

## **By-laws of local union no. 326 painters, decorators and paperhangers of America**

The By-Laws of Local Union No. 326, Painters, Decorators, and Paperhangers of America in Pittsburg, Kansas. The Union's purpose was to promote and ensure better welfare and prosperity for its members.

Creator: Painters, Decorators, and Paperhangers of America

Date: April 1, 1927

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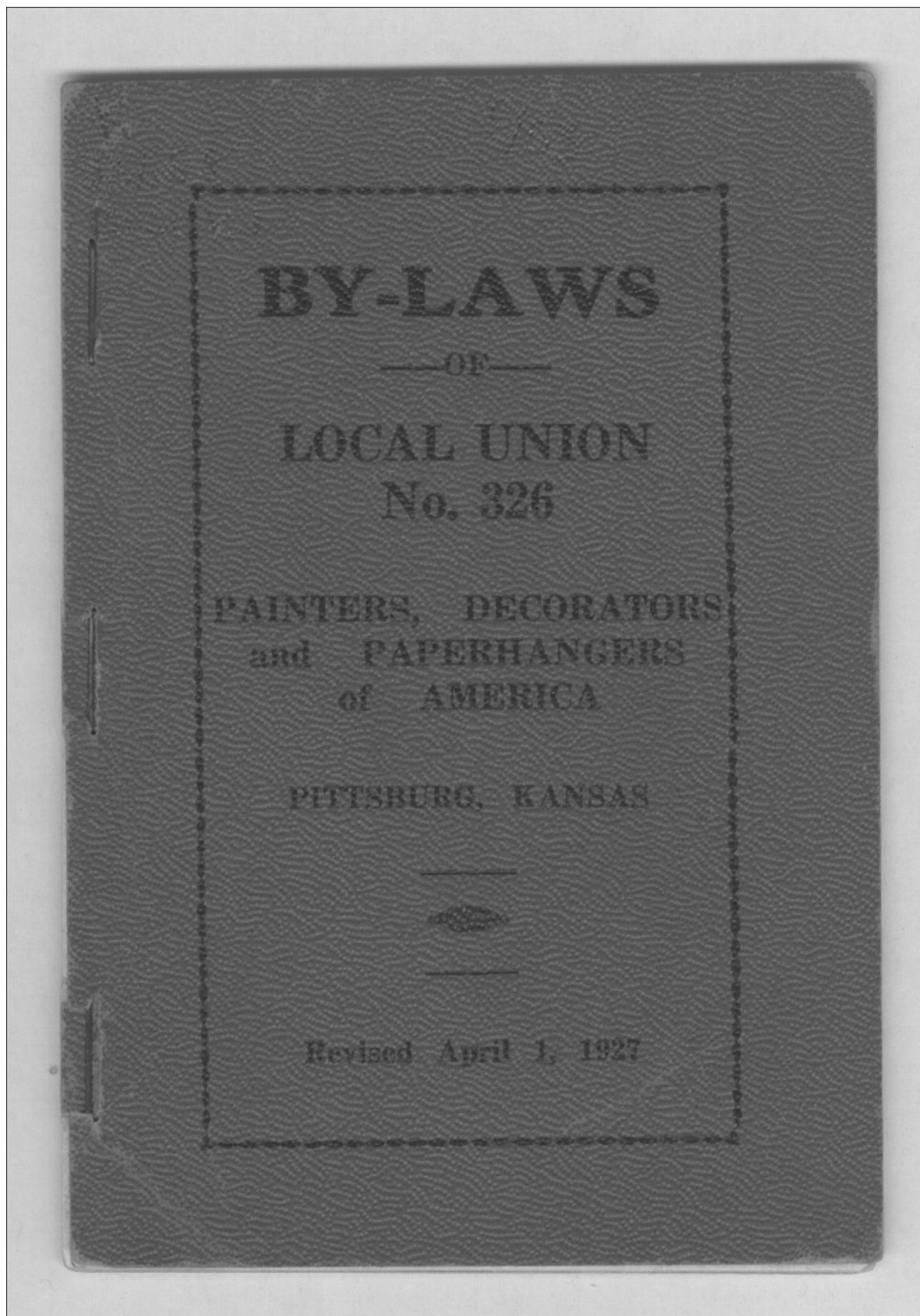
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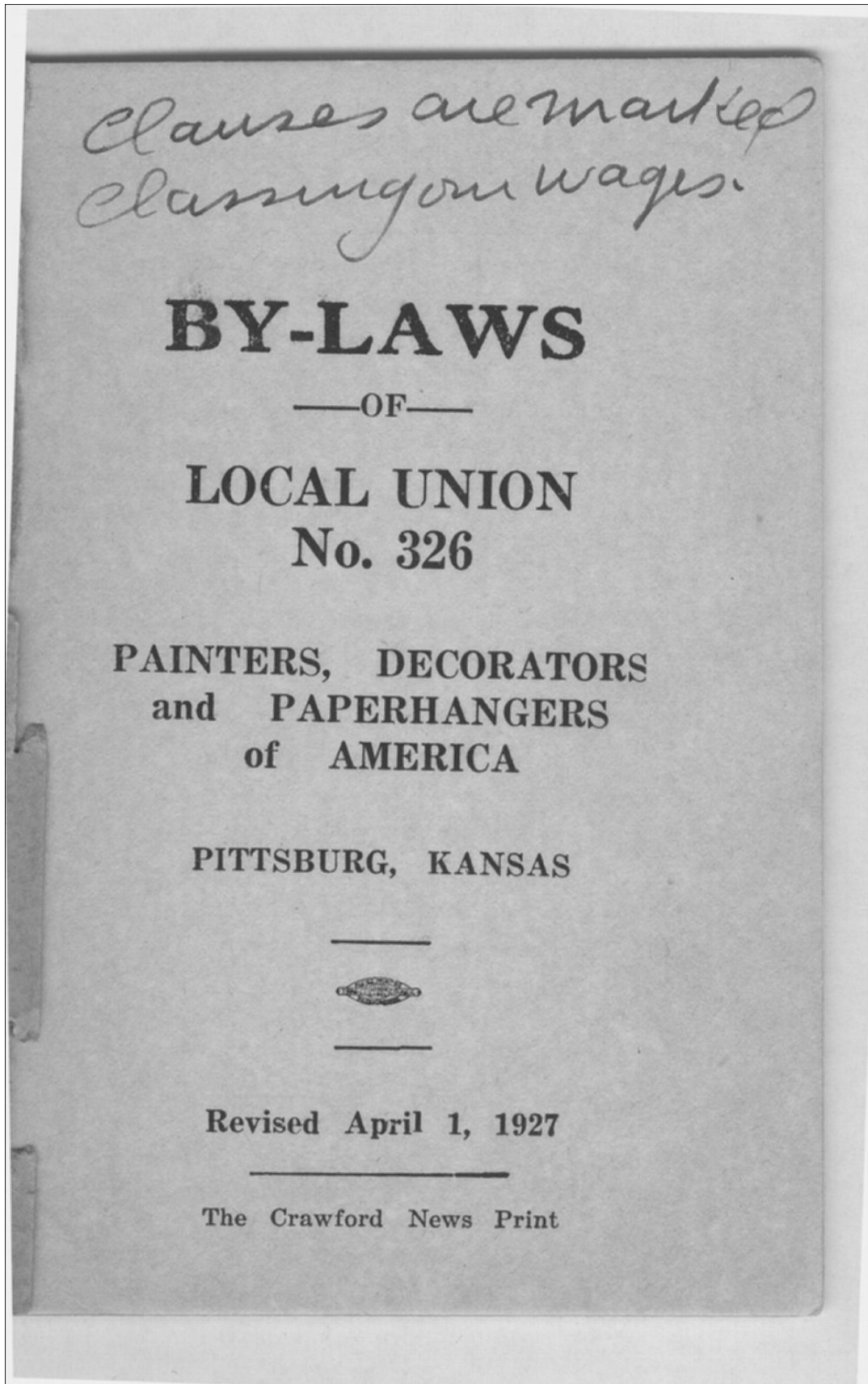
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## PREAMBLE

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In this age of progress and civilization the universal tendency is toward organization and combination. The capitalists, combined and consolidated, control the wealth of the world, and the rapid concentration of industry and power in their hands has an extremely injurious effect upon all branches of honorable toil. None have suffered to a greater degree than those engaged in the various branches of the painting industry.

Therefore; Be it resolved, that only by the heartiest cooperation with one another will we be able to build up a greater organization, as is so essential for our welfare and prosperity. Without cooperation we cannot progress.

Therefore, Be it further resolved, that in return, we will at all times give efficient service to our employer, to the public in general, always striving for the betterment of our organization—the Painters, Decorators and Paper Hangers of America.

## BY-LAWS

### ARTICLE 1.

Section 1. Any laws conflicting with these laws are hereby declared null and void, and these laws and other laws which the Local may pass from time to time, shall govern this Local.

Section 2. The regular meeting of this Local shall be Tuesday, at 7:30 p. m.

Section 3. The initiation fee of this Local Union shall be \$35.00 and the monthly dues shall be \$1.50 per month, payable each current month, in advance, honorary, \$5.00; apprentices, \$1.00; Glazier, \$35.00.

Section 4. All persons applying for membership into this Local shall be required to make application before working permit is issued and, the initiation shall be paid at the rate of \$1.50 for each day worked, and \$5.00 must accompany application, and full initiation must be paid before applicant is initiated. Said applicant must appear for initiation



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not later than the first Tuesday after the first Monday when full initiation has been paid.

Section 5. All members, and applicants working on permits shall be furnished a copy of these By-Laws, and should they violate any of these laws or working rules of this Union said permit shall be taken up and they shall forfeit all money they have paid in.

Section 6. All members in good standing who are idle, shall report the same to the Business Agent and the Business Agent shall not issue any permits while members in good standing are idle.

Section 7. Any member allowing himself to be elected or appointed as a delegate or committeeman and failing to discharge his duties as the same, shall be fined not less than one dollar nor more than five dollars. Sickness only is excusable.

Section 8. Before any money shall be paid out of the funds of this Local (except the national per capita) a bill for the same must be filled out, in writing, specified and

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itemized, and shall be read before the Local and the same must be allowed by a vote of the Local.

Section 9. Any man doing painting, paperhanging or other work pertaining to the trade must carry a card in this organization.

### TRADE RULES AND WAGES.

#### ARTICLE 2.

Section 1. Eight hours shall constitute a day's work and the hours to perform same shall be between the hours of 8 a. m. and 5 p. m., and all the other time shall be considered overtime. No work shall be performed on Fourth of July, Labor Day, Armistice Day or Christmas, and any member working between the hours of 1 p. m. and 5 p. m. Saturdays shall be fined \$25.00. All overtime shall be paid for at time and one-half.

Section 2. Any member depositing a clearance card from a sister Local shall be required to pay all assessments assessed during the month in which he deposited his card, same to



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be collected and deposited in the funds for which they were assessed.

Section 3. Under no circumstances shall sub-contracting or piece work be permitted.

Section 4. Journeymen paperhangers shall be required to furnish their hand tools only; paste and size brushes, trestles and boards, etc., must be furnished by the contractor.

Section 5. Members working out of town for any contractor shall have his fare paid both ways.

Section 6. All men working on jobs or in shops must be paid once each week, not later than 1:00 p. m. Saturday. Employers failing to do so must pay time and one-half for each hour the men are required to wait, a fraction of one hour to be considered an hour.

125 Section 7. All stage work shall be paid at the rate of \$1.25 per hour.

7 Section 8. No member of this Local shall be forced to use a brush larger than a four-inch flat in the application of paint.

Section 9. All journeymen working for other than a regular paint-



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ing contractor, shall receive 25 cents per hour more than a contractor shall be required to pay him.

Section 10. Any member of this Local using material from a house that is unfair to any branch of the trade shall be fined \$25.00.

Section 11. Any member of this Local who sets a pace, or a foreman who makes or drives or uses his position to intimidate a brother member, or who is in any way guilty of conduct unbecoming a brother, he shall at once be removed from the job or shop, and in extreme cases, fined in addition, as the trial committee may decide.

Section 12. The scale of wages of this Local shall be \$1.00 per hour for journeymen until further notice.

Section 13. Any contractor or journeyman coming into the jurisdiction of this Local to do work must comply with the trade rules and by-laws, the same as though he were a resident contractor, and shall at least employ 50 per cent labor from this Local.

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Section 14. Members of the Brotherhood summoned as witnesses when in the jurisdiction of this Local and failing to appear shall be found guilty of contempt and fined as the Local sees fit.

Section 15. Under no circumstances shall the general funds of this Union be loaned for any purpose. No money shall be voted from the Treasury for other than current expenses that will reduce the contents to less than \$50.00.

Section 16. Any Financial Secretary dating a member's due book back or altering his account on the ledger, except he be so instructed by special motion, shall be fined \$25.00.

Section 17. No officer or member of this Local shall be granted the right to incur any debt or enter into any contract for this Union without same being submitted and approved by a majority vote of those present at a regular or special meeting called for that purpose.

Section 18. The officers of this



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Local shall receive the following salaries:

President, \$3.00 per month; Financial Secretary, \$10.00 per month; Recording Secretary, \$1.00 per meeting; Treasurer, \$3.00 per month. The Trustees shall receive \$1.50 per quarter for auditing the books, the same to be paid the last meeting night in each month, for the present month. Delegates to Central Bodies and Building Trades' Council, to receive \$3.00 per month.

Section 19. All work pertaining to the painting and paperhanging trade not listed herein shall be done at the rate of \$1.25 per hour. No member shall be held responsible for faulty work where he did not do the prep. work.

### APPRENTICES

#### ARTICLE 3.

Section 1. Apprentices in their first year shall receive not less than \$12.00 per week. No apprentice shall be sent out to do work alone.

Section 2. The working hours for



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the apprentice shall be the same as the journeyman and the contractor shall be allowed one apprentice for each eight journeymen or fraction thereof.

Section 3. Where there has not been a penalty attached to a violation of the law, the penalty shall be from one to twenty-five dollars.

Section 4. All alterations or amendments to the by-laws must be submitted in writing, and cannot be suspended except at a special meeting called for that purpose and carried by a majority vote of all members present.

Section 5. A Business Agent shall be elected, and serve as long as it is the wish of the Local, and shall receive for his services the minimum wage per hour for actual hours' service rendered.

Section 6. Any member of this Local sent to any convention or mass meeting shall receive for his services the minimum wage per day and transportation only.

Section 7. Any boy wishing to join this Local (between the age of



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16 and 21 years) shall indenture himself with some contractor, satisfactory to this Local, for a period of three consecutive years.

Section 8. No member of this Local shall be permitted to rebate to real estate dealers or to their fellow members or anyone else, a part of their contract or wages and any member found guilty of this offense shall be expelled from the Local.

Section 9. Any member of this Local who takes a contract shall be compelled to employ one or more journeymen to help do same, failure to observe this section is punishable by a fine of from \$5.00 to \$25.00.

Section 10. Any member who believes there is urgent need of a special meeting shall secure the signature of seven members in good standing and stating the business that requires the special meeting, shall call upon the president, whose duty it shall then be to authorize the Recording Secretary to call a special meeting, at which meeting nothing but the business for which it was called shall be transacted.

Section 11. Each Employer shall furnish sufficient protection to each man working on a stage, a life line to each man or a railing must be placed on the stage. And under no circumstances will he be recognized on any job unless he complies strictly with the aforesaid rules.

## SICK BENEFITS

### ARTICLE 4.

Section 1. The President, Recording Secretary and Treasurer shall compose a standing sick committee to look after a sick brother and make floral offerings and collection of funds for same.

Section 2. Upon the death of any member, honorary member or apprentice, in good standing in Local 326; or the death of a member of his family, an assesment of one dollar shall be levied on all members, honorary members and apprentices, and is due and payable on the next regular meeting night.

Section 3. Immediately upon the death of a member, honorary mem-



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ber or apprentice, in good standing in Local 326; or the death of a member of his immediate family, the officers of Local 326 are empowered and shall draw a sum equal to one dollar per member from the treasury of the Union and pay same over to member or heirs of his family.

### TRADE SCALE

Of Local 326, B. of P. D. and P. of A.  
Pittsburg and Vicinity.

No member shall be permitted to work between the hours of 1:00 p. m. and 5:00 p. m. on Saturdays.

All prep. work, such as cleaning walls, removing mouldings, sizing walls, pointing walls, stripping walls, and anything else necessary to the guarantee of a satisfactory job, shall be classed as prep. work and shall be charged for at the rate of \$1.25 per hour.

The customer shall pay for all the paste.

All ordinary 18 in. paper lapped 25c per single roll, or \$1.25 per hour.

All ordinary 18 in. paper butted, 50c per single roll.



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All ordinary 18 in. paper un-  
trimmed, per single roll extra 5c.

All ordinary 30 in. paper, lapped  
per single roll 30c.

All ordinary 30 in. paper, butted,  
per single roll 50c.

All single ceilings, lapped, per sin-  
gle roll 35c.

All upper and lower third work,  
per single roll extra 5c.

All paper cut to mould or line, per  
single roll extra 5c.

All straight borders under nine  
in., per yard., 5c.

All cut-out borders under nine in.,  
per yard, 6c.

All straight borders under 18 in.,  
and over 9 in., per yard, 6c.

All cut-out borders over 9 in., per  
yard, 7c.

Permission is granted to do any  
and all of the above work at the  
rate of \$1.25 per hour.

All work pertaining to the paint-  
ing and paperhanging trade not list-  
ed herein can be done at the rate of  
\$1.25 per hour.

D. D. DILLMAN,  
GEO. CARPENTER,  
W. E. RENFRO,  
Committee on By-Laws.