

BYLAWS

OF

LOCAL UNION 11

INTERNATIONAL BROTHERHOOD

OF

ELECTRICAL WORKERS

LOS ANGELES, CALIFORNIA

APPROVED: December 12, 2023

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 11** of the International Brotherhood of Electrical Workers, **Los Angeles, California**. Local Union 11 shall have jurisdiction over all **Inside, Radio-Television Service, Electrical Manufacturing, and Sound and Public Address** work as defined in Article XXVI, Section(s) 5, and 6(a), of the *IBEW Constitution* except such Electrical, Sound and Air Conditioning work as is necessary for Motion Picture Production when performed in Los Angeles County, State of California.

It shall include all installation and construction work up to the first terminal blocks of racks and/or equipment cabinets in radio broadcasting, television broadcasting and/or recording studios or transmitters.

The jurisdiction of this Local Union shall also include all construction and installation work in connection with electrical and electronic equipment used in broadcasting and/or recording, including audio and video consoles, racks and equipment cabinets and equipment associated therewith (except when such work is assigned by a regular employer in the radio, television and/or recording industry to his employees covered by an approved IBEW working agreement with such employer.)

The jurisdiction of this Local Union shall further include the installation, operation and maintenance of audio and/or video equipment (not used for broadcasting) at race tracks and similar public arenas and industrial plants, the new construction and installation of closed-circuit telecasting equipment in hotels, the installation, operation and maintenance of functional (wired) music systems and (except where used for motion picture production and/or radio, television or recording production) the installation, repair and servicing of radio and television receivers, sound and public address and intercommunication apparatus.

However, the right of the International Office to change this jurisdiction is recognized, as provided 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.

To organize all workers coming within the jurisdiction of this Local Union.

To secure improved wages, hours, working conditions and other economic advances through organization, negotiations and collective bargaining.

To engage in cultural, civic, legislative, political, fraternal, educational, charitable, welfare, social and other activities which further the interests of this organization and its membership directly or indirectly.

To foster, promote and participate in educational activities which are designed to improve the skills and abilities of our members in the electrical industry and other fields of activity in the interest of this organization and its membership.

To protect and preserve the union as an institution and to perform its legal contractual obligations.

To carry out the objects of the International Union as an affiliate thereof and its ends as such an affiliate.

To receive, manage, invest, expend or otherwise use the funds and property of this organization to carry out the ends and to achieve the objects set forth in these bylaws and the International Constitution and to protect the officers and members in carrying out the ends and objects of these bylaws and the International Constitution.

Because political activity is so important to the trade union movement as a whole, the Local Union urgently requests that the members register to vote and participate in all political activity.

Sec. 3. Local Union **11** shall cover the "**A**" and "**BA**" types of membership.

ARTICLE II

Meetings

Sec. 1. Regular meetings shall be held **once** a month 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. 2. Special meetings may be called only by the Business Manager or the 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. 3. A retired member shall be permitted to attend Local Union meetings and have a voice at such meetings, but shall not have a vote.

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 State 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) During the month of March in the same year of the scheduled election, 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 any office shall be eligible to serve on this Board.

(b) 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.

(c) All voting shall be by mail ballot.

(d) The Financial Secretary shall furnish to the Election Judge not less than ten (10) 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.

(e) 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 and this information shall be enclosed with the ballot sent to the members.

(f) The Election Judge shall mail or cause to be mailed to all eligible voters, 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 larger envelope shall be preaddressed to the Election Board (or Election Judge). The preparation of ballots, envelopes, etc. shall be performed by a bonded election company, and within the procedures stated in these bylaws and the *IBEW Constitution*. In a case of conflict in the Election procedure and these bylaws the most current, but prior to nominations, *IBEW Local Union Election Guide*, Form 409, shall prevail.

(g) 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.

(h) The Election Board shall select a depository to which the envelopes containing the ballots 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 the location of such depository in sufficient time to prepare the preaddressed envelopes.

(i) 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.

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

(k) 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.

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

(m) Write-in votes shall not be permitted.

(n) The Local Union shall distribute an official publication which shall list all candidates for Local Union office, together with a factual record of activities within the Local Union, committee assignments performed, offices held and experience gained for and in behalf of the Local Union. The factual record shall be submitted by the Local Union 11 candidate for office and/or Convention Delegate in person or by his/her designee (prior to submission in written form and signed to the Election Judge). The factual record shall be submitted to the Election Judge no later than the end of the Candidates' Meeting following nominations. The factual record shall be submitted in typed (plain text scannable OCR capable format), Microsoft Word format, or in an Adobe (*.PDF) format(s) only.

This publication shall be prepared under the supervision of the duly designated Local Union Election Committee and shall be mailed to all members eligible to vote with a sample ballot at least five (5) days prior to the election date.

(o) In the event the candidate does not receive a majority of the votes cast for a specific office, then a run-off election will be held between the two (2) candidates receiving the highest number of votes. This does not include candidates for the Local Union Executive Board or Examining Board which shall be decided for the candidate receiving the most votes.

(p) When a run-off election is necessary, such run-off election shall be held twenty-one (21) days after the regular election is held.

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.

(c) The Business Manager-Financial Secretary shall be retained on a full-time basis.

Sec. 7. The **Executive Board** shall consist of **seven (7)** elective members.

Sec. 8. The **Examining Board** shall consist of **five (5)** elective members.

Sec. 9. (a) Nominations for officers shall be held in **April 2024**, and election of officers shall be held in **June 2024** and every **three (3) 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 11 in continuous good standing for at least two (2) years immediately prior to nomination.

(e) No Apprentice shall be eligible to hold office in the Local Union.

ARTICLE IV

Executive Board

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

Sec. 2. It shall be the duty of the Executive 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 Executive Board shall also investigate and pass upon all traveling cards in full accordance with Article XXIII of the *IBEW Constitution*. The Executive Board shall make its final report to the Local Union within sixty (60) days after the application or traveling card has been presented for Executive Board consideration.

Sec. 3. Special meetings of the Executive Board may be called by its Chairman or the Business Manager.

Sec. 4. The Executive Board shall elect its own **Chairman** and **Secretary**.

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

Sec. 6. The duties of the Executive Board shall also include the following:

(a) To manage, invest, expend and contribute Local Union funds in the pursuit and accomplishment of the objects and in accordance with the provisions of the *IBEW Constitution* and these bylaws, subject to the approval of the Local Union.

(b) The Executive Board shall be authorized to protect the standing of members who are in financial distress. Any member in financial distress may appeal to the Board to have his standing protected. Any member whose standing has been protected under this section shall sign a promissory note in favor of the Local Union in the amount of the total indebtedness, with the further provision that in the event the total indebtedness is not paid at the time of the member's death, the Union shall deduct the amount of such indebtedness from the member's death benefit policy. The Local Union shall not cancel or remit any member's indebtedness for dues that have been carried as provided for in this Section.

(c) The Executive Board shall review the expenditures of the Business Manager made from the Local Union 11 IBEW Business Manager's Revolving Fund and shall reimburse the fund for all approved expenditures made.

(d) The Executive Board shall be authorized to employ and pay attorneys, accountants and such other special or expert services as may be required by the Local Union and shall be authorized to pay the expenses and costs of any legal proceedings or actions of any nature against the Local Union, its officers, representatives and employees

where such actions arise out of performance of their duties in accordance with the *IBEW Constitution*, these bylaws and applicable laws. The Executive Board shall also be authorized, in accordance with applicable laws, to indemnify any officer, representative or employee of the Local Union for any judgment obtained against them if, in its judgment, it shall be necessary or desirable to protect, preserve or advance the interest of the Local Union, but in no case shall they be indemnified where there is an adverse final judgment against the officer, representative or employee for embezzlement or misappropriation of funds.

Sec. 7. The Executive Board shall investigate applications for membership, changes of classification and withdrawal cards; however, the Executive Board may be guided by recommendations of Unit Executive Committees. Traveling cards shall also be acted upon by the Executive Board; however, the Executive Board shall take no action on traveling cards until a Traveling Card Form has been properly filled out and any other information considered necessary by the Traveling Card Committee of the Executive Board is received from the Unit or Units in which the traveling member has worked, and is attached to the Traveling Card Form. The Executive Board shall make its final report and recommendation to the Local Union within 60 days after the applications have been presented for Board consideration.

Sec. 8. All resolutions and Unit recommendations shall be submitted in writing to the Executive Board for consideration prior to action by the body.

Sec. 9. The Executive Board or the Business Manager shall not have authority to sign contracts affecting wages and working conditions without ratification by a specially called meeting of the groups involved. Copies of all agreements shall be on file with the Board.

Sec. 10. Classification of members shall not be changed on official receipts unless authorized by the Executive Board.

Sec. 11. When the Executive Board deems it advisable to send a delegate to the International Vice President's Ninth District Progress Meeting, they shall elect the one delegate.

ARTICLE V
Examining Board

Sec. 1. The duties of the Examining Board shall be to examine all applicants for membership to determine their qualifications for the trade. They shall examine such qualifications of members as provided in Article XIX of the *IBEW Constitution*. This section shall not apply to apprentices as covered elsewhere in these bylaws.

Sec. 2. The Board shall meet at least once quarterly for the examination of applicants when there are applicants to be examined. The Board shall retain all records of examinations given for at least two (2) years.

Sec. 3. A report on the results of all examinations shall be furnished to the Board and the Local Union by the Examiners.

Sec. 4. In addition to examining applicants for membership, the Board shall examine members, when so directed by the Executive Board.

Sec. 5. (a) The Board shall keep a record of their meetings and of all applicants examined. Any member who has taken the examination and failed may, upon written request, review their examination with the Board at their next regular (business) meeting night.

(b) Any member who fails to appear for examination, unless excused, shall not be eligible for examination for 6 months and shall be referred back to his Unit Executive Committee for processing. Any member who fails the examination shall be referred back to his Unit Executive Committee; he shall show proof of at least one (1) semester of additional schooling after the date of the examination he failed, before becoming eligible for reexamination.

ARTICLE VI

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.

Sec. 4. The Business Manager shall be vested with the responsibility of administering the business affairs of the Local Union.

Sec. 5. The Business Manager shall be authorized to rent or lease such properties as are necessary to carry out the business affairs of the Local Union.

Sec. 6. The Business Manager shall have the authority to employ or discharge all the employees of the Local Union including, but not limited to, Assistant Business Managers, Business Representatives, Organizers, clerical and custodial employees. He shall determine the duties, assignments, hours of work and working conditions of all employees of the Local Union.

Sec. 7. The Business Manager shall determine the compensation of all clerical and custodial employees provided, however, in no event shall they be paid less than the prevailing union wage scale for their classification. The compensation for clerical and custodial employees shall be reviewed by the Executive Board.

Sec. 8. The Business Manager shall determine the salary for the Organizers, but in no event shall it exceed that of the Business Representatives. All of the other benefits of the Organizers, including car allowance expenses, shall be the same as that received by the Business Representatives.

Sec. 9. The Business Manager may assign any of his administrative functions to the Assistant Business Managers, Business Representatives or Organizers, but said Assistant Business Managers, Business Representatives and Organizers shall not exercise executive functions or determine policies.

The Business Manger shall be responsible for all decisions of the Assistant Business Managers, Business Representatives and Organizers.

Sec. 10. The Business Manager shall sign all official documents, disburse or order the disbursement of all monies necessary to pay the regular bills, obligations or indebtedness of the Local Union.

Sec. 11. The Business Manager shall be authorized to purchase all equipment and supplies necessary to carry on the business affairs of the Local Union.

Sec. 12. (a) A fund of three thousand dollars (\$3,000.00) shall be established to be known as the Local Union 11 IBEW Business Managers Revolving Fund. The Business Manager shall be authorized to make disbursements from this fund which he believes will further the best interests of the Local Union and its members, and which are required to carry out the objects and purposes of this Local Union as set forth in Article I of these bylaws.

(b) The Business Manager shall submit all expenditures with accompanying vouchers to the Executive Board for review, and the Executive Board shall, upon receipt, reimburse the fund for all expenditures made.

Sec. 13. The Business Manager shall, by virtue of the office, may either attend or appoint a representative to attend any conference at which this Local Union is entitled to represent.

Sec. 14. It shall be the responsibility of the Business Manager to protect the jurisdiction, to organize, to assist in negotiating collective bargaining agreements and to administer the collective bargaining agreements of this Local Union.

Sec. 15. It shall be the responsibility of the Business Manager's office to have emailed to the members email address on file with the Local Union, an E-newsletter, monthly, to inform the Local Union members of the activities of the Local Union and other labor news.

Sec. 16. Business Representatives assigned to Units should attend Executive Committee meetings whenever possible. Executive Committees shall make recommendations to the Executive Board on all applications for membership, withdrawal cards and changes of classification within their Units. They shall also make recommendations to the Executive Board on applications for change of classification to their branch of the industry. Approval of these matters shall be subject to the Executive Board and the Local Union.

ARTICLE VII
Salaries

Sec. 1. Salaries shall be as follows:

President	\$100.00 per month plus reimbursement for lost wages to a maximum of 8 hours of General Foreman's rate per week to carry out routine duties of their office. ^{1/}
Vice President	\$100.00 per month plus reimbursement for lost wages to a maximum of 8 hours of General Foreman's rate per week to carry out the duties of the President. ^{1/}
Recording Secretary	\$100.00 per month plus reimbursement for lost wages to a maximum of 8 hours of General Foreman rate per week. ^{1/}
Treasurer	\$100.00 per month plus reimbursement for lost wages to a maximum of 8 hours of General Foreman rate per week. ^{1/}
Executive Board	125% of the Journeyman Wireman straight time hourly rate per meeting attended, minimum of 8 hours for day meetings and 3 hours for night meetings. ^{1/}
Examining Board	110% of the Journeyman Wireman straight time hourly rate per meeting attended, minimum of 3 hours per meeting. ^{1/}
Inspectors	15.50 per meeting ^{1/}
Business Manager- Financial Secretary	a 40 hr weekly salary equal to 1.90 times the General Foreman straight time hourly rate. ^{2/}
Senior Assistant Business Manager	a 40 hr weekly salary equal to 1.50 times the General Foreman straight time hourly rate. ^{2/}
Assistant Business Manager	a 40 hr weekly salary equal to 1.35 times the General Foreman straight time hourly rate. ^{2/}

Business

Representatives

a 40 hr weekly salary equal to 1.25 times the General Foreman straight time hourly rate. ^{2/}

^{1/} payable monthly

^{2/} payable weekly

All full Staff positions may be paid weekly fringe benefits up to 48 hours per week.

The duties of Business Representative includes carrying out the management policies and general business operations of the Business Manager, including but not limited to supervision of clerical staff, investigation of member complaints and grievances, meeting with Local Union 11's bargaining partners to resolve issues and grievances and any other such duties as directed by the Business Manager. The Business Representative is expected to have a significant amount of experience in the trade and in union matters so that he or she is capable of exercising discretion and independent judgement in handling matters on behalf of the local. However, nothing herein shall be interpreted to mean that any Business Representative has the authority to commit the resources or name of the local for any purpose.

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 on behalf of the Local Union shall be supported by receipts, vouchers, or other reasonable proof of claim.

Sec. 4. No officer or employee of the Local Union shall receive dual salaries, provided however, that Officers who are not paid on a full-time basis shall, when assigned by the Business Manager to duties other than those of their office, be compensated at the prevailing Journeyman's straight time rate for time spent in the performance of the duties to which they are assigned. Members other than Officers who are assigned duties for the Local Union during regular working hours shall be compensated at the prevailing Journeyman's straight time hourly rate and shall receive a mileage allowance, in a per mile amount as determined by the Executive Board, for all mileage to and from their homes. Officers other than those on a full-time salary shall be similarly compensated except when performing the regular duties of their office.

Sec. 5. Officers and representatives of the Union, and Delegates attending conventions and conferences, shall receive reimbursement for actual and prevailing hotel rates. These expenses shall be approved by the Executive Board prior to reimbursement.

Sec. 6. (a) The Business Manager shall be furnished a car by the Local Union.

(b) All employees, except clerical and custodial, may be furnished a car OR furnish their own vehicle. All that are furnished a vehicle by Local Union 11 shall receive gas, oil and running maintenance necessary to operate the automobile as established by and subject

to approval of the Executive Board. Employees that drive an Electric or Hybrid vehicle may be reimbursed for those associated electricity costs. All that furnish their own vehicle shall receive \$125.00 per week for automobile operations, depreciation and repair expenses.

Sec. 7. (a) The Local Union jointly with Local Union 11 Administrative Corporation, shall obtain, furnish and pay for full insurance coverage to protect themselves against all possible liability, including automobile insurance, in amounts and to the extent approved by the Executive Board.

(b) The Local Union shall furnish full coverage automobile insurance on all cars used in its behalf by its Officers, Business Representatives, Organizers and other agents. Such insurance may be obtained in the names of the individuals operating such vehicles. The nature and extent of such insurance shall not be less than that required by State Law and as approved by the Executive Board. The Executive Board, shall from time to time, obtain from the Local Union's Insurance Broker recommendations concerning the above described insurance.

Sec. 8. Whenever the Business Manager or his representatives are engaged in activities in the interest of or for the benefit of the Local Union and its members as provided for in Article I, the Union shall pay the expenses incurred therein, or reimburse the representative upon receipt of itemized vouchers from him, upon approval of the Business Manager and Executive Board.

ARTICLE VIII
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 the President shall, by virtue of their offices, serve as delegates to the International Convention.

Sec. 4. Delegates to the California Labor Federation Convention shall be elected from the floor of the Local Union by secret ballot, provided however, that the President and Business Manager-Financial Secretary shall, by virtue of their offices, be delegates to all conventions to which this Local Union is entitled to represent.

Sec. 5. When making appointments, the President shall consider the recommendations of units involved in appointment of all Committees.

Sec. 6. Any Committeeman or Delegate failing to attend two (2) consecutive meetings of his committee or group without a satisfactory excuse may have his position declared vacant by the Local Union President.

Sec. 7. There shall be a standing committee comprised of all Local Union officers, Unit officers, and the Business Manager's staff, which shall meet quarterly. The committee will discuss and recommend policies which it feels will improve the operation of the Local Union.

Sec. 8. The Business Manager shall, by virtue of his office, be appointed as a Trustee on all Trusts.

ARTICLE IX

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.

Sec. 4. (a) Stewards shall also post in the locker of the job each week a complete, up to date list of overtime (in hours) each workman has received during the job and also the workman's classification.

(b) Stewards shall deliver or mail weekly to his Business Representative, the name and classification of every workman employed under the agreement and the number of hours and wages, including overtime, worked by each workman. Stewards shall be furnished with standard forms for this purpose.

(c) Stewards shall have a record of addresses and telephone number of workmen on the job and shall be furnished necessary books and forms for this purpose by the Local Union.

Sec. 5. No member holding a supervisory position shall be a steward.

Sec. 6. No steward shall be authorized to collect any dues or assessments for the Local Union.

ARTICLE X
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 of other IBEW Local Unions employed in the jurisdiction of this Local Union shall pay applicable working dues as provided in these bylaws.

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 fees shall be:

(a) "A" Membership

Cable Splicer	\$100.00
Journeyman Sound Installer	100.00
Journeyman Sound Technician	100.00
Concrete Corer	50.00
Glassblower	150.00
Inspector	100.00
Instrument Technician	100.00
Inside Journeyman & Wireman	100.00
Construction Wireman/ Construction Electrician	50.00
Journeyman Radiographer	100.00
Railroad Maintainer	50.00
Railroad Signaller	50.00
Residential Wireman	25.00
Sign Journeyman & Sign Electrician	100.00
Sign Cleaner	50.00
Sign Serviceman	50.00
Sign Shopman	50.00
Streetlight Maintenance Worker	25.00
Traffic Signal Maintenance Worker	50.00
Traffic Signal &	

Streetlight Maintenance Technician	25.00
Transportation System Journeyman & T/S Electrician	100.00
Transportation System Technician	25.00

“A” or “BA” Membership

Fire Alarm Technician	\$ 10.00
Civil Service Electrician	10.00
Civil Service Technician	10.00
Fixture Cleaner	10.00
Material Handler	25.00
EAA (Civil Service)	10.00
Commuter Train Manufacturing	10.00
Utility Maintenance	25.00
Water District	10.00

(b) If not noted above, Apprentices, Trainees and Helpers shall pay one-half of the admission fee of the applicable classification above.

(c) Each applicant for "A" membership shall pay an additional \$2.00.

(d) 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. (a) Upon becoming a Journeyman, an Apprentice shall pay any difference in admission fee between Journeyman and Apprentice prevailing at the time he became an apprentice.

(b) Upon becoming a Journeyman, a Construction Wireman/Construction Electrician shall pay any difference in admission fee between Journeyman and Construction Wireman/Construction Electrician prevailing at the time he/she became a Construction Wireman/Construction Electrician.

(c) Upon becoming a Residential Wireman, a Residential Trainee shall pay any difference in admission fee between Residential Wireman and Residential Trainee prevailing at the time he became a Residential Trainee.

Sec. 6. 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.

Sec. 7. Any member in financial distress may appeal to the Executive Board to have his standing protected in accordance with Article IV, Section 6, of these bylaws.

Sec. 8. Any member of Local Union 11 working for an employer under an agreement with a bona fide labor organization other than the IBEW and paying dues into such organization will be allowed to keep his standing in Local Union 11 by paying the minimum dues prescribed by the International Constitution.

Sec. 9. The monthly dues shall be:

(a) "A" and "BA" Members	Basic Dues	Working Dues
Civil Service - Helpers	\$3.50	plus \$45.00 per month
Civil Service Electricians (EAA) Civil Service	3.50	plus \$70.00 per month
Water District	4.50	plus \$0.00 per month
Commuter Train – Manufacturing	3.50	plus \$3.50 per month
Utility Maintenance	3.50	plus \$23.50 per month
All other classifications	3.50	plus \$1.50 per month
		plus 4% of the member's gross monthly income.*

*The working dues of 4% will be paid to the Local Union.

When the General Fund balance reached \$750,000.00, working dues shall be reduced to 3 1/2%.

When the General Fund balance reduces below \$500,000.00, the working dues shall increase to 4%.

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

(c) Unemployed members and members working outside the jurisdiction of Local Union 11 shall pay basic dues only plus the International payments provided for in (b) above.

(d) All members of the IBEW shall pay working dues as provided for above when working in the jurisdiction of Local Union 11.

(e) Basic dues and International per capita are payable **monthly** in advance.

(f) Working dues for the preceding month are due and payable not later than the fifteenth (15th) of the month following the period worked.

(g) Members, except those on check - off and Civil Service, must have their current dues receipt in their possession on the job.

(h) All members working on Building and Construction Trades jobs, Outside Construction work and/or whose employers are a party to the Employees Benefit Agreement (NEBF) shall maintain type "A" membership.

ARTICLE XI
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 XVIII 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. A Petty Cash Fund of not to exceed two-hundred and fifty dollars (\$250.00) shall be established for each District office. All disbursements from these funds shall be referred to the Executive Board, and upon authorization of the Board, the funds shall be replenished.

Sec. 5. All financial appeals shall be investigated by the Executive Board. The Board may recommend an amount of not to exceed \$50.00. Any additional disbursements shall be made only with the approval of the International Office.

Sec. 6. The funds of this Local Union shall be deposited in four (4) separate accounts, namely:

Defense Fund Account
Death Benefit Fund Account
Convention Fund Account
General Fund Account

Sec. 7. Defense Fund Account. This account shall be derived from all defense assessments and all disciplinary assessments. This account shall be used only for legal defense and organization purposes. Any additional monies needed for legal defense and organization purposes shall come from the General Fund.

Sec. 8. Pension Benefit Fund Account. This account shall be derived from assessments provided for in Local Union 11 Death Benefit Plan. This account shall be used to pay death claims to beneficiaries of deceased members who were in good standing in the Death Benefit Plan at the time of death.

Sec. 9. Convention Fund Account. Fifteen cents (15¢) from each member's dues per month shall be deposited in the Convention Fund Account to a maximum of \$25,000.00. This

account shall be used only to provide expenses for all conventions, and no other funds of the Local Union shall be drawn upon for any convention expenses except with the approval of the Local Union.

Sec. 10. General Fund Account. All other receipts of the Local Union shall be deposited in the General Fund Account. The payment of all salaries, stationery, printing, rent, per capita tax to the International Office and affiliated bodies, appeals for financial aid and other indebtedness of the Local Union shall be paid from the General Fund Account.

ARTICLE XII

Death Benefits

Sec. 1. There is hereby established in Local Union 11 a Death Benefit Plan for the payment of death benefits as provided for in this Article.

Sec. 2. (a) All members of Local Union 11 in good standing may become a participating member in the Death Benefit Plan upon payment of the assessments as provided below.

(b) Any member of Local Union 11 who wishes to become a participating member in the Death Benefit Plan shall pay an enrollment fee of \$10.00.

(c) Members retired from the trade and disabled members may continue to participate in the plan and must notify the Financial Secretary in writing of their desire to continue to be covered by the plan. Such members shall be required to pay all death benefit assessments.

Sec. 3. (a) Benefits shall be financed by a uniform assessment of \$2.00 per month payable by all participating members of the Plan and shall be payable at the time each member pays his periodic dues; i.e. monthly, quarterly or annually.

(b) All retired members and all disabled members shall pay the uniform assessment in a quarterly payment in advance.

(c) Those former members of Local Union 11 who had been participating members in the Plan, but who had 1.) transferred to some other Local Union, or 2.) are on withdrawal card, or 3.) are on traveling card to another local union, may continue to be participating members upon payment of the uniform assessment in a single quarterly payment in advance.

Sec. 4. Failure of a participating member to pay such uniform assessments for a period of three (3) months shall invalidate the rights of his beneficiary in the Fund. Should the defaulting member wish reinstatement to benefits, he shall be required to pay a reinstatement fee of \$20.00.

Sec. 5. Participating members who enter the Armed Forces of the United States shall not continue paying assessments nor will benefits be payable during such service. Upon return as active members, such members may participate in the Fund by paying current assessments only.

Sec. 6. The Executive Board shall administer the Death Benefit Fund according to the provisions of the Local Union 11 Death Benefit Plan, for the purpose of paying benefits to the participating members beneficiaries in the amount of \$1,400.00.

Sec. 7. The Executive Board shall have the power to invest the Funds or otherwise maintain the same in such a way that the earnings will accrue thereon at the highest rate available

commensurate with due diligence.

Sec. 8. The Executive Board shall establish such rules and regulations and arrange for the payment of such administrative charges as are necessary to provide the benefits and fulfill the purposes of the Fund. Under no circumstances shall the General Fund of the Local Union be used for the payment of benefit claims arising under the Death Benefit Fund nor shall any money from the Death Benefit Fund be used for any purpose other than provided for herein.

Sec. 9. Should the Local Union decide to terminate the Death Benefit Plan, the termination shall be accomplished by removing the plan from the bylaws, in accordance with the amending procedure provided in these bylaws.

Sec. 10. The Pension Benefit Fund shall be audited in the same manner and at the same time as the other funds of the Local Union are audited.

Sec. 11. This fund is not maintained under a written trust.

ARTICLE XIII
Local Union 11, IBEW, Building Corporation

Sec. 1. Members in good standing in Local Union **11** shall also be members in good standing in Local Union **11** Administrative 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 American Corporation of the action taken.

Sec. 4. It shall be the duty of the President of IBEW Local Union **11**, Administrative 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 meeting of Local Union **11** Administrative Corporation.

Sec. 5. The Local Union officers, including all members of the Local Union Executive Board, shall constitute the Board of Directors of the IBEW Local Union **11** Administrative 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 **11** Administrative Corporation.

ARTICLE XIV
Admission of Members

Sec. 1. Qualification and admission of members shall be in accordance with Articles XIX and XX of the *IBEW Constitution*.

Sec. 2. Apprentices under the supervision or jurisdiction of the Local Union, shall be admitted to membership in accordance with Article XV, Section 14, and applicable sections of Article XX of the *IBEW Constitution*.

Sec. 3. (a) Instruction of apprentices shall be under the supervision of the apprenticeship committee, and apprentices shall attend such classes as directed by the committee.

(b) The above provision shall not apply to apprentices where the Local is a party to a Joint Apprenticeship and Training Committee (JATC) when provided for in an agreement with the employer. The decision(s) of such joint committee shall be accepted by the Local Union.

(c) An apprentice having been certified by the JATC as having successfully completed the prescribed apprenticeship program shall be immediately classified as a journeyman without further examination by the Local Union.

Sec. 4. (a) A Residential Wireman or Residential Trainee shall be admitted into the Union under these classifications after thirty (30) days of employment and shall work on residential wiring only.

(b) A Residential Wireman may request to take the prescribed course of study to be eligible to become a Journeyman Wireman. Upon satisfactory completion of the prescribed course of study and the payment of the difference in admission fees prevailing at the time he/she became a Residential Wireman, the member shall have his/her classification changed to Journeyman Wireman without further examination by the Local Union.

(c) Residential Trainees shall be so classified and shall be registered and under the instruction and supervision of the Training Committee as provided for in an agreement with the employer.

(d) The Residential Wireman and the Residential Trainee shall be made aware of and agree to these provisions prior to admission into the Union.

Sec. 5. Traveling Cards shall be processed in accordance with the provisions of the *IBEW Constitution* and these bylaws.

Sec. 6. No member's Traveling Card shall be accepted into the Local Union until he qualifies for the classification for which he is applying as provided in the *IBEW Constitution* and these bylaws.

Sec. 7. All examinations shall be conducted on a fair and impartial basis.

Sec. 8. Wiremen members of other Local Unions of the IBEW working in the jurisdiction of this Local Union in trade classifications, other than construction, may have traveling cards accepted upon their request to be given classifications to cover the branch of trade in which they are engaged, provided that when leaving the jurisdiction of this Local Union they shall be given traveling cards showing the same classification as that on cards presented to the Local Union. Upon returning to this Local Union, they shall be given the same classification for which they formerly held in this Local Union.

ARTICLE XV 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 seven (7) elective members. The Committee shall elect its Chairman and Secretary from the members of the Committee.

Sec. 2. Unit officers shall be nominated and elected at the regular meeting of each such Unit in **June** of the year following the year the Local Union elects officers, beginning in 2019. Unit officers elected in 2015 shall serve until 2019. Beginning in 2019, and thereafter, all unit officers shall be elected for terms of three (3) years. Only members of each such Unit in good standing are eligible to nominate.

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 Executive Committee shall meet regularly at such time as it may decide with the approval of the Executive Board. (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. There shall be at least a quarterly meeting of the combined Wireman's units (1, 2, 3, 4, 5 and 6). At one of such meetings, the Union Trustees shall report on the operations of the Fringe Benefit Trusts.

Sec. 12. The Local Union President, Vice President and Recording Secretary shall function as Officers for the Inside Wireman's Meeting.

Sec. 13. The following Units are hereby established in the jurisdiction of Local Union **11**:

- 11.1 Wiremen Los Angeles/Commerce**
- 11.2 Wiremen South Bay**
- 11.3 Wiremen South Bay**
- 11.4 Wiremen San Fernando**
- 11.5 Wiremen Antelope Valley**
- 11.6 Wiremen South El Monte**
- 11.9 Sound, VDV & Communications Los Angeles/Commerce**
- 11.11 Glassblower Los Angeles County**

- 11.14 Civil Service Los Angeles County**
- 11.15 Utility Maintenance**
- 11.16 Railroad Maintenance Los Angeles County**
- 11.66 Intelligent Transportation System**
- 11.1710 Commuter Train Manufacturing**
- 11.1894 Engineers & Architects Association (EAA)**

District offices shall be maintained in each District covered by an Inside Wireman's Unit.

Sec. 14. (EAA) civil service affiliation shall become unit 1894. The bylaws and constitution of current EAA structure shall stay in place and become a unit structure under the IBEW local bylaws. Only the classification under the current EAA contracts shall be members of unit 1894.

ARTICLE XVI

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 for unemployed members shall be under the full supervision and direction of the Business Manager. The Business Manager shall devise such means as are considered practical and fair in the distribution of available jobs to qualified members. Members shall not violate such established rules or plans.

Sec. 11. (a) Members shall show their working cards or receipts upon request of the Business Manager, Business Representatives, Stewards, Building Trades Patrols, or anyone who first presents credentials, such as working cards or dues receipts, proving membership in any AFL-CIO Union.

(b) Any workman reporting to a job in the jurisdiction of Local Union 11 must show his dues receipt to the job steward before starting to work.

Sec. 12. Notice of change of address set forth in Section 4 shall be made through the member's District Office within thirty (30) days, and notice shall include telephone number and wage rate.

Sec. 13. Where any Collective Bargaining Agreement provides for employees to be hired through the Union, no member shall solicit or accept employment without first having written permission of the Business Manager's office.

Sec. 14. Except as provided in these bylaws, no member shall contract any debt in the name of the Local Union.

Sec. 15. Members indebted to the Local Union shall be required to repay such indebtedness at the rate of not less than \$3.00 for each day employed.

Sec. 16. No member shall represent himself as an official representative of the Local Union without proper authorization nor shall he/she interfere with the activities of an Officer, Business Representative or Job Steward in the performance of their duties.

Sec. 17. The Business Manager-Financial Secretary shall see that any member who is a contractor or employer shall have his dues receipts so stamped. Such members shall not be allowed to attend meetings or vote at Local Union or Unit elections.

Sec. 18. IBEW members entering electrical contracting business in the jurisdiction of this Local Union must first notify the Business Representative in the District in which their place of business is located, and sign applicable agreement.

Sec. 19. Members who are appointed to supervisory positions by employers shall notify

their Business Representative not later than the close of the fifth working day following their appointment.

Sec. 20. (a) Any member who has lived in a District for one (1) year or more may transfer his card to the District but will not be allowed to transfer to another District until he has lived at least a year in the District to which he wishes to be transferred.

(b) Members of Units other than Inside Construction that wish to work at Inside Construction must be dispatched from their own out-of-work book to the Inside Construction Unit each time they become unemployed.

(c) Any member may apply to the Executive Committee of the neighboring District to accept his card but if accepted, he will not be able to return to his home District or transfer to another District for two (2) years.

(d) Any member who moves outside Los Angeles County may leave his card in the District where it was before he moved. After one year, he may apply to the Executive Committee of the District nearest his home for transfer to that District.

(e) Members of Units other than Wireman's shall remain in the Unit of their classification.

(f) Any member who is employed as a (permanent status) employee with any Civil Service Agency signatory to the IBEW Local Union 11 shall be a member in Civil Service Unit 14. If any member leaves Civil Service (permanent status) employment, they shall return to the original unit of their classification prior to Civil Service employment.

Sec. 21. A member shall appear before the Executive Board or Executive Committee when officially requested to do so unless he has been properly excused.

Sec. 22. Members of this Local Union shall be selected on an alphabetical basis, according to zip code, for picket duty and associated organizing activities. They shall serve on their designated date and be required to serve no more than eight (8) hours until the roster has been completely exhausted.

(a) The selection shall be made by the Business Manager or his representatives. Whenever possible, at least forty-eight (48) hours-notice shall be given prior to the designated date.

(b) A member may volunteer for picket duty and receive credit for the time served.

(c) A member shall not refuse to serve his/her turn for picket duty when called without a reasonable excuse. However, if a member is unable to serve, he/she shall, in lieu of picket duty, pay to the Local Union up to eight (8) hours' wages.

ARTICLE XVII
Amendments

Sec. 1. These bylaws shall become effective upon approval by the International President.

Sec. 2. (a) These bylaws may be amended or changed by any such proposal being submitted in writing and read at two (2) regular meetings of the Local Union, and decided at the second meeting by a majority vote of the members present and voting.

(b) Written copies of such proposed amendments or changes shall be circularized to each Unit of the Local Union after the first reading. Each Unit shall read the proposed amendment at their next regular meeting.

(c) However, assessments, admission fees or dues shall be changed only by a majority vote by secret ballot of the members in good standing voting at a regular or special membership meeting.

Changes shall be introduced at one Local Union meeting and acted upon at a second Local Union meeting. The proposal cannot be acted on at the time it was proposed. A written notice specifically stating the proposed assessments or changes in admission 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 Local Union meeting at which the membership is to vote on the question.

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

**LOCAL UNION 11
RECORD OF AMENDMENTS**

District: Ninth

Location: Los Angeles, California

Bylaws Retyped in Entirety: June 25, 1990

DATE ARTICLES AND SECTIONS AMENDED

07/25/90 Art. VI, Sec. 6.
04/12/91 Art. XVI, Sec. 19(d).
06/03/91 Art. XV, Sec. 1 modified.
08/17/92 Art. X, Sec. 9 added language; Updated referenced articles to comply with
the Constitution.
10/26/92 Article XI, Sec. 6 revised; New Section 11 added to Art. XI.
06/30/93 Art. IV, Sec. 6(c) revised; Art. VI, Sec. 12(b) revised.
10/31/94 Art. X, Sec. 9(a), Art. XI, Sec. 6 and 11 revised.
12/17/96 Art. X, Sec. 3(a); Art. XV, Sec. 13 amended.
09/19/97 Art. I, Sec. 1, Art. X, Sec. 3(a) amended.
09/30/98 Art. II, Sec. 3; Art. XV, Sec. 8; and Art. XVI amended.
10/23/98 Art. XVI corrected.
12/22/98 Art. VII, Section 1 amended.
01/08/04 Art. X, Sec. 3(a) amended.
04/06/04 Art. X, Sec. 9(a) amended; Art. XI, Sec. 6 amended & Section 11 deleted.
03/02/06 Art. I, Sec. 1 amended.
03/01/07 Art. XI, Sec. 4 amended. Updated Constitutional Articles.
02/07/08 Art. III, Sec. 4(f), & (n) amended; Art. VII, Sec. 1, 5, & 6(b) amended Art.
X, Sec. 3(a) & (b) amended; Art. XIV, Sec. 2 amended; Art. XV, Sec. 13
amended
04/16/09 Art. X, Sec. 3(a) amended.
12/10/10 Art. X, Sec. 3(a) and 5(b) amended.
02/08/13 Art. VII, Sec 1 & Sec. 6(b) amended. Art. X, Sec. 3(a) & Sec. 9 revised.
02/25/15 Art. XV, Sec. 13 add unit, add new Sec. 14.
05/18/17 Art. VII, Sec.'s 1 & 6(b); Art. X, Sec. 3(a) and Art. XV, Sec. 13 amended.
1/25/18 Art. X, Sec. 3(a) and Art. XV, Sec.'s 2 and 13 were amended.
4/21/20 Art. III, Sec. 4(a) amended.
7/26/21 Art. VII, Sec. 7(a) and Art. XIII amended.
11/22/21 Art. XII, Sec. 6 amended.
12/3/21 Art I, Sec. 1 and Art. X, Sec. 9(a) amended.
6/1/22 Art. X, Sec.'s 3(a) and 9(a); and Art. XVI, Sec. 22 were amended.
12/6/22 Art. VI, Sec. 15 was amended.
4/13/23 Art. VII, Sec. 1 was amended.
6/6/23 Art. XVI, Sec. 22(c) was amended.
12/12/23 Art. XV, Sec. 13 was amended.