

**By-Laws
Order of Business
&
Rules of Order**

**Local Union 213
United Association of Journeymen and Apprentices of the
Plumbing and Pipefitting Industry of the United States and Canada**

There Is No Substitution for UA Skilled Craftsmen

1. Don't belittle anyone: assist all members, stewards, committeemen, and officers.
2. Don't fail to attend membership meetings. Always help to make meetings 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 committees.
8. Don't fail to know your Union By Laws and Union contract (UA Constitution).
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's a great responsibility and a privilege, don't confuse it, appreciate it.
12. Don't accept a job opportunity unless you are prepared at all times to approach it with a positive and cooperative attitude and to deliver the highest quality craftsmanship. The ability of your brothers and sisters to obtain work and support their families depends upon your performance.

**By-Laws
Local Union 213**

These By Laws are applicable to Union officers, members, and members of sister Locals in the jurisdiction of Local 213.

Wherever any words are used in these By Laws in the masculine gender, they shall be construed as though they were also used in the feminine gender in all situations where they would so apply.

Any member who violates these By Laws and/or the UA Constitution may be subject to charges and discipline in accordance with the procedures of the UA Constitution. No member may be fined, suspended or expelled except according to the disciplinary procedures set forth in the UA Constitution.

Article 1 Meetings of the Local Union

Section 1

The regular monthly meeting shall be held at the Union Hall, or designated meeting place, on the 2nd Wednesday of each month at 7pm. Every member shall show his membership card to the Inside Guard before being granted entry to the meeting.

No business shall be transacted after 10pm unless by majority vote of the members present.

A quorum of fifty (50) members in good standing is required to hold the regular membership meeting.

Section 2

No member may attend a membership meeting while under the influence of alcohol or drugs and no smoking will be permitted in the Union Hall on the night of the meeting. Any member who violates these rules shall be asked to leave the meeting and shall be escorted from the Union Hall if he fails to do so. A member who violates this section may also be subject to charges and discipline in accordance with the procedures of the UA Constitution.

Section 3

Any member who is continually out of order, directs abusive language toward the chair, any union officer, or member, or who uses physical violence at any membership meeting of the Local shall be asked to leave the meeting and shall be escorted from the Union Hall if he fails to do so. A member who violates this section may also be subject to charges and discipline in accordance with the procedures of the UA Constitution.

Section 4

Whenever the Business Manager deems it feasible, there shall be a notice of all monthly meetings and special meetings of this Local posted on the Local's website and/or the dispatch hotline.

Section 5

Special meetings of the Local may be called by the Business Manager. The President shall chair any special meeting.

Article 2 Local Union Officers

Section 1

The officers of this Local Union shall be a Business Manager/Financial Secretary-Treasurer, President, Vice President, Recording Secretary, Inside Guard, Executive Board of five (5) members one of whom shall be the Vice President, Finance Committee of three (3) members, and an Examining Board of four (4) members.

The duties of the Local Union's officers shall be the duties assigned by the UA Constitution and UA Ritual, and otherwise by these By Laws.

By virtue of office, the Business Manager shall serve as a Trustee on all fringe benefit trust funds of Local 213.

Section 2

Should an officer of the Local Union die while holding office, or resign or be removed from office, the vacancy will be filled by a member in good standing appointed by the Business Manager for the unexpired term. Should a vacancy occur in the office of Business Manager, the Local Executive Board shall, by majority vote, appoint a member in good standing to fill the unexpired term.

Section 3

The salary of the Business Manager/Financial Secretary-Treasurer shall be calculated as forty-six (46) hours per week at the General Foreman's base wage rate plus vacation pay under the Industrial Agreement.

The membership may vote to change the Business Manager/Financial Secretary-Treasurer's salary, but the Business Manager's salary may not be reduced during a term of office. It may only be reduced effective at the start of a Business Manager's term of office in accordance with the procedures that apply to amending the By-Laws.

Local 213 shall contribute to the U.A. Local Union Officers and Employees Pension Plan on behalf of the Business Manager/Financial Secretary-Treasurer. In addition, Local 213 shall contribute to

the NB Pipe Trades Health & Welfare Plan on behalf of the Business Manager/Financial Secretary-Treasurer at the same hourly rate as set forth in the Industrial Agreement for the General Foreman. The Business Manager/Financial Secretary-Treasurer shall also receive fringe benefit contributions other than for pension and health/welfare benefits in accordance with those paid on behalf of the General Foreman per the Industrial Agreement.

Section 4

Any Executive Board Member failing to attend three (3) consecutive meetings without a reasonable excuse shall be subject to charges and proceedings pursuant to the "Discipline of Officers" section of the UA Constitution.

Article 3 Business Agent and Office Secretary

Section 1

If the Business Manager deems it necessary to hire a Business Agent, the Business Manager shall seek membership approval to create the position and recommend a salary for the position as part of the request for membership approval. If the membership approves the hiring of a Business Agent, the Business Manager may appoint a member in good standing of his choosing to serve as Business Agent. The Business Manager may replace the Business Agent at his discretion or terminate the Business Agent if he deems the position to be no longer necessary.

Section 2

The Business Manager shall have the authority to employ and supervise the Office Secretary and to set terms and conditions of employment for the Office Secretary. The Business Manager may employ and terminate additional office help when he deems it necessary and shall set the terms and conditions of employment for said additional office help.

Any or all keys used at either UA Local 213 Union Office, Hall, Welding Shop, or Training Centre shall be signed for within a log or registry held by the Office Secretary. When an individual or individuals no longer require such keys, they shall be returned to the office secretary for signature sign-off.

Section 3

Local 213 shall contribute to the U.A. Local Union Officers and Employees Pension Plan on behalf of all Full-Time Officers and Employees, as defined by and in accordance with the rules of the Plan.

Article 4 Expenses

Section 1

Members of Local 213 serving on the Negotiating Committee will receive remuneration at the journeyman's rate of pay for a maximum of eight hours per day. If travel is required, the travel will be paid as per Article 19 of the Industrial Agreement.

Members of Local 213 serving on committees other than the Negotiating Committee will not receive any remuneration for serving on the committee or performing any assigned duty unless they actually lose time from employment to fulfill the duties required or the membership approves payment for services rendered.

Section 2

Authorized union business by any officer or member will be paid in accordance with the Local's expense and automobile policies. The Finance Committee shall review all expenses submitted for reimbursement for consistency with the expense/automobile policies on a monthly basis and report the results of its review to the membership.

Any proposed change to the expense and automobile policies must be read at a membership meeting and then read again and voted upon at the next regular membership meeting. Changes to the expense and automobile policies must be approved by the majority of members present and voting at the meeting.

The Local 213 expense and automobile policies shall be available for inspection upon request of a member in good standing.

Section 3

In the interest of transparency, the Business Manager/Financial Secretary-Treasurer shall post in the Union meeting hall prior to the start of the monthly meeting a statement clearly summarizing the monies and benefits paid to each member entitled to the same, including travel expenses and remuneration paid to members serving on committees or attending meetings when authorized for the Local Union.

Section 4

The Business Manager/Financial Secretary-Treasurer shall review the annual financial audit of Local 213 with the Finance Committee and shall make it available for inspection by members of Local 213. No copies of the audit will be allowed to leave the Union Hall.

Article 5 Elections of Officers

Section 1

Nomination of Officers shall be held in the month of November. Election of Officers shall be held in the month of December.

Section 2

A Scrutineer Committee shall consist of five to seven (5-7) members appointed by the President at the regular meeting immediately preceding the nominations meeting. The Scrutineer Committee shall be responsible for checking the eligibility of nominated members for office, arranging for the printing of ballots, setting up polling stations, helping to prepare voter eligibility lists for use at polling stations, and checking, counting and securing the ballots on Election Day.

Section 3

The Business Manager/Financial Secretary-Treasurer shall supply the Scrutineer Committee with updated eligibility lists of members who are eligible to be nominated for office and to vote for local union officers.

Section 4

After the election, a list will be published showing the number of eligible voters, the number of ballots cast, and the number of votes each candidate received.

Article 6 Dues & Death Benefit

Section 1 Monthly Dues

The regular monthly dues of this Local Union shall be \$37.00 per month.

These dues are necessary for the Local Union to operate in an efficient, proper and solvent manner, pay local business expenses and provide reserves to cover long term obligations and unforeseen expenses. Members who fail to pay dues shall be subject to automatic suspension and automatic expulsion in accordance with the "Suspension of Members" and "Expulsion of Members" sections of the UA Constitution.

Section 2 Dues of Permanently Retired Members

Retired members of Local 213 who are drawing pensions, no longer working within the trade jurisdiction of the United Association, and who are not on the Local's out of work list may pay dues in the amount of the per capita dues required by the UA Constitution. If a retired member paying this reduced dues rate returns to work within the trade jurisdiction of the United Association at any

point, he must pay the difference between the reduced dues paid and regular dues for all months during which he paid reduced dues.

Section 3 Working Assessment

All members shall pay to Local 213 a working assessment of two percent (2.0%) of gross wages, excluding vacation pay, for each hour worked. Members working under Local 213's Industrial Agreement shall pay an additional \$1.06 per hour as part of the working assessment.

Section 4 Dues Obligations of 40-Year and 50-Year Members

Notwithstanding the foregoing, all members with forty (40) years of continuous membership in the United Association, who have retired, shall pay dues of \$10.00 per month.

All members with fifty (50) years of continuous membership in the United Association, who have retired, shall no longer be required to pay dues or assessments.

Section 5 Approval of Increases in Dues and Working Assessments

Any increase in dues or the working assessment must be approved by a secret ballot majority vote of the members present and voting in accordance with the rules set forth in the UA Constitution. Upon approval of an increase, the dues or working assessment rate set forth above shall be immediately updated without following the procedures for amending the By-Laws set forth herein.

Section 6 Manner of Payment

Dues shall be paid as required to the Business Manager/Financial Secretary-Treasurer at the Local Union office. Dues may be paid in cash, certified cheque, Canadian money order, etransfer, or bankcard through the Local's debit machine, if not remitted by payroll check-off.

Section 7 Amounts Payable before Dues

All National and Local Union assessments, disciplinary assessments shall be payable before dues as per section 157(c) of the UA Constitution.

Section 8 Death Benefit

In the event of the death of a member in good standing of Local 213, a death benefit of \$5,000 shall be paid to the beneficiary named on the member's death benefit beneficiary designation form or, if none, to the designated beneficiary on file at the pension benefits office.

Article 7 Initiation Fee and Applications for Membership

Section 1 Initiation Fee

The initiation fee shall be one hundred and fifty-five dollars (\$155.00) for a Building Trades or Metal Trades journeyman or apprentice. Any increase in the initiation fee must be approved by a secret ballot majority vote of the members present and voting in accordance with the rules set forth in the UA Constitution. Upon approval of an increase, the rate set forth above shall be immediately updated without following the procedures for amending the By-Laws set forth herein.

Section 2 Applications for Membership

All applications for membership shall be submitted to the Business Manager for processing, then referred to the Examining Board for a determination of the applicant's qualifications. Once an applicant has met the requirements and qualifications of the Constitution, the application shall be accepted. Consistent with the "Membership Procedures" section of the UA Ritual, the Business Manager may accept and admit organized persons without referring them to the Examining Board.

The requirements for membership shall be those, and only those, set forth in the UA Constitution.

Article 8 Duties of Members and Representatives

Section 1

All new members of Local 213 shall be provided with a copy of the UA Constitution, the UA Ritual, and the Local 213 By-Laws with instructions to read and familiarize themselves with all the provisions, requirements and obligations before the oath is administered.

After being admitted to membership, new members must take all safety training required by the Business Manager, including Safety Orientation, W.H.I.M.I.S., Confined Space, Fall Protection, Union Heritage, E.S.A. and Standard for Excellence courses.

Section 2

Any specific tradesman sent on a job by the Business Manager shall only work in the trade as noted on the work referral slip.

Section 3

Any member going on a new job shall have a work referral slip issued by the Business Manager.

Section 4

Any member of this Local who is separated from his employment for drinking alcohol or taking drugs on the job, being under the influence of alcohol or drugs, or bringing alcohol or drugs on the job may be subject to charges and discipline in accordance with the procedures of the UA Constitution.

Section 5

Any member working with a non-union person except as defined in Section 146 of the UA Constitution knowingly for more than one full working day and not reporting the same to the Business Manager may be subject to charges and discipline in accordance with the procedures of the UA Constitution. This rule does not apply to a member who has permission the Business Manager to work for a non-signatory employer in connection with the Local's organizing efforts.

Section 6

Shop stewards shall be appointed and removed at the discretion of the Business Manager and shall perform their duties under the direction and oversight of the Business Manager.

Section 7

The shop steward will perform such duties as are set forth for the steward in the local collective agreement. If assistance is required, the steward shall call the Business Manager or Business Agent.

Section 8

All shop stewards shall attend the regular monthly union meetings. The Recording Secretary will call a roll call of all shop stewards at each union meeting. The record of the shop stewards attending the union meeting will be recorded in the minutes of the meeting.

Section 9

Not knowing the By Laws, rules and regulations of this Local will not be accepted as an excuse for any infringement thereof. When in doubt, call your Business Manager.

Section 10

Any member who undermines the terms of the collective agreement or who, by engaging in conduct that is clearly inconsistent with the UA Standard for Excellence, undermines the relationship and reputation of Local 213 with clients and contractors, may be subject to charges and discipline in accordance with the procedures of the UA Constitution. This section shall not apply to any conduct that is subject to a legitimate grievance pursuant to the procedures of the collective agreement.

No member of Local 213 may be employed in an industrial plant on any work, whether it be construction, maintenance or modernization that falls within the jurisdiction of the UA, where the Local Union does not have a collective agreement with the industrial plant or where the wage rate and terms and conditions of employment in the plant are less than the standards established in the local union agreement, unless the member has, prior to the employment in such plant, obtained the consent of Local Union 213 Business Manager.

Section 11

A member of Local 213 shall be in violation of the By Laws, when a member for whom the employer does not have immediate work available, remains on the employer's payroll without receiving wages.

This clause shall not apply when the lack of work is caused by lack of materials for a period of three days or less or the member is on his scheduled vacation.

Members sent home for lack of material shall notify the Business Manager.

Section 12

No UA member will be permitted to work on any instrumentation, plumbing, heating, sprinkler, or pipe work for any one other than a contractor who is signatory to our collective agreements or an agreement with the United Association.

Members who violate this section may be subject to discipline in accordance with the procedures of the U.A. Constitution.

Section 13

Any member of the UA who puts up an unauthorized picket line or causes or engages in a wildcat strike or work stoppage in violation of the no strike provisions of the collective agreement shall be subject to discipline in accordance with the disciplinary procedures of the UA Constitution.

Section 14

Any member who engages in sexual harassment, threats, intimidation, or physical or mental abuse of another member at the workplace or at a union meeting or function may be subject charges and discipline under the procedures of the UA Constitution.

Article 9 Committees

Section 1

The Local's committees shall be as follows:

- Legislative Committee – The Legislative Committee shall consist of three (3) members appointed by the President. It shall be the duty of the Legislative Committee to investigate the various systems of work installed in their vicinity, to try by all possible and legitimate means to elevate the standard of work done, and report from time to time to the General Secretary-Treasurer such progress as may have been made towards perfect sanitation.
- Political Education Committee – The Committee for Political Education shall consist of three (3) members appointed by the Business Manager. It shall be the duty of the Committee for Political Education to educate the membership and the public on the issues and candidates in provincial, local, and national elections; to encourage and assist members and their families to register and vote in elections; and to coordinate the Local Union's political activities with the trade unions in the area.
- Bursary Committee – The Bursary committee will establish the criteria for members' sons and/or daughters applying for a bursary to further their education. The selection and final decision, for those students who will receive a bursary, will be determined by the Bursary Committee and a deadline set. The members of the Bursary Committee shall be appointed by the Business Manager.
- Negotiating Committee – The Negotiating Committee shall consist of four (4) members, one of whom shall be the Business Manager and the rest of whom shall be appointed by the Business Manager. The Business Manager shall serve as a member and Chair of the Negotiating Committee by virtue of office.
- By-Laws Committee – The By Laws Committee shall consist of six (6) members appointed by the Business Manager.
- Entertainment Committee – The Entertainment Committee shall consist of eight (8) members appointed by the Business Manager.
- Fundraising Committee – The Fund-Raising Committee shall consist of five (5) members appointed by the Business Manager.

Section 2

The Business Manager shall also have the authority to create special committees and appoint members to them. Such committees may not be delegated any authority that infringes on the authority delegated to Local Union officers under the UA Constitution to the authority delegated to another committee by these By-Laws.

The officer responsible for appointing the members of any committee shall have the authority to remove and replace its members.

Article 10 Local Union Expenditures and Handling of Funds

Section 1 General Rule on Expenditures

Except as provided in Section 2 of this Article, the Business Manager may make discretionary expenditures of \$1,000 or less, and operating and emergency expenditures of any amount, on behalf of the Local Union without prior membership approval, provided that the expenditures are reported to the membership at the next regular meeting.

Discretionary expenditures over \$1,000 must receive advance approval by a majority of members voting at a regular or special meeting.

Section 2 Charitable Donations

All requests or motions for donations to charities or cause in excess of fifty dollars (\$50.00) will be referred to the Executive Board, which will review and make a recommendation on the request.

The recommendation of the Executive Board on each individual request for donations will be brought forward at the regular monthly union meeting for approval or rejection by the membership.

Section 3 Signing of Checks

Two signatures shall be required on all Local Union checks. One of the two signatures must be that of the Business Manager/Financial Secretary-Treasurer. The second signature must be that of either the President or Vice President.

Section 4 Bonding

All officers and employees who have check-signing authority or who otherwise handle Local Union funds shall be bonded as required by law.

Article 11 Amendments to the By Laws

Amendments to these By Laws (i.e., additions, deletions or changes) will be considered by the Local Union at the regular monthly meeting in March of each year.

Amendments to the By Laws must be submitted in writing, signed by at least fifty (50) members in good standing, and given to the standing By Laws Committee. If the amendment is to be submitted for consideration at the regular monthly March meeting, the written proposal must be submitted to the By Laws Committee by the previous December. The By Laws Committee will develop a recommendation to the membership on the proposal. Proposed amendments shall be read at the

January and February regularly scheduled membership meetings before being voted upon at the March meeting. It shall require a two-thirds vote of the members present and voting at the March meeting to approve any amendment. Amendments to the By Laws shall be effective as of the meeting at which it is passed or as determined by the membership.

Should the Business Manager determine that the By Laws require a more immediate amendment in order to address a significant problem that has recently arisen in Local 213, the Business Manager may present written notice of motion on the proposed amendment at any regular monthly meeting. The proposed amendment will be read at the next regular monthly meeting and then read and voted on at the following regular monthly meeting. Such proposed amendments shall not require fifty signatures, but they shall require a two-thirds vote of members present and voting for approval.

The By Laws will be printed for distribution to the membership as soon as possible after every March meeting.

Article 12 Supremacy and Savings Clause

Section 1 Supremacy Clause

In the event of any conflict between these By-Laws and the UA Constitution, the UA Constitution shall prevail.

Section 2 Savings Clause

In the event any provision of these By-Laws is declared invalid or inoperative by a competent legal authority, all other provisions of these By-Laws shall remain in full force and effect, and the Executive Board shall have the authority to suspend the invalid or inoperative provision and substitute in its place a provision which meets the legal objections and is in accord with the intent and purpose of the invalid provision.

****END OF BY-LAWS****

U.A. Local 213
Order of Business

1. Reading of minutes of previous meetings.
2. Report of committees.
3. Correspondence and action thereon.
4. Report on membership applications received.
5. Election of candidates and initiation of new candidates.
6. Report of Executive Board.
7. Appropriation of money.
8. Roll call of officers.
9. Report of officers.
10. Business of the welfare of the UA and Local Unions.
11. Unfinished Business
12. New Business
13. Are there vacancies known in the trade to be filled? Are there members out of employment?
14. Announcing the receipts of the meeting.

Adjournment

U.A. Local 213
Rules of Order

All motions, if requested by the president shall be in writing. A motion shall not be debated until it has been stated by the chair.

- A. When a member wishes to speak, he shall stand and address the Chair, and when recognized he may proceed, and no speaker shall be interrupted while in order.
- B. If two or more members wish to speak, the President shall decide which one is entitled to the floor.
- C. Each member shall confine himself to the question and avoid all personal and sarcastic remarks.
- D. Any member may rise to a point of order or call for a reading of the question under debate at any time.
- E. When a member speaks to a point of order, he shall simply direct attention to the point in question and submit it to the decision of the Chairman with a right of appeal to the meeting.
- F. Any member called to order by the Chair shall resume his seat at once but may rise to explain on permission of the Chair.
- G. No member shall speak longer than five minutes without the permission of the meeting.
- H. The mover of any resolution, or at his option, the seconder, shall be allowed to close the debate on the motion.
- I. Before the Chair declares the vote on a question, any member may ask for a standing vote, or a record of the names and the Chair must comply with the request and the secretary shall count the vote.
- J. After the vote has been declared, any member who voted in the minority may give notice of reconsideration.
- K. The first person named on a committee shall act as chairman until the committee chooses another.
- L. When a special meeting has been called for a particular purpose, no resolution shall be received there-at, which does not bear directly upon the matter for which the meeting has been called.
- M. If it is necessary for the chairman to call upon a member to keep order more than once during the meeting, he may be asked to leave the meeting.
- N. If a member wishes to leave the meeting, he must rise and address the Chair, and when recognized, may make known his request and if granted, may retire.
- O. No member may retire more than once during a meeting unless he does not wish to return.
- P. Robert's Rules of Order shall be received as a rule in all cases not provided for in the foregoing rules.
- Q. For the purpose of conducting a regular union meeting a quorum of fifty (50) members shall be present before the meeting is called to order.

U.A. Local 213
Referral Rules

- A. Members may be on more than one out of work list at a time, as long as said member has qualifications. When the member accepts the call and falls off the list they will fall off all lists.
- B. All contractors shall place calls for manpower by 2pm each day for the following day's manpower and the Business Manager shall place all jobs on the job line by 4pm for the following day. The work information hotline number is 635-4915.
- C. If there is more than 1 call, members responding must give their preference as to which job(s) they prefer and in what order.
- D. When an employer places an order for men, the Business Manager will dispatch men from their respective out of work list. Members who cannot be present in the Hall shall call the union office between 8:30am and 10am and inform the business manager or dispatcher if they wish to accept the job.
- E. Calls for members for employment will start at the top of the respective out of work list and progress down, the position at which the call for men finishes will be the start of the next call. This position will be clearly marked.
- F. Members have the right to refuse a job without penalty.
- G. Members dispatched under a special skill request will not perform any work not related to the special skill.
- H. Any members taking a one-day call that does not last for more than two working days will hold their position on the out of work list held on the day of hiring.
- I. A member who obtains permission to work in an industrial plant where Local 213 does not have a collective bargaining agreement under Article 4, Section 14 of the Local 213 By Laws will be removed from the Local Union out of work list.
- J. All UA members who are laid off or who terminate employment must report or call the union office before being placed on their respective local out of work list.
- K. When a member is issued a work slip and fails to report to work or decides not to accept employment, he will lose five (5) places on the out of work list. When a member is dispatched to a job, he will lose four (4) places for each day worked.
- L. Once the member receives their layoff slip the member will call to report the layoff to the Union Office. The following morning there will be a draw for all members laid off the previous day for day shift and night shift. The members will be added to the Out of Work List how they are drawn.

- M. Members who are sick, on compensation or working at a job other than plumbing or steamfitting will retain their place on the respective out of work list but will have a special tag on their name and will not be called for work until they notify the Union office in advance that they are ready for work. Members with special tags will still go up the list as members ahead of them go out to work.
- N. When a member on the local work list takes a travel card, his name will remain on the local work list and progress up the list accordingly.
- O. UA members on travel card in Local 213 must report to the union office upon termination of employment (laid off, fired, or quit). They may leave their travel card deposited with the Local Union if they desire. Travel Card Members who leave the jurisdiction of the Local Union without reporting will have their travel cards returned to their home local and may be subject to disciplinary measures for violation of the travel card rules set forth in the UA Constitution.
- P. Any member of Local 213 employed at the trade as a project manager, superintendent or assistant superintendent in the jurisdiction of Local 213 will be removed from the out of work list. Any Local 213 member hired in a position outside of the agreement will not be permitted to transfer into the bargaining unit. If a member hired within the bargaining unit is promoted to a position outside the bargaining unit, he shall be permitted back in the unit if his promoted position is terminated.
- Q. All UA members of Local 213 who have opted to accept the retirement pension and continue to pay the full union dues and desire to work, shall be placed on a separate out of work list and will only be given consideration to go to work when all active local members of Local 213 and Local 325 are employed or jobs are available and not filled by local members.
- R. Travel cards and retired members are not permitted to transfer from any job sites or collective agreements without the Business Managers approval.