

BYLAWS

OF

LOCAL UNION 1615

INTERNATIONAL BROTHERHOOD

OF

ELECTRICAL WORKERS

ST. JOHN'S, NEWFOUNDLAND, CANADA

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 1615 of the International Brotherhood of Electrical Workers, St. John's, Newfoundland, Canada.** Local 1615 shall have jurisdiction over all **Utility, Maintenance, and Cable Television** work, as defined in Article XXVI, Sections 4, 5, and 6(a) of the IBEW Constitution, when performed as follows:

(a) **Utility** work when performed by employees of:

Newfoundland and Labrador Hydro Corporation

(b) **Maintenance and Operation** work when performed by employees of:

The Newfoundland and Labrador Housing Corporation,
Stephenville

(c) **Cable Television** work when performed by employees of:

Cable Atlantic Incorporated, St. John's, Newfoundland

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 1615 shall cover the **"A" and "BA"** types of membership.

ARTICLE II

Meetings

Sec. 1. Meetings of the Units shall constitute and be considered the regular meetings of the Local Union.

Sec. 2. Regular meetings shall be held once monthly 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.

Sec. 4. The regular meeting in June of each year shall be the annual meeting. The latest audited statement of receipts and disbursements shall be submitted and posted during this meeting.

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 Provincial 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) Nominations for Local Union officers shall be held at the regular meeting of each Unit in April of election years.

(b) Members of one Unit may nominate members of another Unit for Local Union office. It is not necessary that such nominees be confined to a particular Unit. A member placing the name of another member in nomination for office when the nominated member is not present, shall at the time the nomination is made, give to the Unit Recorder evidence in writing signed by the nominee, that the nominee agrees to be a candidate for a specific Local Union office. However, any member being nominated in this manner cannot signify his/her intentions to be a candidate for more than one (1) specific Local Union office.

(c) Immediately after nominations, the Unit Recorder shall forward a list of the names of the candidates, signed by the Unit Recorder and the Unit Chairman, to the Recording Secretary of the Local Union.

(d) 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 the Board.

(e) 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.

(f) **All voting shall be by mail ballot.**

(g) The Financial Secretary shall furnish to the Election Judge not less than twenty-one (21) 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.

(h) 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. This date shall be in the month of June and this information shall be enclosed with the ballot sent to each member eligible to vote.

(i) 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.

(j) 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.

(k) The Election Board 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). This Board shall advise the Local Union of such depository in sufficient time to prepare the preaddressed envelopes.

(l) 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.

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

(n) 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.

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

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

(q) 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 Business Manager and Financial Secretary shall be combined.

Sec. 6. The **Executive Board** shall consist of the President, Vice President, Recording Secretary, Treasurer, and one (1) elective member from each Unit.

Sec. 7. (a) Nominations for officers shall be held in **April 2002**, and election of officers shall be held in **June 2002 and every four (4) 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 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 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) No member shall be eligible for office unless he/she has been a member of Local Union 1615 in continuous good standing for at least two (2) years immediately prior to nomination.

ARTICLE IV

Executive Board

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

Sec. 2. It shall be the duty of the 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 Board shall also investigate and pass upon all traveling cards in full accordance with Article XXIII of the IBEW Constitution. The 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 Board may be called by its Chairman or the Business Manager.

Sec. 4. The President shall be the Chairman and the Board shall elect its Secretary.

Sec. 5. The Board shall meet regularly between regular meetings of the Local Union.

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:

President.....	\$33.33 per month
Vice President.....	16.66 per month
Recording Secretary.....	16.66 per month
Treasurer.....	16.66 per month
Executive Board Members.....	16.66 per month
Business Manager-	
Financial Secretary.....	a weekly salary equal to 40 times 125% of the highest paid classification within the current Local Union agreements.

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

Sec. 4. The Business Manager or his representative may have a \$5.00 per day allowance for incidentals and transportation expenses when working in St. John's and up to \$10.00 per day when traveling outside St. John's.

Sec. 5. (a) Any member who is elected or appointed to represent the Local Union at meetings shall be paid the per diem rate and mileage for use of personal vehicle equal to that of the highest paid current Local Union agreement.

(b) Any member who is elected or appointed to represent the Local Union at meetings and is required to live away from his normal place of residence shall be paid the actual cost of hotel accommodation plus 25% of the per diem cost to cover incidental expenses.

Sec. 6. (a) The Business Manager shall receive travel expenses, meals and mileage in accordance with that benefit's highest payment in the current Local Union agreement as selected in Article VI, Section 1.

(b) The Business Manager shall receive vacation and paid holidays in accordance with the maximum provided in the current Local Union agreement as selected in Article VI, Section 1.

(c) The Business Manager shall receive medical benefits as selected by the Local Union Executive Board.

(d) The Local Union will pay the Business Manager 6% in excess of the salary in Section 1 above to cover all pensions.

ARTICLE VII

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 Business Manager and President shall, by virtue of their offices, serve as delegates 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 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 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 fee** shall be:

(a) **"A" or "BA" Membership**

All classifications.....**\$25.00**

(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. 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. Dues are payable monthly or quarterly in advance.

Sec. 6. The **monthly dues** shall be:

(a) **"A" and "BA" Members**

All classifications..... an amount equal to 1.60% of the member's gross basic wages - minimum of \$7.00 per month.

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

Sec. 7. 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 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 therefrom. Disbursements shall be made in accordance with Article XIX 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 bank books 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 **December 31**.

Sec. 4. The following funds are hereby established:

General Fund
Legal Defense Fund

ARTICLE XI

Legal Defense Fund

Sec. 1. Each month \$10.00 of the regular monthly dues shall be deposited to the Bank account designated as Local Union 1615 IBEW Legal Defense Fund.

Sec. 2. No other funds than those specified shall be transferred to the Defense Fund without prior approval of the International President.

Sec. 3. The Defense Funds shall be used for the following only:

(a) To defray legal costs in defense of Local Union 1615 and/or its members when circumstances warrant such.

(b) To pay strike benefits to members of Local Union 1615 who are engaged in strike action and who are in need of financial assistance. Such strike action must have prior approval in accordance with Article XV of the IBEW Constitution.

Sec. 4. All disbursements made from the Defense Fund shall be authorized by the Local Union.

Sec. 5. The Defense Fund shall not be used for any purpose other than specified above and all payments to members shall be made on an equal and impartial basis.

Sec. 6. The Defense Fund shall be subject to audit in the same manner and means as the General Fund of the Local Union.

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 two (2) elective members.

Sec. 2. Unit officers shall be nominated and elected at the regular meeting of each Unit in April 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. Failure of Unit officers to perform their duties and the suspension or removal of any Unit officer 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 1615:

- 1615.1 St. John's
- 1615.2 Holyrood
- 1615.3 Whitbourne
- 1615.4 Bishop's Falls
- 1615.5 Springdale
- 1615.6 Bay D'Espoir
- 1615.7 Stephenville
- 1615.8 Port Saunders
- 1615.9 Cable Atlantic
- 1615.10 St. Anthony/Southern Labrador
- 1615.11 Goose Bay

ARTICLE XIV

General Laws

Sec. 1. The Executive Board shall act as the Trial Board to hear charges and try members (except officers or 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, and may be recovered 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 their correct address. The Financial Secretary shall, in turn, 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 concerning 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. The handling of jobs shall be provided in the working agreements of this Local Union.

Sec. 11. Upon retirement of a member in good standing, the Business Manager or his representative shall present to this member:

Honorary Membership Scroll
An IBEW Retirement Pin
A suitable gift of an amount to be determined yearly
by the Executive Board.

Sec. 12. The Local Union may spend a sum as determined by the Executive Board for a suitable tribute upon the death of a member, the member's spouse or members of the immediate family. A committee may also be appointed to extend the sympathy of the Local Union to the family of the deceased member.

ARTICLE XV

Local Union 1615 IBEW Building Corporation

Sec. 1. Members in good standing in Local Union 1615 shall also be members in good standing in Local Union 1615, IBEW Building Corporation.

Sec. 2. To promote and carry out the aims and interests of the Local Union, no corporate real property shall be sold, leased, encumbered, or disposed of nor shall any property be purchased or otherwise acquired except by a majority vote of the members present and voting.

Sec. 3. All members of the Local Union shall be notified in writing of the nature of the Resolution of the announced intention at least ten (10) days before the date of the meeting. Said resolution shall then be read at such regular or specially called meeting. The Local Union shall then notify the Board of Directors of the Building Corporation of the action taken.

Sec. 4. It shall be the duty of the President of Local Union 1615 IBEW Building Corporation to see that a complete Financial Statement of the Corporation (Association) is prepared for presentation to the first regular meeting of the Local Union following the regular annual members' meetings of Local Union 1615 IBEW Building Corporation.

Sec. 5. The Local Union Officers, including all members of the Local Union Executive Board, shall constitute the Board of Directors of the Local Union 1615 IBEW Building Corporation. Upon expiration of their term as Local Union Officers or upon their resignation or removal, their duly elected or appointed successors shall become directors of Local Union 1615 IBEW Building Corporation.

ARTICLE XVI

Amendments

Sec. 1. These bylaws become effective upon approval by the Inter-

national President.

Sec. 2. (a) These bylaws may be amended or changed after proposal for change or amendment has been presented at a Unit regular meeting and a majority of the members present vote favorable for the proposed change or amendment.

(b) Such proposals shall be read at two (2) regular consecutive meetings of the Units of the Local Union. Voting for acceptance or rejection of the same shall be by mail ballot.

(1) Within seven (7) days of the last Unit meeting, the Recording Secretary shall mail or cause to be mailed to all members in good standing at their last-known home address, the proposal, 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 large envelope shall be preaddressed to the Recording Secretary and shall contain a space in the upper left hand corner where the member shall place his name and address.

(2) 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 Recording Secretary.

(3) The Recording Secretary and two (2) members so appointed by the President 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.

(4) In addition to the above when dealing with dues, initiation fees or assessments, a written notice specifically stating the proposed assessments or changes in initiation 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 second meeting at which the proposal is to be read.

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

LOCAL UNION 1615

RECORD OF AMENDMENTS

District: First

Location: St. John's Newfound-
land, Canada

Bylaws Retyped in Entirety: February 21, 1991

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* DATE           ARTICES AND SECTIONS AMENDED *
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3/1/96 Updated Constitutional Articles.

6/29/00 Updated Constitutional Articles. Article III,
Section 7 deleted, remaining sections renumbered;
Article V, Section 2, deleted, remaining section
renumbered; Article IX, Section 6(a) amended.
Article X, Section 4 added; added New Articles
IX and XV, other articles renumbered accordingly.

1/13/06 Article IX, Section 6(a) amended. Article XIII,
Section 11 amended.