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By- Laws

Brotherhood of Utility Workers
of New England, Inc.

Local 318

PREAMBLE

Whereas, God in His infinite wisdom has endowed all men with certain inalienable rights among which are the right of life, liberty and the pursuit of happiness; and

Whereas, The trend of employers, assisted by combined capital is to debase labor and deny its lawful and just share of what it produces; and thereafter be it

Resolved, That knowing and looking to the righteousness and justice of our cause, we solemnly bind ourselves (by our most sacred honor) into one common union of men and women to, by all lawful and just means, better our social and financial condition, by each for all, and all for each, supporting each other for a fair rate of compensation for our labor, and for reasonable hours of work per day, and be it further

Resolved, That we recognize no rule of action or principle that would elevate wealth above industry, or the professional person above the working person; that we recognize no distinction in society, except that based upon worth, usefulness and good order, and no superiority except that granted by the great Creator of our existence, and calling upon God to witness the rectitude of our intentions, we the membership here assembled, confirm and establish the following Constitution and By-Laws.

GENDER CLAUSE

Wherever used in these Constitution and By-Laws, a masculine pronoun shall be deemed to include the masculine and feminine gender, and a singular work shall be deemed to include the singular and plural, unless the context clearly indicates otherwise.

ARTICLE I

Sec. 1. This local shall be known as Local 318, the Brotherhood of Utility Workers of New England, Incorporated, and cannot voluntarily surrender its Charter or dissolve so long as ten members in good standing object thereto.

Sec. 2. The Local shall meet regularly on the fourth Thursday of each month, and shall convene at a time set by the members.

Posting of Notices of Meetings

Notice of special meetings will be duly posted on said designated bulletin boards, or mailed, ten days in advance of said meetings. Notice to be posted by authorized personnel of the union, namely the officers or shop stewards.

ARTICLE II

Sec. 1. All persons who believe in the principals of Unionism and are of good moral character, who are engaged in the Utility field represented by the Brotherhood of Utility Workers within the territory of this Local, shall be eligible for membership except anyone so employed who is recognized by the Local Body as holding title and authority of an official representing management. It shall lie with the discretion of its members to approve or reject his or her application.

Sec. 2. No officers of this Local shall hold membership in any other labor organization, federation, or alliance of utility employees admitting membership as described by section one of this article.

Sec. 3. Members shall not propose for membership persons whom they do not know to be favorable to the principles of the Brotherhood.

Sec. 4. Membership shall be referred to the Executive Committee, who shall report not later than the next regular meeting, and the candidates shall be accepted or rejected by the members present at the meeting. All applications must be approved by a majority vote of the membership present.

Sec. 5. Where an applicant is so located that he or she cannot attend meetings, the President of the Local may, with the approval of the Executive Committee, administrate the oath to the applicant at such time and place as is agreeable to both parties.

ARTICLE III

Sec. 1. The elective officers of the Local shall consist of President, Vice President, Recording Secretary, Financial Secretary Treasurer, National Council Representative and Sergeant at Arms. Only members in good standing will be eligible to hold office.

Sec. 2. There shall also be elected a Judicial Committee which shall consist of three members in addition to the Executive Board. The President shall be ex-officio, a member of all committees, for the purpose of consistency with the rules of this local and to promote fairness within such committees.

Sec. 3. There shall also be elected an Auditing Committee which shall consist of three

members in addition to the Executive Board. The Auditing Committee shall review and report to the membership the financial status of the treasury. This review will take place at each regular union meeting. The President shall be ex-officio, member of all committees, for the purpose of consistency with the rules of this local and to promote fairness within such committees.

Sec. 4. No member shall be nominated for any office in the Local unless he or she is in good standing. He must actually be employed in the utility field within the territory over which the Local claims jurisdiction.

Member in good standing:

Does not reveal any private business or proceedings of this Union or any individual action by its members.

Union dues is paid in full and up to date.

Abides by the Constitution and By-Laws, principles of seniority, working conditions, and the scale of wages adopted by it.

By every honorable means, helps and protects the members of the Local.

Sec. 5. Nominations of candidates shall be in order at the meeting in October, and elected at the meeting in November, and candidates so nominated shall be posted on all bulletin boards regularly used by the Local for fifteen days prior to the election. Officers so elected shall be installed in office before the regular meeting in December.

Sec. 6. The term of office shall be a two-year term.

Sec. 7. If officers through neglect, absent themselves for three consecutive meetings,

their seat may by majority vote of the membership be declared vacant. All such officers affected by the section shall be notified by registered mail to appear before the Executive Board within ten days to show cause why they should not be removed from office. The membership shall be notified of such action by posting notice on all bulletin boards used by the Local during these proceedings to vacate the seat. A vacancy so caused shall be filled by nomination and vote at the following regular or special meeting.

Sec. 8. Vacancies must be filled as soon as possible by the Local after they have been declared vacant.

ARTICLE IV

Sec. 1. It shall be the duty of the President to preside at all meetings, regular and special, decide all questions of law, and interpret the Labor Agreement and the Constitution and By-Laws. Upon request from any member, he will settle all questions or disputes, subject to appeal. When an appeal is taken, the Vice President shall hear the appeal, or in his absence, the next presiding officer. The President shall have the executive supervision over all affairs of the Local, subject to the Local, subject to the approval of the body.

Sec. 2. The Vice President shall assist the President in any way directed and preside in his absence.

Sec. 3. The Recording Secretary shall keep the minutes of meetings, conduct all correspondence for the Local, and render such reports to the Local and the National body as are provided for in the Constitution and By-Laws. He shall affix the seal to all correspondence requiring such applications, and perform such duties as may be assigned by the President or pertain to his office, and shall be responsible for filing all committee reports.

Sec. 4. The financial Secretary Treasurer shall receive all dues, fines, assessments and, money due the Local, and perform other such duties as pertain to his office. He shall maintain ample record of all monetary transactions in a manner that will furnish required information by the Local or by the National Body. He shall be required to pay all obligations, after such obligations have been approved by the Local Body in regular session. The financial Secretary Treasurer shall be bonded. There shall be an annual audit by an accredited auditing concern. The Treasurer shall be required to review the financial records with the Auditing Committee at each regular meeting.

Sec. 5. The Sergeant at Arms will maintain order at all regular and special meetings of the Local and perform such other duties as may be assigned by the President or pertain to his office.

ARTICLE V

Sec. 1. The initiation fee of the Local shall be twenty-five dollars (\$25.00) and the fee shall not be changed without referendum to the membership of the Local. It is understood that fees so collected shall be distributed in the manner described in Article VII, Section 3 of the Constitution and By-Laws of the National Body.

Sec. 2. The weekly dues shall be determined by the membership present at a regular meeting after the membership has been notified by proper notification.

Sec. 3. Assessments may be applied to augment funds of the Local, but must be approved by the Local in regular session by a majority of the members present after due notice of such action is given the membership by posting on all bulletin boards or mailed ten days in

advance.

Sec. 4. In case of sickness or unemployment of a member for a period of thirty days or more, the Local may, by a majority vote, waive the dues and assessments of such members.

ARTICLE VI

Sec. 1. Officers or members who violate any of the principles of the Brotherhood or offend against the Constitution and By-Laws of this Local shall be fined, reprimanded, suspended, or expelled as the laws may direct.

Sec. 2. Officers or members who have been fined in accordance with Section 1 of the Article and allow such fine to remain unpaid for four weeks after receiving notice thereof, shall be deprived of the right to speak or vote until all such fines are paid or revoked. Members shall not be eligible to any office or entitled to any other rights while there are one or more unpaid fines standing against them, or while they are more than one month in arrears.

Sec. 3. Any officer or member of this Local who misappropriates funds of the Local shall, if found guilty, be expelled. This Local shall not have authority to compromise or offer settlement with any officer or member who have been found guilty of such misappropriation.

Sec. 4. Officers or members having been expelled for cause shall not be re-admitted within less than six months after such expulsion. After six months, they may make application for re-admission, which shall be considered and acted upon as provided for in the laws governing the admission of candidates.

ARTICLE VII

Sec. 1. All charges against any member (s) shall be submitted in writing to the Judicial Committee.

Sec. 2. The Judicial Committee shall notify the member (s) charged and arrange with both parties the time and place for trial.

Sec. 3. The Judicial Committee shall try the case and make a verdict based on the evidence presented and make that verdict known at the next union meeting. The verdict of the Judicial Committee shall be final.

Sec. 4. If accused members refuse or neglect to stand trial when duly notified, the committee shall report them guilty of contempt, which shall be final and the punishment expulsion.

Sec. 5. The members present at such meeting mentioned above shall by majority vote decide the penalties if guilty.

Sec. 6. The Judicial process must be completed within four months of the date original charges were filed.

Sec. 7. During the conduct of any trial, from its inception, any officer or committee member under charges shall be relieved from all duties until he is found guilty or exonerated.

ARTICLE VIII

PROTECTIVE LAWS

The following rules of conduct are arranged for the purpose of outlining the method of procedure in the protection of the rights of the employees as a whole in their relations and

contacts with management.

With the definite understanding that the primary objective of Local 318, The Brotherhood of Utility Workers of New England, Inc. shall be to promote the welfare of its members, the following rules shall govern, and shall be considered part of the Local Body.

No part of these rules shall be interpreted in any manner that will conflict with the Constitution and By-Laws of the National Body not with the By-Laws of Local 318.

Sec. 1. The influence or sympathy of this Local as body shall never be enlisted or used in favor of any religious organization. No member shall be permitted to discuss in any matter in meetings, while discussing the regular business of the Local, any religious matters or criticize the religious belief of any member.

Sec. 2. The right to bargain collectively for the whole membership of the Local shall lie with the Executive Committee of the Local, together with its National or Local Representative. No less than three members shall ever participate in any collective bargaining or officially confer with an employer in any collective bargaining or officially confer with an employer in behalf of the Local.

Sec. 3. All members of the Local shall be required to abide by any agreements made by their duly accredited representatives with the management by whom they are employed, provided such agreements have been authorized by a majority vote of the membership in attendance at a regular or special meeting after the presentation to the management. It shall be the privilege of the membership in regular meetings assembled to discuss agreements in their entirety before presentation to management.

ARTICLE IX

Sec. 1. The Constitution and By-Laws of the Brotherhood of Utility Workers of New England, Inc., shall be accepted as supplementary hereto in the conduct of this Local.

Sec. 2. No act of the Local shall be effective without full consideration of the interpretation of the Constitution and By-Laws of the Brotherhood of Utility Workers of New England, Inc.

Sec. 3. These By-Laws may be amended by the Local Body, provided such amendment has been presented in writing to the Local in regular session and subsequently posted for action at a regular meeting.

Sec. 4. There shall be required a majority vote by the attendant membership to effect such amendment.

ARTICLE X

Sec. 1. All leaves of absences covered by either Federal or State law will be governed by said laws.

Sec. 2. Any member who takes a leave of absence not exceeding five weeks will be covered by all Union agreements. Upon return to work he shall pay in full all dues and

assessments or fines accumulated during the term of their absence.

Sec. 3. Any member who takes a Leave of Absence of more than five weeks will not receive any Union benefits for the term exceeding the five week period. He shall upon return to employment be placed in the position previously held in the roster which he left. He will not be offered any position that became available to him during his absence after the five week period. In the event his job was eliminated he will be offered any position for which he has bumping rights minus the time in excess of the five week period. This return to membership is contingent upon payment in full of all dues assessments or fines accumulated during the term of their absence minus the first five weeks.

Sec. 4. Medical leave of absence- during medical leaves of absence approved by the company, members will not be required to pay dues. No loss of benefits or seniority or benefits will be incurred.

ARTICLE XI

Sec. 1. Any Executive Board member of any roster, may if elected by his department, assume the duties of steward, without compensation.

Sec. 2. Stewards may be excused from meetings and marked present for the reasons of company work, continuing education, vacation, sickness, jury duty, military leave, funeral, and union business.

Sec. 3. It shall be the duty of the steward to accept grievances from the members within

their jurisdiction and to foreword them to the Executive Board as soon as possible.

Sec. 4. It shall be the right of any department to elect or re-elect a steward at any time, provided the candidate elected receives the majority vote the that department.

ARTICLE XII

Sec. 1. Other committees for special purpose, (By-Law, investment, etc.) shall be elected by the membership present at a regular or special meetings.

Sec. 2. Large expenditures of money (\$500.00) for special work done, for investments, or for any other cause, shall not be allowed without having been approved by the majority of the members in attendance at a meeting of the Local that has been posted or mailed notifying the membership of the proposed expenditures.

Sec. 3. The Executive Committee shall establish an order of business for the conduct of their meetings which they may change from time to time by a majority vote at any meeting.

Sec. 4. The order of business shall generally follow:

- A. Call to order by the presiding officer.
- B. The roll call of the officers and stewards.
- C. Reading of the minutes of the previous meeting.
- D. Financial Secretary-Treasurers report.
- E. Report of officers.
- F. Report of committees.
- G. Unfinished business.
- H. New business.

- I. Discussion for the good of the union.
- J. Nomination of officers in October (when necessary).
- K. Adjournment.

Sec. 5. There shall be no legal business transacted after a two hour and thirty minute duration unless an extension of thirty minutes is voted by the membership present.

ARTICLE XIII

Sec. 1. If the Local by a majority vote decides to strike, that decision must be forwarded to the National Executive Board, and if the National Executive Board agrees to the strike, the strike will be carried on and will receive the full support of the Brotherhood. If however, The National Executive Board vetoes the strike, then such vote shall be returned to the Local within seven days after it receipt, together with a statement by the National Executive Board as to its reasons for not authorizing the strike. Upon receiving the vote of the National Executive Board, the Local take a second vote on whether or not to strike. If on the second ballot the strike is again sanctioned by a majority vote of the membership of the Local, the strike will be permitted.

Sec. 2. The Executive Committee shall have the right to declare strike upon the following conditions: It must first be shown that every possible effort at arbitration has been make by the Brotherhood and that full notice has been sent to the National Executive Board of all negotiations.

Sec. 3. The Executive Committee shall have the right to declare an Unfair Labor Practice strike and engage in all other concerted activity protected by the National Labor Relations Act.

ARTICLE XIV

Sec. 1. The local strike committee shall consist of all Local officers, shop stewards, who will direct the strike operations, answering only to the Local President, or in his absence to the next succeeding Executive Officer.

Sec. 2. Local strike headquarters, once established, should remain open twenty-four hours a day until the strike is over.

Sec. 3. Whenever possible, more than one phone should be available in order to conduct the business at hand efficiently.

Sec. 4. The Local strike committee shall assign brother members, their assigned duties, notifying them in advance as to type of duties, hours and place of assignment.

Sec. 5. All pickets will be assigned by the local strike committee and it is advisable to have them work in pairs whenever possible for the period of time decided on by the local strike committee.

Sec. 6. On every picket line one person shall be designated to be the picket foreman, who will be the spokesman for the group.

Sec. 7. The foreman will clear all questions through the local strike headquarters and make only those statements to the press which have be cleared by the strike committee.

DISCIPLINARY ACTION

Any member who absents him or herself from their assigned duties without good and

sufficient cause, shall be subject to disciplinary charges being brought against them.

If the charges against a member are upheld, he or she will be subject to a fine not to exceed five-hundred dollars, suspension or both.