

**UNITED UNION OF
ROOFERS, WATERPROOFERS
and
ALLIED WORKERS**



**CONSTITUTION
&
BY-LAWS**

LOCAL UNION #210

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PREAMBLE

In adopting the following Constitution and By-Laws, we are mindful of the fact that labor's gains were not achieved by any individual action, nor by any action, nor by any certain group of individuals. Rather labor has accomplished its aims and purposes through the efforts and cooperation of the membership acting as a unit.

We recognize that the problems with which this labor organization is accustomed to deal with, are not limited to "bread and butter" unionism or to organization and collective bargaining alone, but encompass a broad spectrum of economic and social objectives as set forth in our Constitution and By-Laws and as this Union may determine from time to time; we therefore, determine and assert that the participation of this organization, individually and with other organizations, in the pursuit and attainment of the objectives set forth herein are for the sole benefit of the organization and its members.

We therefore strongly urge each and every member to take an active part in all the affairs of our Union. We maintain that an alert and active membership will build and keep healthy organization.

CONSTITUTION

Article I

Name and Objects

Section 1. This organization shall be known as the United Union of Roofers, Waterproofers, and Allied Workers, Local Union No. 210.

Section 2. The object of this organization shall be to unite and associate together as far as practical, workers of these crafts, working within our jurisdiction.

Section 3. Wherever the male gender is used in this Constitution and By-Laws, it shall be deemed to apply to both genders.

Article II

Jursidiction

Section 1. The territorial jurisdiction of Local 210 is comprised of Erie, Crawford, Venango, Warren, McKean, and Potter Counties (PA), and Chautauqua, Cattaraugus, and Allegany Counties (NY), and any additional territorial jurisdiction assigned by the International Roofers Union.

Article III

Qualification for Membership

Section 1. Any person of good moral character, employed in the craft over which this Union has

jurisdiction shall, be eligible to membership, subject however, to the following provisions:

(a) He shall be a citizen of the United States of America or Canada, or he shall have declared his intention to become a citizen, and has not thereafter, while a member permitted such declaration to lapse.

(b) He shall not be a member of, or in any manner affiliated with, and subversive organization, nor shall he become, while a member of this Union, a member of, or in any manner affiliated with, any such subversive organization.

(c) Any member who is or becomes an employer shall not be eligible to nominate, be nominated or vote in any election of officers or on any collective bargaining agreement.

(d) He shall have agreed to comply with and be bound by the terms and provisions of this Constitution and the By-Laws promulgated hereunder and of the Constitution and By-Laws of the Local Union to which he shall be affiliated.

(e) Nothing contained in the Article shall be construed to limit the right of a Local Union to require an applicant to pass an established uniform examination covering his mechanical ability and competence to perform the work of crafts.

(f) Members shall be responsible for the

payment of and compliance with all obligations owed to the Union.

Members may resign membership by written notice to the Local Union Secretary. Such resignation shall be effective upon its receipt by the Local Union Secretary or as mandated by law. Resignation shall not excuse or relieve responsibility for violations occurring before its effective date. Thereafter, the Local Union Secretary shall forward a copy of such resignation to the International Secretary-Treasurer.

Section 2. Any eligible person desiring to become a member of this union must fill out and execute the application blank, and meet the J.A.T.C. requirements.

Section 3. Every experienced applicant for membership shall be examined by the J.A.T.C. as to his mechanical ability and competence to perform the work of this craft.

Section 4. All new applications will be subject to the Apprentice Committee, also their By-Laws.

Article IV

Duties of the Officer and Executive Board

Section 1. (a) The officers of this Union shall consist of a President, Vice President, Financial-

Secretary-Treasurer- Business Manager, Recording Secretary and Sergeant in Arms.

(b) The Recording Secretary will keep minutes of all Executive Board meetings and read them at the next following meeting to the membership.

(c) All officers shall be members of the Executive Board

The President

Section 2. Shall:

(a) Preside at all meetings of the Union and preserve order;

(b) Decide all points of law and order subject to an appeal from the chair to the meeting;

(c) Have the deciding vote in case of a tie, except in the election of officers and delegates:

(d) See that the Constitution, By-Laws and Rules are strictly complied with;

(e) Appoint all committees, not otherwise provided for;

(f) Have the powers, if he deems it necessary, at any time, to appoint a floor committee of three or more whose duty it shall be to preserve order and to allow no intoxicated or disorderly person in a hall;

- (g) Sign all orders upon the Treasure;
- (h) Call a special meeting when properly requested by a majority vote of the membership;
- (i) Receive for his services a sum fixed by the E-Board. When the President is not in attendance to run meetings, whoever takes his place receives the fixed sum.
- (j) The President shall have the power to conduct Union business for lack of quorum on an emergency basis, until next regular meeting.

The Vice- President

Section 3. Shall assist the President in the discharge of his official duties. He shall preside in lieu of the President, when the President is absent or when he vacated the Chair for the purpose of speaking upon a question. In case of the death, resignation, or removal from the office of the President, the Vice-President shall perform the duties of the President until an election is held to fill the vacancy in that office.

The Recording Secretary

Section 4. (a) Shall keep accurate minutes of all proceedings of the Union and to notify all members of any special meeting of the Union.

(b) Receive for his services a sum fixed by the

E-Board. When the Recording Secretary is not in attendance to record meetings, whoever takes his place receives the fixed sum.

Financial Secretary-Treasurer/Business Manager

Section 5. The Business Manager shall be a full-time position. He shall supervise all employees and the day-to-day operations of the Local Union and perform the following duties;

(a) Shall keep correct accounts between the Union and its members, receive all money due the Union. He shall during each meeting announce the names of members removed from the rolls since the last meeting. He shall deliver to the auditor, all books, records, accounts, bills, statements, etc, belonging to his office, at the end of each quarter, for auditing.

(b) He shall see that Union funds are deposited in the bank in the name of the Union, that disbursements are made as herein provided and that an auditor is selected as hereinbefore provided for by Article VI of the By-Laws of the International Union and shall be bonded in the manner and form required by law.

(c) Shall make certain that all rules and regulations of the Union are complied with. He shall carry out the instructions of the Union, to oversee all work coming under the jurisdiction of the Union to see that the Constitution and By-Laws

are lived up to by all members, and to make certain that all contractual obligations between Employers and Employees and the Union are complied with. He shall be a delegate to the local Building and Construction Trades Council. He shall attend all International Conventions unless on strike or in contract negotiations.

(d) He shall receive for his services a sum fixed by the E-Board.

(e) In the absence of the Business Manager the President will assume his duties, the Vice-President shall take over if the President is not available.

Audits

Section 6. The Executive Board shall have the option to request an audit when it is deemed necessary. The reports of these audits shall be delivered to the President who shall report to the membership at its next regular meeting.

Section 7. All officers shall deliver all their books, records and other property of the Union in their possession to their respective successors in office upon the close of their respective terms of office.

Sergeant at Arms

Section 8. He shall have the authority to remove an unruly member who refuses to come to order if ordered by the President, or presiding

officer at the meeting. He shall also act as a messenger for the President and the Union and shall assist in the initiation of the new members. He will be a voting member of the Executive Board, make sure all members sign in at meetings, and automatically become picket captain for any picket activities of the Local.

Executive Board

Section 9. In addition to the officers herein before provided for there, shall be an executive Board, which shall consist of all officers named in Article IV, the members other than the officers shall be elected in the manner and form and at the time provided for in Article IV. The Executive Board shall have such duties as are herein provided for, or as many from time to time be given to it by the membership. The Executive Board shall be the Trial Board and shall decide all charges, grievances, appeals, and trial board action submitted to them. A quorum shall consist of five (5) members of the Executive Board. A majority vote of the Executive Board shall rule on all matters brought before it. The Executive Board shall be responsible for assuring that officers of the Local Union perform their duties.

Vacancies in Office

Section 10. Any officer who absents himself for three (3) consecutive meetings without a

satisfactory excuse shall be removed from office, as shall any officer found guilty of conduct unbecoming an officer and member of the Union.

Section 11. In the event a vacancy shall occur in an elective office, such vacancy shall be filled by special election. The President at a regular meeting shall announce such vacancy, and thereafter , the procedures relating to nominations and election of officers in accordance with Article V shall apply, except for the date, time, and place of election which shall be determined by the President and Executive Board.

Section 12. The President has the authority to fill a vacancy on the Executive Board until an election can be held.

Article V

Nominations and Elections

Section 1. (a) No member shall be eligible to hold office unless he has been a member in continuous good standing for at least two (2) years prior to nomination, is a Journeyman, has paid his or her own full dues for the two (2) years prior to nominations, and who has attended at least three (3) membership meetings in the past 12 months prior to nominations.

(b) No member shall be eligible to nomination

for office who is not present at time of nomination, unless they submit a written acceptance of the possible nomination at least 10 days in advance of the nomination meeting.

(c) Business Agents shall be appointed, as needed, by the Executive Board.

(d) No member who in, or has been a member of the Communist Party shall be eligible to hold office.

(e) No member who has been convicted of, or served any part of a prison term resulting from his conviction of robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with the intent to kill, assault which inflicts grievous bodily injury, or a violation of Title II or Title III of the Labor-Management Reporting and Disclosure Act of 1959, or conspiracy to commit any such crime shall be eligible to hold office during or for 13 years after such conviction or after the end of such 13 year period his citizenship rights are fully resorted or the Board of Parole of the U.S. Department of Justice determines that such a member's service as an officer would not be contrary to the purposes of the Labor Management Reporting and Disclosure Act of 1959.

(f) No member shall be eligible to hold office

if said member shall have, at any time in the past, been tried by either the Union or International Union and found guilty of misappropriation, embezzlement or theft of funds belonging to either the Union or International Union.

Section 2. Officers and Executive Board shall be elected by secret ballot every three (3) years, the next said election to be held in the year of 2022, and every three (3) years thereafter. The officers shall hold office until their successors are duly elected and installed.

Section 3. At least twenty (20) days prior to the date of nominations, specific notice of the date, time, and place of the nomination meeting and the officers involved (including delegates to be elected) shall be given in such manner as shall be reasonably calculated to reach the members in time to give them an opportunity to make nominations of candidates.

Section 4. Every member who has been a member in continuous good standing (has not been more than 3 months behind in dues) not less than one year prior to election shall have the right to nominate, vote for, or otherwise support the candidate of his choice.

Section 5. Nominates and the conduct of the election and related questions shall be the first order of business at the nomination meeting and

minutes shall be kept of said meeting.

Section 6. Any questions of eligibility of candidates nominated at any nomination meeting shall be decided by the President within twenty-four (24) hours and shall be appeal able to the International President or his designee.

Section 7. Nominations shall not be closed until a call for further nominations has been made three (3) times by the Chair, without further nominations being made. Every member eligible to nominate candidates shall be entitled to nominate one candidate, but only one, for each office open.

Section 8. Immediately after the close of the nominations, the President shall appoint an Election Board, consisting of one judge to supervise the election and such tellers and clerks as many be necessary. All members of the Election Board must have been in continuous good standing for a period of at least one (1) year prior to their appointment. A candidate for any office shall not be eligible to appointment to the Election Board.

Section 9. The election Board shall have complete charge of the election, subject to the following rules:

(a) Elections shall be held on the first Saturday in June following nominations.

(b) After the nominations, but not less than twenty (20) days prior to the election, specific notice of the date, time, and place of the election shall be mailed to each member at this last known home address by the Financial-Secretary-Treasurer.

(c) Voting shall take place at the Local Union Hall and the polls shall remain open for three (3) hours.

(d) Voting shall be conducted by secret ballot. The Election Board shall provide the number of ballot boxes or voting machines and booths deemed necessary for the election. There shall be no proxy vote, no absentee ballot and no write-in candidates, nor will any nominations be permitted on the day of the election. No eligible candidate may run for more than 2 positions in any election, and must accept the higher of the two positions if they were to win both positions. Each member in good standing, for the previous 12 months, shall be entitled to one vote for each office.

(e) The Recording Secretary shall arrange the ballot, listing the candidates determined by a drawing. He shall show the proper names of all eligible candidates for each office and shall the ballots printed for use at the election. He shall present to the Election Committee and have with him an alphabetical list of all members of the

Union eligible to vote.

(f) Each candidate shall have the right to have an observer who shall be a member of the Union at the polls and at the counting of ballots. Candidates and their observers may challenge the eligibility of voters, and all challenged ballots shall be set aside pending determination as to their validity. All challenges shall be investigated to determine their validity as promptly as possible if the challenged ballots are sufficient in number to affect the result of the election.

(g) Protests concerning the rulings on the eligibility of voters and the conduct and validity of the election shall be filed in writing within forty-eight (48) hours with the President of the International Union. The International President or his designee shall decide such protests within ten (10) days. Decisions of the International President as to which officers shall conduct the affairs of the Union pending final resolution of the protest, shall be binding.

(h) Officials of the Election Board shall not campaign for any candidate.

(i) The Election Board shall maintain such procedures as are necessary to determine the identification of the member voting and his eligibility to vote.

(j) Where there is more than one candidate for an office the candidate receiving the most votes shall be declared elected. When more than one member is to be elected, as in the case of delegates, the candidates receiving the most votes shall be declared elected.

(k) After completion of the count, the ballots shall be sealed by the Election Board and held by the Recording Secretary until the next regular meeting, at which time he shall turn them over to the Financial-Secretary-Treasurer for a period of at least one (1) year.

Section 10. (a) In connection with the nominations and elections, the Financial –Secretary-Treasurer shall at the time of any nominations review the eligibility to hold office of any member at his request and shall make a report on the eligibility of that candidate at such meeting or within five (5) days thereafter to any interested member;

(b) Shall, upon reasonable request of any bonafide candidate for office, arrange for the distribution of any campaign literature by mail, or otherwise, to tall members in good standing, provided, that in making such request, such candidate pays the estimated cost involved in advance, and the full cost within thirty (30) days

after election;

(c) May require that all campaign literature be presented to him at the office of the Union not later than fifteen (15) days prior to the date of election and may where in his judgment it appears necessary, provide for a consolidation of such distribution, in which case the cost of such distribution shall be assessed upon the candidates involved on a pro rata basis;

(d) Shall, to the extent required by law, make available for inspection by any bona fide candidate the membership list of the Union covered by Union security agreements, once within thirty (30) days prior to the date of election. Such inspection shall be arranged by the candidate with the Financial-Sectary-Treasurer in advance. No candidate shall be permitted to copy any names or addresses of members shown on such list and such inspection must be made in the presence of the Financial-Secretary-Treasurer or his designee;

(e) Shall retain copies of all requests for distribution for campaign literature and copies thereof, shall make record of the date the literature was distributed, the cost thereof, and the amount for such work and for postage, a copy of the ballot, the official tally sheets and all other records relating to the election.

(f) Any member of the Election Board violating any of the laws relating to an election shall be tried by the Executive Board upon charges properly made, and if found guilty, shall be subject to the penalties imposed upon him by the Executive Board.

(g) Any member willfully committing or attempting to commit fraud or in any way corrupting or obstructing an election of officers of this Union shall be cited on charges to appear before the Executive Board and upon conviction, shall be subject to penalty.

(h) The installation of officers shall take place at the first regular meeting following the election of officers; provided however, that during interim, the newly elected officers shall be eligible to attend such functions and meetings to which the then officers are obligated to attend.

Article VI

Delegates

Section 1. (a) The Union shall affiliate with and the Executive Board shall select delegates to Local Building and Construction Trades Council, Pennsylvania AFL-CIO, Pennsylvania State Building and Construction Trades Council, and to the Convention of the International Union.

(b) By virtue of their offices and as part of

their duties as such the full-time salaried officers, business managers and business representatives of each Local Union to the International Convention of this Association, provided that this section shall not be applied in such a manner as to entitle any Local Union to more delegates than are provided for in Article V of the International Constitution and By-Laws nor shall this section be construed to require a Local Union to send more delegates than it desires to represent it. In the event that the number of officers exceeds the number of delegates authorized by the International Union Constitution and By-Laws, the delegates positions shall be filled in the following order: Business Manager, President, Vice President, Recording Secretary, Sergeant at Arms, and Executive Board members in order of seniority as members of Local 210.

BY-LAWS

Article I

Section 1. This Local Union shall meet on the first Thursday of each month. Said meetings shall be called to order **7:00 pm.**

Section 2. The E-Board shall call it's meeting to order at 6:00 pm on the same evening.

Section 3. Eight (8) members shall constitute a quorum.

Article II

Dues, Assessments, Fines and Other Obligations of Members

Section 1. (a) Any journeyman or member who loses his card for not paying dues for six (6) months and taken off the rolls, for any reason, will have to pay the full initiation fee before resuming work.

(b) An applicant for membership shall pay not less than Four Hundred and Fifty Dollars (\$450.00) initiation fee. He shall pay the sum of One Dollar (\$1.00) per hour. Total initiation fee shall be paid into the Local Union Office within a one (1) year period starting with the date of the first day of work for a signatory contractor, forfeit all money therein, unless said applicant has a good and sufficient cause of delay. Upon completion of full payment of initiation fee to the Local Union Office said applicant shall then fill out an application for membership to be submitted forthwith to the International Secretary-Treasurer as provided for in Article V of the By-Laws of the International Union.

Section 2. All payments made by an applicant shall be credited to initiation or re-initiation fee as provided in the International Constitution and By-Laws.

Section 3. Minimum membership dues shall be established by the International Union at the convention, payable on the first day of the month. All dues shall date and become due from the month of enrollment in the International Union. No extension of time may be granted to any delinquent member. A member in arrears three (3) months on the payment of his dues shall stand removed from the rolls forthwith. A member removed from the rolls must take the necessary steps to again be entered on the rolls, as provided for in the International Constitution, within three (3) months from the date of removal from the rolls, or he shall forfeit all rights to have his request for re-enrollment considered. He must pay all dues, re-enrollment fees, and any other obligations which may be accrued up to the date of his request for re-enrollment. A member who has been removed from the membership rolls and who within three (3) months does not avail himself of rights to be re-enrolled and thereafter desires to become a member shall be re-initiated again as a new member.

Section 4. Notwithstanding anything contained in Section 2 of this Article, a member in good standing is one who has paid his dues on or before the last day of the third month after the due date. A suspended member, a member who has not paid a fine or penalty, or an expelled member is not a

member in good standing.

Section 5. (a) Reasonable notice shall be given by the Secretary-Treasurer to membership at least fifteen (15) days prior to the meeting at which the membership will consider the question of whether or not dues or initiation fees shall be increased or a general or special assessment levied. The notice shall indicate that increase or assessment is to be voted on. Such meeting must be special call. Any other Special Call meeting must be given notice at least ten (10) days prior to the scheduled date of said meeting.

(b) Any special meeting called as provided in this Section, voting shall be by secret ballot of the members in good standing.

(c) A majority vote by secret ballot of the members in good standing voting at such meeting shall decide the issue.

Section 6. All monies from whatever source collected shall be deposited in a bank account in the name of the Union, subject to withdrawal upon the signature of the Recording Secretary in his official capacity, countersigned by the President, Vice President, or Financial Secretary only if one of the aforementioned are absent. The Secretary-Treasurer is authorized to pay such items as are fixed by the Constitution and By-Laws of Local 210.

In addition, he shall such items as rent, telephone, lights, stamps, and miscellaneous office supplies and expenses, per capita to International, affiliation fees for AFL-CIO, Building Trades, District Council, etc. as have been directed to be paid by action of the membership; provided, however, that such expenditures shall be reported upon by the Secretary-Treasurer at the next following meeting.

Section 7. Membership in this Union shall not vest any member with and right, title or interest in or to the property or to the assets of this Union, whether now owned and possessed or whether hereafter acquired, and each member hereby expressly waives any right, title or interest in or to the funds, property, or to the assets of this Union.

Article III

Agreement Negotiating

Section 1. Whenever a collective bargaining agreement is to be negotiated, modified or extended, the members at a regular meeting held prior to the date when notice must be given, shall consider and determine what bargaining demands shall be made, the Business Manager and the Executive Board will negotiate contract of said membership with all recommendations being brought back to the membership for final vote. This committee with the membership, at a special called meeting

for this purpose, shall formulate the demands to be presented to the employers, meet and negotiate the terms of a proposed collective bargaining agreement with the employers or their representatives and report the results of their activities to the membership. The Labor Negotiating Committee may agree upon the terms of a collective bargaining agreement, after reasonable means of achieving a settlement through the processes of collective bargaining have been used, the matter shall be subject to a strike which shall be voted upon by the members present at a meeting at which the matter of strike sanction is present for action. After a strike vote by the body the Negotiating Committee will have the power to negotiate until they reach a proposal from the contractors that they feel is in agreement with the body's aims and will bring the proposals back to the body for ratification.

Article IV

Rules of Order in Meeting

Section 1. Every member who speaks or offers a motion shall stand and shall respectfully address the chair. When he has finished speaking, he shall sit down. While speaking, he shall confine himself to the question under debate, avoiding all personalities or indecorous language, as well as any reflection upon the Union or its members.

Section 2. Any member who shall have been called to order for expressing ill temper or improper feeling shall not be permitted to speak again at that meeting, except by a majority vote of the membership voting at the meeting.

Section 3. No member shall be admitted during the calling of the roll and reading of the minutes.

Section 4. The chairman shall announce the votes and the decision of the Union upon all subjects. His decisions on questions of order shall be without debate, unless, entertaining doubts on the point, he invites it.

Section 5. No member shall disturb another while he is speaking unless calling him to order for words spoken. Such a request shall be addressed to the chairman.

Section 6. Members at all times respect the rights of all officers and other members. If any member refuses to come to order when ordered to do so by the chairman, he shall be subject to trial and penalty, and may be removed from the meeting by the Sergeant at Arms upon the direction of the presiding officer.

Section 7. An person leaving the hall during the regular meeting shall first approach the chair and request permission to leave the hall from the

chairman.

Article V

Charge, Trials, and Appeals

Charges, Trials, and Appeals- as outlined in the International Constitution and By-Laws shall govern in all cases of violations of this or the International Constitution and By-Laws. Section 1 through Section 12 inclusive.

Article VI

Working Rules

Section 1. Any member found working with a non-member of this Association and not reporting to office immediately, shall be dealt with as the Association may decide

Section 2. It is the duty of the foreman and the Shop Steward to protect the Working Agreement of this Association.

Section 3. Any member of Local 210 employed by a shop as a working foreman is a journeyman roofer, appointed by the employer solely for this purpose: To see that other employees properly and satisfactorily execute and complete their work, but he shall have no authority to discipline, hire or fire or to make effective recommendations with respect to such action.

Section 4. Eight (8) hours shall constitute a day's work, whether in the shop or on the job. The regular work day shall be from 5:00 A.M. to 5:30 P.M. A regular work week shall consist of five (5) consecutive days, whether in the shop or on the job, beginning with Monday and ending with Friday of such week.

Overtime shall be paid as stipulated in Collective Bargaining Agreement negotiated between Local 210 Roofers, and Contactors Association or independent contractor.

Section 5. The Shop Steward shall perform the following duties:

(a) shall at all times watch out for the interests of the Association, while at the same time performing their duties of the trade. They shall have a thorough knowledge of the Constitution and By-Laws, jurisdictional claims, trade agreements, rules and regulations of this Association. They shall be ever alert to methods of cheating, handling and substitution of material, and when in doubt on any question that may arise contact the office immediately. Shop Steward shall serve until there is a need to replace them. Every shop must have a Shop Steward appointed by members working for that shop, if the members cannot decide on one, the Business Manager will appoint one.

Section 6. Personal vehicles of Union members or apprentices shall not be used to haul material or equipment or to tow equipment under any circumstance. The use of his personal vehicle to haul himself and/or other Roofer members or apprentices and their personal tools to and from the home and job, or job to job is permitted.

Section 7. Any member leaving his job without notifying the employer and the local dispatch office, so that arrangements can be made for his replacement may be disciplined by the Union.

Article VII

Alterations of Constitution and By-Laws

This Constitution and By-Laws, may be amended by a two-thirds (2/3) vote of the membership present at a regular membership meeting. When such amendment is proposed, the amendment shall be written out in out in its proposed form, stating that particular **ARTICLE and SECTION** to be amended. Said proposed amendment shall be read at two (2) regular meetings prior to being voted upon, and no **ARTICLE** shall be changed more than once per annum.

In case it is rejected it shall not be proposed again,
unless by majority consent, within six

months from the time of its rejection. But this shall not prevent the Association from appointing a committee at anytime to revise the Constitution and By-Laws.

Article VIII

The Strike Relief Fund

Section 1. The purpose of said fund will be for the use of strike related expenses acquired by the membership during actual strike. Only members of this organization who honor and recognize their responsibilities to these efforts will qualify:

1. Picket Duty.
2. Gas Expense for picket officers
3. Strike related material, signs, film, etc.

Section 2. Payments will be made with respect to Fund balance for:

1. Picket duty, on the fifth (5th) tour of picket duty.
2. Gas Expense, on receipt of said miles and gas slip.
3. Materials, posters, leaflets and etc.
4. For strike informational, organizational, hand billing, or any strike related actions.

Section 3. Officers: President and Recording Secretary will sign all checks. Their duties are to receive, screen and submit bills for strike related expenses. They will also keep records of who has walked picket duty and how many times. They will vote on what is to be paid and sign checks for bills. The Sergeant in Arms and two members will keep a running audit and submit one (1) final audit within twenty (20) days of completion of strike.

Section 4. The President will only vote in case of ties or in the absence of a relief officer.

Section 5. The President and Executive Board will have the right to remove any strike officer who does not faithfully execute his duties.

Section 6. The Strike Fund shall be derived from .25% of the monthly work assessment received from L.U. #210 members. A checking account shall be started in the name of Roofers L.U. #210 Strike Fund.

When the account has reached \$5,000.00 the .25% will then be returned to the General Fund. When the account has depleted to the amount of \$2,500.00 the .25% shall again be reinstated until there is a \$5,000.00 balance.

Picket Duty

Section 7. All members of Local Union #210

will be subjected to picket duty when called upon.

Section 8. Those people who are on the out of work list will be called first to perform picket duty. The first one on the list then down the list in order. If you refuse two (2) times your name will go to the bottom of the out of work list.

Section 9. Those members who are working will take their turn on inclement weather days or days they are off. These members can also refuse two (2) times, after that they will be subject to a fine not to exceed one (1) days pay.

Section 10. There will be a list kept on file who has done picket duty and who hasn't. Those who have taken their turn will not have to take picket duty again until all others have.

Section 11. There will be three picket officers, the Business Manager, and two (2) members elected to the position.

Section 12. The duties of the picket officers will consist of running the list properly to keep it fair and bring members before the Executive Board who will not comply with rules of this Article.

Section 13. All members working outside of the free travel zone will not have to take their turn on picket duty. They will remain at the top of the list until they comply with this Article.

Article IX

Independent Contractors

Whereas, it is among the legitimate objects of this organization to unite and associate together all practical workers; and

Whereas, bringing the unorganized into our organization stabilizes existing standards of wages, benefits, and security and enhances the strength of existing collective; bargaining units which are under contract; and

Whereas, it is generally recognized that the construction industry permits and at times requires mobility between journeymen and contractors; and

Whereas, the International Constitution no longer absolutely prohibits membership by independent contractors.

NOW THEREFORE BE IT RESOLVED THAT, membership in this Local Union may be offered to otherwise qualified individual who become contractors provided that such individuals comply with all terms and conditions of the International Constitution and the Local Union By-Laws, works with the tools as may agreement and does not subject himself to a conflict of interest in carrying our representative duties for employees and rank and file Union members and shall not be

candidates for office or serve as officers of the Local Union. In all other respects the rights, privileges and benefits of Union membership may be made available subject to with all duties and obligations set forth in the Constitution and By-Laws.

Article X Organizing

WHEREAS, it has been well-established in the labor movement that organizing of the unorganized is one of the most important function of a Local Union and constitutes the future of and Local Union; and

WHEREAS, the need to organize the unorganized is essential because it stabilizes existing standards of wages, benefit and security; and enhances the strength of existing collective bargaining units which are under contract; and

WHEREAS, it is, therefore, of utmost importance that, even beyond the efforts of officers and representatives of this Union, each member of our Local Union should endeavor to organize the unorganized as effectively as possible.

Article XI Code of Conduct

We hereby adopt the CODE OF CONDUCT,

introduced by the International Executive Board
January 1, 2017.

**This Constitution shall become effective on
November 7, 2019**

AMENDED 1976

AMENDED 1982

AMENDED 1997

AMENDED 2017

AMENDED 2019