

ORDER OF BUSINESS

1. Meeting called to order per ritual.
2. Roll call of officers.
3. Minutes of:
 - a. previous meeting
 - b. Executive Board meeting
4. Presentation of applications for membership, and vote on same.
5. Initiation of candidate for membership.
6. Reading of correspondence.
7. Reading of receipts of per capita tax and other monies sent to International.
8. Reports of sickness, accidents, and deaths of members.
9. Unfinished business.
10. New business.
11. Reports of:
 - a. Officers
 - b. Delegates
 - c. Committees
 - d. Trustees
 - e. Auditors
 - f. Treasurer
12. Subjects for good and welfare.
13. Motion, or order for adjournment.

WHEREAS each Local has the right to determine its own bylaws as provided in the Constitution of the International Union of Operating Engineers, Article XXIV, and Subdivision 12.

THEREFORE, be it resolved that we, the officers and members of Local No. 381, in order to provide for more efficient functioning and more democratic participation in the affairs of the Local Union, do hereby enact the following bylaws:

ARTICLE 1 Amendments and Changes

These bylaws may be amended or revised, provided the proposal to amend or revise is submitted in writing and filed with the Recording and Corresponding Secretary at least three days prior to any Executive Board Meeting. This proposal shall be signed.

The Recording and Corresponding Secretary shall submit all such proposals properly filed to the Executive Board at the next Executive Board meeting. The Executive Board shall order all such proposals to be read at the next regular meeting of the Local.

On the next regular meeting day of the Local, the proposals shall be voted on, provided a notice of said meeting has been posted for at least fifteen (15) days prior to the date of the vote, and all members have an opportunity to vote.

ARTICLE 2

The general meeting date of Local #381 shall be at 4:00 p.m. on the first Tuesday of each month.

The Executive Board shall meet the fourth Tuesday of each month.

ARTICLE 3

The Executive Board shall be composed of the President (who shall be the chairman), Vice-President, Recording Corresponding Secretary, Financial Secretary, Treasurer, and the Business Manager where the Local Union has such a position, together with such other members of the Local Union as may be elected thereto by the membership of the Local Union.

A vacancy in any office shall be filled by appointment for the unexpired term thereof, upon vote of a majority of the following officers, viz: President, Vice President, Recording-Corresponding Secretary, Financial Secretary, Treasurer, and the Business Manager where the Local Union has such a position. In the event the said officers shall fail to fill said vacancy within thirty (30) days after the same shall occur, then said position shall be filled by secret ballot vote of the majority of the membership in good standing present at the next regular meeting of the Local Union following the expiration of the said thirty (30) days.

ARTICLE 4

The Executive Board shall be the policy making body of the Local. They shall make plans for the development and expansion of the Local. They shall interpret questions arising under these bylaws and shall attend to the routine business of the Local.

All acts of the Executive Board shall be reviewable by the Local Union but shall be maintained in full force and effect, subject to revocation by action of the membership of the Local Union if taken at the next subsequent membership meeting following the adoption of the act in question.

ARTICLE 5

The initiation fee shall be \$10.00 and the Union dues shall be the members hourly rate times .6138 per paycheck. This new rate will become effective January 1st, 2006.

This amount will be deducted every two weeks from your paycheck and can be no less than the minimum amount set forth in Article X, Section 2 in the Constitution of the I.U.O.E.

ARTICLE 6

For the purpose of these bylaws, members who pay their dues during the current month shall be considered in good standing.

Members who have not tendered their current dues on or before the day such dues shall have become due and payable may be removed from employment where valid collective bargaining agreements or applicable law permits.

Members who have not paid their current dues or assessments within thirty (30) days after they shall have become due and payable may upon vote of the Local Union be denied voice and vote therein.

Members who have not paid their current dues or assessments within sixty (60) days after they shall have become due and payable may upon vote of the Local Union be barred from meetings or removed from committees or both, or suspended from membership.

Members who have not paid their current dues or assessments within ninety (90) days after they shall have become due and payable may upon vote of the Local Union be removed from office.

Members who have not paid their current dues or assessments within six (6) months after they shall have become due and payable may, upon report thereof by the Financial Secretary at a regular meeting of a Local Union be expelled by a majority vote of the members present.

ARTICLE 7

General

1. The Auditors of the Local shall present in person or by proxy once each quarter a financial statement of all union funds under his/her jurisdiction:
This statement shall include:
 - a. All union funds received.
 - b. All disbursements, and to whom. (Only Executive Board action is necessary to order bill in dispute paid, or not paid.)
 - c. Cash balance in hand or on deposit.
2. The Australian ballot system shall be used for the following:
 - a. Election of officers.
 - b. Raising or lowering of union dues.
 - c. Voting on a contract or contract extension.
3. All grievances must be presented to the workman's committee, for approval by the Executive Board before being brought up for discussion at a union meeting.
4. Special meetings excluding all elections or matters pertaining to union dues shall be subject to a 72-hour notice. Special Executive Board meetings shall be subject to a 24 hour notice. Provided that all members of the Executive Board have been notified of the topic to be discussed and are able to attend said meeting.
5. All Local 381 elections will be subject to a fifteen (15) day notice as outlined in the Landrum-Griffin Act.
6. The Executive Board shall meet the fourth Tuesday of each month and any member of Local No. 381 may attend.
7. A copy of the bylaws will be made available to any member of Local 381.

8. The President may call a meeting of the Workman's Committee from any group of Local 381 to discuss matters pertinent to that group.
9. Minutes of the Executive Board will be recorded and presented to the body for approval at a regular meeting.
10. All officers, committee members and stewards of this Local must be in good standing, therefore, if they are one of the above, they cannot take set-ups on any temporary Foreman job or Safety job, If he/she does take a set-up, he/she will automatically lose his/her job with the Union. Any other set-up will be subject for review by the Executive Board to determine the member's union job status.
11. No member under the influence of intoxicants shall be admitted to the Union Hall during the meeting; no rowdiness or vulgarity will be tolerated under penalty or fine of not more than \$10.00 or less than \$2.00.
12. Atwood's rules for conducting meetings shall be the parliamentary authority on all procedure not covered by the Constitution, Laws, Obligation, and Rules of International Union or the Local Union.
13. The Local shall send \$30.00 to the Arkansas Children's Hospital on behalf of the deceased members and their families as set forth in our current working agreement.
14. The Union will not submit more than a \$30.00 donation to any cause, unless a personal tragedy of a member of Local No. 381. And to other Unions that are on strike, to which donations will be \$100.00 maximum, at any one time or meeting, such donations shall require a two-thirds vote of the members present as to the amount.
15. Members who are off duty and who are serving on any Local 381 committee shall be paid at the rate of \$10.00 per hour provided the said member is not a current salaried officer.
16. All new contract proposals must be approved by the Contract Committee not later than sixty (60) days before the expiration of a contract.
17. Agreements and modifications to the contract shall not be executed until they have been presented at the next membership meeting following the negotiation of the proposed agreement and have been approved by the membership affected.
18. The President and Recording Corresponding Secretary shall be permanent members of the workman's committee and any existing or newly formed Local 381 committees.
19. Each group comprising Local 381 shall elect their own Workman's Committee. The nominations shall be held annually in June at the regular meeting. The election will be by way of mail out ballot. The ballots will be mailed no later than June 30th. In order to be counted as valid the members must return the ballots to Local 381's current mailing address no later than July 31st. The effective date for the newly elected Workman's Committee members will be September 1st.
20. The Workmen's Committee in office at the expiration of the working agreement will be the negotiating committee for the Lion refinery group and any other applicable Local 381 groups.

21. Any employee covered by I.U.O.E. Local 381 may become a member regardless of race, creed, color or sex.
22. The Local shall pay the following per month:
 - President \$350.00
 - Vice-President \$180.00
 - Recording Corresponding Secretary \$350.00
 - Financial Secretary \$180.00
 - Treasurer \$180.00In addition, the Officers shall be reimbursed for their Union dues by the Local. Also the chairman for any other applicable Local 381 groups shall be reimbursed for their Union dues by the Local.
23. Future salary adjustments for officers shall be equal to the percentage increase negotiated in the contract for the union body.
24. Any notice to a member to appear before the Executive Board shall be sent by registered mail, return receipt requested. Failure to appear without reasonable excuse may subject the member to a \$10.00 fine.
25. The election term of all officers shall be the same as provided for in the International Constitution for Local Union.
26. A member authorized to be away on Union business shall be paid lost time, and \$30.00 per day per diem, travel and lodging expenses and trip insurance, and will present a receipt upon their return from same for traveling and lodging expenses. A member so authorized shall be paid mileage based on the current government rate for the use of his/her car.

These bylaws approved this 1st day of July 2008 by the International Union of Operating Engineers Local 381.

BYLAWS COMMITTEE:

Robert C. Brown III
David Smith
David Taylor
Robert Warbington

In the event of a conflict between any provision of these bylaws and the International Constitution, the latter will control.