

# **PACIFIC NORTHWEST REGIONAL COUNCIL OF CARPENTERS**

**CHARTERED**

**January 1, 1996**

## **BY-LAWS AND TRADE RULES**

*Passed at the Delegates Meeting on:  
November 9, 1996 Portland, OR.  
Revised May 15, 2010  
Approved by Douglas J. Banes  
General Vice President of  
The United Brotherhood of Carpenters  
And Joiners of America  
July 12, 2010*

# COUNCIL BY-LAWS

## **PREAMBLE**

Our aim will be to promote and protect the interest of our membership, to elevate the moral, intellectual and social conditions of all working men and women, to assist each other in sickness and distress.

To encourage apprenticeship and a higher standard of skill, to cultivate a feeling of friendship, and to assist each other to secure employment.

To aid and assist all organizations to uphold the dignity of labor and resist oppression by honorable means.

To hold it as a sacred principle, that union members, above all others, should set a good example as good and faithful workers, performing their duties to their employer with honor to themselves and to their organization.

We resent the principle of open shop association, and will continually strive for the enactment of legislation, which will enable us to achieve our objectives.

Realizing that a blow at one organization is a blow to all, therefore, it shall be our duty as union members to purchase union-made goods and patronize union shops and business establishments whenever possible to do so.

So with these aims and principles in mind, the Local Unions in the vicinity of (IDAHO - OREGON - WASHINGTON – MONTANA - WYOMING) affiliate ourselves into an organization that shall be known as the (PACIFIC NORTHWEST REGIONAL COUNCIL OF CARPENTERS) in conformity with the provisions of the Constitution and Laws of the United Brotherhood.

## **BY-LAWS NAME AND TITLE**

**Section 1.** This body is chartered and known as the (PACIFIC NORTHWEST REGIONAL COUNCIL OF CARPENTERS), United Brotherhood of Carpenters and Joiners of America. This Council is organized in conformity with the Constitution and Laws of the United Brotherhood and shall exercise the powers and privileges of a Council under the Constitution and Laws of the United Brotherhood.

## **OBJECTS**

**Section 2.** The objects of this Council shall be to promote and protect the interest of our membership, to encourage the apprenticeship system and higher standard of skill, to reduce the hours of labor, to secure adequate pay for our work, to elevate the standard of our craft, to cultivate a feeling of friendship among the members of this Brotherhood, to assist our members in procuring employment and to protect our members by legal and proper means against any injustice that may be done to them, improve the moral, social and intellectual conditions of our members and all working people.

## POWERS

**Section 3.** This Council shall be the central governing body over and shall have legislative and executive powers on all matters relating to the general interest and welfare of affiliated local unions and their members. The Council shall establish working dues or monthly dues (that are sufficient to operate the Council) payable to the Council and initiation fees. It shall have the power to collect and retain all fines levied by the council for violation of the laws, trade and other rules of the Council. The Council shall have the power to issue the quarterly work card. It shall have the power to make agreements with kindred bodies or central organizations and send delegates to same whenever deemed necessary. The Council shall have the power to hire, discipline, promote, and fire all employees of the Council, including Organizers and Representatives. Except for clerical employees of local unions, all persons employed on matters within the jurisdiction of the Council, including Business Representatives, Representatives, and Organizers, shall be employees of the Council. No person shall be an employee of an affiliated Local Union except for persons employed in clerical positions. Upon approval of these By-Laws, all Local Union employment positions, except for clerical positions, shall cease to exist. Furthermore, the Council shall have all other powers provided for in the By-Laws.

## OFFICERS OF THE COUNCIL

**Section 4.** The officers of this Council shall consist of President, Vice President, Executive Secretary/Treasurer, **FIFTEEN (15)** Executive Committee Members, Warden, Conductor and three (3) Trustees. The term of these offices shall be four (4) years.

## NOMINATIONS AND ELECTIONS

**Section 5.** The nomination, election and installations of officers of the Council shall be governed by the Constitution and Laws of the United Brotherhood in accordance with the following provisions:

(A) Officers of this Council shall be nominated and elected by the delegate body of the Council, and must be working within the bargaining unit represented by their local union, or employed full time within the framework of the United Brotherhood of Carpenters to be eligible. Officers duly nominated and elected, by virtue of their office, shall be deemed a delegate from his local union for the ensuing election of Local Union Delegates to the Council.

(B) Council Delegates shall be elected in accordance with the Constitution and Laws of the United Brotherhood. Council Delegates shall be elected for a term of not more than three years.

(C) The Local Union shall notify the Executive Secretary/Treasurer, by certified mail, of the names of the elected delegates before July 1st of each year. It is compulsory that the Executive Secretary/Treasurer of the Council notify these delegates by mail that nominations and elections of the Council officers will be held at the regular Council meeting in August.

## DUTIES OF THE PRESIDENT

**Section 6.** It shall be the duty of the President to preside at all meetings of the Council, enforce a due observance of the Constitution and Laws of the United Brotherhood, conduct the same according to parliamentary rules and perform such other duties as designated by the body.

## **DUTIES OF THE VICE PRESIDENT**

**Section 7.** The Vice President shall assist the President in the performance of his or her duties and conduct meetings in his or her absence. The same rules are to govern as are applied to the President.

## **DUTIES OF THE EXECUTIVE SECRETARY/TREASURER**

### **Section 8.**

(A) The Executive Secretary/Treasurer shall keep a correct record of each meeting, keep all documents and correspondence, issue all calls for a special meeting, keep a record of all charges, trials and fines, take charge of the seal of the Council and affix same to all official documents, sign all legal orders, keep a correct account between the Council and the local unions, receive all moneys paid to the Council and shall hold in his or her possession a sum of money not to exceed **TWENTY-FIVE HUNDRED (\$2500.00) DOLLARS** for contingent expenses. He or she shall issue quarterly work cards to the affiliated local unions.

The Executive Secretary/Treasurer shall take charge of all the ballots cast in any election of the Council and shall preserve said ballots and other records relating to the election for a period of one year after the election date.

The Executive Secretary/Treasurer shall be the Chief Executive Officer of the Council. The Executive Secretary/Treasurer shall be responsible for the management and supervision of the field activities, business office(s), and for conducting the daily business of the Council. The Executive Secretary/Treasurer shall assume all of the duties of the Recording Secretary and Treasurer.

All moneys paid into the Council shall be deposited by the Executive Secretary/Treasurer in the name of the Council in such bank or banks as properly designated by the Executive Committee.

The Executive Secretary/Treasurer shall furnish each local union with a copy of the quarterly financial report of the Council certified by the proper auditing committee. This report shall be signed by the trustees of the Council. He shall perform such other duties from time to time as the executive committee or the Council may direct.

The Executive Secretary/Treasurer shall furnish to each local union a correct record of each meeting of the Council. All collected claims shall pass through the hands of the Executive Secretary/Treasurer and he shall keep a record of same.

The Executive Secretary/Treasurer shall refer all bills to the trustees for investigation, after which they shall be presented to the Council for approval.

The Executive Secretary/Treasurer is specifically authorized to expend, in accordance with the procedures of these By-Laws, funds for any or all of the purposes and objects of the Council.

The Executive Secretary/Treasurer shall have the authority to hire, suspend, promote or terminate all clerical or custodial employees and shall determine their duties, assignments, compensation, hours of employment and conditions.

The Executive Secretary/Treasurer shall have the authority to appoint, hire, suspend, promote or terminate Council representatives and organizers, subject to the approval of the executive committee of the Council.

(B) The Executive Secretary-Treasurer shall have the power and authority to appoint and remove representatives for and on behalf of its Local Unions to act as Trustees for all negotiated Employer/Union Trust Funds, including, but not limited to, annuity, health and welfare, pension, apprenticeship, labor-management cooperation committee, vacation savings and holiday plans. In addition, the Executive Secretary-Treasurer has the power and authority to appoint and remove representatives on Joint Apprenticeship and Training Committees sponsored by Local Unions. Accordingly, all trust agreements and/or plan documents shall be amended by the authorized representatives of the Local Unions to reflect the forgoing appointment and removal process

(C) The Executive Secretary-Treasurer, by virtue of election to his or her office, shall automatically be deemed as an elected Delegate from the council to the conventions or meetings of the United Brotherhood, State Building and Construction Trades Councils Labor Federations, and any other organizations, conferences or meetings with which the Council may participate or become affiliated with.

The Executive Secretary/Treasurer or his designee shall be chairman of all negotiating committees and shall appoint such committees.

The Executive Secretary/Treasurer shall serve as a trustee on any and all trust funds including, but not limited to, health and welfare, pension, labor-management and joint apprenticeship and training funds.

The Executive Secretary/Treasurer shall review with the executive committee of the Council all minutes of any trust funds with a copy of same to remain at the office of the Council.

The Executive Secretary/Treasurer may delegate any of his authority to a representative of this Council when he deems it necessary.

## **DUTIES OF WARDEN AND CONDUCTOR**

**Section 9.** The Warden shall take charge of the door at all meetings of the Council and allow no one to enter except those who are entitled to do so. The Conductor takes up the password at all meetings.

## **EXECUTIVE COMMITTEE**

**Section 10.** The Executive Committee shall consist of **[FIFTEEN (15)]** elected members and the President, Vice-President and Executive Secretary/Treasurer, a warden, conductor, and three trustees. Between meetings, the Executive Committee shall have supervision of such Council business as has not otherwise been granted to officers of the Council. All changes or proposed changes in the By-Laws or Trade Rules of this Council or any of the local unions affiliated therewith shall be first referred to the Executive Committee for consideration and recommendation pending approval by the Council. Furthermore, in accordance with Section 11B of the Constitution and Laws of the United Brotherhood same must be submitted to the General Vice-President for approval. The Executive Committee shall submit a report to each meeting of the Council.

## **TRUSTEES (AUDITING AND FINANCIAL)**

**Section 11.** The trustees shall have supervision of all funds and properties of the Council subject to such instructions from the Executive Committee as they may receive from time to time. The title to all property of the Council shall be held in the name of the Trustees of the Council and/or their successors in office. The Trustees shall audit all books and accounts of the Executive Secretary/Treasurer at least monthly and report their findings to the Council and perform such other duties as the Council may require. The Trustees shall audit all receipts and accounts of any other person authorized to collect funds. The Council shall engage a certified or registered public accountant for periodic audits, but not less than once a year, and such audits shall be examined by the Trustees for comparison with the Trustees' audit who shall report their conclusions in writing to the Council.

### **WORKING DUES (DUES CHECK - OFF); SPECIAL ASSESSMENTS AND PER CAPITA TAX**

**Section 12.** (A) The Council shall receive a working dues in the amount not to exceed 3.85% of the taxable journeyman dispatch wage of the applicable classification in the appropriate labor agreement on all hours worked. Apprenticeship rates will be indexed using the 3.85% formula. The working dues to this Council shall be due on the first day of the month and must be paid to the Council not later than the 15th day of the following month.

(B) In case of a deficit in the funds of the Council, the Council may levy a special assessment on each local union based on the number of members in the local. The Council must give 30 days written notice to the delegates and the principal office of each local union prior to such special assessment and shall require a majority vote by secret ballot of the Delegates to the Council at a Special Convention to adopt this special assessment which must be approved by the General Vice-President. The Executive Secretary/Treasurer shall notify all local unions that said assessment must be paid within 30 days from the time of final approval.

(C) The Council may establish monthly dues or increase working dues payable to the Council by a majority vote of the delegates voting at a Special Convention of the Council held upon not less than 30 days' written notice to the principal office of each local union.

(D) If a member who owes working dues fails to pay them as provided by these By-Laws, such working dues shall be charged to the member by notice in writing that same must be paid within 30 days to entitle the member to any privilege, rights or donations. If the member does not make payment of arrears within the time prescribed, the member shall not be in good standing and he or she shall be notified in writing that unless the amount owing is paid within 30 days thereafter his or her name shall be stricken from membership. Notices shall be sent to the last known address of the member reported by the member to the local union.

(E) For any quarter in which less than 90% of a local union's membership have not signed authorization cards providing that working dues will be paid to the Council, a per capita tax in the amount of 3.85% times the taxable journeyman dispatch rate based on the average monthly hours worked for that unit shall be payable by such local union to the Council based on the number of non-participating members.

(F) The Council may impose a per capita tax on each Local in the amount of \$ (the Finance Committee shall meet to establish the per capita tax. They will review each individual case and determine an appropriate per capita amount). The Council may increase the amount of the per capita tax by majority vote of the delegates voting at a special convention held by the Council upon not less than thirty days' written notice to the principal office of each Local.

## MONTHLY DUES

**Section 13.** The monthly dues payable to the local unions in this Council shall be established by the local unions and must be adequate to enable the local unions to operate in an efficient, proper and solvent manner in the service and best interests of its membership.

Monthly dues payable by the members to the local unions shall not be increased except upon the approval by majority vote by secret ballot of the members in good standing voting at a general or special membership meeting after reasonable notice or by majority vote of the members in good standing in a membership referendum conducted by secret ballot. In addition, monthly dues payable to local unions must be approved by the Council.

Each local union shall furnish the Council with a correct monthly report of all members as indicated by the International per capita sheet.

## COUNCIL REPRESENTATION

**Section 14.** Each Local Union shall elect a Delegate or Delegates to the Council in accordance with the Constitution and Laws of the United Brotherhood governing nomination and elections in subordinate bodies. The ratio representation from each Local Union to the Council shall be determined by the Council. A member of a Local Union who meets the qualifications of Section 31D of the Constitution and Laws of the United Brotherhood shall not be ineligible to be a Delegate because he or she is a Business Representative of the Council, nor shall an otherwise qualified Delegate to the Council be ineligible for appointment as a Business Representative because he or she is a Delegate. Each local union shall submit the correct number of members on their rolls from month to month on and after the first meeting of each month.

The ratio of representation from each local union to the Council shall be as follows:

**ONE (1) DELEGATE FOR THE CHARTER, ONE (1) ADDITIONAL DELEGATE FOR EACH ONE HUNDRED FIFTY (150) ACTIVE MEMBERS AND ONE (1) ADDITIONAL DELEGATE FOR A PORTION THERE OF.** Officers will be counted against this ratio. The Executive Secretary/Treasurer shall notify each local union by mail, no later than April 15th of the year of each general election of Local Union Delegates to this Council, the correct number of delegates each local union is entitled to have elected.

## DELINQUENT LOCAL UNIONS

**Section 15.** A local union owing per capita tax for two months and the same not being paid by the end of the third month, such Local Union Delegates shall not have a vote or voice in the Council. When a local union owes a sum equal to three (3) months per capita tax to the Council, its delegates will not be entitled to a seat in that body nor shall the members of the delinquent local union be entitled to the work card of the Council.

## DELEGATE CREDENTIALS

**Section 16.** Recording Secretaries of Local Unions must forward credentials of Delegate or Delegates from their local union to the Council properly signed by the President and Recording Secretary with the seal of the Local Union affixed. They shall be referred to the Executive Committee who shall investigate the same and report their findings to the Council with recommendation thereof.

## DELEGATES ATTENDING MEETINGS

**Section 17.** Any Delegate to this Council failing to attend its meetings shall upon the third (3rd) offense, provided they are successive and no reasonable excuse is presented and accepted by a majority vote of the Council, stand suspended and his/her local union shall be so notified.

## COLLECTIVE BARGAINING

**Section 18.** The Council shall have the exclusive power and authority to negotiate, ratify and execute Collective Bargaining Agreements for and on behalf of its affiliated Local Unions, except to the extent the International Union exercises its jurisdiction or authority.

The method of collective bargaining ratification, which may include a vote of the membership, shall be decided by the Council. Furthermore, the Council shall have the authority to adopt rules and procedures governing the method of ratification.

## TRUST FUNDS

**Section 19.** All allocations from negotiated total wage amounts to annuity, health and welfare, pension, funds sponsored by the international, apprenticeship, labor-management cooperation committees, vacation savings and holiday plans, shall be determined by the Council.

## MEETING NIGHTS

**Section 20.**

(A) The meetings of this Council shall be held on **THE THIRD SATURDAY OF THE SECOND MONTH OF EACH QUARTER NOT LATER THAN 10:00 am,** and no business shall be transacted after 11:00 p.m., unless by a majority vote of the delegates present immediately after the reading of the Minutes. Special meetings may be called by the President and Executive Secretary/Treasurer upon written request of **TWENTY FOUR (24)** Local Unions and the nature of the business shall be stated and no other business shall be transacted except that for which the meeting is called. The Executive Secretary/Treasurer shall notify each Delegate of the Council in advance to attend the meeting.

Reports set forth in (B), (C), and (D) below **must be provided** to the Delegates at every regular meeting.



(B) Organizing Report. The Director of Organizing for the Council shall report to the Delegates on organizing activities within the Council, including, but not limiting his report to, industry targets, developments in ongoing programs, obstacles faced and the involvement of volunteer organizing committees with organizers in jobsite actions and house calling.

The report shall include specific targets, the specific number of job site actions and the specific number of house calls made to nonunion carpenters since the last report, the names of any contractors signed and the number of members brought in with that contractor.

(C) Membership Retention Report. The Senior Business Agent, or a service representative appointed by the Executive Secretary-Treasurer, shall report to the Delegates on membership retention efforts. The report, based on the Ultra Growth and Retention Report, will include, but is not limited to, the current number of members; the number of members initiated, on withdrawal, or transferred since the last report; and specifically the number of members brought in through organizing activities. For members leaving the Brotherhood, the report should include an overview of the reasons as well as all efforts at membership contact, including contacts to encourage membership participation, and contact to members in arrears or on withdrawal to encourage their continued membership.

(D) Political and Legislative Report. The Council Political Director shall report to the Delegates on political organizing and legislative activities within the Council including, but not limiting his report to, political organizing activities; current legislation on the Federal, State and Local levels; and the involvement of volunteer organizing committees in the overall Council political program. When appropriate, the presentation will include political campaign activities, membership voter registration, membership voter education programs, and reports of contacts with government officials.

**Section 21.** All meetings of this Council shall be of executive session.

The fiscal year for this Council shall be July 1st to June 30th. All accounts shall be audited and a complete financial report for the fiscal year be brought forth by the auditing committee no later than ninety days following the close of the fiscal year.

## **OFFICERS BOND**

**Section 22.** Every officer, agent or employee of the Council who handles funds and property thereof shall be bonded through the General Office for the faithful discharge of their duties.

## **SPECIAL DISPENSATION**

**Section 23.** Any member incapacitated by old age or accident desiring special dispensation may make application for same through the Executive Committee of the Council.

## **CHARGES AND TRIALS**

**Section 24.** The charges and trial procedures shall be as set forth in the Constitution and Laws of the United Brotherhood.

## **INITIATION FEES**

**Section 25.** The initiation fee(s) in this Council shall be \$ **an amount not to exceed Three Hundred Dollars (\$300.00)**. Arrangements may be made for the payment of initiation fees by installments. The Initiation Fee for apprentices shall be in accordance with the Constitution and Laws of the United Brotherhood. Where an ex-member has violated any of the Rules and Laws of this Council and has been tried and found guilty of same and where a fine has been imposed, such fine must be paid before initiation.

## **WORKING CARD**

**Section 26.** The Council shall have the power to issue quarterly working cards to the Local Unions for each member of the United Brotherhood on the Local Unions books. No member shall be entitled to receive a working card from a Local Union unless all arrearages for dues, fines and assessments are paid in full.

## **REPRESENTATIVES AND ORGANIZERS**

**Section 27.** All Representatives and Organizers working in the jurisdiction of the Council shall be employed by and placed under the supervision and direction of the Executive Secretary-Treasurer of the Council. No Representative, Organizer or Special Representative shall have authority to act as such until he or she receives the proper credentials from the Council.

The Local Unions shall not be allowed to employ anyone other than clerical employees.

Any member who represents himself or herself as a Representative or any member acting as such and not having received credentials from the Council, or a Business Representative whose credentials have been canceled and who represents himself or herself as a Representative of this Council or any Local Union, shall for the first offense, after having been tried and if found guilty, be fined a sum of fifty dollars (\$50.00) and for the second offense, if found guilty shall be expelled from the United Brotherhood.

## **FURTHER OBJECTIVES**

**Section 28.** The Council shall have the authority to organize and operate a special Political Education Committee for the purpose of political objectives including, but not limited to, public relations, political activities and contributions and furtherance of legislation.

## **LAWSUITS AGAINST THE COUNCIL**

**Section 29.** No member fined, suspended or expelled by action of the Council shall file any lawsuit against the Council, its Officers or Representatives, or its affiliated Local Unions without first exhausting all appeal remedies provided for in these By-Laws and Constitution and Laws of the United Brotherhood.

## AMENDMENTS

**Section 30.** (A) Any amendments and changes to these By-Laws may be put into effect by the action of the delegates at a Special Convention of the Council.

(B) A proposed change must be submitted in writing by three (3) Local Unions with the seal affixed provided that the Resolutions Committee consisting of three (3) or more members has reviewed and approved the resolution as to its legality in accordance with the Constitution and Laws of the United Brotherhood and the applicable Collective Bargaining Agreement, and State and Federal laws.

(C) All changes or proposed changes to the By-Laws or Trade Rules of this Council or any of the local unions shall be first referred to the Executive Committee for consideration and recommendation, and then referred to a By-Laws committee, pending approval by the Council and in accordance with Section 11B of the Constitution and Laws of the United Brotherhood, the proposed changes must be submitted to the General Vice-President for approval.

## SEVERABILITY

**Section 31.** If any Section or part of these By-Laws shall be held invalid by operation of law or by any tribunal of competent jurisdiction, the remaining Sections of these By-Laws shall not be affected thereby and shall remain in full force and effect.

## MISCELLANEOUS

**Section 32.** (A) The Council by majority vote of the delegates present, either in regular or special session, shall have the authority to adopt operating procedures to govern the Council and all Local Unions, and to enact all measures, resolutions, trade rules, instructions to members and Local Unions and all other actions that may be necessary to further the objectives and purposes of the Council.

(B) These By-Laws, Trade Rules and any other rules, resolutions and directives adopted by the Council shall govern and be binding on each Local Union.

(C) Any subject not covered by these By-Laws and Trade Rules shall be governed by the Constitution and Laws of the United Brotherhood and nothing in these By-Laws shall in any way be construed to conflict with the Constitution and Laws of the United Brotherhood.

(D) The Executive Committee of the Council shall have the authority to call a Special Convention. Written notice of a Special Convention must be given to all delegates and the principal office of each local union at least thirty (30) days prior to such convention. The delegates of any Special Convention of this Council shall consist exclusively of the delegates to this Council.

(E) All current By-Laws of locals must be submitted to the Council for approval. All By-Laws of local unions that are inconsistent with these By-Laws are superseded.

## **HIRING HALL OR REFERRAL SYSTEM**

**Section 33.** The Executive Committee of the Council shall adopt, and all workers shall be governed by, uniform rules and/or procedures for the registration and/or referral to employment of unemployed workers. Workers shall have employment mobility throughout the territorial jurisdiction of the Council.

### **NOMINATIONS AND ELECTIONS**

(ADDENDUM TO SECTION 5)

**Section 34.** (A) Each delegate to the Regional Council shall be elected in the same manner as the officers of their Local Unions. The term of office shall be for two (2) years. Delegate elections shall be in odd number years. Their duties shall commence upon being sworn in at a regular or special council meeting. Officers duly nominated and elected, by virtue of their office, shall be deemed a delegate from his/her local union for the ensuing election of Local Union Delegates to the Council.

1. In order that elections for delegates shall be held in odd numbered years, a onetime delegate election shall be for three (3) years held in June 2010. Hence forth delegate elections shall be as described in 34(A).

(B) The election of Regional Council officers shall be held every four (4) years in even numbered years.

(C) Each delegate shall be required to conform to and obey the Constitution and Laws of the United Brotherhood, Regional Council and the Local Union that they represent.

(D) In addition to its duly elected delegates, each local union may elect alternates. The number of alternate delegates shall not exceed the number of regular delegates for that local, and in any event, shall not exceed three (3) per local union. The provisions of 34(C) shall apply to alternate delegates.

#### **Addendum to Section 5:**

Upon approval of these By-Laws by the Regional Council Delegates, at a meeting on November 9, 1996, and with the approval from General Vice President, Doug Banes of the United Brotherhood of Carpenters, the Executive Secretary-Treasurer shall notify each affiliated local union immediately by mail as to the number of delegates they are entitled to have. This shall be based on active membership numbers reported in the last per capita tax statement received by the Regional Council.

Each Local Union shall immediately notify their membership of a called meeting in the month of January, 1997 to nominate and elect delegates to the Pacific Northwest Regional Council of Carpenters.

At a called meeting of the Regional Council on February 1, 1997, the old Regional Council shall adjourn immediately after the reading of the minutes, receiving the Trustees' reports, reading the duly elected delegates' credentials and the seating of delegates.

The new Regional Council shall immediately be called to order by the President and shall proceed with nominations and elections of officers and executive committee members for the ensuing term in the usual manner. The Australian Ballot System shall be used.

For this initial election, the term of officers and executive members shall begin immediately and end at our regular Regional Council Annual Meeting in August, of the year 2000. (Four (4) year terms thereafter.)

The Election Committee Chair shall announce those elected. The newly elected officers shall assume their duties upon receiving the obligation from the installing officer.

## **FURTHER DUTIES OF THE PRESIDENT**

(ADDENDUM TO SECTION 6)

**Section 35.** The President, in addition to his or her other regular duties, shall see that all officers perform their respective duties. The President shall appoint all committees with the exception of the negotiating committee and shall sign all official documents that may have been passed by the Regional Council. It shall be the responsibility of the President to maintain order at all meetings, with the authority to discipline members who may tend to disrupt the meetings through disorderly conduct, by having such member removed from the meeting or subject to a fine for disorderly conduct, or both.

## **EXECUTIVE SECRETARY/TREASURER**

(ADDENDUM TO SECTION 8)

**Section 36.** (A) The Executive Secretary/Treasurer shall have the authority to appoint and remove trustees from Employee Benefit Plans.

(B) Should it become necessary in order to maintain harmony among the Local Unions of this Regional Council and/or to insure their stability, the Executive Secretary/Treasurer shall have the authority to restrict use of transfer cards among Local Unions within the Pacific Northwest Regional Council of Carpenters.

(C) The Executive Secretary shall have full authority to negotiate contract(s) for Regional Council office personnel with their Local Union Representative, and has full authority to bind the Regional Council to said contracts.

(D) The Executive Secretary/Treasurer shall have full authority to create or eliminate staff positions as he or she deems necessary for the proper operation of the Regional Council, subject to the approval of the Executive Committee. All employees must be hired in accordance with the adopted Regional Council Hiring and Employment Policy.

Standard compensation for Organizers and Field Representatives will go before the Regional Council Delegates for approval, by a simple majority vote of the delegates, prior to any increases. A recommendation from the Executive Secretary-Treasurer and the Executive Committee shall accompany any considerations.

The staff positions that may be filled include but are not limited to: Assistants to the Executive Secretary/Treasurer, Supervisor of Organizing, Business Representative and Organizer.

(E) The Executive Secretary/Treasurer of this Regional Council shall be furnished a traditional American, union made car, a gasoline credit card and have all legitimate expenses paid. It is recognized that the Executive Secretary/Treasurer does not work regularly scheduled hours, and is required to be on call at all times. Accordingly, for the convenience of the Regional Council, the Executive Secretary/Treasurer shall be permitted use of such car at all times. The salary of the Executive Secretary/Treasurer shall be an amount equal to two (2) times (x) the highest negotiated journeyman carpenter scale of the Master Agreement Areas times (x) two thousand five hundred (2500) hours plus full Trust Fund benefits. A step implementation will be determined by the Executive Committee.

## **EXECUTIVE COMMITTEE**

(ADDENDUM TO SECTION 10)

**Section 37.** (A) The Executive Committee shall consist of the President, Vice-President, Executive Secretary/Treasurer, Warden and Conductor and fifteen (15) committee members elected at large in the following manner: Seven (7) Executive Committee members elected in caucus from the Delegates of Washington, Five (5) Executive Committee Members elected in caucus from the Delegates of Oregon, One (1) Executive Committee Member elected in caucus from the Delegates of Idaho, One (1) Executive Committee Member elected in caucus from the Delegates of Montana, and One (1) Executive Committee Member elected in caucus from the Delegates of Wyoming. No two (2) Executive Committee Members shall come from the same Local Union.

(B) The Executive Committee shall investigate all grievances referred to them by the Regional Council or a member thereof and shall report to the Regional Council in writing with such recommendations as they deem proper. They shall take charge of all strikes and lockouts under instructions from the Regional Council. The Executive Committee shall have entire supervision of the business of the Regional Council between meetings or whenever the Regional Council decided not to hold a regular meeting or may call a special meeting of the Regional Council. The Executive Committee may take such action, including the authority to expend Regional Council funds, for any or all proposed expenses on behalf of the Regional Council.

(C) Provide for the allowance of any payment direct or indirect, regular or special, for the expenses of officers, staff and employees of the Regional Council, recognizing that the officers, staff, and employees of the Regional Council must participate in cultural, civic, political, fraternal and educational activities in addition to their specified duties; that such activities benefit the Regional Council and its affiliated Local Unions and members and that expenses incurred on such activities are unpredictable. For that reason, such officers, staff and employees may be granted a regular expense allowance in such amounts, as the Executive Committee may deem necessary.

(D) The Executive Committee may provide an out-of-town expense allowance to officers, staff, employees and delegates who are requested to travel in connection with activities on behalf of the Regional Council.

(E) The Executive Committee may from time to time provide additional allowances or other terms of employment.

(F) Provide for the employment and payment of attorneys, accountants and such other special services as may be required to protect and act for the Regional Council.

(G) The Delegates shall elect three (3) Trustees from the members of the Executive Committee. Elected officers (President, Vice-President and Executive Secretary/Treasurer, Conductor and Warden) of the Council shall be ineligible to seek the position of Trustee.

(H) Fifty percent plus one member, one of which must be either the President, Executive Secretary, or Vice-President, shall constitute a quorum. The Executive Committee shall meet monthly.

(I) Initiate, defend, compromise, settle and arbitrate or to pay the expenses and costs of any legal proceedings or actions of any kind on behalf of the Regional Council, its officers, business representatives or employees. The Executive Committee shall be authorized to spend funds, if in its best judgment.

## **FINANCIAL RESERVE**

(ADDENDUM TO SECTION 12)

**Section 38.** The reserves should be limited to what the IRS or Department of Labor allows, which right now is three (3) years worth of operating expenses. The finance committee has created a policy of nine (9) months of operating expenses.

## **COLLECTIVE BARGAINING**

(ADDENDUM TO SECTION 18)

**Section 39.** (A) Qualified members of each bargaining unit shall have the right to vote by secret ballot on ratification of collective bargaining agreements, in accordance with Section 42J of the UBC Constitution.

(B) The Executive Committee shall adopt procedures for conducting such ballots, which shall be held under the supervision of the Executive Secretary-Treasurer.

## **STANDING COMMITTEES**

**Section 40.** (A) The Standing Committees of the Regional Council shall be:

1. The Finance Committee
2. The By-Laws Committee
3. Trial Committees
4. Endorsement Committee
5. Hiring Hall Rules and Appeals Committee

(B) The Standing Committee members shall receive compensation for mileage and any other allowable expense with the approval by the Executive Committee.

(C) The Finance, By-Laws, Endorsement, and Hiring Hall Rules and Appeals Committees shall not exceed nine (9) appointed members. No Local Union shall have more than one (1) member on a committee.

(D) The Trial Committees shall consist of eleven (11) appointed delegates by the lottery system. In addition there shall be three (3) alternates selected in the same manner subject to call in cases of sickness, accident, etc., of any of the regular Committee members.

## **BUSINESS REPRESENTATIVES**

(ADDENDUM TO SECTION 27)

**Section 41(A).** All grievances that may arise concerning the duties of the Regional Council Staff must be referred to the Executive Secretary to investigate and settle.

(B) The Business Representative assigned to that area or contract shall appoint the job steward wherever practical. If in the Business Representative's judgment, the appointed steward is not carrying out his or her duties to the benefit of the Brotherhood, the Business Representative may, at his or her discretion, replace him or her with another individual. All names of stewards on the job shall be reported to the Regional Council office and shall be registered in the files of the Regional Council.

(C) The Regional Council, and affiliated local unions, shall maintain at all times an efficient and functional steward training system for the purposes of training stewards.

(D) It shall be mandatory for the steward to attend steward-training classes, which will be made available by the Regional Council.

(E) It shall be the duty of the Regional Council Staff, when requested, to attend the Executive Committee Meetings.

## **ANNUAL MEETING**

**Section 42(A)** The August Meeting shall be the Annual Meeting of the Regional Council. The Annual Meeting shall convene no later than 10:00a.m. on Friday before the third Saturday in August and adjourn no later than 6:00p.m. on Saturday, or until all Council business is concluded on Saturday. In a regular election year for the election of Council Officers, the Annual Meeting shall convene no later than 12:00p.m. on Thursday before the third Saturday in August and adjourn no later than 6:00p.m. on Saturday, or until all Council business is concluded on Saturday. The Meeting shall be held to the regular business of the Council, committee meetings and education seminars.

(B) Nominations of officers shall take place at 3:00 p.m. on the first day of the Annual Meeting.

(C) Election of officers shall be the first order of business after re-convening on the last day of the Annual Meeting.