

**By-Laws of Local Union No. 72 of the
United Association of Journeymen and Apprentices of the Plumbing and Pipe
Fitting Industry of the United States and Canada**

Atlanta, Georgia

ARTICLE I

NAME AND OBJECTS

Section 1. The name of this Local Union shall be known as the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union No. 72.

Section 2. Our Object shall be to unite for our Mutual Protection and secure just remuneration of our Labor; to assist our sick and disabled members; to assist in the burial of our deceased members; to evaluate our trade; and to use every honorable effort to secure the passage and enforcement of such sanitary and safety measures as tend to protect the public health.

Section 3. These By-Laws are intended to be gender neutral. When used herein, the masculine pronoun includes reference with equal force and effect to the feminine.

ARTICLE II

MEETINGS

Section 1 This Local Union shall meet the first Tuesday of each month at 6:00 P.M.

Section 2. No recording devices or taping devices will be allowed in Local Union meetings. Any member divulging the proceedings of any meeting to any person not a member of Local 72 except by consent of this Local Union shall be subject to discipline in accordance with Article VIII of these By-Laws and the UA Constitution

and, if found guilty, be subject to a fine of not less than two hundred and fifty dollars (\$250.00) or to expulsion.

Section 3. Any member who appears at a union meeting in an intoxicated condition, assaults a member or officer, or engages in other disorderly conduct shall be subject to removal from the meeting at the direction of the Chair, as well as other possible discipline in accordance with the procedures of the UA Constitution.

ARTICLE III

OFFICERS, ELECTION, AND VACANCIES

OFFICERS

Section 1. The Officers of this Local Union shall consist of a President, Vice-President, Business Manager, Financial Secretary-Treasurer, Recording Secretary, Inside Guard, Executive Board, Finance Committee, Examining Board, and two (2) Business Agents. Their terms of office shall be for three (3) years.

ELIGIBILITY FOR OFFICE IN THE LOCAL

Section 2. No member shall be eligible to hold office in Local 72 unless he has been a Journeyman member of the United Association and Local 72 in good standing for a period of at least two (2) years prior to the election.

ELIGIBILITY TO VOTE IN LOCAL ELECTIONS

Section 3. No member shall vote at any Local 72 election of any description unless he has been a member in good standing in Local 72 for a period of one (1) year prior to the date of election.

VACANCIES IN OFFICE

Section 4. When a vacancy occurs in the office of Recording Secretary, the Inside Guard, the Finance Committee, or the Examining Board, the vacancy shall be filled by appointment by the Business Manager for the duration of the unexpired term.

Section 5. When a vacancy occurs in the office of Financial Secretary-Treasurer, Business Agent, President, Vice-President or Executive Board, and the next election is scheduled to occur in less than one (1) year, the Business Manager shall be authorized to appoint a successor to fill the unexpired term subject to the approval of the Executive Board.

Section 6. When a vacancy occurs in the office of the Business Manager and the next election is scheduled to occur in less than one (1) year, the President shall have the authority to appoint a successor to fill the unexpired term subject to the approval of the Executive Board.

Section 7. When a vacancy occurs in the office of the Business Manager, Financial Secretary-Treasurer, Business Agent, President, Vice-President or Executive Board and the next election is not scheduled to occur for one (1) year or more, the office shall be declared vacant and a special election to fill the unexpired term shall be called for by the Business Manager, or by the President if the office of the Business Manager is vacant. A special meeting or a special order of business at the second regular meeting after the vacancy occurs shall be conducted for the purpose of nominations to fill the vacant office. Written notice by mail of at least ten (10) days shall be sent to the last known address of each member, advising that nominations will be accepted to fill the unexpired term and of the date, time and place of the nomination meeting. Any member holding another office at the time a special election is called who desires to

run for the vacant office shall place his written resignation from the office he holds with the Financial Secretary-Treasurer, or with the President if the Financial Secretary-Treasurer office is vacant, prior to the date that mailing notices are sent to the membership concerning the nomination meeting.

Section 8. Elections to fill vacancies shall be handled in the same manner and with the same safeguards as other secret mail ballot elections conducted by Local 72.

ELECTIONS

Section 9. All officers of Local 72 shall be elected for a term of three (3) years. Nominations shall be held at the first meeting of November and the elections shall be conducted by mail ballot with ballots to be counted the second Tuesday in December. At least ten (10) days prior to the nomination meeting, notices shall be mailed to the last known address of every member setting forth: (1) the date, time and place of the nomination meeting and the offices to be filled; (2) the date, time and place of the election meeting; and (3) the date, time, and place of the runoff election, if necessary because of a tie vote. A member may only be nominated for one of the offices set forth in the UA Constitution.

Section 10. All elections of officers shall be by secret mail ballot. It is the duty of the Financial Secretary-Treasurer with the assistance of a certified public accountant to provide safeguards for the honest and fair conduct of each election.

Section 11. An election committee of not more than five (5) members shall be appointed by the President to assist in the conduct of the election. Tellers may be appointed by the Election Committee to assist in the tally of ballots and other duties assigned by the Committee. All Tellers must be members in good standing.

Section 12. Each candidate shall have the right to have an observer at the candidate's own expense present at the election and counting of ballots. Observers must be members in good standing.

Section 13. Voting by writing in the name of a person not nominated shall not be permitted. The candidate for each office who receives a plurality vote shall be declared elected. Where several positions in one office must be filled, as in the case of the Executive Board, Examining Board or Finance Committee, etc., the candidates shall be elected in descending order of the votes received, starting with the candidates receiving the highest number of votes. In case of a tie of two (2) or more candidates, a run-off election shall be conducted among those candidates.

Section 14. Ballots shall be mailed to all eligible members at least thirty days (30) prior to last day set for the receipt of ballots. In order to be counted, mailed ballots must be received at the location designated on or prior to the last day set for the receipt of ballots.

Section 15. The installation of officers for regular elections shall take place at the first meeting in January after the election or as soon as practicable if a runoff election is conducted.

ARTICLE IV

DUTIES OF OFFICERS AND APPOINTEES

PRESIDENT

Section 1. The President shall preside over all meetings and conduct the same in conformity with the rules of order and common sense. He shall, in the manner

described in the UA Ritual, have a general supervisory control over all matters pertaining to the welfare of Local 72 and be ex-officio over all committees.

VICE-PRESIDENT

Section 2. The Vice-President shall be chairman of the Local 72 Executive Board and have supervision over all members entering the assembly room. He shall also have supervision over all members departing from the room, assist the President to keep order during meetings, and in the absence of the President will assume the chair.

BUSINESS MANAGER

Section 3. The Business Manager shall perform duties as outlined in the United Association Constitution. He shall represent Local Union 72 and its members. He shall answer and keep a copy of all communications. He shall have direct supervision over all office staff and Business Agents. He shall be Labor Chairman of the Labor-Management Negotiating Committee and of all Trust Committees. The Business Manager shall have the authority to appoint such office staff as he may deem necessary. In addition, he shall have the authority to appoint one or more organizers as conditions warrant within the jurisdiction of Local 72. Organizers shall serve under the direct supervision of the Business Manager and the Business Manager may, at his sole discretion, eliminate such positions or remove or replace organizers. Furthermore, in all cases where a position needs to be filled and the procedure for filling the position is not specifically addressed in these By-Laws, the Business Manager shall have the authority to fill the position by appointment.

Section 4. The Business Manager shall have the authority to call a special meeting, at which no other business but the business for which the meeting was called shall be transacted. All members shall be duly notified of any special meeting that is called.

BUSINESS AGENTS

Section 5. Business Agents shall perform duties assigned by the Business Manager and shall be under the Business Manager's direct supervision.

FINANCIAL SECRETARY-TREASURER

Section 6. The Financial Secretary-Treasurer shall perform duties as outlined in the United Association Constitution. He shall pay all bills upon proper vouchers ordered by Local 72 and deposit all money in a bank designated by the Executive Board. Bills paid by check and requests for access to the Local's safe deposit boxes shall require two (2) signatures from among the Financial Secretary-Treasurer, Business Manager, and President. No less than monthly, check registers of Local 72 accounts shall be printed and signed by the Financial Secretary-Treasurer, Business Manager and President. The Financial Secretary-Treasurer shall obtain a surety bond, the premium paid for by the Local, to cover the Local so that every officer, agent, representative or employee of Local 72 who handles funds or other property of Local 72 shall be bonded as required by law in appropriate amounts as determined after consultation with the Local's Certified Public Accountant (CPA). He shall answer and keep a copy of all pertinent communications.

Section 7. The Financial Secretary-Treasurer shall retain a CPA to conduct an annual audit of the financial books and records of this Local Union, including special funds. Upon completion of the annual audit, the CPA will make a report to the Business

Manager, Financial Secretary-Treasurer, President, and Finance Committee. This information shall be made available to any member upon request.

RECORDING SECRETARY

Section 8. The Recording Secretary shall keep a correct record of all proceedings of each meeting and perform other duties outlined in the United Association Constitution.

INSIDE GUARD

Section 9. The Inside Guard takes care that no unworthy person gains admittance; attends to all signals; receives all cards and delivers the same to the Vice-President; and admits no one except by the direction of the Vice-President or President.

EXECUTIVE BOARD

Section 10. The Local 72 Executive Board shall consist of five (5) members, including the Vice-President, who by virtue of his office shall be Chairman. Each month, the Executive Board shall meet at a designated time during the week prior to the week in which the regular meeting of Local 72 is scheduled to occur. Between the meetings of the Local, the Executive Board shall transact such business as may be referred to it by the Local Union or the Local 72 duly elected officers.

FINANCE COMMITTEE

Section 11. The Finance Committee shall consist of three (3) members and have the authority to examine the accounts of officers any time they deem it necessary to do so. They shall examine the Local 72 bankbooks and accounts, and count all money and other assets of this Local Union. They shall, if they deem it necessary, require a bank statement from the bank in which the Local 72 funds are deposited. The Committee

shall, on a quarterly basis, make a report of their findings regarding the finances of the Local to the membership at regular meetings of Local 72.

EXAMINING BOARD

Section 12. There shall be an elected Examining Board consisting of nine (9) members. The Examining Board's duty shall be to examine all journeymen applicants desiring admission into Local 72. The Examining Board shall discharge this duty in a manner that is consistent with the United Association's organizing policies.

CONFERENCE AND NEGOTIATING COMMITTEE

Section 13. The Conference and Negotiating Committee shall consist of five (5) members: the Business Manager; the Financial Secretary-Treasurer; the President; and two (2) elected Business Agents. The Business Manager shall serve as Chairman. The Committee shall have the authority to negotiate collective bargaining agreements, including project agreements on projects where contractors are competing with non-union contractors.

BROTHERHOOD COMMITTEE

Section 14. The Local Union 72 Brotherhood Committee shall consist of seven (7) members. The Financial Secretary – Treasurer shall serve as a member of the Brotherhood Committee by virtue of his office. The President shall appoint the other six (6) members of the Brotherhood Committee: three (3) members from the metropolitan Atlanta area; one (1) member each shall be from the north, central, and southern regions of Local 72's jurisdiction. They shall administer the Sick Fund strictly in accordance with these By-Laws and the Rules and Procedures of the Local 72 Sick Fund. The Brotherhood Committee shall also administer the Brotherhood

Fund strictly in accordance with the By-Laws and the Rules and Procedures of the Local Union 72 Brotherhood Fund.

TRUSTEES

Section 15. There shall be five (5) Trustees on the Health and Welfare, Retirement Funds; five (5) Trustees on the Labor-Management Cooperation Committee; and four (4) Trustees on the Apprenticeship Committee. The Business Manager and the Financial Secretary-Treasurer shall be Trustees of each fund by virtue of their offices. All remaining Trustees shall be appointed by the Business Manager. The Business Manager shall have the authority to remove any person appointed as Trustee with due notice to the Trust Funds. In the event of a conflict between this section and the applicable Trust documents, the Trust documents shall prevail.

BY-LAWS COMMITTEE

Section 16. The President shall appoint a By-Laws Committee consisting of five (5) members. The By-Laws Committee shall prepare a recommendation within thirty (30) days of the submission of any proposed amendment to the By-Laws for presentation to the membership in accordance with Article XVIII of the By-Laws. The By-Laws Committee shall also have the authority to submit proposals to the Local for changes to the By-Laws. The Committee shall at all times keep a written record of all amendments to the By-Laws approved by the membership and make arrangements for a current set of the By-Laws to be printed in booklet form for all members of Local 72.

ARTICLE V

REMOVAL OF ELECTED OFFICERS AND APPOINTEES

Section 1. In the event an elected officer is incapacitated or otherwise incapable of performing his duties, he may be removed by the filing of charges in accordance with the UA Constitution. If an elected officer is removed from office, his office shall become vacant and be subject to the “Vacancies in Office” sections of Article III.

Section 2. Members holding appointed positions are subject to removal at the discretion of the Local 72 officer who made the appointment.

ARTICLE VI

STEWARDS

Section 1. The Business Manager shall appoint all Stewards to the extent that the appointment of a Steward is feasible. The Business Manager may delegate to Business Agents the authority to appoint Stewards.

Section 2. The Stewards’ duties are to see that all members on the jobs are in good standing with Local 72. He may examine all membership cards and wages. The Business Manager or the Business Agents as designated shall relieve any Steward failing to carry out the duties of a Steward. It shall be the Steward’s duty to prefer charges against any member found indulging in intoxicating beverages during working hours or violating the working rules of this organization. He shall settle all minor disputes where possible and refer any disputes of a serious nature to the Business Manager and designated Agents. Stewards’ duties shall not pertain to hiring or firing. All Stewards shall make a report upon the request of the Business Manager or his designee.

ARTICLE VII

NEW MEMBERS

An eligible applicant who has been approved for membership into Local 72 shall be notified by the Business Manager or his designee and given at least ten (10) days notice before the date of initiation. If part payment for initiation is collected from an approved applicant and the approved applicant is not heard from within three (3) weeks, the Local may declare forfeited the amount the applicant has paid.

ARTICLE VIII

DISCIPLINE

Section 1. When a member of Local 72 breaks his obligations to the United Association, or to this or any other Local Union, or violates any of the laws of the United Association or laws and working rules of this or any other Local Union, charges may be preferred against him by any member of the UA in good standing that has personal knowledge of the offense committed. The charges shall be made in writing to this Local Union, stating with reasonable certainty the nature of the offense charged, the time and place of the occurrence, naming the witnesses and all other data. It shall require a majority vote of the members in good standing who vote to accept such charges and the charges must be signed by a member of the UA in good standing; a copy of the charges attested by the seal of the Local Union, signed by the Secretary of the Local, shall be immediately sent to the accused to his last known address on the books of the Local Union by the Secretary and this shall be deemed due notice, provided, however, that for the non-payment of dues, or assessments, a member may

be suspended or expelled without the formality of a trial in accordance with the UA Constitution. When charges have been made and accepted as herein provided, the entire matter shall be referred to the Local Executive Board for trial, and they shall without unnecessary delay, summon the parties and try the case, provided that the accused may have ten (10) days from the date of notice before being called upon to plead to the charges as specified.

Section 2. The Local Executive Board will report their findings at the next regular meeting of the Local Union. If the accused is found guilty, he may be assessed, suspended or expelled by the Local Executive Board, and if the verdict is expulsion, there shall be a set assessment or raised initiation fee also placed against him to indicate upon what terms the expelled member may again become a good standing member of the United Association

ARTICLE IX

DUES, FEES AND WORKING ASSESSMENTS

Section 1. Except as provided in Sections 2 and 3 of this Article, the initiation fee for Journeymen shall be two hundred dollars (\$200.00) and be paid prior to initiation.

Section 2. The initiation fee for Residential Journeymen, Helpers, Apprentices, and Tradesmen shall be one hundred and forty five dollars (\$145.00). This fee shall be paid as follows: twenty five dollars (\$25.00) for the first month (in which the member is initiated) and thirty dollars (\$30.00) per month for the next four (4) months.

Section 3. The initiation fee for Inspectors shall be one hundred and forty five dollars (\$145.00). Should an Inspector go to work in the trade, he shall pay the difference

between the initiation fee in this section and the applicable initiation fee set out in Section 1 or 2 of this Article.

Section 4. An examination fee of seventy five dollars (\$75.00) shall be paid to Local 72 by all applicants ten (10) days in advance of the date of examination. This fee shall be forfeited if the applicant fails to appear for the examination. The Financial Secretary-Treasurer shall distribute the proceeds of all examination fees equally among the members of the Examining Board as compensation for their services.

Section 5. A Death Benefit Reserve fee of five dollars (\$5.00) shall be paid by all new members one (1) month after initiation. (See “Supplemental Burial Benefit” section of Article X).

Section 6. All permanently retired members aged sixty five (65) or over with thirty five (35) years unbroken membership in Local 72 shall be exempt from paying dues. Local 72 shall continue to pay per capita tax on behalf of these members to the United Association. Should members wish to continue participating in special funds established by Local 72, they shall continue to pay all assessments for such funds.

Section 7. Members who are unable to pay dues and assessments because of serious financial hardship may apply to the Executive Board and Financial Secretary-Treasurer for a no-interest loan to cover payment of dues and assessments. Any loan granted shall be used only for the payment of dues and assessments and be paid back in full.

Section 8. Monthly Dues (as of January 1, 2018):

BT Journeyman	\$36.00
BT Apprentice	\$34.00

Helper	\$34.00
Tradesman	\$34.00
Inspectors	\$34.00
Civil Service	\$34.00

[These monthly dues shall be increased as required by the UA Constitution]

Members shall also pay two percent (2%) of Gross Wages as working assessments.

Section 9. The dues of the following elected officers and appointive committee members shall be paid by Local 72: President, Vice-President, Executive Board, Recording Secretary, and Sick Committee. These officers and committee members shall pay all assessments.

Section 10. Whenever a member stands suspended for owing over three (3) months' dues, he shall be required to pay all back dues through the current month together with a fifty dollar (\$50.00) reinstatement fee before he is placed in good standing and receives a reinstatement stamp from the Financial Secretary-Treasurer to show that his dues have been paid. A once-suspended member who returns to good standing must wait ninety (90) days after paying the reinstatement fee before he is entitled to any monetary benefits.

Section 11. National and Local Union assessments, disciplinary assessments and loans are payable before dues.

ARTICLE X

FUNDS AND SPECIAL ASSESSMENTS

SICK FUND AND BROTHERHOOD FUND

Section 1. (A) All members shall pay a monthly assessment of four dollars (\$4.00) to support a Sick Fund that provides benefits to eligible members who are unable to work on account of certain sicknesses or disabilities. All members shall pay a special assessment of four dollars (\$4.00) on or by November 1st of each year to support assistance payments to eligible needy members. The Brotherhood Committee is responsible for administering the Sick Fund. Eligibility for benefits and other matters concerning the Sick Fund shall be governed by these By-Laws and the *Rules and Procedures of the Local 72 Sick Fund*, which shall be made available to any interested member upon request.

Section 1 (B). All members shall pay a monthly assessment of one dollar (\$1.00) to support a Brotherhood Fund that provides financial assistance to eligible members who suffer as a result of illness, injury, loss of dwelling due to fire, flood, weather or other natural disasters, or other financial need. The Brotherhood Committee is responsible for administering the Brotherhood Fund. Eligibility for benefits or other matters concerning the Brotherhood Fund shall be governed by these By-Laws and the *Rules and Procedures of the Local Union 72 Brotherhood Fund*, which shall be made available to any interested member upon request.

INDUSTRY ADVANCEMENT AND JOB TARGETING FUND

Section 2. All journeymen members shall pay an assessment of two percent (2%) of hours worked up to forty (40) hours per week to support the Industry Advancement and Job Targeting Fund, the purposes of which include, but are not limited to, increasing the competitiveness of signatory contractors and work opportunities for members. This assessment shall be separate and apart from the working assessment

set forth in Article IX, Section 8. The Fund shall remain in effect and renew with each contract term unless a majority of members present and voting at a meeting held prior to the commencement of contract negotiations vote to suspend the Fund. The Fund shall be administered by a committee consisting of the Business Manager, President, Financial Secretary-Treasurer and Business Agents. The Business Manager shall be authorized to award job targeting grants to signatory employers in accordance with the *Rules and Procedures of the Local 72 Industry Advancement and Job Training Fund*, which shall govern all matters pertaining to the Fund in conjunction with these By-Laws.

SUPPLEMENTAL BURIAL BENEFIT

Section 3. All members, except Metal Trades members, shall pay a Death Reserve fee of five dollars (\$5.00) one month after being initiated to support a Supplemental Burial Benefit to augment the proceeds of the United Association burial benefit. In addition, upon the death of any member in good standing of the Local, all members in good standing, except Metal Trades members, shall pay an assessment of five dollars (\$5.00) to support the Supplement Burial Benefit. The Financial Secretary-Treasurer shall administer the Benefit. The Benefit shall first be applied to any balance owed to the burial services provider and, thereafter, to a payment to the member's beneficiary. In the event of a legal dispute concerning the member's estate, any portion of the Benefit not paid to the burial services provider shall be withheld until the dispute is resolved. Should Local 72 incur legal fees or costs on account of the legal dispute, all such fees and/or costs shall be deducted from the withheld portion of the Benefit, if any, prior to distribution to the member's beneficiary. All matters concerning the

Benefit shall be governed by these By-Laws and the *Rules and Procedures of the Local 72 Supplemental Burial Benefit*, which shall be made available to any interested member upon request.

BUILDING FUND

Section 4. There shall be a Building Fund, administered by the Business Manager, to support the construction and maintenance of Local 72 facilities. One-quarter of the working assessment set forth in Article IX, Section 8 shall be allocated to the Building Fund. Prior to the start of each fiscal year, the Business Manager shall submit a budget for the Building Fund to the membership for approval. All matters concerning the Fund shall be governed by these By-Laws and the *Rules and Procedures of the Local 72 Building Fund*, which shall be made available to any interested member upon request.

PROMOTIONAL AND ADVERTISING FUND

Section 5. There shall be a Promotional and Advertising Fund, administered by the Business Manager, to promote Local 72 to clients, owners, the public and other stakeholders. One-quarter of the working assessment set forth in Article IX, Section 8 shall be allocated to the Promotional and Advertising Fund. All matters concerning the Fund shall be governed by these By-Laws and the *Rules and Procedures of the Local 72 Promotional and Advertising Fund*, which shall be made available to any interested member upon request.

PIPING INDUSTRY PROMOTION AND EMPLOYMENT (P.I.P.E.) LABOR MANAGEMENT COOPERATION COMMITTEE TRUST

Section 6. The Piping Industry Promotion and Employment (P.I.P.E.) Management Cooperation Committee Trust is a Trust established pursuant to the Labor-

Management Cooperation Act of 1978 and governed by certain Trust documents. The five (5) trustees of the Trust shall be: the Business Manager; the Financial Secretary-Treasurer; the President; and the two (2) Business Agents. The Business Manager shall make periodic reports to the membership concerning the activities and expenditures of the Trust. In the event of any conflict between these By-Laws and the applicable Trust documents, the Trust documents shall prevail.

DIVERSION OF CERTAIN ASSESSMENTS

Section 7. If the Industry Advancement and Job Targeting Fund, the Building Fund, or the Promotional and Advertising Fund is sufficiently funded to meet expected contingencies, the committee or officer charged with administering the Fund in question may, upon consultation with a Certified Public Accountant and approval of the Business Manager (in cases where the Business Manager is not charged with administering the Fund), propose a temporary diversion of the applicable Fund assessment to the General Fund or to one or more of the other Funds. Any diversion under this section must be approved by a majority of members present and voting at a special meeting or special order of business. Members shall be given ten (10) days written notice of the special meeting or special order of business. Any diversion that is approved by the membership shall be temporary and cease when the committee in question determines that cessation of the diversion is appropriate based on the needs of the Fund.

REPORTING OF FUND EXPENDITURES

Section 8. Except as otherwise provided in this Article, all committees and officers charged with administering Local 72 Union Funds shall make monthly reports of all

Fund expenditures to the Executive Board and membership. For privacy reasons, Sick Fund expenditures shall be reported to the membership without the names of members receiving benefits.

ARTICLE XI

COMPENSATION

Section 1. The Business Manager shall be paid a salary equal to the current General Foreman rates of: wages for fifty-six (56) hours of work per week straight time; and fringe benefits for forty (40) hours of work per week straight time.

Section 2. The Financial Secretary-Treasurer shall be paid a salary equal to the current General Foreman rates of: wages for fifty (50) hours of work per week straight time; and fringe benefits for forty (40) hours of work per week straight time.

Section 3. Each Business Agent shall be paid a salary equal to the current General Foreman rates of: wages for forty-eight (48) hours of work per week straight time; and fringe benefits for forty (40) hours of work per week straight time.

Section 4. Any appointed Organizers shall be paid a salary set by the Business Manager, provided that it shall in no case exceed the salary of a Business Agent.

Section 5. The Business Manager is authorized to negotiate wages, fringes and conditions of employment with the union representing the Office Staff. He shall set the compensation of all employees not covered by a collective bargaining agreement.

Section 6. All full-time paid officers shall receive two (2) weeks paid vacation to be taken at their discretion, provided that no two (2) officers may take vacation at the same time. The Business Manager shall be given advance notice of vacations.

ARTICLE XII

AUTOMOBILES AND MILEAGE

Section 1. Local 72 shall purchase or lease appropriate automobiles for the use of the Business Manager and Business Agents in conducting Local Union business, with any personal usage of the automobiles to be deemed taxable income. The Local shall bear the costs of maintaining the automobiles, including, but not limited to, payment of insurance. The Business Manager shall select the make and model of automobiles, subject to Executive Board approval. Automobiles shall be traded in for credit toward the purchase or lease of a new automobile every four (4) years or one hundred fifty thousand (150,000) miles upon receipt of three (3) bids from automobile sales companies and Executive Board approval of the purchase or lease price.

Section 2. Local 72 officers and members conducting Local 72 business requiring automobile travel shall be reimbursed for mileage at the current IRS standard mileage rate.

ARTICLE XIII

EXPENSES AND EXPENDITURES

Section 1. Local 72 officers and members conducting Local 72 business shall be reimbursed for reasonable expenses incurred, including travel expenses, supported by an appropriate receipt. Such expenses shall not be considered compensation.

Section 2. Members who serve on Local 72 committees and lose time from work shall be reimbursed at their current rates of hourly wages and fringes not to exceed the

current General Foreman rates and not to include the overtime rate provisions. For purposes of this section, retired, inactive, and unemployed members are assumed to be working at the current journeyman rates of wages and fringes. While reimbursed for their time, committee members shall under no circumstances be considered Local 72 employees.

Section 3. Normal day-to-day or recurring expenditures necessary for the operation of the Local are not subject to advance review and approval by the membership or the Executive Board, but shall be reported to the membership. Extraordinary expenditures exceeding two thousand five hundred dollars (\$2,500) shall be reviewed and approved in advance by the Executive Board and by the membership. This includes extraordinary expenditures from the Sick Fund, Building Fund and Promotional and Advertising Fund, but not the other Funds addressed in Article X. If there is an immediate need for an expenditure exceeding two thousand five hundred dollars (\$2,500), the expenditure may be approved in advance by the Executive Board alone. Such expenditures shall, like all other expenditures, be reported to the membership. Unbundling expenditures or other subterfuge to avoid the two thousand five hundred dollar (\$2,500) threshold is strictly prohibited.

ARTICLE XIV

STRIKES

Section 1. Strike votes shall be taken by secret ballot at a special or regular meeting with prior notice to the membership. Members in good standing working under the collective bargaining agreement at issue shall be entitled to vote, and it shall require a

two-thirds (2/3) vote of such members present and voting at the meeting for a strike vote to be adopted. Any strike may be declared off by a majority vote of members present and voting at a regular or special meeting. Absentee ballots are not permissible.

Section 2. Before members of Local 72 honor any picket line (sign) they shall contact the Local Union office and determine if the picket is a legitimate action. In the event it is held by the Local Union office to be a jurisdictional action or if a collective bargaining agreement prohibits the honoring of the picket line, it shall not be honored. Anyone working through Local 72 who ignores these rules shall be subject to discipline in accordance with the procedures of the United Association Constitution.

ARTICLE XV

DUTIES OF MEMBERS

Section 1. Members of Local 72 shall not work for other than signatory contractors in the Plumbing and Pipe Fitting Industry, who are parties to a Local 72 agreement, a UA National Agreement, or an Agreement negotiated by another Local when working outside of the territory of this Local. Any member wishing to accept work outside of the Collective Bargaining Agreement on facility maintenance, municipal, or government work must first apply to the Executive Board for approval. Any member approved by the Executive Board to take a job outside the Collective Bargaining Agreement shall come under the stipulations of the Local 72 Referral Procedures and Rules when re-applying for work through Local 72.

Section 2. Members shall not enter or leave a shop with tools or carry them on the street before or after work time unless receiving overtime pay.

Section 3. Any member desiring a withdrawal card must make a request in accordance with the procedures of the United Association Constitution.

Section 4. Any member accepting an appointment on any committee of this Local Union and neglecting to attend to his duties without a sufficient excuse shall be replaced.

Section 5. All Apprentices shall be governed by the Collective Bargaining Agreement(s) and rules established by the Joint Apprenticeship and Training Trustees.

ARTICLE XVI

DELEGATES

Section 1. The Business Manager may appoint one or more designees to represent the Local in cases where the Business Manager cannot attend or where the attendance of multiple representatives of Local 72 is warranted.

Section 2. Weekly salaried officers of Local 72 shall serve as delegates to the United Association Convention in accordance with the United Association Constitution.

Section 3. Appropriate measures shall be taken by Local 72 to support members who are drafted or who enlist in military service during times of war. Dues and assessments for such members shall be covered by Local 72 for a period of up to two (2) years. This period may be extended by the Executive Board.

ARTICLE XVII

REFERRAL PROCEDURE

Section 1. All persons seeking job opportunities through Local 72 shall abide by the “Referral Procedure.” The Referral Procedure rules and regulations shall be posted at

the Local Union office and be available to members upon request. A Referral Committee shall be established who from time to time shall review the operation and rules of the Referral Procedure. If a recommended change to the Referral Procedure is determined to be consistent with Local 72's Collective Bargaining Agreements and applicable law, it may be brought to the membership for approval. In the event of a conflict between the Referral Procedure and an applicable Collective Bargaining Agreement and/or law, the Collective Bargaining Agreement and/or law shall prevail.

Section 2. The Referral Committee shall consist of the Business Manager as Chairman, the Financial Secretary-Treasurer, the President and two (2) Business Agents. The Business Manager may appoint such additional committee members as he deems necessary.

ARTICLE XVIII

AMENDMENTS

A proposed amendment to these By-Laws shall not be considered unless: (1) proposed in writing and signed by at least one-hundred (100) members in good standing; or (2) proposed in writing by the By-Laws Committee. Proposed amendments signed by one hundred (100) or more members shall first be submitted to the By-Law Committee for their review and recommendation. All proposed amendments must be read, together with the By-Law Committee's recommendation, at three (3) consecutive membership meetings. Written notice by mail of at least ten (10) days shall be sent to the last known address of each member, informing them that the third meeting shall either be a special meeting or a special order of business at a regular meeting, during which a

discussion and vote shall take place. To be adopted, the proposed amendment must be approved by a vote of at least two-thirds (2/3) of the members present and voting at that meeting.

ARTICLE XIX

SUPREMACY AND SAVINGS CLAUSES

Section 1. In the event of any conflict between the By-Laws of this Local Union and the United Association Constitution, the United Association Constitution shall prevail.

Section 2. 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 the Executive Board shall have the authority to suspend the invalid or inoperative provision and insert an appropriate replacement provision.

Effective as of January 1, 2018.