable report of the Executive Board, the applicant shall be notified by mail to appear for initiation.

**Section 3.** Initiation. After the candidate has been notified to appear for initiation, should he/she fail to present him or herself within thirty (30) days after being notified, the time may be extended for good cause by a vote of the majority of the membership present at the meeting at which the extension of time is asked for. When presenting him or herself for initiation, he/she shall pay an initiation fee of Four Hundred Forty Dollars (\$440.00), payable by cashier's check, money order, or any other certified form of money. Cash monies or personal check will not be accepted. Upon payment of the initiation fee, each applicant for admission to membership shall take the Oath of Obligation prescribed in the International Constitution. After initiation he/she must secure the quarterly working card from the Business Manager-Financial Secretary and shall be presented with a copy of the International Constitution and By-Laws, the Local Constitution and By-Laws and the Labor-Management Reporting and disclosure Act of 1959.

**Section 4.** Good Standing. A member who lost his/her good standing shall be suspended from all rights and privileges of membership, including voice or vote in the local union unless otherwise provided herein. A member shall lose his/her good standing in the local union by (1) suspension or expulsion from membership after trial proceedings, pursuant to Article XVII, or by (2) suspension or expulsion for non-payment of dues. Dues are payable in advance on or before the first day of the month and the current quarterly working card shall be obtained on or before the first day of the current quarter. Any member owing over the amount of three (3) months dues shall stand suspended. A suspended member, upon becoming five (5) months in arrears, shall be so notified by the Financial Secretary by registered mail at the member's expense. **Whenever a member stands suspended for having owed over the amount of three (3) months dues, he/she shall pay all amounts due "plus \$50.00 reinstatement fee" before he/she is placed in good standing. Any member in arrears in dues or assessments for a period of six (6) months or more shall stand expelled and shall not be admitted into this local union until he/she pays his full initiation fee and all back indebtedness owed up to the time of preclusion.**

**Section 5.** Transfer or Withdrawal. Transfer and withdrawal cards shall be issued in accordance with the provisions of the International Constitution or any amendments thereto.

## Article XIV

### Dues and Assessments

**Section 1.** The initiation fee for membership in the local Union shall be Four Hundred Forty Dollars (\$440.00), payable by cashier's check, money order, or any other certified form of money. The dues of I.U.E.C.

Local 25 shall be two (2) times the total package plus per capita tax per month for mechanics and two (2) times the total package @ 70% of mechanic's rate plus per capita tax per month for apprentice/helpers. Dues are to be paid quarterly. A mechanic member may receive a Ten Dollar (\$10.00) credit per attended monthly meeting and an apprentice/helper member may receive a Seven Dollars (\$7.00) credit per attended monthly meeting toward their quarterly dues provided:

- He/She pays quarterly, in advance, on or before the first day of January, April, July, and October, and
- Attended meetings in the preceding quarter or have been reported working out of town for all three (3) meetings.

Quarterly dues shall be rounded to the next higher dollar. Dues increases will become effective the first month of a quarter following a wage rate change.

The probationary apprentice fee shall be 80% of the membership dues and rounded to the next higher dollar.

No officer or member shall be exempt from paying dues and assessments except as herein provided.

1<sup>st</sup> reading – July8, 1991 union meeting

2<sup>nd</sup> reading – August12, 1991 union meeting

Final reading and vote – September9, 1991 union meeting

**Section 2.** After a resolution has been introduced at a regular meeting of the local to increase or change the rate of dues, initiation fees or assessments, or to levy an additional assessment, the resolution shall be laid over at least one meeting for consideration. The Recording Secretary shall mail specific written notice to each member at his/her last known home address at least fifteen (15) days prior to the next regular meeting at which the membership will consider the question of whether or not such dues, initiation fee or assessment shall be changed or levied. The notice shall indicate the proposed increase or assessment to be voted on. A majority vote by secret ballot of the members in good standing present and voting at such meeting shall decide the issue.

**Section 3.** All fines imposed, fees and assessments levied shall be charged by the Financial Secretary to the member and shall stand and be payable before dues.

#### **Section 4. Arrears in Dues,**

(a.) Dues are payable quarterly in advance on or before the first day of January, April, July, and October. Failure to obtain a card on time is a fifteen dollar (\$15.00) late charge. Ten dollars (\$10.00) of that late charge will be waived if the member pays prior to the January, April, July, and October union meeting. Failure to obtain a card by the union meeting of the first month of said quarter will result in an additional five dollars (\$5.00) per day fine for every day worked by that member.

b.) All dues, assessments, fines and any other money due this Local from any member must be paid by personal check, cashier's check, money order, or any other certified forms of money. Cash money will not be acceptable. Such checks, money order, etc., must be for the correct amount of indebtedness and made payable to I.U.E.C. Local 25.

c.) Any member whose check is returned from his/her bank marked no funds or insufficient funds, will be assessed a charge to cover *Bank Fees* for each offense. When any member's check is returned for the forenamed reasons, he/she must submit a cashier's check or money order for the next four (4) quarterly cards.

d.) If dues are not received within thirty (30) days of their due date, i.e., January 1<sup>st</sup>, April 1<sup>st</sup>, July 1<sup>st</sup>, and October 1<sup>st</sup>, Local 25 may request the employer to terminate the delinquent member under the provisions of Article III, Paragraph 2, of our standard Agreement.

When the International Union of Elevator Constructor's per capita tax increase goes into effect, January1 of each year, the members of Local 25's dues will be increased at the same rate. If the International Union of Elevator Constructors does not increase the per capita tax, Local 25 will not increase the dues accordingly.

**Section 5.** Any member who is off work more than fifteen (15) days due to illness or injury shall receive free dues for one month. Any member who is off work for more than six (6) weeks due to illness or injury shall receive free quarterly dues until such member is medically able to return to work.