

**BYLAWS
OF
LOCAL UNION 614
INTERNATIONAL BROTHERHOOD
OF
ELECTRICAL WORKERS
PHILA. , PA**



**APPROVED BY MEMBERS
03-09-05**

ARTICLE I

Name – Jurisdiction - Objects

- Sec.1.** This Organization shall be known as **Local Union 614** of the International Brotherhood of Electrical Workers, **Phila, PA**. Local Union **614** shall have jurisdiction over **Utility** work, as defined in **Article XXVI, Section 4**, of the IBEW Constitution, when performed for **Exelon Generation, LLC / PECO Energy Company**. However, the right of the International President to change this 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 **614** 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. 2.** Special meetings may be called only by the Business Manager or the 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.

VOTING BY MAIL BALLOT

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)** 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 any office shall be eligible to serve on this Board.

(b) 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. Such ballots shall not contain any identifying numbers or marks.

(c) All voting shall be by mail ballot.

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

(e) The Executive Board shall decide the last day on which ballots shall be received, and the date, time, and place when the ballots will be counted and this information shall be enclosed with the ballot sent to the members.

(f) The Election Judge shall mail or cause to be mailed to all eligible voters, an official ballot and two (2) envelopes. One (1) 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.

(g) 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.

(h) The Election Board shall select a depository to which the envelopes containing the ballots 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.)* This Board shall advise the Local Union of the location of such depository in sufficient time to prepare the preaddressed envelopes.

(i) The Election Board shall open the envelopes, remove the smaller envelope marked **OFFICIAL BALLOT** and deposit same in the ballot box with the other ballots. No envelope received later than the time and date as determined and announced by the Executive Board shall be opened by the Election Board.

(j) The Election Board shall count the ballots and certify the results in writing to the Executive Board immediately after the ballots have been counted.

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

(l) Any candidate for office may be present or have an IBEW member as an observer present at the counting of the ballots.

(m) Write-in votes shall not be permitted.

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

Sec. 5.

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

(b) The offices of President and Business Manager shall be combined.

(c) The President shall have such authority as provided for the Business Manager in these bylaws and the IBEW Constitution.

Sec. 6. The Executive Board shall consist of **7** elected members.

Sec. 7.

(a) Nominations for officers shall be held in **May 2007** and election of officers shall be held in **June 2007** 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 with all information regarding nominations, list of offices to be filled, date, time, and place of election, and the date, time, and place of a run-off election if required.

(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 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) No member shall be eligible for office unless he/she has been a member of Local Union **614** in continuous good standing for at least two (2) years immediately prior to nomination.

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 Executive Board shall elect its own **Chairman and Secretary**.

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

ARTICLE V

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.

ARTICLE VI

Salaries

Sec. 1. Salaries shall be as follows:

	<i>(.....Part Time.....)</i>		<i>(..... Full Time)</i>
President – Business Manager	(20.0) hours per month	or	(56.0) hours per week
Vice President	(5.0) hours per month		
Recording Secretary	(5.0) hours per month		
Financial Secretary	(5.0) hours per month		
Treasurer	(5.0) hours per month		
Executive Board Member	(1.5) hours per month		
Assistant Business Manager	(5.0) hours per month		

Sec. 2.

(a) Salaries shall be determined by multiplying the straight time hourly rate of the highest pay classification among the represented members of Local Union 614.

(b) Full-time officers, assistants and representatives salaries shall be paid bi-weekly. Part time officers, assistants and representatives salaries shall be paid monthly.

(c) All officers, assistants, and representatives shall be provided with benefits to the same extent as the members of the Local Union for any loss of company provided benefits due to the performance of Union duties. Where company provided benefits vary from subsidiary-to-subsidary or department-to-department, Union provided benefits shall be based on the officer's, assistant's or representative's company subsidiary or department.

(d) All officers, assistants, and representatives shall, in addition to their salary, be provided with payments to the same extent as the members of the Local Union for any loss of company provided bonus, lump sum, gain share, or incentive payments, due to the performance of Union duties. Where company provided payments vary from subsidiary-to-subsidary or department-to-department, Union provided payments shall be based on the officer's, assistant's or representative's company subsidiary or department.

Sec. 3. Should any two (2) offices be combined, then the officer shall receive the salary of only one (1) office, whichever is higher.

Sec. 4. All disbursements for authorized expenditures made on behalf of the Local Union shall be supported by receipts, vouchers, or other reasonable proof of claim.

(a) Officers, assistants, and members shall be reimbursed for lost wages and expenses incurred while conducting Union business when authorized by the Business Manager and/or President. Reimbursement for lost wages shall be at the individual's straight time hourly rate limited to actual time lost, exclusive of overtime. In no event shall reimbursement for lost wages exceed the basic hours of the workday or work week.

(b) A mileage allowance shall be paid when a personal vehicle is used on authorized Union business. Said allowance shall be limited to the maximum allowable non-taxable rate set by the Internal Revenue Service.

(c) Reimbursement shall be claimed by completing an official expense voucher subject to review by the Executive Board and approved by the Local Union. Vouchers shall be accompanied by receipts.

ARTICLE VII

Committees and Delegates

- Sec. 1.** Committees and delegates shall be appointed in accordance with Article XVI 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 Business Manager shall, by virtue of the office, serve as a delegate to the International Convention.**

ARTICLE VIII

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 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 IX

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 assessments established in accordance with the IBEW Constitution and these bylaws.

Sec. 3. The **admission fees** shall be:

(a) **“A” and “BA” Membership**

All Classifications **\$20.00**

(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. Dues and per capita are payable **monthly** in advance.

Sec. 5. The **monthly dues** shall be:

(a) **“A” and “BA” Members: 1.0 times the member’s hourly rate of pay**

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

Sec. 6. In the event the Local Union shall collect any money in accordance with the terms of a collective bargaining agreement from agency fee payers (*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 X

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) 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 bankbooks of the Treasurer to see that Local Union moneys turned over to the Treasurer have been properly and promptly deposited in the Local Union’s name. The fiscal year shall be the twelve-month period ending **on December 31st**.

ARTICLE XI

Admission of Members

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

ARTICLE XII

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 fails to appear 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 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, and may be removed through court action brought by 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 thereof 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.

ARTICLE XIII

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 members' 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.