BYLAWS
FOR
LOCAL UNION 2010

UNITED BROTHERHOOD OF CARPENTERS
AND JOINERS OF AMERICA

November 2017

Local Union 2010
United Brotherhood of Carpenters
and Joiners of America
2626 – 23 Street NE
Calgary, Alberta T2E 8L2
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Alberta Regional Council of Carpenters and Allied Workers
Suite 200 – 15210 – 123 Avenue
Edmonton, Alberta T5V 0A3
Phone: (780) 474-8599
Toll Free: 1-800-272-7905
Fax: (780) 474-8910

LOCAL 2010 UNION SHOPS
NORTH

ATCO Structures & Logistics Ltd.
30 Alberta Ave (PO Box 3759, Spruce Grove, Alberta T7X 3A9)
Spruce Grove, Alberta T7X 3S2

Lafarge Canada Inc.
Precast
4425 – 92 Avenue
Edmonton, Alberta T6B 2J4

Lafarge Canada Inc.
Pipe
533 – 116 Avenue NW
Edmonton, Alberta T6S 1G3

Aluma Systems Inc.
Industrial Scaffold and Construction Concrete
304 – 69 Avenue NW
Edmonton, Alberta T6P 0C1

Aluma Systems Inc.
Alberta EnviroFuels
9511 – 17 Street
Edmonton, Alberta T6P 1Y3

Brock Canada Industrial Ltd.
2311 – 5A Street
Nisku, Alberta T9E 8G6

Brock Canada Oilfield Services Ltd.
3735 – 8 Street
Nisku, Alberta T9E 8J8

LOCAL 2010 UNION SHOPS
SOUTH

ATCO Structures & Logistics Ltd.
Suite 600 – 4838 Richard Road SW
Calgary, Alberta T3E 6L1

Graymont Western Canada Inc.
Box 130
Exshaw, Alberta T0L 2C0

Triple M Housing Ltd
3501 Giffen Road North
Lethbridge, Alberta T1H 0E8

Westman Steel Industries
126 East Lake Link NE (Box 3178, Airdrie, Alberta, T4B 2B5)
Airdrie, Alberta T4A 2H2

Ply Gem Canada, Inc.
South Plant
7140 – 40 Street SE
Calgary, Alberta T2C 2B6

Ply Gem Canada, Inc.
North Plant
4115 – 72 Avenue SE
Calgary, Alberta T2C 2G5

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PREAMBLE

Our aim will be to promote and protect the interest of the 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, we the Carpenters and Allied Workers of the vicinity of Alberta affiliate ourselves into an organization that shall be known as Local Union 2010 of the United Brotherhood of Carpenters and Joiners of America, in conformity with the provisions of the Constitution and Laws of the United Brotherhood.

BYLAWS

SECTION 1 – NAME AND TITLE

This body is chartered and known as Local Union No. 2010 of the United Brotherhood of Carpenters and Joiners of America. This Local Union is organized in conformity with the Constitution and Laws of the United Brotherhood and shall have the powers and privileges of a Local Union under the Constitution and Laws of the United Brotherhood.

SECTION 2 – OBJECTS

The objects of this Local Union 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 promote a safe work environment, 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, and to improve the moral, social, and intellectual conditions of our members and all working people.

SECTION 3 – TERRITORIAL JURISDICTION

The territorial jurisdiction of this Local Union shall be as determined by the General President.

SECTION 4 – OFFICERS OF THE LOCAL

The officers of this Local Union shall consist of the President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Conductor, Warden, and three (3) Trustees.

SECTION 5 – NOMINATIONS AND ELECTIONS

The nomination, election, and installation of officers of this Local Union shall be governed by the Constitution and Laws of the United Brotherhood.

SECTION 6 – DUTIES OF THE OFFICERS

The duties of the officers of this Local Union shall be as set forth in the Constitution and Laws of the United Brotherhood, as provided in these Bylaws, and as determined by this Local Union.

SECTION 7 – EXECUTIVE COMMITTEE

(A) The Executive Committee of this Local Union shall consist of the President,

Vice-President, Recording Secretary, Financial Secretary, Treasurer, Conductor, Warden, and three (3) Trustees.

(B) Council Representatives shall be permitted to attend the Local Union Executive Board meetings with voice but no vote.

SECTION 8 – DUTIES OF TRUSTEES

The duties of the Trustees shall be as set forth in Section 40 of the Constitution and Laws of the United Brotherhood.

SECTION 9 – COMMITTEES

The President shall appoint all committees as may be necessary. All committees shall perform such duties as assigned to them within the time specified, and shall report in writing to the Local Union. No member shall be compelled to serve upon more than one committee at the same time. Remuneration, if any, shall be decided by the

Local Union at the time members of the committees are selected. The activities of all committees shall be governed by Section 41 of the Constitution and Bylaws of the United Brotherhood, these Bylaws and as the Local Union may direct. Any committee member who neglects or fails to perform any duty required by the Constitution and Laws of the United Brotherhood may be removed by the President, with the exception of members of the Executive Committee.

SECTION 10 – INITIATION FEES

The initiation fee(s) for applicants to join this Local shall be $30.00. Arrangements may be made for the payment of the initiation fee(s) in installments. Where an ex-member has violated any of the rules and laws of this Local Union and has been tried and found guilty of same, and where a fine has been imposed, such fine must be paid before initiation. The initiation fee for apprentices shall be as set forth in the Constitution and Laws of the United Brotherhood.

SECTION 11 – MONTHLY DUES

(A) The monthly dues of this Local Union shall be two (2) times the hourly pay rate, up to a maximum of $30.00, but no less than the minimum dues required by Section 45 A of the Constitution and Laws of the United Brotherhood, which must be an adequate sum to enable the Local Union to operate in an efficient, proper, and solvent manner in the service and best interest of its membership. The dues shall be paid as required to the Financial Secretary of this Local Union.

(B) The monthly dues payable by members to this Local Union shall not be increased except upon approval by

majority vote of the members in good standing voting by secret ballot at a general or special membership meeting after reasonable notice. All members shall be notified by mail of the date, time, place, and purpose of the vote. Furthermore, if this Local Union is or becomes affiliated with any Council of the United Brotherhood, the monthly dues payable to this Local Union must be approved by such Council.

(C) No officer or Business Representative, and no member receiving benefits of a collective bargaining agreement, shall be exempt from paying dues or fees established pursuant to Section 45 of the Constitution and Laws of the United Brotherhood.

SECTION 12 – MEETINGS

(A) The regular meetings of this Local Union shall be held in Lethbridge on the 2nd Tuesday of the month at 4:00 p.m., Calgary on the 2nd Wednesday of the month at 3:30 p.m., Airdrie on the 1st Monday of the month at 3:00 p.m. and Exshaw on the 4th Wednesday of the month at 3:00 p.m. In addition, the President will inform members with timely notice of meetings as needed at the following shops: ATCO Structures and Logistics in Spruce Grove and Lafarge Canada, Inc. in Edmonton. The President will inform members with a timely notice if additional meetings are needed or dates and times of meetings need to be changed. The Executive Committee meetings will be held on the third Friday of February in Calgary, May in Edmonton, August in Calgary and November in Edmonton at 9:00 a.m. No business shall be transacted after 11:00 p.m. unless a majority vote of the members present immediately after the reading of the minutes.

(B) If this Local Union is or becomes affiliated with a Regional or District Council, there shall be a delegate report presented by one or more delegates from this Local Union at each membership meeting of this Local Union that directly follows a District or Regional Council delegate meeting. Each delegate report shall include the following:

1 Information regarding organizing activities of the Council, including industry targets; developments in ongoing programs; involvement of volunteer organizing committees with organizers in jobsite activities and house calling; specific targets, number of jobsite actions; number of house calls made to non-union carpenters since the last report; the names of any contractors signed and the number of members brought in with those contractors;

2 Information regarding membership retention, including current number of members in the council; the number of members initiated, on withdrawal, or transferred since the last report; and the number of members brought in through organizing activities;

3 Political and legislative activities within the Council, including current legislation at the federal, provincial and local levels; involvement of volunteer organizing committees in the overall Council political program; and any political campaign activities, membership voter registration, membership voter education programs, and contacts with government officials;

4 Important collective bargaining developments

involving the Council; and

5 Other significant issues discussed and/or action taken at the Council meeting.

SECTION 13 – OFFICERS BOND

Every officer, agent, or employee of this Local Union who handles funds and property thereof shall be bonded through the General Office for the faithful discharge of their duties.

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SECTION 14 – AFFILIATION WITH COUNCIL

(A) This Local Union shall be bound by the Bylaws, Trade Rules, resolutions, and directives adopted by any Council with which it is affiliated. Any Bylaws of this Local Union that conflict with the Bylaws of any District, Regional or other Council of the United Brotherhood with which this Local Union is affiliated shall be void, and the Bylaws and Trade Rules of such Council shall apply, provided that such Bylaws are consistent with the Constitution and Laws of the United Brotherhood and have been properly approved. Furthermore, in the event of such affiliation, all Bylaws of this Local Union, and any changes made thereto, must be approved by any Council with which this Local Union is affiliated.

(B) Council delegates shall be elected in accordance with

the Council's Bylaws and the UBC Constitution. Council delegates shall be elected for a term of not more than three years. It shall be the duty of the Recording Secretary of this Local Union to notify any Council with which this Local Union is affiliated, by certified mail, of the names of the elected delegates before July 1st of each year. The Recording Secretary of this Local Union shall forward credentials of delegate or delegates from this Local Union to such Council properly signed by the President and Recording Secretary with the seal of the Local Union affixed.

(C) This Local Union shall pay any and all assessments and per capita taxes that are properly payable to such Council by this Local Union. Furthermore, members of this Local Union shall be obligated to pay any and all Council dues and initiation fees properly payable by members of this Local Union to any Council with which this Local Union is affiliated.

(D) All members of this Local Union, as well as applicants for membership in this Local Union, shall be bound by the Bylaws and Trade Rules of any Council of the United Brotherhood with which this Local Union is affiliated.

SECTION 15 – CHARGES AND TRIALS

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

SECTION 16 – ORGANIZING

It shall be the continuing obligation of this Local to organize workers and shops.

SECTION 17 – DISSOLUTION, LAPSE OR SUSPENSION OF LOCAL UNION

If, at any time, this Local Union should withdraw, lapse, be dissolved or merged, be suspended or expelled, or otherwise cease to function as a chartered subordinate body of the United Brotherhood, all Property, Books, Charter, and Funds held by, or in the name of, or on behalf of this Local shall be forwarded immediately to the General-Treasurer for such use or disposition in the interests of the membership of the United Brotherhood as the General President in the exercise of his or her discretion may direct.

SECTION 18 – LAWSUITS AGAINST THE LOCAL

No member fined, suspended, or expelled by action of the Local Union or any Council with which this Local Union is affiliated shall file any lawsuit against the Local or Council, or the Local Union's or Council's officers or Representatives without first exhausting all appeal remedies provided for in these Bylaws and Constitution and Laws of the United Brotherhood.

SECTION 19 – AMENDMENTS TO BYLAWS

(A) Any amendments and changes to these Bylaws; outside of the twenty-one mandatory provisions, must in no way conflict with the Constitution and Laws of the United Brotherhood and must be approved by majority of the membership voting by secret ballot at a special or regular meeting upon reasonable written notice provided at least 30 days prior to such vote. Furthermore, any proposed amendment must be approved by the General Vice President before becoming law.

(B) If this Local Union is or becomes affiliated with a Council of the United Brotherhood, all proposed changes to the Bylaws or Trade Rules of this Local Union shall be referred to the Executive Committee of such Council for consideration and recommendation and must be approved by such Council, as well as by the General Vice President, prior to becoming effective.

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SECTION 20 – MISCELLANEOUS

(A) The fiscal year of this Local Union shall be January 1 to December 31. All accounts shall be audited and a complete financial report be brought forth by the auditing committee no later than ninety days following the close of the fiscal year.

(B) Applicants for membership of this Local Union shall be bound by the Constitution and Laws of the United Brotherhood, the Bylaws of this Local Union, and the Bylaws of any Council of the United Brotherhood, if any, with which this Local Union is affiliated.

(C) Nothing in these Bylaws shall in any way be construed to conflict with the Constitution and Laws of the United Brotherhood.

SECTION 21 – SEVERABILITY

If any section or part of these Bylaws shall be held invalid by operation of law or by any tribunal of competent jurisdiction, the remaining sections of these Bylaws shall not be affected thereby and shall remain in full force and effect.

SUPPLEMENTAL BYLAWS

SECTION 22 – NOMINATIONS AND ELECTIONS

(A) The Remuneration Committee shall file the report for the remuneration of all positions of the Local Union at the nomination meeting, prior to nominations being opened.

(B) All Officers shall hold office for a term of three (3) years.

(C) The President duly nominated and elected in accordance with the Constitution and Laws may by virtue of his or her office, be a delegate to a General Convention of the United Brotherhood or any other subordinate body with which the Local Union is affiliated. The notices of nominations and election, and the ballot will advise the members that the candidate or President if elected will be a delegate to the General Convention of the United Brotherhood or other subordinate body. The President shall automatically attend all conventions of the United Brotherhood of Carpenters or any subordinate bodies.

(D) The Executive Board will nominate and elect officers of the Local Union to all conventions or subordinate bodies, save and except for the General Convention.

SECTION 23 – SHOP OR WORKSITE MEETINGS

Each Shop or Plant will have their own autonomy for dealing with their own shop/internal issues unless they affect Local Union 2010 as a whole, as per the Constitution and Laws of the United Brotherhood.

SECTION 24 – SHOP AUTONOMY

All members of this Local Union as well as applicants for membership in this Local shall be bound by the Bylaws of any council of the United Brotherhood with which the Local is affiliated.

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SECTION 25 – MINIMUM DUES, PERMITS AND TRANSFERS

(A) Conditional withdrawals will apply to all members on lay off. Members wanting to retain continuity with their membership will pay the minimum dues for Schedule 2 members, which is $14.90 per month as of March 2017, required by Section 45 A of the Constitution and Laws of the United Brotherhood of Carpenters. Members not wanting to retain continuity with their membership upon return from lay off will be reinitiated with a new date and must complete a membership application each and every time they return from lay off without having to paying another initiation fee if they reactivate their membership within 24 months from the date of the conditional withdrawal.

(B) Members attending trade school, will have their dues paid by the Local Union.

(C) The Local Union and members will comply with Council Bylaws and Section 46 of the Constitution and Laws of the United Brotherhood of Carpenters in the acquiring and granting of work permits and transfers.

(D) Members who qualify for full W.C.B. coverage will be entitled to $14.90 a month carrying charges paid by the Local Union. Members must apply when on STD/

LTD or disability to a maximum of 9 months, members must re-apply in person to the 2010 Executive for an extension with proper documentation.

SECTION 26 – MEETINGS

(A) A quorum for a regular or special meeting of the Executive Committee shall require the presence of (a) a majority of the officers of the Executive Committee, (b) one of those Executive Committee officers being the President, Vice-President or Recording Secretary and (c) at least one member from two thirds of the shops represented by Local 2010.

(B) Special called meetings will be at the discretion of the Executive.

(C) Executive members who miss three (3) consecutive meetings without legitimate reasons will be removed from the Executive.

SECTION 27 – AMENDMENTS TO BYLAWS

These bylaws of Local 2010 will be reviewed every three (3) years in the month of July.

SECTION 28 – MISCELLANEOUS

(A) Members of other Local Unions coming to work in the jurisdiction of the Alberta Regional Council shall be governed by Section 46 of the Constitution and Laws of the United Brotherhood.

(B) For violations of Section 44(F) and Section 45(K) or

(M), the Local Union shall impose an assessment to the maximum as per the Constitution and Laws of the United Brotherhood of Carpenters.

(C) All members must attend any training, courses or programs that the International, or the Regional Council of the Local Union deems necessary to upgrade their skills.

(D) All appointed or elected Shop Stewards shall attend a Shop Steward course prior to commencing Shop Steward duties.

(E) Shop Stewards or Union Representatives can swear in new members as part of union orientation sessions.

(F) Failure of a Shop Steward to attend three (3) consecutive shop committee meetings without an excused absence, may lead to their removal as shop steward.

SECTION 29 – POLICIES AND PROCEDURES

(A) Per diems will be paid in accordance with the Alberta Regional Council's travel and expenses policy with the following stipulations $75.00 Canadian or $75.00 U.S. if in U.S./Executive discretion, $45.00 overnight inside of Alberta.

(B) In the event of the death of a Local Union member, spouse, partner, or children of a member, Local Union 2010 will pick up the cost of flowers or a gift, to a maximum of one hundred ($100) dollars.

(C) Local Union 2010 will pay for and present service plaques for past Executive Committee members on request of their respective Shop Committee.

(D) Retirees with a minimum of five (5) years service

will receive a UBC watch or equivalent gift from the Local Union upon their retirement.

(E) All Stewards will receive fifty ($50) dollars per month for their services and there will not be any Chief Stewards or Head Stewards positions.

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(F) Dress, appearance and professional conduct will be as per the Alberta Regional Council policies.

(G) Members attending Union sanctioned functions or courses will be paid their expenses/travel, per diem and hotels by the Local.

SECTION 30 – PARLIMENTARY RULE

When a question has been decided it can only be reconsidered at the same meeting or at the next regular meeting. If the question is not reconsidered within the stipulated time, then the question shall not be presented in any form for at least one calendar year from the date of dealing with the original question.

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TRADE RULES CODE OF ETHICS

LET IT BE AGREED UPON BY THE MEMBERSHIP OF LOCAL 2010 THAT THE FOLLOWING REPRESENT BOTH THE WORD AND INTENT OF THE CODE OF ETHICS.

1. All members whether elected or otherwise conduct themselves without prejudice to the race, religion, colour, creed, sexual orientation, or gender of their fellow members.
2. The actions of all members elected or otherwise

follow both the word and intent of the Constitution and Laws of the United Brotherhood of Carpenters and Joiners of America.

3. The action of all members elected or otherwise follow both the word and intent of the Bylaws of Local 2010 and of the Regional Council.

4. The Executive of Local 2010 shall, through their actions and their intent, represent the wishes of the general membership. This includes setting policy, sound fiscal management, and administration of the Local Union.

5. It shall be the responsibility of the elected Executive Board to carry out the directives of the membership in good faith.

6. No member, unless elected or appointed through the appropriate channels, shall hold themselves out as an official authority of the Local Union. Any misrepresentation shall result in disciplinary action according to the UBC Constitution.

7. Any action by an elected or appointed official, in whole or in part, for personal gain or patronage, shall be deemed to be a conflict of interest.

8. All members through their respective employment with Local 2010 signatory employers are representatives of the Local Union, and are therefore expected to conduct themselves in a respectful way in all matters pertaining to the business of the Local Union.

9. It is the responsibility of the member to notify Local Union 2010 of the following: address and phone number changes, technical school attendance and workers' compensation claims.

MEETING SCHEDULE

REMEMBER – YOU ARE THE UNION

It is every member's responsibility to familiarize themselves with the contents of these bylaws.

REGULAR MEETING

Triple M Housing Ltd. (Lethbridge)
Second Tuesday at 4:00 p.m.
Multicultural Centre
421 – 6 Avenue South
Lethbridge, Alberta T1J 0Y7

ATCO Structures & Logistics Ltd. (Calgary)
Second Wednesday at 3:30 p.m.
5115 Crowchild Trail SW, in the Union Shop Stewards Office

Westman Steel Industries (Airdrie)
First Monday at 3:00 p.m.
126 East Lake Links

Graymont Western Canada Inc. (Exshaw)
Fourth Wednesday at 3:00 p.m.
Plant lunchroom

L.U. 424