



“Boilermakers Lodge 146 endeavours to provide its members with employment opportunities in construction, maintenance, and fabrication shops, as well as provide a fair and impartial dispatch process.”

“Respect for the Work Rules & By-Laws, and in turn our fellow workers, shall solidify and strengthen our Brotherhood; its ability to attain our sworn oath of better working conditions, wages, and organization; creating customer satisfaction which enhances our market share; and secure employment for our members today and into the future.”

**International Brotherhood of
Boilermakers, Iron Ship Builders,
Blacksmiths, Forgers and Helpers
Local Lodge No 146**

2014

BY-LAWS



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Please note: Wherever the context so requires, the masculine gender includes the feminine and conversely.

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1.0 NAME

This organization shall be known as Lodge 146 of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers. It is affiliated with, and is a Local Lodge of, the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, AFL-CIO, CLC.

2.0 JURISDICTION

The jurisdiction of this Lodge shall be as set forth in its Grant of Charter in accordance with the provisions of Article 5.3 of the International Brotherhood Constitution.

3.0 OBJECTIVES

The objectives of this Lodge shall be as set forth in the International Brotherhood Constitution.

4.0 ELIGIBILITY AND APPLICATION FOR MEMBERSHIP

4.1 Eligibility and Application

Eligibility and application for membership shall be in accordance with the International Brotherhood Constitution and International Brotherhood policy as established by the International Executive Council.

4.2 Reinstatement

4.2.1 No application for reinstatement shall be acted upon by this Lodge until after approval is received from the Lodge which suspended the applicant.

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4.2.2 The Business Manager/Secretary-Treasurer may approve reinstatement of a former member of this Lodge, or another Lodge without submitting the request to the membership for action, provided the applicant was suspended less than forty eight (48) continuous months for non-payment of dues and has no unpaid financial obligation to this Union.

Any request for approval of reinstatement of a former member, who was suspended or expelled for any other reason, shall be submitted for action at the next regular meeting of the Lodge and approval shall require a two-thirds (2/3) vote of the voting members at the meeting, subject to the International Brotherhood Constitution.

5.0 OFFICERS, NOMINATIONS AND ELECTIONS

- 5.1 The officers of this Lodge shall be those designated in the International Brotherhood Constitution, except that there shall be a Business Manager whose office shall be combined with that of Secretary-Treasurer, and shall be nominated and elected in accordance therewith. All Elections shall be by all-mail ballot and in accordance with instructions to be obtained from the International President.
- 5.2 In addition to all other requirements, to be eligible for nomination and election to office in this Lodge, a member must have attended at least one (1) meeting in each of the five (5) calendar quarters immediately preceding his nomination, unless prevented from so doing by personal illness, Union duties, regular employment

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under a contract between the Union and his employer, or some other unavoidable situation.

- 5.3 The Recording Secretary shall maintain a membership attendance book and the book shall be signed by each member at each meeting he attends. No member's name shall be entered in the book by another person except as permitted or required by these By-Laws, the International Brotherhood Constitution or policies of the International Brotherhood, or any applicable law. A member who has not attended at least one (1) meeting in a calendar quarter for any of the reasons given in Article 5.2 of these By-Laws shall present to the President within twenty (20) days after the end of the quarter his written reason for nonattendance at each of the meetings he missed. If his reason(s) is (are) acceptable to the President, his name shall be entered in the book for each such meeting with a notation that his absence has been excused, and the President shall report this action at the next regular meeting and be so recorded in the meeting minutes.

6.0 LODGE EXECUTIVE BOARD

Only the duly elected officers of this Lodge shall constitute its Executive Board. The President shall preside over and the Recording Secretary shall keep minutes of Executive Board meetings, which may from time to time be held as necessary before each regular monthly meeting of the Lodge. The Executive Board shall be governed strictly by the International Brotherhood Constitution and these By-Laws.

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7.0 OFFICERS' DUTIES

In addition to their specific duties as outlined in the International Brotherhood Constitution, officers of this Lodge shall have the following responsibilities:

- 7.1 The Business Manager/Secretary-Treasurer shall maintain complete, accurate, up-to-date records of all Lodge financial operations and at each regular monthly meeting shall present a statement of income and expense for the previous month, including all funds received and the sources from which they came; all expenses for the month, including the name of each payee and the amount and purpose of each expenditure; the financial standing of the Lodge, including investments and savings, real estate value (if any), cash on hand and in the bank, etc. The report shall be read aloud and, once it has been approved by the membership, shall be made a permanent part of the minutes of the meeting. All Lodge financial records shall be in the care of the Business Manager/Secretary-Treasurer and maintained in a safe, secure place; however, they shall be produced upon request for examination by the International Brotherhood, the Lodge Executive Board, or any proper agent or representative of government.

- 7.1.1 The Business Manager/Secretary-Treasurer shall submit copies of the approved minutes of all regular and special meetings of the Lodge, as prepared by the Recording Secretary or other authorized person, monthly, to the Area International President and the appropriate Area International Vice-President.

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- 7.2 All cheques written on Lodge accounts and all savings withdrawals must be signed by the Business Manager/ Secretary-Treasurer and countersigned by the President or other individual authorized to do so by the International President. All monies received must be deposited in Lodge accounts promptly in accordance with Article 34.1 of the International Brotherhood Constitution, and the deposit slips retained as part of the Lodge's permanent financial records, or as otherwise required by the International Brotherhood or by law. No funds of this Lodge shall be deposited in any savings institution not covered by the Federal Deposit Insurance Corporation or the Canadian Deposit Insurance Corporation nor invested in anything other than government bonds without prior approval by the International President. All such funds shall be invested in accordance with Article 34.1 of the International Brotherhood Constitution.
- 7.3 No expenses shall be reimbursed from Lodge funds unless claimed on properly completed voucher forms, which shall be retained as part of the Lodge's permanent records. Each claim for reimbursement of an expense for which prior Lodge approval or authorization is required shall be checked for said approval or authorization before reimbursement is made. Any member making a claim for reimbursement of expenses must sign his voucher and receive reimbursement himself. No reimbursement of expenses incurred by any member shall under any circumstances be made to any other person, except to a member of the claimant's family, and then only with his prior approval in writing. No member shall sign any reimbursement form for any other, except as permitted by law in case of disability or illiteracy.

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- 7.4 It is the responsibility of the Board of Trustees to ensure that all expenditures of Lodge funds have been properly made and are supported by a business purpose, invoice copies and/or receipts, and that required Government and International Brotherhood reports have been filed timely.
- 7.5 It shall be incumbent upon each officer of this Lodge to make himself aware of the responsibilities and duties of his office, as set forth in the International Brotherhood Constitution and these By-Laws, and to fulfill those responsibilities and perform those duties to the best of his ability.
- 7.6 By virtue of office, the Business Manager/Secretary Treasurer shall be a delegate to all appropriate conventions, conferences, schools, seminars, and other similar functions to which the Lodge is authorized to send delegates and/or representatives. Also by virtue of office, the Lodge President shall be a delegate to International Brotherhood conventions. If the Lodge moves to send additional delegates, they shall be elected in accordance with the International Brotherhood Constitution and these By-Laws, and eligibility requirements shall include meeting attendance requirements as outlined in Article 5 of these By-Laws, except that when the function is of a particular nature requiring attendance by members who are specially qualified, they shall be selected by the Business Manager/Secretary Treasurer. In the event the Business Manager/Secretary Treasurer is unable to attend a conference, seminar, or similar event, at which matters solely related to his official duties and responsibilities are to be dealt with, he may select an alternate to attend in his stead.

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8.0 MEETINGS

- 8.1 **Regular Meetings** - The regular monthly Lodge meeting shall be held on the second (**2nd**) Wednesday of each month at 15220 – 114 Avenue, Edmonton, Alberta, T5M 2Z2 starting at **7:30 p.m.** and adjourning not later than **9:30 p.m.** unless continued by a two-thirds (**2/3**) standing vote; however, in no event shall such continuation last beyond **10:00 p.m.** except by unanimous consent. In the event of an emergency which necessitates changing a scheduled regular meeting, the Executive Board shall have the authority to make whatever change is necessary, and shall give proper notice to the membership as soon as possible. No such change shall be made with less than forty-eight (**48**) hours prior notice.

Not less than forty (**40**) eligible members shall constitute a quorum for the transaction of business at a regular monthly meeting.

There shall be no quorum requirement for nomination or election meetings.

- 8.2 **Special Meetings** - Special meetings may be called in accordance with the International Brotherhood Constitution

Not less than forty (**40**) eligible members shall constitute a quorum for the transaction of business at a special called meeting.

There shall be no quorum requirement for nomination or election meetings.

- 8.3 **Conduct** - Robert's Rules of Order, applicable provisions of the International Brotherhood Constitution and of
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the International Brotherhood Ritual, and the following standing rules shall govern at all Lodge meetings.

- 8.3.1 The Chairman shall enforce these rules and regulations and may direct that violators be removed from the meeting.
- 8.3.2 The regular order of business may be suspended at any time by majority vote in order to dispose of an urgent matter.
- 8.3.3 Any activity which, in the opinion of the Chairman, is calculated to disturb a speaking member or disrupt the conduct of the meeting or hinder the transaction of business, or may have the effect of so disturbing, disrupting, or hindering, shall be deemed a violation of order.
- 8.3.4 Loitering, profanity, gambling, use of intoxicants, being under the influence of intoxicants, possession of weapons, violence or threat of violence are basis for removal from the Lodge meeting place in accordance with the International Brotherhood Constitution.
- 8.3.5 When a member wishes to speak, he shall rise and respectfully address the Chairman, and, if recognized, he shall state his name before proceeding.
- 8.3.6 If two (2) or more members rise to speak at the same time, the Chairman shall decide which is entitled to the floor.

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- 8.3.7 Speakers shall adhere to the question under debate and avoid personalities and indecorous language as well as disparagement of the Union or any member thereof, but every member shall have the right to express his views, arguments, and opinions concerning any candidate and/or any business properly before the meeting.
- 8.3.8 No speaker may be interrupted except as permitted or required under Robert's Rules of Order.
- 8.3.9 At the request of the Chairman, any speaker being called to order shall cease speaking and be seated until the question of order is determined.
- 8.3.10 No member shall be allowed to speak longer than five (5) minutes on any subject in a meeting of this Lodge without the permission of this Lodge, and any member exceeding his allotted time shall cease speaking and take his seat upon being called to order.
- 8.3.11 All business transacted within this Lodge shall be strictly confidential and for the information of members of this International Brotherhood only.
- 8.3.12 Everyone will be seated before the meeting commences.
- 8.3.13 At any regular or special meeting called, voting may be by secret ballot of the members in good standing. A majority vote by the members in good standing shall decide the issue. The Chairman shall determine how a vote will be conducted.

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9.0 REVENUE, TAXES AND FEES

9.1 **Sources of Revenue** - Subject to all applicable provisions of the International Brotherhood Constitution, initiation and reinstatement fees and dues shall be as follows. No change may be made in the below rate schedules, nor may any assessment be levied, except as permitted or required under the International Brotherhood Constitution.

9.1.1 Construction Sector Operations Members

	Mechanics	Helper/ Trainee*	Apprentices*	Effective Date
Initiation Field Construction	\$500.00	\$250.00	\$500.00	01/01/14
Reinstatement	\$500.00	\$500.00	\$500.00	01/01/14
Field Construction	\$38.80	\$38.30	\$38.30	01/01/15

Working Dues:

Field Construction: four (4) % of gross hourly wage

* Any person participating in a field apprenticeship program shall be required to pay one hundred twenty-five dollars (\$125.00) to be applied to their total field initiation, at the end of each completed period. All apprentices shall be required to pay their total initiation before being classified as a journeyman.

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9.1.2 Industrial Sector Operations Members

9.1.2.1 Shop Members

	Mechanics	Helper/ Trainee	Apprentices	Effective Date
Initiation Shop Members	\$250.00	\$125.00	\$125.00	01/01/14
Reinstatement	\$500.00	\$500.00	\$500.00	01/01/14
Monthly Dues*	\$44.30	\$43.80	\$43.80	01/01/15
ISO Div Assessment	\$3.00*	\$3.00*	\$3.00*	01/01/15

Working Dues:

Shop: one half percent (0.5 %) of gross hourly wage

*ISO Assessment combined with monthly dues

9.1.3 **Field Dues** - In accordance with the International Brotherhood Constitution, the combined minimum field dues shall not be less than four (4) % of gross wages. Lodge 146 combined field dues shall be four (4) % of gross wages, effective January 1, 2014. The combined field dues set forth above are subject to adjustment necessary to satisfy the minimum cash reserve requirements under the International Brotherhood Constitution.

9.1.4 Installment Payments of initiation and reinstatement fees may be arranged, with the full amount to be paid within the first fourteen (14) days of work available to the employee unless sickness or some other unavoidable situation prevents his working full time on work made available to him.

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Additional time may be granted for a specified time not to exceed forty-five (45) days.

9.1.5 In accordance with the International Brotherhood Constitution, members with less than four (4) years continuous membership moving from a classification for which a lower initiation or reinstatement fee is established to one for which a higher fee is established and members transferring into this Lodge, who have paid initiation or reinstatement fees lower than those established by this Lodge, shall have seven (7) days from the date of reclassification or transfer to pay the difference between the fees. Installment payment may be arranged in accordance with Article 9.1.4 of these By-Laws.

9.2 Local Lodge Payments

The amounts of the taxes, fees and charges, which are payable to the International Brotherhood, shall be as follows:

Initiation Fee – Twenty percent (20%) of fees collected, but not less than one month's per capita

Reinstatement fee – Twenty percent (20%) of fees collected, but not less than one month's per capita

Per Capita Tax – as determined pursuant to Article 12 of the International Brotherhood Constitution

ISO Div Assessment - as determined pursuant to Article 21.3.2 of the International Brotherhood Constitution

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10.0 SALARIES, ALLOWANCES & EXPENSE REIMBURSEMENT

10.1 Salaries

Recognizing that the Business Manager/Secretary-Treasurer and any Assistant Business Managers must participate in cultural, civic, political, fraternal, and educational activities, in addition to their specific duties provided for in the International Brotherhood Constitution and these By-Laws; that such activities benefit this Union and its members; that the time spent in such activities is unpredictable and unascertainable; accordingly, such officials shall be compensated for their services as follows:

10.1.1 The Business Manager/Secretary-Treasurer salary shall be equal to a Construction General Foreman's wage rate established under the applicable labour agreement, not to exceed forty (40) straight time hours plus ten (10) overtime (1.5x) hours per week. In addition, he shall receive one dollar (\$1.00) per week for incidental expenses incurred on official Lodge business while in the city, except that this allowance shall not be payable when reimbursement under article 10.4 of these By-Laws applies.

10.1.2 The salary of the (each) Business Representative, Assistant Business Manager, and/or Dispatcher shall be equal to Construction Foreman's wage rate established under the applicable labour agreement, not to exceed forty (40) straight time hours plus ten (10) overtime (1.5x) hours per week. In addition, he shall receive one dollar (\$1.00) per week for incidental expenses incurred on official Lodge business while in the

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city, except that this allowance shall not be payable when reimbursement under article 10.4 of these By-Laws applies.

10.2 **Benefits for Salaried Officials**

10.2.1 All full time salaried officials shall receive Pension and Health & Welfare benefits in accordance with the terms of the area/local basic construction labour agreement for this Local Lodge. The Lodge shall provide coverage for its salaried officials under the **Boilermaker National Health and Welfare Plan (Canada)** for hours per week at the rates provided under the aforementioned construction agreement. Contributions shall not exceed the maximum permitted by law. The foregoing benefits shall be provided in accordance with the applicable participation agreements of the Trusts.

The Lodge shall also provide Vacation Pay in the amount of six percent (6%) and Statutory Holiday Pay in the amount of four percent(4%) of gross wages for its salaried officials as set forth in the aforementioned construction agreement.

NOTE – WAGE/BENEFITS REPORT FORM:
This form must be completed and signed by the Business Manager/Secretary Treasurer of the Lodge and submitted to the International Presidents office, in advance, of the effective date of any and all wage/benefit(s) increases provided under the area local/basic construction labour agreement governing the Lodge. This form must be completed for each full time salaried Lodge official and all full time hourly

paid clericals, not covered by a collective bargaining agreement. Copies of this report must be provided to the International Vice-President of the area and to the National Funds office, with copies retained in the files of the Lodge.

10.2.2 Boilermakers Officers and Employees Pension Plan

All full time salaried officers and employees may participate in the Boilermakers Officers & Employees Pension Fund provided the Lodge takes action pursuant to Article 23.3.2 of the International Brotherhood Constitution, authorizing participation.

10.2.3 Vacation

Each full time salaried official with less than with less than five (5) years of continuous employment shall be granted a three (3) week paid vacation annually. Full time salaried officials with five (5) years or more of continuous employment shall be granted a four (4) week paid vacation annually. Annual vacations shall be paid at the employees regular wage rate as per the established applicable labour agreement, not to exceed forty (40) straight time hours per week, and without the six (6) % Vacation Pay and four (4) % Statutory Holiday pay. Vacation time, or pay in lieu of time, must be taken during the calendar year and may not be postponed until a definite specified date with approval by the vote of the membership, which shall be so recorded in the minutes of the meeting, subject to the prior approval of the International President or International Vice-President of that area.

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10.3 **Automobiles**

Officers and representatives working fulltime for the Lodge may be furnished with an automobile the purchase price of which, including accessories, shall not exceed a reasonable and prudent amount or acceptable vehicle allowance as deemed by the Business Manager and the Executive Board currently seven hundred dollars (\$700) per month. The certificate of ownership, or title, shall be in the name of the Lodge. It is recognized that the officers or representatives are required to be on instant call at all times and must garage such car and be responsible for its safekeeping. Accordingly, for the convenience of the Lodge and as partial compensation for such additional responsibilities, the officers or representatives shall be permitted private use of the automobile when it is not being used for Lodge business provided they supply the necessary gas and oil. The Business Manager/Secretary Treasurer and/or the Executive Board may be empowered by a majority vote of the Lodge, after approval by the International President to buy, sell, exchange or lease automobiles or arrange financing therefore if Local Lodge funds and revenue permit. The Lodge shall defray all expenses of operating the automobile while it is being used on Lodge business.

10.4 **Travel Expense Allowance and Reimbursement**

10.4.1 All delegates of Lodge 146, when on official business of the Local Lodge, shall receive expenses as follows:

Within the City of Edmonton – forty dollars (\$40.00) per day. Outside the City of Edmonton – one hundred dollars (\$100.00) per day, and be provided acceptable accommodation, economy

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airfare inclusive of taxes in the event that it is the most practical method of transportation or equivalent dollar value per construction agreement for car mileage.

Other incidental expenses when itemized on an expense account.

10.4.2 No member shall receive in any one (1) month more than one (1) allowance. If he performs the duties of two (2) (or more) offices or positions, he shall receive the higher of the applicable allowance, but only one (1).

10.5 **Field Dues Reimbursement**

The field construction Steward shall be reimbursed the portion of field dues which is retained by the Lodge (excepting the one and one-quarter percent (1.25%) of gross wages payable to the Construction Division Fund as specified in the International Brotherhood Constitution) under the International Brotherhood Constitution for each month during which:

10.5.1 His official duties have been performed in a proper, timely manner, and all records and reports required of him are up to date.

10.5.2 He is assigned to Stewardship over two (2) or more men and/or the duration of the job on which he serves is four (4) hours or longer.

10.5.3 He attends the monthly meeting unless prevented from so doing by personal illness, Union duties, regular employment under a contract

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between the Union and his employer, or some other unavoidable situation.

10.5.4 The Lodge's total liquid assets do not drop below one-hundred thousand (\$100,000) dollars.

10.6 Monthly Dues Reimbursement

The Business Manager, Representatives, Dispatchers Executive Board and Job Stewards shall be reimbursed their monthly dues providing:

10.6.1 His official duties have been performed in a proper, timely manner, and all records and reports required of him are up to date.

10.6.2 He attends the monthly meeting unless prevented from so doing by personal illness, Union duties, regular employment under a contract between the Union and his employer, or some other unavoidable situation.

10.6.3 The Lodge's total liquid assets do not drop below one-hundred thousand (\$100,000) dollars.

10.6.4 In addition to the monthly dues reimbursement, each officer will also receive fifty dollars (\$50.00) per month per diem.

10.6.5 Stewards have been on the job for at least thirty (30) calendar days and have submitted one (1) report each month.

10.7 Lost Time Wage Expense

Any member who loses wages from his regular employment under a contract between the Union and his employer, as a result of performing authorized Union business during scheduled working hours which could not have been performed outside working hours, shall be reimbursed for the actual wages lost. Lost-time-wage reimbursement claims must be submitted on properly completed voucher forms. Approval by the Lodge or the Business Manager/Secretary-Treasurer must have been received before incurring lost-time-wage expense on behalf of the Lodge, and no one may take it upon himself to incur such expense without said approval. Reimbursement under this provision shall be limited to actual scheduled working hours missed, not to exceed twelve (12) hours in any one day.

10.8 Credit Cards

A credit card in the name of the Lodge may be obtained for use by full-time officers and representatives of the Lodge. The card may only be used in connection with Lodge business to make authorized expenditures. The card shall not be used to make purchases or cash withdrawals or advances for the direct or indirect personal benefit of the user or any other person or entity. The user must promptly reimburse the Lodge for any personal expenditures erroneously charged to the Lodge credit card or any personal expenditures appearing on any hotel bill paid for with the Lodge credit card while on Union business, together with any interest charges attributed to such expenditures.

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10.9 **“Double-Dipping” Prohibition**

Notwithstanding any provision for expense reimbursement or allowance established herein, to the extent that any member’s expenses are paid for by any other body, including the International Brotherhood, this Lodge shall not be liable for those same expenses. Any duplicate or other reimbursement of expenses to which the member is not entitled shall be promptly presented to the Secretary-Treasurer for return to Lodge funds or to the other body, as appropriate. “Double-Dipping” of expenses, in any form, is expressly prohibited.

10.10 **Other Compensation**

All Forms of compensation for Lodge officials must be set forth in these By-Laws in detail. No additional compensation or benefits may be granted without approval by majority vote of the members in accordance with the International Brotherhood Constitution, and approval by the International President shall be required. Any remuneration not provided for under the International Brotherhood Constitution or these By-Laws shall be deemed improper disposal of Lodge funds.

11.0 **COMMITTEES**

The Lodge Committees and their functions shall be:

11.1 **Bargaining Committee**

The Business Manager/Secretary-Treasurer or authorized Representative, shall appoint the Lodge Bargaining committee and all other collective bargaining committees in accordance with the provisions of the International Brotherhood Constitution.

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11.2 By-Laws Committee

In addition to the Lodge Committees, there may be a By-Laws Committee, appointed by the Local President, consisting of a maximum of seven (7) members who shall perform those duties as specified in the International Brotherhood Constitution. The By-Law Committee shall be a standing committee.

11.3 Election Committee

In addition to the Lodge Committees, there may be an Election Committee consisting of 3 or 5 members, appointed by the Lodge President who shall perform those duties as specified in the International Brotherhood Constitution

11.4 Committee for the Sick & Distressed

(as agreed upon and directed by the Lodge President and Business Manager)

11.5 Political Action Committee

(as agreed upon and directed by the Lodge President and Business Manager)

11.6 Organizing Committee

(as agreed upon and directed by the Lodge President and Business Manager)

12.0 MISCELLANEOUS

12.1 The official business of this Brotherhood shall be conducted only by its members assembled in regular or duly called special meetings or its duly authorized officers

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and representatives, in accordance with the International Brotherhood Constitution and these By-Laws.

- 12.2 No Lodge funds may be used for the personal relief or support of anyone, member or non-member of the Lodge, except for payment of Sick Dues for a sick or disabled member of the Lodge, by vote of the Lodge. The Committee for the Sick and Distressed shall help needy members secure assistance from appropriate community and government agencies.
- 12.3 No Lodge funds may be used for special functions, community projects or programs, or other expenditures not provided for in the International Brotherhood Constitution or these By-Laws, unless such expenditures is for the purposes and objectives set forth in the International Brotherhood Constitution and has been approved in advance by the International President, whose decision shall be based upon the financial standing of the Lodge.
- 12.4 Any voluntary contribution collection made in the name of this Lodge (i.e., for a sick member, one in financial distress resulting from fire or storm damage, a local union for which an assistance plea has been issued, etc.) must first have been approved by majority vote of the members at the regular or special meeting at which the collection was presented for approval, and no person, whether member or non-member of this Lodge, may solicit, demand, or accept funds on behalf of this Lodge without the permission of the Lodge or the Business Manager/Secretary-Treasurer, as appropriate, or the International President.

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- 12.5 Stewards shall accept no monies in payment of Union dues, fees, assessments, contributions, or donations of any kind, unless specifically authorized to do so by the Business Manager/Secretary-Treasurer. Any dues payment which a Steward may agree to transmit to the Business Manager/Secretary-Treasurer on behalf of any member must be accepted with the understanding that the Steward may not accept funds to be applied as dues payment for a specifically named month or period, and that the receipt which he gives does not constitute acknowledgement of payment of dues for a specifically named month or period. Such funds must be transmitted promptly; however, it is the responsibility of each individual to see that his dues are current and timely. Lodge funds may not be used to pay per capita for members whose dues have not been received, except as otherwise provided for in these By-Laws.
- 12.6 The day-to-day business operations of the Lodge, including management of its building(s) and properties, shall be the responsibility of the Business Manager/Secretary-Treasurer. Matters requiring major expenditures of funds (such as hiring of attorneys, new buildings, building additions or major alterations, purchase of vehicles, and similar proposals) and any sale of property or equipment belonging to the Lodge shall require approval by majority vote of the Lodge at a regular or special meeting; major expenditures and disposal of major properties of the Lodge shall also require the International President's approval in advance.
- 12.7 The International Brotherhood Constitution shall govern in filling vacancies in office. Reasonable notice, of not less than fifteen (15) calendar days, shall be given,

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in a manner calculated to reach all members, before filling any vacancy

- 12.8 It shall be the responsibility of each individual member to inform the Lodge office whenever there is a change in the member's name, address, or telephone number.
- 12.9 No loitering, profanity, gambling, use of intoxicants, being under the influence of intoxicants, possession of weapons, violence, or threat of violence, will be tolerated at the Lodge office, Union Meeting or picket line, or any property adjacent thereto, and will serve as a basis for ejection from the premises.
- 12.10 Meeting attendance requirements for eligibility for nomination and election as a Delegate to the International Brotherhood Convention shall be the same as for nomination and election to Lodge office.
- 12.11 The Lodge's clerical employees shall work under the Business Manager/Secretary-Treasurer and shall be under his supervision and responsible to him. Employment contracts shall not be entered into without prior approval of the International President.
- 12.12 No person who has been convicted, or served any part of a prison term resulting from conviction, for robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, forgery, counterfeiting, or conspiracy to commit any such crime(s), shall be eligible for election or appointment to, nor shall any such person be allowed to serve in, any office or official position in

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this Lodge for a period of three (3) years to thirteen (13) years after the date of his conviction or of his release from incarceration resulting from his conviction (whichever is later), in accordance with applicable law. However, under no circumstances will any person be eligible to hold office who is not bondable under normal bonding requirements.

- 12.13 Whenever used in these By-Laws, the masculine pronoun shall include the masculine and feminine gender.
- 12.14 This Lodge shall actively recruit and accept Construction Boilermaker Journeymen, Trainees, Sub-journeymen and Apprentices in accordance with the applicable labour agreement and the International Brotherhood Constitution.
- 12.15 The Lodge office will be open for transaction of Union business from 8:00 a.m. until 5:00 p.m. Monday through Friday, except for a one (1) hour lunch period and recognized holidays or other approved closing for any reason.
- 12.16 Any member of this International Brotherhood who accepts employment with a contractor who has a vertical agreement with another Union without permission from his local Union Business Manager or from an International Officer of the Boilermakers International Union shall be in violation of Article 17.1.1, 17.1.5, 17.1.6, 17.1.11, 17.1.12, 17.1.20 of the International Brotherhood Constitution and subject to penalty.
- 12.17 Upon becoming eligible for reclassification from any sub-journeyman classification to a Journeyman Boiler-

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maker (mechanic) classification, each individual must apply for reclassification promptly. If needed, time payment may be arranged in accordance with Article 9.1.5 of these By-Laws.

- 12.18 The term Union used herein shall refer to a local Lodge of the International Brotherhood, the International Brotherhood, or both depending on the context.
- 12.19 The Business Manager/Secretary Treasurer or authorized representative shall appoint all job/shop stewards in accordance with provisions of the International Brotherhood Constitution. A name hire will not be accepted for job/shop steward.
- 12.20 In addition to the monthly dues reimbursement, each officer or committee member attending a committee meeting who has not submitted a lost time voucher, will also receive fifty dollars (\$50.00) per month per diem.
- 12.21 No member may hold any Lodge office, or serve as a steward, or serve on any industrial collective bargaining committee, who is not actively working under a labour agreement between his employer and the Union (unless excused for vacation or illness), except that a shop member on temporary layoff not to exceed two (2) weeks and a construction member who is between jobs and registered and available for referral shall not be considered unemployed for purposes of this provision, so long as the member can and does continue to perform the official duties of his office in accordance with the International Brotherhood Constitution and these By-Laws. This provision may be waived with prior approval from the International President.

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- 12.22 Any Lodge officer who is appointed by his employer to a position outside the bargaining unit lasting six (6) consecutive months or one thousand (1000) hours, whichever is greater, must resign his office in the Lodge.
- 12.23 Upon receiving notification of membership, all new members, within one (1) year will be required to attend a monthly meeting to which the member is available to be sworn in.
- 12.24 An assessment of one (1) hour's pay per week shall be assessed against every working member on the event of a lawful or legal strike.
- 12.25 It shall be the sacred and solemn obligation of any member who has knowledge of graft, bribery or corruption of any violation of the International Brotherhood Constitution to bring the matter to the attention of the Business Manager or Executive.
- 12.26 Upon the death of a member there shall be a five dollar (\$5.00) assessment to each member of Local Lodge 146. Non-working members on long term sick leave, disability leave, or retired shall be eligible but shall not be assessed. Long term sick leave shall not be applied to until the member has been sick or injured continuously for six (6) months.
- 12.27 Where conditions warrant balloting by mail because of employment of the membership at points distant from the city in which the Lodge maintains its headquarters and conducts its regular meeting, or other absence for cause, the Lodge may use absentee ballots if prior approval to do so is granted by the International Pres-

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ident, who will prescribe the rules of procedure and conduct for such balloting.

13.0 SAVING CLAUSES

13.1 All financial obligations imposed by or under these By-Laws or the International Brotherhood Constitution and in conformity therewith, are legal obligations of the members upon whom imposed and shall be enforceable in a court of law.

13.2 Should any provision of these By-Laws be declared invalid or inoperative by any competent authority of federal, state or provincial government, the Lodge shall have the authority to suspend operation of that provision during the period of its invalidity; however, neither the remainder of these By-Laws nor the application of that provision to persons or circumstances other than those as to which it has been so declared shall be affected by such declaration.

14.0 INTERNATIONAL BROTHERHOOD CONSTITUTION

The International Brotherhood Constitution is the governing document for the International Brotherhood and all its affiliated subordinate bodies, including District and Local Lodges, and supersedes any provisions of these By-Laws which are inconsistent with said International Brotherhood Constitution. All provisions of the International Brotherhood Constitution are hereby incorporated hereunto by reference as though fully set forth herein.

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Ratified by Lodge 146 this 13th day of August 2014



ATTESTED:

By: *Dean Milton*
Dean Milton
President

By: *Annie Stadnick*
Annie Stadnick
Secretary-Treasurer

BY-LAWS COMMITTEE:

Stuart McGrandle
Blair Savoie
Dave Johnson
Gabriel Gauthier
Hugh Price
Paul Scherba
Trevor Loren

APPROVED:

Newton B. Jones
Newton B. Jones
International President

International Brotherhood of Boilermakers, Iron Ship Builders,
Blacksmiths, Forgers and Helpers, AFL-CIO, CLC

DATE: September 1, 2014



