

**UNITED ASSOCIATION OF
JOURNEYMEN AND APPRENTICES OF THE
PLUMBING AND PIPE FITTING INDUSTRY OF
THE UNITED STATES AND CANADA**



2021 BY-LAWS

**THERE IS NO SUBSTITUTION FOR
UNITED ASSOCIATION SKILLED CRAFTSPEOPLE**

1. DON'T BELITTLE ANYONE; ASSIST ALL MEMBERS, STEWARDS, COMMITTEE MEMBERS AND OFFICERS.
2. DON'T FAIL TO ATTEND THE MEETINGS AND HELP TO MAKE THEM INSTRUCTIVE AND BENEFICIAL.
3. DON'T EVER TALK AGAINST THE UNION. YOU ARE THE UNION.
4. DON'T FAIL TO STUDY THESE BY-LAWS. THEY WILL INTEREST AND INSTRUCT YOU.
5. DON'T EXPECT YOUR OFFICERS TO ACCOMPLISH EVERYTHING; LEND A HAND; THEY NEED YOUR ASSISTANCE AND ENCOURAGEMENT.
6. DON'T BE JUST A CARD CARRIER, SUPPORT UNION PRINCIPLES.
7. DON'T FAIL TO BE AN ACTIVE MEMBER, VOLUNTEER YOUR HELP AND WORK ON UNION COMMITTEES.
8. DON'T FAIL TO KNOW YOUR BY-LAWS AND UNION CONTRACT.
9. DON'T FORGET OUR SLOGAN: "ONE FOR ALL AND ALL FOR ONE".
10. DON'T FAIL TO BE A PERFECT UNION MEMBER BEFORE YOU EXPECT A PERFECT UNION.
11. DON'T FORGET - ACT UNION, TALK UNION, PRACTICE UNION. IT IS A GREAT RESPONSIBILITY AND PRIVILEGE; DON'T CONFUSE IT. APPRECIATE IT.

BY-LAWS OF UA LOCAL 325

THESE BY-LAWS ARE APPLICABLE TO UNION OFFICERS, MEMBERS AND MEMBERS OF SISTER LOCALS IN THE JURISDICTION OF LOCAL UNION 325

ANY MEMBER WHO VIOLATES THESE BY-LAWS SHALL BE CHARGED, AND IF FOUND GUILTY, SHALL BE DISCIPLINED.

MEMBERS CHARGED WILL HAVE THE FULL PROTECTION PROVIDED BY THE UNITED ASSOCIATION CONSTITUTION.

THESE BY-LAWS SHALL IN NO WAY OVERRULE THE U. A. CONSTITUTION AND ALL OFFICES AND BUSINESS SHALL BE AS PER U. A. CONSTITUTION.

1. REGULAR MEMBERSHIP MEETINGS WILL BE HELD QUARTERLY DURING THE MONTHS OF MARCH, JUNE, SEPTEMBER, AND DECEMBER. LOCATION OF QUARTERLY MEETINGS WILL BE ROTATED THROUGHOUT THE PROVINCE. (MARCH QUARTERLY MEETING IN MONCTON, JUNE QUARTERLY MEETING IN BATHURST, SEPTEMBER QUARTERLY MEETING IN MIRAMICHI, AND DECEMBER QUARTERLY MEETING IN FREDERICTON. THESE MEETINGS WILL BE HELD ON THE 2ND WEDNESDAY OF THE MEETING MONTH AT 7PM. INFORMATION MEETINGS WILL BE HELD BETWEEN QUARTELRY MEETINGS, AS NEEDED. MATTERS OF IMPORTANCE REQUIRING A SPECIAL CALLED MEETING; EACH MEMBER WILL BE DULY NOTIFIED. ROBERT'S RULES OF ORDER WILL PREVAIL AT ALL MEETINGS.
2. MEETINGS OF LOCAL 325 OF THE UNITED ASSOCIATION SHALL HAVE A QUORUM OF THIRTY (30) MEMBERS PRESENT TO CONSTITUTE A MEETING.
3. ALL JOBS WILL BE POSTED ON THE 1-888-518-2325 DISPATCH LINE. ANY MEMBERS INTERESTED IN SAID JOB WILL FOLLOW THE INSTRUCTIONS ON THE CALL OUT LINE AND WILL BE CONTACTED ON THE DESIGNATED DAY BETWEEN 10 AM AND NOON IF YOU ARE ELIGIBLE FOR THE JOB.

ANY MEMBER WHO TAKES A JOB IN THE JURISDICTION OF LOCAL 325 OR THE PROVINCE OF NEW BRUNSWICK, HAVING A WORK DURATION OF 10 REGULAR WORKING DAYS (INCLUDING HOLIDAYS WHETHER WORKED OR NOT) WILL LOSE THEIR POSITION ON THE RESPECTIVE OUT OF WORK LISTS SUCH MEMBER IS QUALIFIED FOR. IF THE MEMBER CHOOSES NOT TO TAKE THE OFFERED JOB, THEY WILL RETAIN THEIR POSITION ON THE RESPECTIVE OUT OF WORK LISTS THEY ARE QUALIFIED FOR.

4. ALL LOCAL 325 MEMBERS ARE OBLIGATED TO REPORT AND CHARGE OTHER MEMBERS WORKING NON-UNION WITHIN THE JURISDICTION OF THE UNITED ASSOCIATION.

5. ANY MEMBER ON TRAVEL CARD OUTSIDE THE PROVINCE WILL BE RESPONSIBLE FOR KEEPING IN CONTACT WITH THEIR HOME LOCAL FOR EMPLOYMENT THROUGH THE 1-888-518-2325 DISPATCH LINE. IF THESE MEMBERS DO ACCEPT AN OFFERED JOB, THEY MUST BE AVAILABLE FOR THE HIRING DATE AND MAKE ARRANGEMENTS TO HAVE THEIR TRAVEL CARD DEPOSITED IN THEIR HOME LOCAL BEFORE BEING DISPATCHED FOR WORK.
6. ANY MEMBER OF LOCAL 325 SENT TO A JOB SITE FOR CERTIFICATION PURPOSES BY THE BUSINESS MANAGER WILL RETAIN THEIR POSITION ON THE OUT OF WORK LISTS UNTIL CERTIFICATION HAS BEEN GRANTED AND/OR A COLLECTIVE AGREEMENT IS IN PLACE, AT WHICH TIME ALL OTHER REGULATIONS WILL APPLY.
7. ANY MEMBER OF LOCAL 325 WISHING TO GO TO WORK FOR ANY NON-SIGNATORY CONTRACTOR, COMPANY, OR WORK SITE, MUST CONTACT THE UNION OFFICE TO SEEK APPROVAL FROM THE BUSINESS MANAGER BEFORE GOING TO WORK. IF APPROVAL IS GRANTED, ALL APPLICABLE BY-LAWS WILL APPLY.
8. ALL UA MEMEBERS OF LOCAL 325 WHO HAVE OPTED TO ACCEPT THEIR UA RETIREMENT PENSION AND CONTINUES TO PAY THE FULL UNION DUES AND DESIRE TO WORK, SHALL BE PLACED ON A SEPARATE OUT OF WORK LIST FOR RETIREES AND WILL ONLY BE GIVEN CONSIDERATION TO GO TO WORK WHEN ALL ACTIVE LOCAL MEMBERS ARE EMPLOYED OR JOBS ARE AVAILABLE AND NOT FILLED BY **ACTIVE** LOCAL MEMBERS.

MEMBERS OF LOCAL 325 WHO HAVE OPTED TO ACCEPT THEIR UA RETIREMENT PENSION AND WHO HAVE OPTED TO PAY DUES EQUAL TO THE PER CAPITA TAX WILL NOT BE ELIGIBLE TO WORK UNTIL ALL DIFFERENCES BETWEEN THE REGULAR DUES AND THE PER CAPITA TAX ARE PAID IN FULL. WHEN THIS OCCURS THE MEMBER WILL BE PUT ON THE BOTTOM OF THE RETIREE OUT OF WORK LISTS FOR WHICH THEY ARE QUALIFIED FOR.

9. **LAYOFF**- IN THE EVENT OF A MULTI-LAYOFF ON THE SAME DAY, REGARDLESS OF SHIFT WORKED THE MEMBERS INVOLVED WILL HAVE UNTIL THE END OF THE NEXT BUSINESS DAY TO REPORT THEIR LAYOFF. NOTWITHSTANDING, THE SHOP STEWARD(S) CAN REPORT LAYOFFS IN LIEU OF MEMBERS CALLING THE HALL TO REPORT. THE NEXT BUSINESS DAY THOSE REPORTING WILL HAVE THEIR NAMES DRAWN AND PLACED ON THE RESPECTIVE OUT OF WORK LIST IN THE ORDER THE NAMES COME OUT. MEMBERS FAILING TO REPORT THEIR LAYOFF WITHIN THE REQUIRED TIME FRAME WILL HAVE THEIR NAMES PLACED ON THE LIST AT THE TIME OF REPORTING. ON SINGLE LAYOFF IT IS THE MEMBER'S RESPONSIBILITY TO CONTACT THE HALL. PROOF OF LAYOFF IF REQUESTED SHALL BE SUBMITTED TO THE HALL.

ANY NEW MEMBERS INITIATED UNDER THE RESIDENTIAL CLASSIFICATION WILL REMAIN IN THAT CLASSIFICATION FOR A PERIOD OF 2 YEARS. (EXCEPTION TO THE RULE MAY BE MADE BY THE BUSINESS MANAGER) IN ORDER TO SECURE WORK, THE APPRENTICESHIP RATIO MAY BE ALTERED BY MUTUAL AGREEMENT BETWEEN EMPLOYER AND THE UNION.

10. THE COMPLETE OUT OF WORK LIST WOULD BE ONLINE FOR ALL MEMBERS TO VIEW.
11. WHEN A MEMBER IS DISPATCHED AND GETS DISMISSED FOR JUST CAUSE, QUILTS, DOES NOT REPORT TO THE JOB SITE, OR ATTEMPTS TO CIRCUMVENT THE LIST RULE(S) (IE: ASK FOR A LAYOFF) THEIR NAME WILL BE PLACED AT THE BOTTOM OF THE OUT OF WORK LIST.

ANY MEMBER WHO QUILTS EMPLOYMENT WITH A SIGNATORY CONTRACTOR WILL BE SUBJECT TO A THIRTY (30) DAY STANDOUT FROM DISPATCH OFF THE OUT OF WORK LIST. NOTWITHSTANDING THE BUSINESS MANAGER MAY EXEMPT THE MEMBER BASED ON EXTENUATING CIRCUMSTANCES. THE BUSINESS MANAGER MAY CONFER WITH THE E-BOARD IN DELIBERATING SUCH A CASE.

12. WHEN A MEMBER IS UNAVAILABLE FOR WORK HE WILL MAKE EVERY EFFORT TO INFORM THE HALL. WHEN A MEMBER IS UNAVAILABLE FOR WORK HE WILL NOT BE CONTACTED FOR A JOB UNTIL THE HALL IS CONTACTED CONFIRMING HIS AVAILABILITY FOR WORK.
13. TO JOIN LOCAL 325 AS A WELDER A JOURNEYMAN C OF Q AND AN F-4 AND OR F3/F4 QUALIFIED TICKET IS REQUIRED AND BE ABLE TO PASS A TIG TEST AFTER A REASONABLE PERIOD OF TRAINING. NOTWITHSTANDING SHOULD THE WELDER EXHIBIT A PROFICIENCY IN THE AFOREMENTIONED SKILLS CONSIDERATION WILL BE GIVEN FOR MEMBERSHIP. ANY DISPATCHED WELDER WHO FAILS THE PROFICIENCY STANDARD AND IS DISMISSED OR LAID OFF AS A RESULT WILL BE REQUIRED TO TAKE UPGRADING IN THE UA WELDING FACILITY UNTIL HE IS DEEMED SATISFACTORY BEFORE BEING DISPATCHED TO ANOTHER JOB.
14. ALL APPLICATIONS TO JOIN THE UNION WILL BE APPROVED BY THE EXAMINING COMMITTEE AND OR THE BUSINESS MANAGER. THE COMMITTEE WILL REPORT TO THE UNION MEETING. IT IS MANDATORY FOR ALL NEW MEMBERS OF LOCAL 325 TO ATTEND A UA HERITAGE PROGRAM.

15. INITIATION FEES ARE AS FOLLOWS:

JOURNEYMAN- \$200.00
APPRENTICES & METAL TRADE JOURNEYMAN - \$100.00
METAL TRADE APPRENTICES/LABOUR/HELPERS – \$50.00

ACTIVE MEMBERS MONTHLY UNION DUES
BUILDING TRADES / METAL TRADES - \$42.00
NATIONAL REFRIGERATION MEMBERS - \$54.00
ADDITIONAL FIELD DUES APPLY AS PER ASSOCIATED AGREEMENT

THE INITIATION FEE PLUS THREE (3) MONTH DUES ARE TO BE PAID
UPON INITIATION

THE BUSINESS MANAGER HAS THE RIGHT TO BRING IN NEW MEMBERS
WHEN ORGANIZING THE NON-UNION AT A REDUCED INITIATION FEE.
THIS IS TO BE LEFT TO THE BUSINESS MANAGER'S DISCRETION.

THE RE-INITIATION FEE SHALL BE TWICE (2X) THE INITIAL INITIATION FEE
PLUS ONE (1) YEAR BACK DUES PLUS ALL FINES AND ASSESSMENTS
FOR BUILDING TRADES JOURNEYMEN. ALL APPRENTICES WILL PAY
FIFTY PERCENT (50%) B.T.J. PLUS ONE (1) YEAR BACK DUES PLUS ALL
FINES AND ASSESSMENTS. RE-INITIATION FOR METAL TRADES SHALL
BE TWICE (2X) THE INITIAL INITIATION FEE PLUS ONE (1) YEAR BACK
DUES PLUS ALL FINES AND ASSESSMENTS. ALL RE-INITIATION FEES
SHALL INCLUDE THREE (3) MONTHS REGULAR DUES.

16. MONTHLY DUES WILL BE PAID FOR THE PRESIDENT, VICE PRESIDENT,
AND RECORDING SECRETARY.
17. ANY MEMBER ATTENDING A MEETING UNDER THE INFLUENCE OF
LIQUOR OR DRUGS AS DETERMINED BY THE CHAIRMAN SHALL BE
ESCORTED FROM THE MEETING.
18. THE BUSINESS MANAGER OR HIS REPRESENTATIVE HAS THE RIGHT TO
EXAMINE AND PHOTOCOPY A MEMBER'S PAY CHEQUE, PAY STUB,
LAYOFFSLIP, OR IN THE CASE OF DIRECT DEPOSIT, REQUEST A COPY
OF SAME TO BE OBTAINED BY THE MEMBER FROM HIS BANK, CREDIT
UNION, ETC.
19. SHOULD THE BUSINESS MANGER OF LOCAL 325 BECOME DECEASED,
RESIGN OR BE REMOVED FROM OFFICE FOR JUST CAUSE, SUCH
VACANCY SHALL BE FILLED BY ONE OF THE AGENT ORGANIZERS.
20. IT WILL BE RECOMMENDED FOR ALL MEMBERS OF LOCAL 325 TO
COMPLETE A UNION AWARENESS PROGRAM AFTER BECOMING A
MEMBER.

21. ALL APPRENTICES MUST MAKE EVERY EFFORT TO ATTEND ANY, AND ALL, REGULAR, AND SPECIAL, MEETINGS AS A PART OF MAINTAINING THEIR APPRENTICESHIP AND MEMBERSHIP IN LOCAL 325.
22. ALL APPRENTICES SHALL HAVE THE RIGHT TO VOTE ON ANY COLLECTIVE AGREEMENTS IN WHICH THEY WORK UNDER.
23. ALL OFFICIAL HOLIDAYS SHALL BE TAKEN ON THE DAY WHICH THEY FALL AND MAY NOT BE EXCHANGED FOR ANY OTHER DAY, UNLESS PRIOR APPROVAL HAS BEEN GRANTED BY THE BUSINESS MANAGER.
24. THE SIGNING OFFICERS FOR UA LOCAL 325 WILL BE THE BUSINESS MANAGER/FINANCIAL SECRETARY, PRESIDENT AND VICE-PRESIDENT. THE SIGNING PROCEDURE WILL BE AS FOLLOWS: BUSINESS MANAGER/FINANCIAL SECRETARY MUST BE ONE OF THE SIGNATURES ON ALL CHEQUES, WITH EITHER/OR PRESIDENT OR VICE-PRESIDENT AS THE SECOND SIGNATURE.
25. WHEN A RETIRED MEMBER REACHES 50 YEARS OF CONTINUOUS SERVICE, HE SHALL NO LONGER BE REQUIRED TO PAY DUES TO LOCAL 325. THE BUSINESS MANAGER SHALL AUTOMATICALLY APPLY TO WASHINGTON FOR DISPENSATION OF THE PER CAPITA DUES PAYMENTS FOR THIS MEMBER.
26. THE BY-LAW COMMITTEE SHALL BE A STANDING COMMITTEE OF THE LOCAL UNION AND SHALL BE ELECTED EVERY 3 YEARS ALONGSIDE OF THE LOCAL 325 GENERAL ELECTION

THE BY-LAW COMMITTEE WILL CONSIST OF AT LEAST 5 MEMBERS, EACH WITH ONE VOTE.

THE COMMITTEE SHALL ELECT ITS OWN CHAIRMAN. SUBMISSIONS OF ANY NEW BY-LAW OR AMENDMENTS TO EXISTING BY-LAWS IS TO BE SUBMITTED IN WRITING OR EMAIL THE LOCAL UNION NO LATER THAN THE MARCH GENERAL MEETING POSTED ON THE MEMBERS ONLY SECTION OF THE LOCAL 325 WEBSITE. SUBMISSIONS WILL BE DISCUSSED AT JUNE AND SEPTEMBER MEETING OF EACH AREA AND TO BE VOTED ON DURING THE DECEMBER QUARTERLY MEETING.

A 2/3 MAJORITY OF THE MEMBERS PRESENT AND VOTING AT THE DECEMBER QUARTERLY MEETING WITH A QUORUM SHALL BE SUFFICIENT TO RATIFY A BY-LAW.

ANY AMENDMENT OR REVISION FOR A BY-LAW SHALL REQUIRE A 2/3 MAJORITY OF THE MEMBERS PRESENT AND VOTING AT THE DECEMBER GENERAL MEETING.

27. LOCAL UNION BY-LAWS CANNOT CONFLICT WITH THE UA CONSTITUTION OR THE INDUSTRIAL RELATIONS ACT.
28. ANY MOTION DICTATING POLICY FOR THE UNION SHALL BE MADE IN THE FORM OF A NOTICE OF MOTION IN WRITING AND WILL BE ADDRESSED AT THE FOLLOWING REGULAR MEETING.
29. NOT KNOWING THE BY-LAWS, RULES AND REGULATIONS OF THE UNION WILL NOT BE ACCEPTED AS AN EXCUSE FOR ANY INFRINGEMENT THEREOF.
30. THESE BY-LAWS CANCEL OUT ALL PREVIOUS MOTIONS PERTAINING TO BY-LAWS.