

**BY-LAWS
OF
LOCAL UNION NO. 584
OF THE
INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL,
ORNAMENTAL AND REINFORCING IRON WORKERS**

PREAMBLE

This organization shall be known as Local Union No. 584 of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. This Local Union is chartered by the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers and operates under the Constitution adopted by the International Association in Convention assembled. These By-Laws shall not be considered as superseding any provision contained herein which may be in conflict with or a violation of any amendment to or revision hereinafter made in the Constitution of the International Association shall be considered null and void. The objects of this Local Union shall be:

- (a) Promote, by all proper means, the material and intellectual welfare of its members and their families.
- (b) Secure, by all legal and proper means, adequate wages, working conditions and opportunities of employment.
- (c) Encourage its members to register and vote in the interest of obtaining higher standards of citizenship and secure adequate legislation which will safeguard and promote the principles of free collective bargaining.

ARTICLE I

MEETINGS

Section 1. Regular Meetings.

(A) Regular meetings shall be held ten (10) or more times a year at intervals of not less than one (1) calendar month. Such regular meetings shall be held on the second Friday of each month at 8:00 p.m. The day on which the regular meeting is held, as stated above, shall not be changed except by the adoption of an Amendment to these By-Laws, as provided for in Article XVII hereof. Only members of the Union who are in good standing (not more than one (1) month in arrears with payment of dues and/or assessments) shall be permitted to attend any meeting of this Local Union.

(B) Ten (10) members in good standing shall constitute a quorum and all business transacted by them shall be legal. However, upon approval of the General Executive Board, the number of members necessary to constitute a quorum can be waived.

(C) Members shall be required to present proof of good standing to the Sergeant-at-Arms for admittance to regular or special meetings.

(D) The regular meeting shall be conducted in accordance with the applicable provisions of the International Constitution and the "Rules of Order" set forth therein, and the following additional Rules shall be enforced:

- (1) No member shall be admitted to the Local Union meeting hall during the opening exercises, the reading of the Minutes, or during Initiation of Candidates.
- (2) It shall be the responsibility of every member to refrain from any action which would interfere with the orderly conduct of the meeting of the Local Union and members who conduct themselves in a disorderly manner or who, while intoxicated, enter the meeting hall during a meeting, or who use indecent or profane language during a meeting, or otherwise cause a disturbance in a meeting, shall be requested to leave the meeting hall; and should such member refuse to leave, he shall be subject to charges in accordance with Article XXVI, Section 14 of the International Constitution. If found guilty, such member shall be fined not less than twenty-five dollars (\$25.00).
- (3) A member may speak only once on a subject and only five (5) minutes at a time until all who wish have had the floor; nor will

he be allowed the floor more than twice except by consent of the body.

Section 2. Special Meetings

Special Meetings may be called by the President or Executive Committee. Not less than fifteen (15) days notice of the date, hour, and purpose of the Special Meeting shall be mailed to each member at his last-known home address and no business shall be transacted at a Special Meeting except that for which the meeting is called. Special Meetings shall be approved by the General Executive Board of the International Association.

Section 3. Executive Committee Meetings.

The meetings of the Executive Committee shall be held on the same Friday, prior to the regular monthly meeting and in accordance with the provisions of Article XXVI, Sections 11a and 11b of the International Constitution; however, Special Meetings of the Executive Committee shall be held when directed by the Local Union President.

Section 4. Examining Committee Meetings.

Examining Committee Meetings shall be held, when directed by the Local Union's President, to carry out the functions of the Examining Committee as provided in Article XXVI, Section 8 of the International Constitution.

Section 5. Office Hours and Holidays.

(A) The Union Hall of Iron Workers Local Union No. 584, located at 14716 East Pine, Tulsa, Oklahoma, will be open from 7:00 a.m. to 5:00 p.m., Monday through Friday (closed 12:00 noon to 1:00 p.m. for lunch) and from 8:00 a.m. to 12:00 noon the last Saturday of the month, except for the months of November and December.

(B) The Union Hall will be closed for the following Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day. When the Holiday falls on Sunday, the following Monday shall be observed as the Holiday.

ARTICLE II

REVENUE

Section 1. Dues.

(A) The regular monthly dues for Journeyman members of this Local Union shall be thirty-eight dollars (\$39.00) per month.

(B) The regular monthly dues for Apprentice and Probationary members of this Local Union shall be thirty-three dollars (\$34.00) per month.

(C) There shall be an assessment levied in the amount of eight (8%) percent of the total gross wages on all members of the International Association working in the territorial jurisdiction of Local Union No. 584, that eight percent (8%) is broken down as follows:

Three percent (3%) – vacation fund

Three percent (3%) – working assessment - from this three percent (3%) an amount equal to two cents (.02) per each hour worked shall be deducted and remitted monthly to the Ironworkers Political Education Fund (IPEF).

Two percent (2%) – target fund – from this two percent (2%), ten cents (.10) per each hour worked shall be deducted and remitted monthly to the Iron Workers District Council of Texas and the Mid-South States and the International Supplemental Per Capita of one-quarter of one percent (1/4 of 1%) of the applicable hourly journeyman wage rate for each hour worked by members of the International Association in the territorial jurisdiction of Local 584 shall also be remitted monthly to the International Association.

(D) All dues, assessments and fines are due and payable on the first day of each month and must be paid in full by the end of the same month in order for the member to be in continuous good standing.

(E) Only members who are in good standing (not more than one (1) month in arrears) shall be permitted to attend regular or Special Meetings.

Section 2. Initiation and Reinstatement Fees.

The Initiation and Reinstatement Fees of this Local Union shall be as provided in the International Constitution.

Section 3. Change of Monthly Dues.

(A) The monthly dues, as provided for herein, shall not be changed except by the adoption of a written Resolution, which must be read at three (3) consecutive meetings of the Local Union, and if the Resolution receives a majority vote, by secret ballot, of all members present at the third consecutive meeting, and if such Resolution is approved by the General Executive Board of the International, such Resolution shall be considered an Amendment to these By-Laws. Not less than fifteen (15) days advance notice of the intent to vote on any such Resolution shall be mailed to each member at his last-known home address.

(B) However, if the Local Union's General Fund should ever fall to or below the total sum of \$100,000.00, the monthly dues shall be automatically increased by ten dollars (\$10.00) per month for all Journeyman, Apprentice and Probationary members of this Local Union. This increase shall remain in effect for six (6) months. After six (6) months, the dues would then return to the amount specified in Article II, Section 1, Paragraphs A and B of these By-Laws. Members shall be notified at least thirty (30) days before the effective date of such increase.

(C) When the action of the delegates in session at a regular convention of this International Association vote in a majority to adopt the motion to increase the International per capita tax and/or International assessments, then the monthly dues of this Local Union will automatically be increased the amount or amounts adopted by the convention delegates.

Section 4. Sick Dues.

Any full dues paying member who is injured or sick and unable to work shall receive up to three (3) month's sick dues, provided said member remains unable to work for that period of time and said member is in good standing at time of sickness or injury. The payment of sick dues shall start with the first full calendar month after sickness or injury.

Section 5. Honorary Membership.

(A) Any member who has held membership for five (5) consecutive years and who has become permanently disabled or incapacitated while working at the trade, is in good standing and against whom no charges of any kind whatsoever are pending in any Local Union of the International Association, may make application to Local Union No. 584 for the privilege of maintaining membership by payment of the International monthly per capita tax, International monthly death benefit assessment and the International monthly pension fund assessment, as provided for in the International Constitution.

(B) Such member shall be permitted to attend regular meetings of the Local Union, and speak on any motion, but shall not be eligible to hold office in the Local Union, or act for the Local Union or the International Association in any capacity, nor shall he be eligible to vote on any financial matter of the Local Union. Such member shall be eligible to speak on financial motions and shall be eligible to speak, make a motion and vote on all other matters.

Section 6. Vacation Fund.

(A) Effective the first full pay period after June 1, 2003, three percent (3%) shall be deducted from the Ironworker's gross wages by the employer for the Vacation Fund, as detailed in Article II, Section 1, Paragraph (C) of these By-Laws. This three percent (3%) shall be reported on working assessment forms which are provided by the Local Union. This three percent (3%) shall be mailed along with the forms to the Local Union by the 15th of the month following the work month. The Local Union shall send the Vacation Funds with a copy of the remittance form to a local financial institution.

(B) The local financial institution will set up vacation accounts for each Ironworker listed on the remittance forms and make deposits into the vacation accounts as money is received from the Local Union.

(C) Every account holder will have the option of withdrawing from their Vacation Fund Account at anytime.

ARTICLE III

NOMINATION - ELECTION - TERM OF OFFICE - INSTALLATION - DUTIES - BONDING

Section 1. Nominations.

(A) Officers of the Local Union shall be those enumerated and provided for in Article XXVI, Section 1 of the International Constitution. Only members who fulfill the eligibility requirements set forth in the International Constitution shall be eligible to be a candidate for any office in the Local Union, or serve as Judge of Election, or hold any office in the Local Union, or represent the Local Union as a Delegate to any affiliated body.

(B) Nomination of Officers shall be conducted during the first regular meeting held in the month of May once each three (3) years. Not less than fifteen (15) days advance notice of such nomination shall be mailed to each member at his last-known home address.

(C) Following the conclusion of the nomination of Officers, at least three (3) but not more than five (5) Judges of Election shall be elected, none of whom shall be a candidate for any office. The same night after the nomination meeting has adjourned, the Judges of Election shall meet and elect a Chairperson. The Judges of Election shall conduct the election in accordance with the provisions of Article XXVI, Section 15 of the International Constitution.

(D) Pursuant to Article XXVI, Section 15 of the International Constitution, a schedule containing the names and membership numbers of those nominated and the office for which nominated, as well as the names and membership numbers of those elected as "Judges of Election", shall be sent to the General Secretary of the International Association.

(E) Questions concerning eligibility to hold office must be submitted to the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, whose decision shall be final and binding on the Local Union subject to the right to appeal pursuant to the provisions of the International Constitution.

Section 2. Elections.

- (A) Election of Officers shall be by secret ballot and shall be conducted in accordance with the provisions of Article XXVI, Section 15 of the International Constitution. Such election shall be held on the second Saturday in the month of June during the hours from 8:00 a.m. to 4:00 p.m. and the polling place shall be located in the regular meeting hall or office of the Local Union.
- (B) In case a "run-off election" is necessary, pursuant to the provisions of Article XXVI, Section 15 of the International Constitution, such election shall be conducted by secret ballot and shall be held at the time provided for in the International Constitution.
- (C) Not less than fifteen (15) days prior to the election or run-off election of officers, notice of such election shall be mailed to each member at his last-known home address.
- (D) The Ballots and all other records pertaining to elections shall be preserved by the Local Union for at least one (1) year.
- (E) Within five (5) days following the election of officers, a copy of the ballot containing the number of votes cast for all candidates shall be sent to the General Secretary of the International Association.

Section 3. Term of Office - Installation - Duties - Bonding.

- (A) All Officers shall be elected for a term of at least three (3) years, and each duly-elected Officer shall be obligated and assume the duties of such office during the first regular meeting immediately following the date the election is held. The installation of Officers shall be conducted by a Past President or an International Representative, if present - otherwise, the current President or Vice President shall officiate.
- (B) The duties of the Local Union Officers shall be those as provided for in Article XXVI of the International Constitution.
- (C) The offices of Sergeant-at-Arms and Conductor shall be consolidated.
- (D) Each Officer and each employee of the Local Union whose duties require that such individual be bonded, shall be bonded in accordance with the provisions of Article XXI, Section 20 of the International Constitution.
- (E) The Local Union office shall be open from 8:00 a.m. to 12:00 p.m. (noon) on the last Saturday of each month, except for the months of November and December.

Section 4. Delegates to Iron Workers' District Council.

Delegates to the Iron Workers' District Council with which this Local Union is affiliated shall

be elected, by secret ballot, at the regular election of Officers. The number of such Delegates shall be as provided for in the Constitution and By-Laws of such District Council, and two (2) of such Delegates shall, by virtue of their offices, be the Financial Secretary-Treasurer-Business Manager and President of the Local Union.

Section 5. Delegates to the International Convention.

The nomination and election of delegates and alternates to the International Convention shall be held at a regular meeting or election between the first day of March and the first day of June of the year the Convention is being held.

ARTICLE IV

VACANCIES

(A) All official vacancies which may occur as a result of resignation, death or otherwise shall be filled by appointment, to be made by the President as provided for in Article XXVI, Section 2 of the International Constitution.

(B) Officers of the Local Union shall be required to attend at least one (1) regular meeting each month unless prevented by any of the following reasons:

- (1) On business of the Local Union or International Association.
- (2) Required to work by Employer.
- (3) Illness or injury to himself or a member of his immediate family, or death in the immediate family.

Any officer who fails to attend three (3) consecutive regular meetings must submit his resignation, in writing, unless such absence is due to any of the above-mentioned reasons, and charges for failure to properly discharge the duties of his office will be filed against any such officer who fails to submit his resignation in writing. Such charges will be filed and processed in accordance with the provisions of Article XXVI, Section 14 of the International Constitution and if such charges are sustained, the office in question shall be declared vacant, subject to the approval of the General Executive Board.

(C) Any officer of this Local Union, for in-attention or neglect of duty as required of him in these By-Laws or International Constitution, shall be subject to charges in accordance with the provisions of Article XXVI, Section 14 of the International Constitution. If such charges are sustained and said Officer is found guilty, the Trial Board may levy such penalties as may be deemed necessary, subject however to the approval of the General Executive Board.

ARTICLE V

STEWARDS

Section 1.

A Steward must be placed on each job immediately with the beginning of such job, in accordance with Section 28 of the General Working Rules of the International Association.

Section 2.

Steward reports shall be filled out in their entirety and shall be presented at each regular meeting and be read on the first meeting of each month.

ARTICLE VI

SALARIES, EXPENSES & OTHER COMPENSATION OF OFFICERS AND/OR STEWARDS

Section 1. Business Manager.

(A) The Financial Secretary-Treasurer-Business Manager's salary shall be equal to General Foreman's scale plus two dollars (\$2.00) per hour with a fifty (50) hour straight time guarantee.

(B) The Business Manager shall be given a two (2) week paid vacation each year. The Business Manager shall be required to have been in office for at least one (1) year before he will be eligible for a vacation and will notify the Executive Committee and the membership of the time. Also, the Business Manager will be required to take the vacation within one (1) year of the anniversary date of the election. Vacation time will be lost if it is not taken each year.

(C) The Business Manager shall be reimbursed for all expenses incurred while traveling on business for the Local Union, plus any other expenses necessary for the welfare of the Local Union.

Section 2. Business Agent.

(A) In the event a Business Agent(s) is required, he (they) shall be hired on a temporary basis by the Financial Secretary-Treasurer-Business Manager, subject to the approval of

the Executive Committee. His (their) duties shall be assigned by the Financial Secretary-Treasurer-Business Manager. He (they) shall work under the direct supervision of the Financial Secretary-Treasurer-Business Manager. The Financial Secretary-Treasurer-Business Manager shall determine the length of time that a Business Agent(s) is required. If the finances of the Local Union deems necessary, or work falls off, then the Executive Committee will meet with the Financial Secretary-Treasurer-Business Manager to discuss temporarily laying off the Business Agents(s).

(B) The Business Agent(s) salary shall be equal to General Foreman's scale with a forty-six (46) hour guarantee.

(C) The Business Agent(s) shall be given a two (2) week paid vacation each year, to be taken at a time agreed upon by the Financial Secretary-Treasurer-Business Manager and the Business Agent(s). The Business Agent(s) shall be required to have been employed for at least one (1) year before he (they) will be eligible for a vacation. Also, the Business Agent(s) will be required to take the vacation within one (1) year of the anniversary date of appointment by the Business Manager. Vacation time will be lost if it is not taken each year.

(D) The Business Agent shall be reimbursed for all expenses incurred while traveling on business for the Local Union, plus any other expenses necessary for the welfare of the Local Union.

Section 3. Delegates to the District Council and/or State AFL-CIO Conventions and Meetings.

Delegates to the District Council and/or State AFL-CIO Conventions and Meetings shall be paid lost wages, mileage at IRS rate or airfare (whichever is less), lodging and not less than fifty dollars (\$50.00) per day expenses. If expenses that are necessary for the welfare of the Local Union exceed fifty dollars (\$50.00) per day, that amount will be reimbursed as per receipts. Delegates shall be paid before leaving to attend meetings.

Section 4.

Local Union No. 584 shall pay a month's dues for each Executive Committee member who is not on Local Union No. 584's payroll, for each month that they attend the monthly Executive Committee meeting. However, if Article II, Section 3, Paragraph (B) of these By-Laws is ever implemented, then this section will become void until such time as Local Union No. 584 becomes financially stable.

ARTICLE VII

FINANCIAL REPORTS - FISCAL YEAR

Section 1. Financial Reports.

The Financial Secretary-Treasurer-Business Manager shall, during a regular meeting each month, inform the members present of the financial status of the Local Union. During the first regular meeting after the audit report becomes available to the Local Union, the Financial Secretary-Treasurer-Business Manager shall inform the members present at such meeting of the financial status of the Local Union as reflected by the Auditor's report for the preceding twelve (12) months.

Section 2. Fiscal Year.

The fiscal year of the Local Union shall be from July 1 through the succeeding June 30.

ARTICLE VIII

DISBURSEMENT OF FUNDS

Section 1.

All disbursements of funds of this Local Union shall be made in accordance with the provisions of Article XXVI, Sections 4 and 5 of the International Constitution.

Section 2. Donations and Contributions.

(A) The funds of this Local Union, having been raised for the protection, assistance and relief of its members shall not be donated or contributed except by approval of the Executive Committee, but not to exceed one thousand dollars (\$1,000.00). Any amount exceeding one thousand dollars (\$1,000.00) shall be by resolution presented, in writing, to the membership, to be read at three consecutive meetings and voted upon at the third and final reading.

(B) No papers soliciting donations or contributions for sick or injured members shall be distributed among the membership.

(C) No individual member shall solicit other Local Unions for donations or contributions or sell tickets for any purpose in the name of this Local Union.

(D) Official Iron Workers Stationery and Letterheads shall not be used except for official business of the Local Union.

Section 3.

The Trustees shall examine the bills before each regular meeting, and bring forth a recommendation to the body to approve or disapprove them in their entirety or in part, and no money is to be paid out of the treasury except for current bills unless authorized by the body in a regular meeting.

Section 4. Bibles.

Personalized bibles shall be presented to the deceased member's family and shall be ordered by the Financial Secretary-Treasurer-Business Manager.

ARTICLE IX

APPOINTMENT OF COMMITTEES

Section 1.

The President shall, in accordance with the provisions of Article XXVI, Section 2 of the International Constitution, appoint all Committees, and shall act as ex officio member of all such Committees.

ARTICLE X

CHARGES AND TRIALS

Section 1.

Charges against any member of this Local Union for violation of any of the provisions of these By-Laws or any provision of the International Constitution may be brought and processed in accordance with the provisions of Article XXVI, Section 14 of the International Constitution.

Section 2.

Any member who willfully destroys or defaces any Union property, including membership cards, bulletin boards or bulletins, shall be subject to charges in accordance with the provisions of Article XXVI, Section 14 of the International Constitution; and if found guilty, such member shall be fined not less than twenty-five dollars (\$25.00) and shall be charged with the cost of repair of such damages or replacement of damaged property.

Section 3.

Should it come to the attention of the President or Executive Committee that any member

of this Local Union has violated any of the provisions of these By-Laws or International Constitution and no charges have been preferred against such member, it shall be the duty of the President or Executive Committee to prefer charges and proceed in accordance with the provisions of Article XXVI, Section 14 of the International Constitution.

Section 4.

All charges shall be filed and trials shall be conducted strictly in accordance with the provisions of Article XXVI, Section 14 of the International Constitution.

Section 5.

Any member eight (8) weeks or more in arrears in payment of working assessments, who refuses to pay such working assessments, shall be subject to charges in accordance with the International Constitution. If found guilty, such member shall be fined not less than twenty-five dollars (\$25.00) plus the amount of assessment owed.

Section 5. Standards of Excellence.

Any member who violates the provisions of the Ironworkers' Standards of Excellence shall be subject to charges in accordance with the provisions of Article XXVI, Section 14 of the International Constitution. If found guilty, such member may be fined for the first offense no less than one hundred dollars (\$100.00) or no more than one (1) day's pay including fringe benefits and working assessments.

ARTICLE XI

JOURNEYMAN REFERRAL RULES

Section 1.

Iron Workers Local 584 shall establish and maintain an out-of-work list for unemployed qualified Journeymen Iron Workers.

A qualified Journeyman Iron Worker:

- (1) must verify that he/she has completed a recognized Joint Apprenticeship Training Program, National Training Program, or
- (2) must have verifiable proof of three (3) or more year of Iron Working experience, or

- (3) must be a member of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers

Section 2.

It is the responsibility of every unemployed Journeyman Iron Worker to ensure their name is on the out-of-work list.

Section 3.

Journeyman Iron Workers shall be referred from the out-of-work list in a nondiscriminatory, fair and equitable manner by the Business Manager or his designee.

Section 4.

(A) Journeyman Iron Workers shall be referred from the out-of-work list in the same numerical order in which they were placed on the list, or

(B) Journeyman Iron Workers may be referred by certain or special skills requested by an employer, or

(C) A signatory employer may request Journeyman Iron Workers by name from the out-of-work list.

Section 5.

When a Journeyman Iron Worker is referred to a job and doesn't report to work, he/she must contact Local 584 within four (4) hours of scheduled work time or face disciplinary action from the Executive Committee.

Section 6.

Journeyman Iron Workers may solicit their own job from a signatory employer.

Section 7.

When a Journeyman Iron Worker solicits and secures a job, he/she must notify Local 584 within twenty-four (24) hours or face disciplinary action.

ARTICLE XII

TARGET FUND PROGRAM

Section 1.

The Local Union will create and fund a program to be known as the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers Local Union No. 584 Labor Target Fund Program (hereinafter referred to as the "Target Fund") whereby a fund will be created consisting exclusively of the Local Union's money which will be used for the exclusive purpose of promoting the organized Iron Worker construction industry within the jurisdiction of the Local Union by such means as job targeting and development grants on certain jobs (by which employees on a job for which a lower rate has been established will be reimbursed by the Target Fund), advertising, educational programs, productivity studies, related activities and the hiring of an Organizer, who shall be hired on a temporary basis by the Financial Secretary-Treasurer-Business Manager subject to the approval of the Executive Committee. The Organizer's duties shall be assigned by the Financial Secretary-Treasurer-Business Manager and shall work under the direct supervision of the Financial Secretary-Treasurer-Business Manager. His salary, hours of pay, vacation and reimbursement of expenses shall be compensated from the Local Union 584 Target Fund and those amounts shall be the same as a Business Agent, as detailed in Article VI, Section 2, Paragraphs (A), (B), (C) and (D) of these By-Laws.

Section 2.

The Local Union shall have the right to appoint one (1) of its members to serve as a working steward on the job. It is understood that the steward will remain on the job until it is completed and that said steward's employment shall not be terminated, except for just cause. It will be the responsibility of the steward and foreman, jointly, to keep a daily time sheet recording the names, social security numbers, membership numbers and hours worked by each Ironworker on the targeted job. Such daily records will be submitted to the Local Union on a weekly basis. The Local Union will provide the forms for such record keeping.

Section 3.

(A) In recognition of the fact that labor disputes tend to develop when Union Craftsmen and non-union employees are required to work on the same job site and that it would be detrimental to the interests of the employer, the contractor agrees not to sub-contract or sublet any work covered by the Iron Workers Local No. 584 Collective Bargaining

Agreement to any person, firm or corporation which is not in contractual relationship with the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, or any of its affiliated Local Unions.

(B) If a participating contractor is successful in securing a particular job on the basis of a target commitment, a "Target Job Agreement" will be signed by the contractor and the Union.

(C) No job can be targeted that has only Union Contractors bidding it.

(D) If more than one Union Contractor is bidding a targeted job, then all Union Contractors bidding that job will be offered the same target commitment.

(E) Any Promotional Grant authorized by Iron Workers Local Union No. 584 shall be paid monthly, quarterly or at the end of the job, whichever is agreed upon by Local 584 and the contractor. All payments will be made fifteen (15) days after the end of the month in which timely Field Reports, paid working assessment reports and paid fringe benefit reports are received by Iron Workers Local Union No. 584.

(F) To receive payment, the Contractor must furnish Weekly and Monthly Statements of hours worked to the Financial Secretary-Treasurer-Business Manager of Local No. 584. No portion of the grant will be paid unless the Contractor has made payment for all fringes and deductions due to date to all applicable Funds, including the Local Union, and has submitted the Combined Reporting Form for the month to the Funds Administrator's office according to the provisions of the Collective Bargaining Agreement.

(G) If any Contractor fails to comply with the above, the Local reserves the right to alter and redirect payment of any grant monies owed to the Contractor to the Funds Administrator for payment of any monies due Local Union No. 584 or any member(s) of Local Union No. 584 for fringes and/or deductions as agreed to under the Collective Bargaining Agreement. If a Contractor fails to make timely payments to the various Funds, Local Union No. 584 will reserve the right to void this Contract.

Section 4.

The Program will be funded by an increased working assessment of two percent (2%) of gross wages beginning the first full pay period in March, 1996.

Section 5.

The assets of the Program shall be maintained in a separate account designated as the Ironworkers Local Union 584 Labor Target Fund Program and that the Program shall be administered by the Financial Secretary-Treasurer-Business Manager and President under the general supervision of the Executive Board.

Section 6.

The Financial Secretary-Treasurer-Business Manager shall make a monthly report of the program, including an accounting of its assets to the Executive Board and membership.

Section 7.

In the event the Program is terminated, the increase on the working assessment will immediately cease and all undesignated money in the Target Fund will be transferred to the general fund of Local No. 584.

ARTICLE XIII

DEATH BENEFIT FUND

Section 1.

(A) All new applicants for membership and reinstatements for membership shall be assessed the amount of eighteen dollars (\$18.00) which is to be paid before they are obligated into membership of Local Union No. 584.

(B) All members entering Local Union No. 584 by transfer or withdrawal card deposit shall be assessed the amount of eighteen dollars (\$18.00) for the month in which Local Union No. 584 accepts their transfer and/or withdrawal card deposit.

Section 2.

An assessment of ten dollars (\$10.00) shall be levied on the membership of Iron Workers Local Union No. 584 upon the death of a member and this assessment shall be payable before any further dues are received from the member.

Section 3.

When an Honorary or Lifetime Honorary member dies, who owes death assessments, the amount owed for those death assessments shall be withheld from the five thousand dollar (\$5,000.00) benefit check.

Section 4.

When an Apprentice or Journeyman dies, who owes up to five (5) death assessments, those assessments shall be withheld from the five thousand dollar (\$5,000.00) benefit check, if six (6) or more death assessments are owned, NO benefit will be paid.

Section 5.

Within seventy-two (72) hours of receipt of death certificate or copy of death certificate, or official acknowledgment from the attending physician of a member, the sum of five thousand dollars (\$5,000.00) will be paid to the beneficiary designated by the member. In case no beneficiary is named, the amount of five thousand dollars (\$5,000.00) shall be paid to the widow of the member or his next of kin.

Section 6.

The monies paid into the Death Benefit Fund shall be kept in a separate bank account from the general fund of Iron Workers Local Union No. 584.

Section 7.

The Death Benefit Fund will be administered by the President, Financial Secretary-Treasurer-Business Manager and Trustees of Iron Workers Local Union No. 584.

Section 8.

Any expenses incurred in the administering of the Death Benefit Fund shall be paid from the funds of the Death Benefit Fund.

Section 9.

Any false claims, frauds, or gross mismanagement of the Death Benefit Fund by members or officers of Iron Workers Local Union No. 584 shall be prosecuted to the fullest extent of the law.

Section 10.

This assessment shall not be in conflict, in any way, with the Constitution of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. The operation of the Death Benefit Fund herein provided for shall be the sole responsibility of Iron Workers Local Union No. 584 and in no event shall any liability of any nature whatsoever accrue to the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers as a result of the operation of this Fund.

ARTICLE XIV

SCHOLARSHIP FUND

Section 1.

(A) Iron Workers Local 584 shall start a scholarship endowment fund with twenty thousand dollars (\$20,000.00) of its own money and solicit contributions from our signatory contractors.

(B) This scholarship fund money shall be invested and administered by Oklahoma City Community Foundation at a cost of 80 basis points (.8%) or 8/10ths of one percent and five percent (5%) of the fund will be paid out yearly for one (1) scholarship (for the first year of college) for a child or grandchild of a member or deceased member of Iron Workers Local 584.

(C) The Oklahoma City Community Foundation will also receive and process the applications, oversee the selection of the recipient and disburse the award money directly to the educational institute.

Section 2.

The scholarship rules shall be as follows:

(A) A completed application must be received at the Oklahoma City Community Foundation by May 1st in order to be considered, and the recipient will be chosen by the following criteria:

(B) Only children, adopted children, step children, grandchildren, adopted grandchildren and step grandchildren of members or deceased members of Iron Workers Local 584 who are presently in their senior year of high school are eligible to compete for this scholarship.

(C) The following will count as fifty percent (50%) of their final score:

- (1) An applicant must have at least a 3.0 grade point average in their senior year of high school.
- (2) The scholarship awards are competitive and will be based on:
 - (a) Academic standing of the student during their four (4) years in high school.

- (b) College entrance examination scores (ACT or SAT)
- (c) Extra Curricular activities and leadership.
- (d) Character references and citizenship.

(D) The following will count as fifty percent (50%) of their final score and will be graded and ranked by a committee of retired union teachers:

- (1) An essay on how the American Labor Movement has elevated the standard of living for Americas= working class.@

Section 3.

The operation of the Scholarship Fund herein provided for shall be the sole responsibility of Iron Workers Local Union No. 584 and in no event shall any liability of any nature whatsoever accrue to the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers as a result of the operation of this Fund.

ARTICLE XV

LOCAL UNION PROPERTY

Local Union property, both real and personal, shall be held in the name of the trustees of Local Union No. 584, who shall be three (3) in number and elected pursuant to Article XXVI, Section 1, of the International Constitution.

ARTICLE XVI

PROVISIONS GOVERNING SHOP MEMBERS ONLY

Section 1. Dues.

(A) The monthly dues for shopmen members of this Local Union shall be the sum of thirty-three dollars (\$33.00), which amount includes currently International Monthly Per Capita Tax, current International Death Benefit Assessment, current International Convention Fund Assessment and current International Initial Organizing Contract Fund Assessment, payable by all members as provided for in the International Constitution. The amount herein specified shall be due and payable on the first day of each month, and must be paid in full by the end of such month in order for a member to be in continuous good standing.

(B) In the event the monthly dues of any shopmen member of this Local Union are withheld from his or her earnings by his or her employer, pursuant to a signed authorization, and should such employer fail to transmit such dues to the Local Union during the month in which such dues are withheld, then, in that event, such member=s dues shall be recorded

by the Financial Secretary as having been paid in the month in which said deduction was made.

Section 2. Initiation and Reinstatement Fees.

(A) Except as provided in Paragraph (B) below, the initiation fee for all applicants for shopmen membership shall be the sum of twenty-five dollars (\$25.00), which shall be paid in full with payment of first month=s dues before his or her application for membership shall be accepted.

(B) Employees in newly organized shops shall not be required to pay an initiation fee as a condition of acquiring membership, provided such individuals submit their application for membership with one (1) month=s dues during the thirty-one (31) days immediately following the execution of the initial collective bargaining agreement with the employer of such employees. Any individual employed in such shop who does not acquire membership during the above mentioned thirty-one (31) days shall be required to pay the initiation fee as provided in Paragraph (A) above.

(C) All applicants for shopmen membership who are ex-members of this Local Union or ex-members of any Local Union of the International Association shall pay a reinstatement fee of twenty-five dollars (\$25.00), which shall be paid in full with payment of first month=s dues before his or her application for reinstatement shall be accepted.

(D) With the exception of International Monthly Per Capita Tax or assessments of the International Association, the monthly dues, as provided for herein, shall not be changed except by the adoption of a written resolution, which must be read at three (3) consecutive meetings of the Local Union and if the resolution receives a majority vote, by secret ballot, of all members present at the third consecutive meeting, and if such resolution is approved by the General Executive Board of the International, such resolution shall then be considered an amendment to these By-Laws. Not less than fifteen (15) days advance notice of the intent to vote of any such resolution shall be mailed to each member at his last known home address.

Section 3. Waiver of Local Union Dues for Shopmen.

(A) Any shopmen member of this Local Union who, by reason of old age or bodily infirmity, is permanently disabled and thereby unable to continue work within the jurisdiction of the Local Union and against whom no charges of any kind whatsoever are pending in any Local Union of the International Association, shall be permitted to maintain membership by payment of International Monthly Per Capita Tax, International Monthly Death Benefit Assessment, and a reasonable maintenance of records fee (as may be established by the Local Union and set forth in these By-Laws) as provided for in the International Constitution, provided such member is in good standing as of the date application is made for Waiver of Local Union Dues. Such member shall be permitted to attend regular

meetings of the Local Union but shall not be able to hold office in the Local Union, or act for the Local Union or International Association in any capacity whatsoever. Such member shall be eligible to vote on any issue coming before the Local Union membership, except the election of officers of the Local Union.

(B) Any shopmen member desiring to avail himself of the above privilege shall submit an application therefor, in writing, to the Financial Secretary of the Local Union. If such application is approved by the Local Union and subsequently approved by the International, same shall become effective the first of the month immediately following the date such application is finally approved.

(C) Any shopmen member who has held membership in this Local Union for thirty (30) days or more and who has acquired a seniority status with his or her employer as provided in the applicable collective bargaining agreement and who in the course of his or her employment, sustains bodily injury, thereby preventing such member from working thirty (30) days or more and who, as of the date of such injury, is a member in good standing, will be permitted to maintain his or her membership during the period of such disability by the payment of International Monthly Per Capita Tax, International Monthly Death Benefit Assessment, International Convention Fund Assessment, and International Initial Organizing Contract Fund Assessment, provided full remittance of such sums is submitted to the Financial Secretary-Treasurer-Business Manager of the Local Union by such member no later than the last day of each month the member is unable to work as a result of such injury. The foregoing privilege shall become effective with the month immediately following the month in which such member is injured.

(D) Shopmen members who have held membership in this Local Union for six (6) months or more and who have acquired a seniority status with his or her employer as provided for in the applicable collective bargaining agreement and who is in good standing as of the date of layoff by the payment of twelve dollars and eighty cents (\$12.80) per month which payment shall include the current International Monthly Per Capita Tax, current International Death Benefit Assessment, current International Convention Fund Assessment and current International Initial Organizing Contract Fund Assessment, payable by all members as provided for in the International Constitution. Such privilege shall be applicable so long as the laid off members retains recall which he or she holds a seniority status. The foregoing privilege shall become effective with the month immediately following the month in which such member is laid off and full remittance of such sum must be submitted to the Financial Secretary of the Local Union by such member not later than the last day of each month the member is laid off.

(E) Except for the foregoing reasons set forth in this Article, no other reduction in the amount of dues, or waiver of dues, shall be permitted.

Section 4. Shop Stewards and Shopmen Working Rules.

(A) Shop stewards shall be appointed in accordance with the provisions of the International

Constitution and assigned pursuant to the terms of the existing applicable collective bargaining agreement.

(B) Conditions of employment and rules governing same shall be the terms and conditions set forth in collective bargaining agreements between the employer of the members in question and the Local Union, provided such member is employed by an employer who is a party to such agreement.

Section 5. Picket Duty.

(A) It shall be the responsibility and duty of each shopmen member employed at any plant at which a duly authorized strike is being carried on to stand picket duty as scheduled by the picket captain(s) appointed by the Business Manager.

(B) It shall also be the responsibility of such shopmen members to contact his or her picket captain, within twenty-four (24) hours after the commencement of a strike, in order that the picket captain may schedule picket duty for such member.

(C) Failure or refusal by any such shopmen member to stand picket duty as outlined above shall subject such member to charges being filed in accordance with Article XXVI, Section 14 of the International Constitution. If found guilty, such member shall be fined not less than twenty-five dollars (\$25.00) for each such occurrence.

Section 6. Death Benefit Fund.

The provisions of Article XIII, Death Benefit Fund, shall also apply to all Shopmen members.

ARTICLE XVII

AMENDMENTS

Section 1.

(A) These By-Laws may be amended as follows: All amendments must be presented, in writing, in the form of a Resolution and signed by the member or members submitting the amendment or amendments. The Resolution to amend must set forth, specifically, the revisions, additions, or deletions proposed, and shall be presented to the Executive Board before the first reading. Amendments shall then be read at three (3) consecutive meetings of the Local Union. If the proposed amendment or amendments receive a majority vote of all members present at the third consecutive meeting, copies of such amendment or amendments, shall be forwarded to the General Secretary for presentation to the General Executive Board and shall not become effective unless or until approval of same has been received by the Local Union from the General Executive Board.

(B) The By-Laws of Local 584 shall be updated and reprinted at least every five (5) years as long as the Local is financially able to do so.

Section 2.

Any amendment presented to the membership of the Local Union which relates to financial matters must be voted on by secret ballot.

ARTICLE XVIII

EFFECTIVE DATE

These By-Laws, when approved by the General Executive Board of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, shall become effective immediately upon receipt of notification of such approval, and all previous By-Laws, if any, shall thereafter be considered null and void and shall have no further force or effect.

Adopted during regular meeting held, October 9, 2009.

President

Recording Secretary

Approved by the General Executive Board on October 26, 2009