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By-laws and trade rules of Wichita Local Union No. 201

The by-laws and trade rules of the United Brotherhood of Carpenters and Joiners of America, Wichita Local Union, No. 201, Wichita, Kansas.

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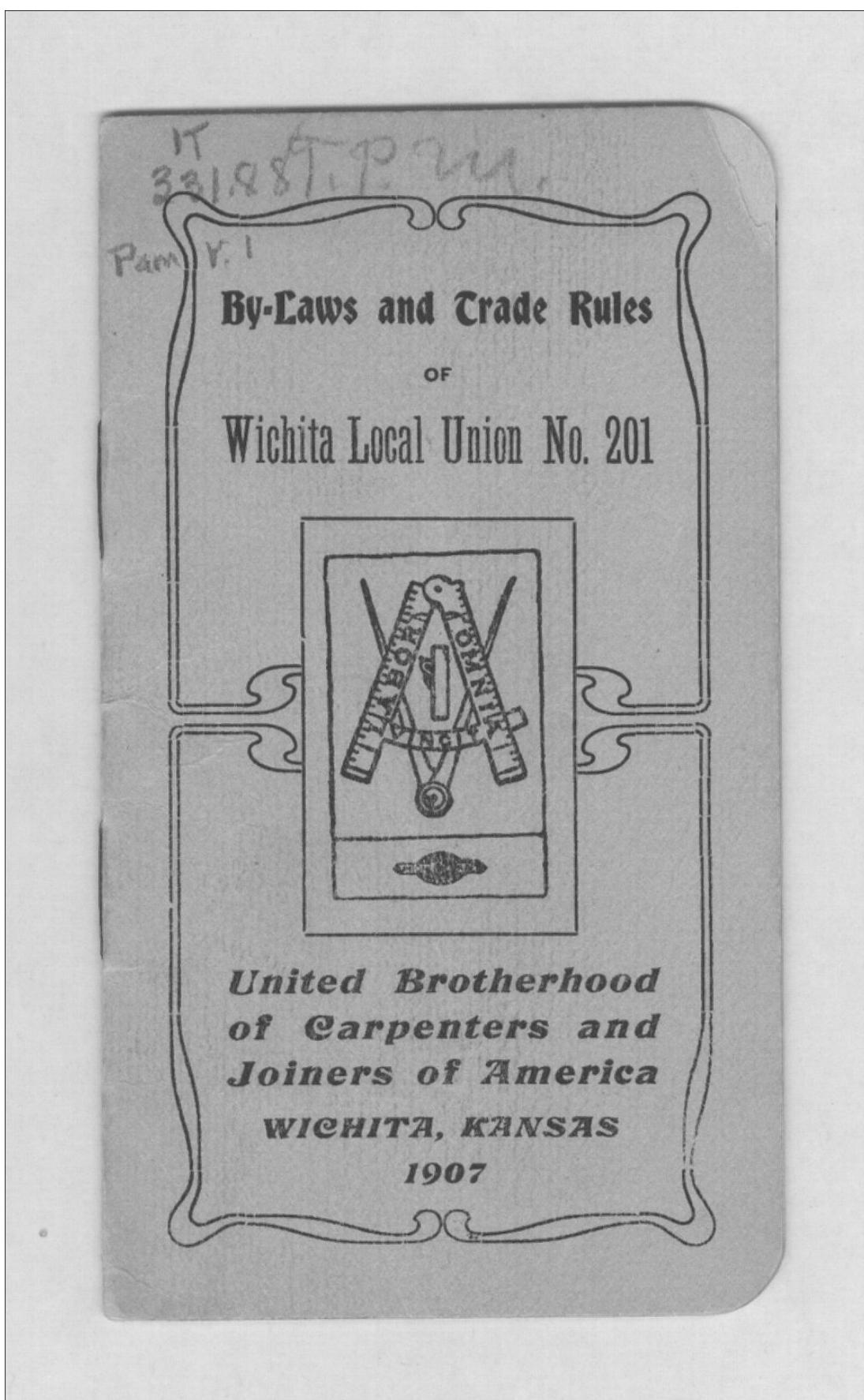
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BY-LAWS AND TRADE RULES

OF

Wichita Local Union No. 201

***United Brotherhood of
Carpenters and Join-
ers of America***

***WICHITA, KANSAS
1907***

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By-Laws and Trade Rules Wichita Local Union No. 201, United Brotherhood of Carpenters and Joiners of America.

Read all rules carefully. Important changes have been made. These rules and by-laws take precedence over all other rules and by-laws that have been issued. Rules in regard to Stewards and use of carpenter tools will be enforced.

Why Employers Oppose Unions.

The hostility of some employers to members of trade organizations rests solely on the ground that union workmen demand what they consider just wages while the average non-union employee takes what wages he can get. The one gets his rights through the organization, the other suffers through the weakness of individual effort, and this weakness is the unjust employer's opportunity. We invite all competent non-union fellow craftsmen and apprentices to peruse these laws and cast their lots with us.



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BY-LAWS

ARTICLE I.

Title and Object.

Section 1. Title. This union shall be known as Wichita Local Union No. 201, of the United Brotherhood of Carpenters and Joiners of America.

Sec. 2. Object. The object of the United Brotherhood is: to discourage piece work, to encourage an apprentice system and a higher standard of skill, to cultivate feelings of friendship amongst the craft, to assist each other to secure employment, to reduce the hours of daily labor, to secure adequate pay for our work, to furnish aid in case of death or permanent disability, and by legal and proper means to elevate the moral, intellectual and social condition of the members and improve the trade.

ARTICLE II.

Section 1. Meetings. The meetings



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of this local Union shall be held once each week at such day and place as may be from time to time decided.

Sec. 2. Special meetings may be called by the President through the Recording Secretary at the request of five members in good standing.

Sec. 3. The hours of meeting shall be 8 P. M. from April 1st to October 1st, and 7:30 P. M. from October 1st to April 1st.

ARTICLE III.

Section 1. Salaries. The salaries of the Recording and Financial Secretaries shall be fifty cents per night; and that of the Treasurer \$2.00 per term.

ARTICLE IV.

Section 1. Bonds. The bonds of the Financial Secretary shall be in the sum of One Hundred Dollars.

Sec. 2. The bond of the Treasurer of the General Fund shall be in the sum of Three Hundred Dollars.

Sec. 3. The said bonds shall be placed in any good surety company and the premiums of the same shall be paid out of the General Fund, or a good personal bond will be accepted.



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ARTICLE V.

Section 1. Executive Board. The President and Vice President of the local and three other members in good standing who shall be elected and hold office for the term of nine months each, to be elected alternately (by vote of the local), shall constitute the Executive Board whose duties it shall be to supervise the work of the Business Agent and to enforce the trade rules of the Local Union between sessions of the Local Union. They shall report in full at the next regular meeting of the Local Union any and all action taken by them for approval of the Local Union. The President and Vice President shall hold office on the Board only during their terms of office as such.

Sec. 2. Business Agent. There shall be elected by vote of the Union at such time as may be deemed advisable and necessary, a Business Agent who shall be entirely subservient, first, to the Local Union; second, between sessions of the Local Union to the Executive Board. No members holding other office shall be eligible

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as Business Agent, nor shall Business Agent during the term of office as Business Agent be eligible to other office direct or pro tem. He must be in good standing and card up to date for current month.

ARTICLE VI.

Section 1. Fees. The initiation fee for a journeyman carpenter under the age of 50 years, shall be Ten (\$10.00) Dollars.

Sec. 1A. Applicants under this head and past 50 years of age may be admitted to semi-beneficiary membership for a fee of Seven (\$7.00) Dollars.

Sec. 1B. Application fees of apprentices shall be as follows: Applications in first year of service, Five (\$5.00) Dollars. Applications in second year of service Nine (\$9.00) Dollars. Applications in third year of service Ten (\$10.00) Dollars.

Sec. 2. The age limit of apprentices shall be thirty (30) years.

ARTICLE VII.

Section 1. Applicants for membership shall, on making application, secure to the Union at least one-half of

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the amount of the required initiation fee and make \$2.50 payments thereafter weekly until the full fee is paid. If not paid in full within thirty (30) days from date of application, the money paid shall be declared forfeited by action of the Local Union. An elected candidate failing, after notification, to present himself for initiation within four weeks after his election, without sufficient reason, shall forfeit his fee.

ARTICLE VIII.

Section 1. Dues. The dues of beneficial members shall be seventy-five cents per month and of semi-beneficial members fifty cents per month.

ARTICLE IX.

Section 1. Suspended members applying for reinitiation shall pay the regular initiation fee of his grade and all fines and assessments that may have been levied against him. In no case whatever shall these penalties be remitted.

ARTICLE X.

Section 1. When the Union has a



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Business Agent in the field his salary shall be paid from the General Fund as well as reimbursing Committee for expenses incurred while performing orders of the Local Union.

ARTICLE XI.

Section 1. Job Steward. The first man on a job shall act as Steward until three or more men are employed, and they shall elect a permanent Steward.

Sec. 2. The members of this Union shall see, under a penalty of fifty cents fine, that a Steward is elected on all work where they are employed. He will adjust all grievances, but if they cannot, the Steward will report at once to the Business Agent.

Sec. 3. Stewards shall not have power to stop the work on a job, but shall at once report any urgent grievance to the Business Agent (if there is one in the field, or if not to the Executive Board), for his action, subject to the orders of the Executive Board. Stewards shall report the condition of the work to the Business Agent when requested, and perform such other duties as may be required

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by the constituted authorities of the Local Union.

Sec. 4. The Steward must have a clear membership card and shall show same to any member desiring to see it. Should any member refuse to show his card or satisfy the Steward or Business Agent as to the amount of wages he receives, he shall be reported at the next regular meeting of the Local Union, and may be fined in the sum of One (\$1.00) Dollar for said refusal.

Sec. 5. Should any member be taken sick or meet with an accident while at work, the Steward shall see that he is properly cared for, take charge of his tools and report the case to Business Agent or Sick Committee at once and to the Local Union at the next meeting. When tools are stolen from a member it shall be the duty of the Steward or the owner to report the loss at once to the Business Agent or to the Local Union, or both.

Sec. 6. It shall be the duty of every member of this Union to report to the Steward or Business Agent any trouble arising between the members and



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their employer. Any member refusing to co-operate with the Steward or Business Agent may be fined \$2.50, which fine cannot be remitted.

ARTICLE XII.

Section 1. No members of this Local Union shall be elected to more than one office in the Local Union, unless perchance there be not enough members in good standing to fill offices.

Sec. 2. Members of this Union who enter the business of contracting must pay the scale of wages set by this Union. Any member failing to comply with this section shall be fined or expelled, or both.

Sec. 3. The Business Agent is required to make a weekly report in writing, said report to be accepted or rejected by vote of the Local Union.

Sec. 4. That each member shall, on or before the first meeting night in each month, pay his dues and secure of the F. S. a working card for the current month.

Sec. 5. The F. S. shall, on and after the first of each month, issue to members who are in good standing,

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upon receipt of their dues, a monthly working card.

Sec. 6. No member shall be entitled to a working card who has not paid all dues and assessments for the month for which card is issued.

Sec. 7. The Steward or any member on the job shall call for the working card of any one applying for work, and if he cannot show his working card for the current month he shall be referred to the Business Agent or Local Union.

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PREAMBLE.

Recognizing that the rights of workmen and their employers are equal, this Union emphatically upholds its members in demanding and insisting upon respectful treatment from bosses and foremen.

We also enjoin upon every workman that his duty to the craft requires him at all times to improve himself and to labor faithfully for the just interest of his employers.

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TRADE RULES

ARTICLE I.

Section 1. Resolved, That on and after the first day of April, 1907, the demand of Local Union No. 201, of the United Brotherhood of Carpenters and Joiners of America, of Wichita, Kansas, that the minimum rate of wages shall be: Foremen to receive 40 cents per hour. Journeymen $37\frac{1}{2}$ cents per hour, except to apprentices and members having special working cards. Any member holding a special working card shall not be permitted to work for less than the wages set by this Union, the Union having the power to make the scale of wages, and that eight hours (8 a. m. to 12 m., and 1 p. m. to 5 p. m.), shall constitute a day's work, and overtime to be paid for at time and a half.

Sec. 1A. Sundays, Fourth of July, Christmas, Thanksgiving and Labor Day shall be paid for as double time. No work shall be allowed on Labor Day except to preserve life or property.

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Sec. 1B. Wages to be paid in lawful money or checks, but we favor the payment of cash instead of checks. All payments for labor to be made on or before 5 o'clock p. m. on Saturday of each week on the job.

Sec. 2. When two or more shifts are employed no member shall work on more than one shift in each day. Any work done before 8 a. m. or after 5 p. m., except when two or more shifts are employed, shall be considered overtime.

Sec. 3. Any violation of these trade rules, except to preserve life or property, shall be punished by a fine of not less than five dollars.

Sec. 4. All foremen who use tools must be members of the Union. Any foreman using abusive language to the men shall be fined or ruled off the work, or both.

Sec. 5. No member shall be allowed to work on a job where laborers are permitted to use carpenter tools of any kind or to level or set joists.

Sec. 6. The Business Agent shall have power to call a strike on a job by consent of a majority of the members working on the job. If any member



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refuses to come off when called by the Business Agent such refusal shall be considered a violation of these trade rules.

Sec. 7. The Business Agent shall not draw salary on holidays.

ARTICLE II.

Section 1. Amendments or alterations of these By-Laws and Trade Rules must be submitted in writing at a regular meeting, signed by two members, and being read shall lay over two weeks, and when adopted by a two-thirds vote of the members present shall become a part of these By-Laws and Trade Rules, subject to the approval of the General President.

Sec. 2. These By-Laws and Trade Rules shall be in full force and effect after the first day of April, 1907, if adopted by a two-thirds vote of the members present at a regular called meeting and when approved by the General President, and notice of such approval is read in open meeting of the Union.

WM. E. PILLIAR,
Recording Secretary.

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