

BYLAWS

OF

LOCAL UNION 543

INTERNATIONAL BROTHERHOOD

OF

ELECTRICAL WORKERS

SAN BERNARDINO, CALIFORNIA

Entire Bylaws Retyped and

ORDER OF BUSINESS

1. Opening.
2. Roll Call of Officers and Reading of Minutes.
3. Communications and Bills.
4. Reports of Executive Board and Officers.
5. Propositions for Membership.
6. Reports on Candidates.
7. Balloting or Voting on Candidates.
8. Obligations of Candidates.
9. Reports of Delegates and Committees.
10. Reports of Accidents, Sickness or Death of Members.
11. Roll Call of Members.
12. Unfinished Business.
13. New Business. (Under this heading comes matters relating to any election and installation of officers.)
14. Good of the Union.
15. Receipts and Expenses.
16. Closing.

NOTE: This sheet ORDER OF BUSINESS is not a part of the Local Union bylaws. It is attached to the bylaws to provide rules for the orderly conduct of Local Union meetings. Roll Call of Members is optional to the Local Union and may or may not be used as the Local Union decides.

ARTICLE I

Name - Jurisdiction - Objects

Sec. 1. This Organization shall be known as Local Union 543 of the International Brotherhood of Electrical Workers, San Bernardino, California. Local 543 shall have jurisdiction over Telephone and Maintenance and Operations work as defined in Article XXVI, Section(s) 6 (b) and (c), of the IBEW Constitution when performed by:

(a) Employees or contractors of Verizon, Inc.; employees or contractors of the National Aeronautics and Space Administration (NASA) and/or the Jet Propulsion Laboratories (JPL) or subsidiaries, Goldstone-Barstow and Mojave Desert area, California.

(b) Employees or contractors of Verizon Select Services, Inc., or subsidiaries, California.

(c) Employees or contractors under government contract(s) for water treatment, distribution, exploration, and operations and maintenance, at Fort Irwin, California.

However, the right of the International Office to change the jurisdiction is recognized, as provided for in the IBEW Constitution.

Sec. 2. The objects of this Local Union shall be to promote by all proper means the material and intellectual welfare of its members.

Sec. 3. Local Union 543 shall cover the "A" and "BA" types of membership.

ARTICLE II

Meetings

Sec. 1. Regular meetings shall be held once a month at the time and date as decided by the Local Union. The International Office shall be advised of the time, date, and location of regular Local Union meetings and also of any future changes. The membership shall be notified of any change in regular meeting dates.

Sec. 3. Special meetings may be called only by the Business Manager or Executive Board. The members shall be notified in writing (by mail, leaflets, in the Union newspaper, or on accessible bulletin boards) of any special meeting. No business shall be transacted at any special meeting except that for which it has been called.

ARTICLE III

Officers - Elections - Duties

Sec. 1. The officers shall perform such duties as are stated in Article XVII of the IBEW Constitution. In addition, they shall perform such duties as are outlined in these bylaws and such duties as may be assigned to them by the Local Union and which are not in conflict with the IBEW Constitution and these bylaws.

Sec. 2. Failure of officers to perform their duties, the suspension or removal of any officer and the filling of any vacancies, shall be dealt with as stated in Article XVI of the IBEW Constitution.

Sec. 3. All officers and representatives and all employees shall be bonded to the extent required by the International or any applicable Federal or State law whichever is greater. The bond shall be secured through the International and the premium shall be paid by the Local Union.

Sec. 4. (a) The officers shall be those provided for in Article XVI of the IBEW Constitution.

(b) The offices of the Financial Secretary and Business Manager shall be combined.

Sec. 5. The Executive Board shall consist of the President and 4 elected members:

- 1 - Verizon California North (North of Santa Maria/Taft/China Lake)
- 1 - Verizon California South/Verizon Select Services, Inc.
- 1 - Verizon LiveSource/Operator Services
- 1 - DSN Goldstone/Fort Irwin

Sec. 6. The Executive Board shall serve as the Examining Board. There shall be separate meetings held and separate records kept.

Sec. 7. (a) Nominations for officers shall be held in May 2008, and election of officers shall be held in June 2008 and every three (3) years thereafter, as stated in Article XVI of the IBEW Constitution. Notice shall be mailed to all members at least twenty (20) days prior to the meeting for nominations in election years.

(b) No member shall be a candidate for more than one (1) office, except as provided in these bylaws and with approval of the International President. If nominated for more than one office, the member shall immediately declare for which office he/she will be a candidate. However, this shall not apply to offices which have been combined with the approval of the International President.

(c) Every candidate shall have the right once within thirty (30) days prior to the election to inspect a list containing the names and last-known addresses of all the members of the Local Union. Such list of members shall be maintained and kept by the Local Union. **The membership list shall not be copied for the use of any candidate.**

(d) The Local Union shall comply with all reasonable requests of any bona fide candidate for Local Union Office to distribute his/her campaign literature to the membership at the candidate's expense. In handling all such requests, the Local Union shall comply with the *IBEW Local Election Guide* and with applicable Department of Labor Regulations under the Labor Management Reporting and Disclosure Act of 1959.

(e) No member shall be eligible for office unless he/she has been a member of Local Union 543 in continuous good standing for at least two (2) years immediately prior to nomination.

Sec. 8. (a) The election of officers shall be conducted by mail ballot. The Executive Board shall decide the date for the mailing of the ballots, the last day on which ballots will be received, the date, time and place where the ballots will be counted, and similar information in the event a run-off election is necessary. This information shall be included in the notice of the nominations meeting and in the ballot package sent to the members.

(b) The Executive Board may appoint an individual to perform certain tasks, including but not limited to procuring restricted post office boxes, mail permits, or an outside impartial balloting company, prior to the nominations meeting. All disbursements related to these tasks shall be processed in accordance with the IBEW Constitution and these bylaws. Once the Election Judge is appointed, such individual shall inform the Election Judge of all advanced tasks performed and shall immediately turn over to the Election Judge all records, receipts, post office boxes, etc. for further processing.

(c) At the meeting of the Local Union when nominations are made, after nominations have closed, the President shall appoint an Election Judge and as many Tellers as are required who shall serve as an Election Board to conduct the election. No candidate for office shall be eligible to serve on this Board.

(d) After nominations have been made and those nominated are found to be qualified, the Election Board shall have ballots prepared, listing in alphabetical order, the names of all candidates for each respective office, beginning with President and continuing in the order named in the IBEW Constitution. The ballots shall not contain any numbers or other marks identifying the voter. If the Local Union retains an impartial outside balloting company to assist and/or conduct the mail ballot election, the Election Judge may, with the approval of the Local Union, authorize the outside balloting company to perform the tasks of printing, mailing, receiving, tabulating, and/or counting the ballots.

(e) Any candidate for office, or an IBEW member designated by the candidate as an observer, may be present at the preparation and mailing of ballot packages, the ballot pickup and the counting of the ballots.

(f) The Financial Secretary shall furnish to the Election Judge, not less than ten (10) days before the date for the mailing of ballots, an alphabetical list of the names and addresses of all members eligible to vote. All members in good standing and qualified shall be entitled to vote.

(g) If not already arranged, the Election Judge shall select a depository to which the envelopes containing the ballot shall be mailed. This shall not be the Local Union Post Office Box or the Local Union Headquarters. (*Cost of such depository shall be paid by the Local Union*). The Election Judge shall see that the address of such depository is placed on the preaddressed envelopes.

(h) The Election Judge shall mail or cause to be mailed to all eligible voters, an official ballot and two (2) envelopes. One envelope shall be smaller than the other and shall have the words **OFFICIAL BALLOT** stamped or printed on it. The larger envelope shall be preaddressed to the Election Board and shall contain a space in the upper left hand corner where the member shall place his/her name and address.

(i) Upon receiving his/her ballot, the member shall mark same and enclose it in the smaller envelope marked **OFFICIAL BALLOT**. This envelope shall be placed in the larger preaddressed envelope and mailed to the Election Board.

(j) **Write-in votes shall not be permitted.**

(k) No envelope received later than the time and date set by the Executive Board in the notice of the election shall be opened or counted by the Election Board. The Election Judge may extend the time for the receipt of ballots in the event of an extraordinary event beyond the control of the Local Union.

(l) Prior to the counting of the ballots, the Election Board shall verify voter eligibility by comparing the return ballot envelopes to the voter eligibility list. A ballot challenged by either the Election Board, a candidate, or a candidate's observer shall be set aside. Before removing the official ballot envelopes from the return ballot envelopes, the Election Judge shall attempt to resolve the challenged ballots, recording all decisions in writing. Unresolved challenged ballots shall be set aside and not counted unless such ballots are deemed determinative of the outcome of the election.

(m) The Election Board shall count the ballots or have an outside impartial balloting company count the ballots in the presence of the Election Board. The Election Board shall remove or cause the removal of the smaller envelope marked **OFFICIAL BALLOT** from the larger envelope. The **OFFICIAL BALLOT** envelopes shall then be mixed together to preserve ballot secrecy. The ballots shall then be removed from the **OFFICIAL BALLOT** envelopes and tabulated. If the challenged ballots are not determinative, the Election Judge shall certify the results in writing to the Executive Board immediately after the ballots have been counted. If the challenged ballots are determinative, the Election Judge shall, as soon as possible but no later than five (5) days from the counting of the ballots, investigate and rule upon the challenges. All challenged ballots determined to be eligible shall then be counted, and the Election Judge shall certify the results in writing to the Executive Board.

(n) All election records including ballots shall be preserved for one (1) year from the date of election, after which they shall be destroyed unless a question has arisen in connection with the election.

(o) The Election Judge shall have the authority to establish additional procedures and safeguards not inconsistent with the above rules and in conformance with the conduct of a fair election and applicable law. The Election Judge shall also have full authority to make rulings and decisions concerning disputes, controversies or unexpected occurrences that might arise in order to assure a fair and orderly election process. These rulings or decisions shall not conflict with any provisions in the IBEW Constitution or these bylaws.

(p) The election shall be decided for the candidate receiving the most votes for a specific office.

ARTICLE IV

Executive Board

Sec. 1. The duties of the Executive Board are outlined in Article XVII of the IBEW Constitution and these bylaws.

Sec. 2. It shall be the duty of the Executive Board to investigate all applications for membership and submit its report to the Local Union for action in accordance with Article XX of the IBEW Constitution. The preceding sentence shall not apply to apprentices as covered elsewhere in these bylaws. The Executive Board shall also investigate and pass upon all traveling cards in full accordance with Article XXIII of the IBEW Constitution. The Executive Board shall make its final report to the Local Union within sixty (60) days after the application or traveling card has been presented for Board consideration.

Sec. 3. Special meetings of the Executive Board may be called by its Chairman or the Business Manager.

Sec. 4. The President will be Chairman and the Executive Board will then elect its own Recording Secretary.

Sec. 5. The Executive Board shall meet regularly between regular meetings of the Local Union at such time as it decides.

Sec. 6. The Executive Board shall serve as a Policy Committee, shall consider all proposals for contract changes, and shall select the employee members of any negotiating committee. The negotiating committee shall have two employee members and such members to be selected by the Executive Board from unit nominees. The Executive Board shall perform the duties normally performed by the Unit Executive Committee.

Sec. 7. The Executive Board shall consider the needs of the Local Union on all such matters as purchases of automobiles, office equipment, furniture, insurance and related matters. Such purchases shall be made as approved by the Executive Board.

Article V

Examining Board

Sec. 1. The duties of the Examining Board shall be to examine all applicants for membership to determine their qualifications for the trade. They shall examine such qualifications as provided in Article XIX of the IBEW Constitution. This section shall not apply to apprentices as covered elsewhere in these bylaws.

ARTICLE VI

Business Manager

Sec. 1. The Business Manager shall perform such duties as are stated in Article XVII of the IBEW Constitution and these bylaws. Also, the Business Manager shall perform such other duties as may be assigned by the Local Union and which are not in conflict with the IBEW Constitution and these bylaws.

Sec. 2. The Business Manager shall report to the Executive Board and the Local Union when called upon, or when he\she deems such necessary. The Executive Board and Local Union officers shall cooperate with the Business Manager in the performance of the duties of the office and shall not work in conflict with the Business Manager.

Sec. 3. The Business Manager shall appoint any and all representatives and assistants. They shall work directly under him and be subject to his authority in accordance with Article XVII of the IBEW Constitution and they must be members of the IBEW.

Sec. 4. The Business Manager shall employ or discharge such clerical help as necessary. Salaries paid such employees shall be approved by the Executive Board. Clerical employees shall be subject to the supervision of the Business Manager and shall work under his direction and authority.

ARTICLE VII

Salaries

Sec. 1. Salaries shall be:

President.....\$1.00 per year
Vice President..... 1.00 per year
Recording Secretary..... 1.00 per year
Treasurer..... 1.00 per year

Business Manager -

Financial Secretary.... First two (2) years:
125% of the Verizon C-9
rate, *unless a higher wage
rate exists.

After two(2) years:
150% of the Verizon C-9
rate, *unless a higher wage
rate exists.

Assistant Business Manager.. First two (2) years:
115% of the Verizon C-9
rate, *unless a higher wage
rate exists.

After two(2) years:
130% of the Verizon C-9
rate, *unless a higher wage
rate exists.

Business Representative
and/or Organizer.....

First two (2) years:
105% of the Verizon C-9
rate, *unless a higher wage
rate exists.

After two(2) years:
120% of the Verizon C-9
rate, *unless a higher wage
rate exists.

*The salaries shall be determined by multiplying the straight time rate of the highest paid classification under any Agreement negotiated by and between the Local Union and employer by the percentage established above. The time accrued by those employed as Assistant Business Manager will be applied to the accrued seniority as Business Manager, for purposes of pay. The International President shall be advised of the classification used to determine these salaries each time there is a change.

Sec. 2. Should any two (2) offices be combined, then the officer shall receive the salary of only one (1) office, whichever is the higher.

Sec. 3. Receipts, vouchers, or other reasonable proof of claim shall support all disbursements for authorized expenditures made on behalf of the Local Union.

Sec. 4. Local Union employees may elect to participate in the IBEW District Nine (9) Pension Plan.

Sec. 5. Local Union employees shall be provided vacation, sick leave and holiday benefits equivalent to those provided in the Verizon of California agreement. Full time union employees shall be provided with medical and dental benefits equivalent to the Verizon of California agreement.

Sec. 6. Officers, representatives, committees or delegates shall be reimbursed for use of personal automobiles on Union business. A mileage allowance shall be established by the Executive Board subject to approval by the Local Union when authorized and approved by the Executive Board. However, the Local Union by approval of the Executive Board, may elect to furnish an automobile for use on Union business in which case the user shall keep the automobile garaged at home when not in use and available for use at all times.

ARTICLE VIII

Committees and Delegates

Sec. 1. Committees and delegates shall be appointed in accordance with Article XVII of the IBEW Constitution.

Sec. 2. The delegates and alternates to the International Convention shall be nominated and elected in accordance with the nomination and secret ballot election procedure as set forth in these bylaws and Article II, Section 10 of the IBEW Constitution.

Sec. 3. The President and the Business Manger by virtue of their offices shall serve as delegates to the International Convention. No candidate for office of Business Manager may be nominated for a Delegate at Large seat at the Convention in addition to being nominated for the office of Business Manager or President.

ARTICLE IX

Stewards

Sec. 1. Stewards shall be appointed where needed by the Business Manager. They shall work under the direction of the Business Manager and be subject to his/her authority. The Business Manager may remove any Steward, as such, at any time.

Sec. 2. Duties of Stewards shall be:

(a) To have a copy of the IBEW Constitution, these bylaws and the working agreement with them at all times.

(b) To see that Union membership is encouraged and all workers at their respective shop or jobs have paid-up dues receipts or valid working cards of the Local Union.

(c) To report any encroachment upon the jurisdiction of the Local Union.

(d) To report to the Business Manager any violation of the bylaws or agreements.

(e) To perform such other duties as may be assigned to them by the Business Manager.

Sec. 3. Stewards shall in no case cause a stoppage of work. In case of any trouble on a job or at a shop, Stewards shall immediately notify the Business Manager.

ARTICLE X

Assessments - Admission Fees - Dues

Sec. 1. All assessments imposed in accordance with the IBEW Constitution and these bylaws must be paid within the time required to protect the member's continuous good standing and benefits.

Members shall not be required to pay assessments for welfare benefits in which they cannot participate.

Sec. 2. No money shall be collected from anyone working within the jurisdiction of this Local Union other than to apply on admission fees, dues (and agency fees, where applicable) and assessments established in accordance with the IBEW Constitution and these bylaws.

Sec. 3. The admission fees shall be:

(a) "A" or "BA" Membership

All classifications... The admission fee shall be in an amount equivalent to the monthly dues for the type of membership for which application is made.

(b) Each applicant for "A" membership shall pay an additional \$2.00.

(c) Approval of these admission fees is given by the International President with the understanding that if conditions in the jurisdiction of the Local Union do not justify such fees, then the International President will be free to change the amounts.

Sec. 4. All applications must be accompanied by ten percent (10%) or more of the admission fee. Full payment (*satisfactory arrangements may be made with the Executive Board*) and admission must be completed within ninety (90) days of making application, in accordance with Article XX of the IBEW Constitution.

Sec. 5. Anyone working in the jurisdiction of this Local Union shall be required to deposit his Traveler's card in accordance with the provisions of the IBEW Constitution.

Sec. 6. Dues are payable monthly or quarterly in advance.

Sec. 7. The monthly dues shall be:

(a) "A" and "BA" Members

All classifications..... 2.3 times hourly wage rate

(b) Applicable International per capita and all assessments to be paid in addition to the above dues.

(c) All full-time and part-time employees of the Local Union shall pay dues in accordance with the above dues schedule.

(d) In the event the Local Union shall collect any money in accordance with the terms of a collective bargaining agreement for the support of the collective bargaining agency, the Local Union shall in each case remit to the International Office each month an amount equal to the regular per capita applicable to the "BA" type of membership.

ARTICLE XI

Funds

Sec. 1. The funds of this Local Union are for the legitimate expenses required in its conduct and maintenance and shall not be diverted there from. Disbursements shall be made in accordance with Article XVIII of the IBEW Constitution and these bylaws.

Sec. 2. No money shall be loaned from the funds of this Local Union for any purpose, unless approved by the International President of the IBEW.

Sec. 3. The President shall appoint an auditing committee of three (3) members (*or the President or the Executive Board, as the Local Union decides, shall employ a public accountant or a combination of quarterly audits by the Auditing Committee and a yearly audit by a public accountant*) to audit the books and accounts of the Local Union every three (3) months. A report of the audit must be made to the membership. The President shall inspect the bank books of the Treasurer to see that Local Union moneys received by the Treasurer have been properly and promptly deposited in the Local Union's name. The fiscal year shall be the twelve-month period ending **June 30**.

Sec. 4. The following Funds are hereby established:

General Fund
Building Fund

Sec. 5. All funds as they relate to the IBEW Local 543 "Building Fund" shall be controlled by the "Electrical Worker's Local 543 Building Corporation" as recognized, and approved, by the IBEW International President on January 2, 1990.

(a) The members of the Executive Board, and Business Manager, of Local Union 543 shall serve as the Board of Directors of the Corporation. Upon expiration of this term as Local Union officers, or upon their resignation or removal, their duly elected, or appointed, successors shall become Directors of the Corporation.

(b) Before any property, real or otherwise, as it relates to the Local Union "Building Fund" is to be purchased or disposed of in the name of the Corporation, all members of the Local Union shall be advised of such matter(s), and a special meeting called for the purpose of voting on such matter(s). It shall require a majority vote of the members present and voting to decide such matter(s).

(c) Before instructions are given the Board of Directors of the Corporation to purchase or dispose of any property real or otherwise, Section 5(b) of this Article must be complied with.

(d) It shall be the duty of the Board of Directors to see that a complete financial statement of the Corporation is prepared for presentation at the first regular meeting of the Local Union following the regular annual meeting of the Corporation.

ARTICLE XII

Admission of Members

Sec. 1. Qualification and admission of members shall be in accordance with Articles XIX and XX of the IBEW Constitution.

ARTICLE XIII

Units

Sec. 1. Unit officers shall be members of their respective Units. Each Unit shall have the following officers: Chairman, Vice Chairman, Recorder, and an Executive Committee consisting of the Chairman and four (4) elective members.

Sec. 2. Unit officers shall be nominated at the regular meeting of each Unit in May and elected in June of the year the Local Union elects officers. Only members of each such Unit in good standing are eligible to nominate and vote for the Unit's officers.

Sec. 3. No member shall be a candidate for more than one (1) Unit office. If nominated for more than one (1) office, the member shall immediately declare for which office he/she will be a candidate. No member shall be nominated for Unit office unless they are present or signify their willingness in writing to be a candidate.

Sec. 4. A member must have at least six (6) months' continuous standing in their Unit immediately prior to nomination to be eligible for office in their Unit, provided the Unit has been in existence for six (6) months or more.

Sec. 5. One (1) Judge and as many Tellers as are required shall be appointed by the Unit Chairman to conduct the election. Any candidate may be present or have an IBEW member as an observer present during the voting and at the counting of the ballots.

Sec. 6. **Voting shall be by secret ballot.** The candidate receiving the highest number of votes for each Unit office shall be declared elected.

Sec. 7. (a) Regular meetings of Units shall be held once monthly as decided by members of each Unit and approved by the Local Union Executive Board.

(b) However, no Unit shall hold any regular or special meeting on the night of any regular or special meeting of the Local Union.

(c) Special meetings of a Unit may be called only by the Business Manager or Executive Board of the Local Union, or by the Executive Committee of the Unit involved. The officer or Executive Committee calling the special meeting shall see that the members of the particular Unit and the Business Manager are notified. No business shall be transacted at any special meeting except that for which it is called.

Sec. 8. The duties of Unit officers within the Unit shall be as follows:

Chairman: The duties shall be similar to those of the Local Union's President but shall in no way conflict.

Vice Chairman: The duties shall be similar to those of the Local Union's Vice President but shall in no way conflict.

Recorder: The duties shall be similar to those of the Local Union's Recording Secretary but shall in no way conflict. The Recorder shall supply a copy of the Minutes of Unit meetings to the Business Manager and to the Recording Secretary of the Local Union as soon as possible after each such meeting.

Executive Committee: The duties shall be similar to those of the Local Union's Executive Board but shall deal only with affairs of the particular Unit, and shall be subordinate to the Local Union's Executive Board. However, the Executive Committee has no authority to act as a Trial Board in lieu of the Local Union Executive Board. The Unit Chairman shall preside over this Committee and it shall meet regularly at such time as it may decide and shall select one (1) of its members as Secretary. (The Business Manager shall be notified and may attend all meetings of this Committee with voice but no vote.) Immediately after each meeting of the Committee, a copy of its Minutes shall be furnished the Business Manager and the Recording Secretary of the Local Union.

Sec. 9. All Units and Unit officers shall be under the supervision of the Local Union and its Executive Board. The suspension or removal of any Unit officer for failing to perform his/her duties and the filling of any vacancies shall be handled by the Local Union Executive Board.

Sec. 10. The eligibility of any member to attend meetings or hold office in the Local Union shall not be affected in any way by participation in the affairs of a Unit.

Attendance at Unit meetings shall be considered attendance at Local Union meetings.

Sec.11. The following Units are hereby established in the jurisdiction of Local Union 543:

- 543.1 Barstow, CA.
- 543.2 Big Bear Lake, CA.
- 543.3 Bishop, CA.
- 543.4 Gardnerville, NV.
- 543.5 Boron, CA.
- 543.6 Ridgecrest, CA.
- 543.7 San Bernardino, CA.
- 543.8 Victorville, CA.
- 543.9 Manteca, CA.
- 543.10 Garberville, CA.
- 543.11 Weaverville, CA.
- 543.12 Isabella, CA.
- 543.13 Dos Palos, CA.
- 543.14 Yerington, NV.
- 543.15 Goldstone - DSN
- 543.16 Exeter, CA.
- 543.17 Blythe, CA.
- 543.18 San Miguel, CA.
- 543.19 Cazadero, CA.
- 543.20 Verizon Select Services, Inc.

Sec. 12. The Unit officers are to be elected by secret ballot at the Unit meeting in June of election years. Absentee ballots may be provided shift workers and others unable to attend their Unit meeting when decided by the Union.

Sec. 13. The Local Union may dispense with the Executive Committee as provided for in Section 1 of this article where it is found that the Executive Committee is not needed in a Unit. Such action shall follow the recommendation of the Executive Board and the Business Manager after they have made an investigation of the needs in a particular Unit.

ARTICLE XIV

General Laws

Sec. 1. The Executive Board shall act as the Trial Board to hear charges and try members (*except officers and representatives of a Local Union, Railroad Council, or System Council*) for violation of the IBEW Constitution, these bylaws, or an approved working agreement. All charges against a member must be in writing and signed, specifying the provision(s) of the Constitution, bylaws, or working agreement allegedly violated. A brief factual written statement of the act(s) considered to be in violation, including relevant dates, places and names, should be given by the charging party. A copy of the charges must be furnished to the accused by the Recording Secretary with notice of when to appear before the Trial Board.

Sec. 2. A charged member may, upon request, have an IBEW member in good standing as Counsel. However, no lawyer, as such may serve as Counsel in a hearing of the Trial Board. No person not a member of the IBEW may be present at such hearing, except as a witness.

If the accused willfully fails to stand trial or attempts to evade trial after having been notified in writing to appear, the Trial Board shall hear and determine the case just as though the accused were present. When a member files charges against another member and fails to appear before the Trial Board to prosecute the case, unless reasonable excuse is given, he/she shall be subject to discipline by the Trial Board.

Sec. 3. A majority vote of the Trial Board shall be sufficient for a decision, which is to be in writing. The Trial Board report of its findings and sentence, if any, shall be reported to the next regular meeting of the Local Union. The action of the Trial Board shall be considered the action of the Local Union, and the report of the Board shall conclude the case.

Sec. 4. All financial obligations (including but not limited to fines, assessments, and unpaid dues and fees) owed by a member under the IBEW Constitution or the bylaws of this Local Union shall constitute debts owed by the member to the IBEW or the Local Union. If it is necessary for the Local to institute legal proceedings in order to recover any such debt, the individual member shall also be liable for all costs of said proceedings, together with a reasonable attorney's fee incurred by the Local, the amount to be fixed by the Court.

Sec. 5. Each member shall keep the Financial Secretary informed of his/her correct address. The Financial Secretary, in turn, shall notify the International Secretary.

Sec. 6. The parliamentary rules of this Local Union shall be those stated in Article XV of the IBEW Constitution.

Sec. 7. The IBEW Constitution is hereby made a part of these bylaws. Where there is doubt about any section of these bylaws or where such might appear to be in conflict with the IBEW Constitution, then the IBEW Constitution shall control and must be followed.

Sec. 8. Words in these bylaws in the masculine gender shall include the feminine.

Sec. 9. Members shall be supplied with copies of the IBEW Constitution, these bylaws, and the working agreement upon request to the Local Union.

Sec. 10. Members shall show their working cards or receipts upon request of the Business Manager or Stewards.

Sec. 11. Members of this Local Union shall be selected on an alphabetical basis, according to zip code, for picket duty and associated organizing activities. They shall serve on their designated date and be required to serve no more than eight (8) hours until the roster has been completely exhausted.

(a) The selections shall be made by the Business Manager or his representative. Whenever possible, at least forty-eight (48) hours notice shall be given prior to the designated date.

(b) A member may volunteer for picket duty and receive credit for the time served.

(c) A member shall not refuse to serve his/her turn for picket duty when called without a reasonable excuse. However, if a member is unable to serve, he may in lieu of picket duty pay to the Local Union up to eight (8) hours' wages.

ARTICLE XVI

Amendments

Sec. 1. These bylaws shall become effective upon approval by the International President.

Sec. 2. (a) These bylaws may be amended or changed by any such proposal being submitted in writing and read at two (2) regular meetings of the Local Union, and decided at the second meeting by a majority vote of the members present and voting.

(b) However, assessments, admission fees or dues shall be changed only by a majority vote by secret ballot of the members in good standing voting at a regular or special membership meeting.

(c) Changes shall be introduced at one Local Union meeting and acted upon at a second Local Union meeting. The proposal cannot be acted on at the time it was proposed. A written notice specifically stating the proposed assessments or changes in admission fees or dues shall be mailed to each member in good standing at the member's last-known home address at least twenty (20) days prior to the Local Union meeting at which the membership is to vote on the question

Sec. 3. No assessments, amendments or changes shall become effective until approved by the International President, in accordance with the IBEW Constitution.

LOCAL UNION 543

RECORD OF AMENDMENTS

District: Ninth

Location: San Bernardino, CA

Bylaws Retyped in Entirety: January 2, 1990

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* DATE *	ARTICLES AND SECTIONS AMENDED
* * * * *	* * * * *

1/16/90 Art. II corrected.
 Art. III corrected.

1/27/90 Art. III, Sec. 4(a)
 Art. IX, Sec. 6(a)
 Art. XIII, Sec. 12

10/27/94 Updated Constitutional Articles.

11/20/06 Art. I, Sec. 1 amended. Article II, Sec. 1 and 2
 amended. Art. III, Sec.4-8 deleted. New Sec. 4-8.
 Art. VII, Section 1 and 5 amended. Art. VIII,
 Sec. 3 amended. Art. X, Sec. 4-7 amended. Article
 XI, Sec. 4 amended; new Sec. 5(a), (b), (c) and
 (d). Art. XIII, Sec. 11 amended; new Sec. 13.
 Art. XIV, new Sec. 4; other sections renumbered;
 new Sec. 11. Art. XVI, Sec. 2 amended. Updated
 Constitutional Articles.