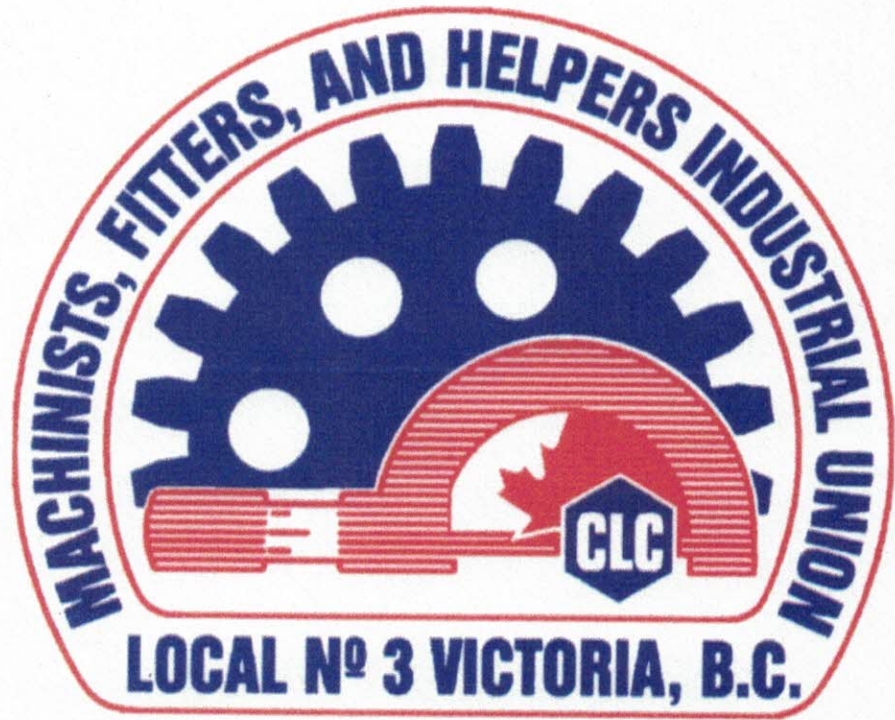


BY-LAWS



BY-LAWS

OF

**Machinists, Fitters
and Helpers
Industrial Union
Local No. 3**

S.G.W.F.- C.L.C.

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VICTORIA, BC

Effective January 10, 2006

Members' Responsibilities

1. Payment of dues is a members' responsibility. Members will not normally be notified when in arrears.
2. Members more than four (4) months in arrears will be automatically suspended. (See Article VIII (b).)
3. Members six (6) months in arrears cease to be members. (See Article VIII (b).)
4. If you become unemployed you must register in-person by fax or by e-mail with the Union Office.
5. No soliciting of jobs at Union Shops.
6. Notify the Union Office of any change of address.
7. Register your beneficiary with the Union Office.
8. Attend your Union Meetings.

#3 Union Office: Machinists' Local 3
802 Esquimalt ~~829-B Admirals Road~~
Victoria, BC V9A ~~2P1~~ 3m4
Phone: (250) 384-8611
Fax: (250) 384-0287

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ron.wickett@machinistslocal3.ca

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OATH OF OBLIGATION

“I _____
solemnly promise and declare that I will support and obey the constitution of the Shipyard General Workers’ Federation (C.L.C.) and the by-laws of this Union. I will, wherever and whenever in my power to do so assist my fellow members or their families when in distress; that I will not purposely or knowingly wrong a member of this or any legitimate Trade Union, or assist others in wronging them; that I will not recommend for membership in this Local Union any person whom I believe unworthy to become a member.”

BY-LAWS

ARTICLE 1

Name

- (a) This organization shall be known as "Machinists, Fitters and Helpers Industrial Union, Local No. 3" (hereinafter referred to as "the Union").
- (b) These by-laws and the constitution of the Shipyard General Workers' Federation of British Columbia shall be the constitution of the Union so long as it remains chartered to that Federation.

ARTICLE II

Objects

- (a) The purpose of this Union is to organize all workers within its jurisdiction on a trade basis. To act on behalf of its members as the sole collective bargaining agency with their employers, to consummate closed shop agreements, to strive constantly to obtain safe and healthful working conditions, to advocate and strive to attain such conditions and hours of work most advantageous to its members generally, and to cultivate and promote friendship and accord among its members and to protect their rights and take any and all necessary and suitable steps to accomplish these objects.

ARTICLE III

Control

- (a) These by-laws come into effect and shall remain in force until amended in a manner hereinafter specified and provided. The by-laws of the Union in effect prior to January 10, 2006 shall on that date become null and void and have no further force and effect thereafter Provided Always however that all those persons who were members of the Union immediately before these by-laws came into effect shall continue to be members of the Union, and those persons holding office in the Union at that time shall continue to hold those respective offices until their duly elected successors take office.
- (b) Amendments to these by-laws shall be made by notice of Motion and dealt with in the following manner. The proposed amendment shall be in writing, and signed by a member in good standing and shall be read to the assembled members at a regular business meeting, and then laid on the table. It shall be read again to the members assembled at the next regular business meeting and thereupon shall be debatable. A Vote will be taken by all members present and a majority will give sanction to general practice. Such a motion after approval by the membership at such a meeting, shall become part of the by-laws and will become effective forthwith.

ARTICLE IV
Eligibility for Membership

- (a) Every applicant for membership in this Union shall be employed within its jurisdiction. Applicants shall submit their application to the Executive Committee and upon receiving their recommendation, their application shall be forwarded to the regular business meeting at which meeting all members present shall vote upon their acceptance. If accepted, the applicant shall be notified to appear at the following regular business meeting and will be initiated on payment of joining fees. Any candidate whose application has not been accepted, may again apply for membership at any time after ninety days from the date of the meeting at which their former application was rejected
- (b) Any Journeymen, Helper, Apprentice or Industrial Worker may apply for membership, provided they submit documentary evidence as to their qualifications along with their applications. The qualifications required shall be drawn up and approved by a majority vote of the members present at a regular business meeting. The said qualifications of the applicant, shall be received by a screening committee elected from the membership. If found acceptable, the applicant shall pay a prescribed initiation fee of \$100.00. Apprentices shall not be required to pay an initiation fee.

- (c) Machinists and Fitters to be accepted into this Union must have:
1. Documentary proof of completion of an Apprenticeship, or
 2. A Provincial Trades Qualification Certificate (any Canadian Province), or
 3. Documentary proof of having been employed as a Machinist or Fitter, in a recognized shop for a minimum period of four (4) years. In the event that applicants are unable to qualify for membership under the before prescribed conditions, they shall, at the discretion of the Business Agent, be placed on permit until such time as a Union Member, is available.
- (d) A withdrawal card or a fully paid up membership card from any C.L.C. Union who will reciprocate will be accepted in lieu of the Initiation fee.
- (e) Members who have had to withdraw from the Union to receive pension funds and have taken out a withdrawal card may be reinstated as members on reapplying for membership and paying appropriate dues, but will not be dispatched for work until all members in their classification are working.

ARTICLE V

Executive

- (a) The Executive shall consist of the President, First Vice-President, Second Vice-President, the Secretary-Treasurer, the Recording Secretary, the Guard, the Warden, the three Trustees, one Member-At-Large and the Business Agent.
- (b) The duties of the Executive shall be to safeguard and further the interests of all the members. They shall withhold payments of money until the next regular business meeting if in their judgment the payment was authorized on a misstated or misleading motion to the membership, and at that next meeting the motion shall be reintroduced and reconsidered and dealt with according to the decision then reached.
- (c) The President shall: Preside at all regular business meetings; The Presiding Officer shall not debate any subject unless the President retires from the chair. The President decides points of order subject to appeal to the meeting and in the case of a tie shall cast the deciding vote. When the chairperson vacates the chair, the next Officer presides during the debate on the particular subject;

Appoint tellers for elections except referendums; Sign the minutes of the previous meeting and all financial statements and audit reports on acceptance by the meetings; Release, or cause to be released, all official Union statements for publication in daily press and other organs; Perform such other duties as are incidental to this office or when from time to time may be delegated to the President by regular business meetings or the Executive Committee. The President shall appoint an Executive Officer when necessary to fulfill the duties of an absent Officer.

The President may: Ex-officio attend, speak and vote at all meeting of Standing Committees, Special Committees and Shop Stewards; Request either of the Vice-Presidents to chair a regular business meeting or Executive Committee; Summon any officer, employee or functionary of this Union and request reports and accounting of all omissions and commissions concerning the business of this Union;

- (d) The First Vice-President shall: Assist the President in the discharge of the office and perform the duties of the President when the President is absent;

Have such other powers and duties as are customarily incidental to the office and as from time to time may be specifically delegated to the First Vice-President by regular business meetings, or by the Executive Committee; Ex-officio be entitled to attend, speak and vote, at all meetings of Committees and Shop Stewards; Assist the Secretary-Treasurer as directed by the Executive Committee and fill in the Secretary-Treasurer place when absent;

- (e) The Second Vice-President shall; Assist the President and First Vice-President in the discharge of their duties in such manner as directed; Have such power and duties as from time to time are specifically delegated to the Second Vice-President by regular business meetings or by the Executive Committee.
- (f) The Secretary-Treasurer shall: Have charge of all funds of the Union, and shall deposit all fees and dues and any other money collected by the Secretary-Treasurer or Business Agent on behalf of the Union, to the credit of the Union in such Bank or Banks as shall be designated by it for this purpose.

The Secretary-Treasurer shall keep proper books and accounts and prepare adequate and sufficient statements of the financial affairs of the Union, when reasonable and called upon to do so, shall keep a record of the members of the Union and of the standing of each member.

- (g) Recording Secretary shall: Keep the minutes of all regular business and Executive Committee meetings; Read all communications and documents; Supervise all preparations for the annual and biennial election of Officers; Fulfill such other duties as are customarily associated with the office or which from time to time, may be delegated to the Recording Secretary by the regular business or Executive Committee meetings; In the absence of the President and the Vice-Presidents from a meeting, the Recording Secretary shall call the meeting to order and a chairperson pro tem shall be elected who shall serve as the presiding Officer for such meeting.

- (h) Warden: The Warden shall at regular business meetings: Take charge of the doors and admit only members in good standing or those entitled to attend; Keep doors closed during reading of minutes and initiation ceremony; When necessary, request members present to assist the Warden in the discharge of duties; Perform such other duties as are customarily incidental to the office, or which may from time to time be delegated to the Warden by regular business meetings or Executive meetings.

- (i) Guard: The Guard shall at regular business meetings: Obtain the names of all applicants awaiting initiation and report the same to the presiding officer; Conduct applicants to the President for the initiation ceremony; Introduce guests to the President; Assist the Warden in carrying out the duties of the office; Assist the chairperson in the conduct of meetings, of secret ballots and preservation of decorum; Request members, when necessary, to assist the Guard in the discharge of the duties; Perform such other duties as may be assigned to the Guard by regular business or Executive Committee meetings.

- (j) Executive Member-At-Large: The Executive Member-At-Large shall be a member ex-officio at all special and shop stewards' meetings and shall perform such other duties as regular or executive committee meetings may determine.
- (k) The Business Agent: The duties of the Business Agent shall be to safeguard the interests of the members at all times, and to endeavour to enforce all agreements between the Union and employers and to ensure that these agreements are maintained and carried out by members and their employers; to consult with Shop Stewards in all disputes and threatened disputes, and to insist that Shop Stewards be present with employers when decisions must be made and terms of agreement interpreted. The Business Agent shall keep a record of the membership of the Union, and the standing of each member. He shall receive all communications for the Union and shall conduct the correspondence of the Local. The Business Agent shall be in charge of the Union Office and equipment and supervise additional help which may be required. The Business Agent shall deposit all fees and dues and any other money collected on behalf of the Union, to the Credit of the Union in such Bank or Banks as shall be designated by it for this purpose.

The Business Agent shall submit copies of all correspondence to meetings for approval, and shall so far as possible carry out the duties and orders of the members as expressed by motions at all regular or special meetings. The Business Agent shall give one month's notice in writing before terminating services, and shall receive one month's notice in writing from the Union before removal from Office.

- (1) The Business Agent shall serve for a five (5) year term or until he shall be removed from office by a majority referendum vote of the membership. Upon the retirement or removal of the Business Agent from the office his successor shall be elected by a majority referendum vote of the membership, and such election shall be held as soon after such retirement or removal as may be convenient to the Union. The Business Agent shall be paid a salary, the amount of which shall be decided by a majority vote of the members at a regular or special meeting **PROVIDED** that such salary shall not be less than the wages paid to a journeyman machinist and **PROVIDED FURTHER** that in the event of the salary being reduced one month's written notice shall be given to the Business Agent before such reduction shall become effective.

Travelling expenses and other out-of-pocket expenses incurred in carrying out the duties of this office and other orders of the Union shall be paid to the Business Agent upon submission of an account thereof on a regular expense sheet signed by him PROVIDED that the submitted statement shall be found correct. In addition, the Business Agent will receive operating expenses every two weeks for the Agent's vehicle, and from time to time this sum will be adjusted by a recommendation of the Executive and approved by the membership.

The Business Agent shall be answerable to the membership at all times.

- (m) It is an offence for any officer or member to use their position to further their own personal ends, to withhold information or correspondence, or cause omissions or alterations in the minutes or files of this Union.

ARTICLE VI

Trustees

- (a) The Three existing Trustees shall continue in office for the unexpired portion of the term for which they were respectively elected and as heretofore one trustee shall be elected at each annual election for a term of three years, to insure the continuity of a three-man board of trustees, consequent upon the three original Trustees having been elected for terms of three years, two years, and one year respectively.
- (b) It shall be the duty of the Trustees to satisfy themselves that all funds received by the Secretary-Treasurer and Business Agent shall become the property of the Union, that all accounts presented for payment are true as to the amount and have been incurred by the Union according to the constitution and these by-laws.
- (c) The Trustees shall have the right and at all times be entitled to demand of the Officers and Executive of the Union a full and complete accounting and explanation of any matter or thing in difference of dispute between the Officers and the Executive of the Union, and the members thereof and shall be entitled at all times to receive upon the request of the Trustees an answer or answers to any and all reasonable questions in connection with or appertaining to the

operation or affairs of the Union, and the Trustees and each of them shall at all times have full and free access to the books and records of the Union and any reports made by the Trustees or any one or more of them to the Union at any meeting of the members thereof shall be deemed to be privileged and without prejudice and no action may be taken by any member of the Union in connection with or in respect of any report made by the Trustees or any one or more of them to the Union or Executive Officers at a regular or special business meeting of the Union or Executive Officers.

Such report shall be deemed to have been made in good faith and for the benefit of the Union and without malice or ulterior motive unless and until otherwise proven.

- (d) Trustees shall be given a copy of the "Summary of Accounts" paid, at each regular general business meeting.
- (e) Trustees shall attend regular trustees meetings one hour prior to the regularly held Executive meeting. The trustees shall be able to call any or all Executive members including the Business Agent to attend if required.

ARTICLE VII

Finance

- (a) Monies deposited in the Bank in the name of the Union can only be withdrawn by cheque signed by any two of the following: Secretary-Treasurer, President, and Business Agent.
- (b) Authority for payment of extraordinary expense in excess of one hundred dollars (\$100.00) must be by a majority vote of the members present at a regular business meeting. Union funds will be used for Union business only.
- (c) Members elected to act as delegates from this Union to attend to Union business shall be considered as authorized by the membership, to receive in advance expenses to be incurred in transacting the legitimate stated business. They shall be compensated according to the Federal Government Travel policy and paid for time lost. Delegates from Local No. 3 on Union business locally, shall be allowed twenty dollars (\$20.00) expenses, provided they are not reimbursed from any other source. All members collecting expense money shall complete an expense sheet.

- (d) The books and accounts of the Union shall be audited annually not later than six (6) weeks after the end of the fiscal year by a qualified accountant and the Auditors' statement of each yearly audit shall be read to the assembled members at the next regular business meeting following receipt from the Auditor.
- (e) Recording Secretary expenses shall be four (4) hours at Dockyard Journeymen rate per month.
Secretary-Treasurer expense shall be four (4) hours at Dockyard Journeymen rate per month.
President expenses shall be four (4) hours at Dockyard Journeymen rate per month.
- (f) This Union shall at all times, maintain a strike fund.
1. The fund will not exceed one-third (1/3) of the Union's existing monetary assets at the commencement of a strike or strikes. The fund will represent the Union's maximum limits and liabilities for any Union strike or strikes.
2. Strike pay will be determined after the commencement of a strike or strikes. The strike pay will be decided by the special Strike Committee. This amount will only commence after the first two (2) weeks of a strike has occurred.

ARTICLE VIII
Dues and Assessments

- (a) All members have the amount of money payable monthly as Union dues which shall be determined by the general membership. Union dues for Apprentices shall be ten dollars (\$10.00) per month. Rates to be calculated to the next nearest five cents (\$.05). These sums to be paid monthly. Any changes in dues shall have to be by a Notice of Motion to amend Section (a) Article 8.

- (b) Members four (4) months in arrears will be automatically suspended and must apply for reinstatement. They may be reinstated upon payment of fifty dollars (\$50.00) and all monies in arrears. Members six (6) months in arrears for dues and assessments cease to be members.

- (c) No assessment shall be made, levied or assessed for payment by members of the Union except in the following manner. The proposed assessment shall be in writing and contained in a Notice of Motion signed by a member in good standing and shall be read to the assembled members at a regular business meeting and laid on the table.

It shall be read again to the members assembled at the next regular business meeting and thereupon shall be debatable. If approved by a two-third majority of the members present at that meeting, the proposed assessment shall become effective. Any such proposed assessment shall be deemed to have been passed if it received a two-third majority of the votes cast. All assessments so passed shall be deemed dues payable for that month. In the event of an emergency, a special meeting shall be called by the President and the Executive and the members present at this meeting may, by a two-third majority vote that a special assessment be imposed as an extraordinary measure to be effective immediately.

- (d) Members absent from work on account of sickness, if receiving no compensation payment, shall be exempt from dues and assessments during such absence.
- (e) Members not working for a shop within the jurisdiction of this Union will pay twenty (\$20.00) dollars per month.

- (f) Members in good standing will be given preference to work on any job. The Shop Stewards or Shop Committees to have the right to stop any member from working on any job which the Union has control, should their dues payments not be considered satisfactory, and under no circumstances shall a person not regarded as a member in good standing be permitted to work on a Union controlled job while a paid-up member is idle and willing to go on the job.
- (g) Any member having knowledge of another member being sick or destitute shall report that fact to the Sick Committee of the Union at once.
- (h) Retired members and members on welfare will pay one dollar (\$1.00) per month.

ARTICLE IX

Shop Stewards

- (a) On every job where five or more members are employed, the members on that job shall nominate one of their number in good standing, as Shop Steward, but if the members fail to do so, a Shop Steward for that job will be elected by the members of the Union at a regular or special business meeting.

Any member who is elected as Shop Steward on any particular job, shall act immediately in this capacity, until removed by a majority vote of the membership of the shop concerned.

- (b) It is an offence to give any information which may injure a Shop Steward or cause them to be victimized.

ARTICLE X

Commencing Election of Officers, Executives, Trustees and Committees

- (a) The Officers of the Union shall be a President, a First Vice-President, a Second Vice-President, a Secretary-Treasurer, a Recording Secretary, a Guard, a Warden and a Member-At-Large.
- (b) The nomination of Officers, Executives, Trustees, and Committees shall be made at the regular business meeting in November. Candidates for office must be members in good standing. Nominations received at that meeting shall be laid on the table until the next regular business meeting and notice of such nominations shall be posted in all shops in which members of the Union may be employed.

Further nominations may be received at the regular general business meeting in December. Election of Officers shall be held at this December meeting. Except in cases of acclamation such elections shall be by secret ballot. Only members in possession of their dues cards and who are in good standing with the Union shall be entitled to vote. A member elected other than a Trustee, shall hold office for two years or until their successor has been elected. Every Officer elected shall immediately after their election and before assuming the duties of their office, take the following obligation:

“I sincerely promise and declare that I will be faithful to the duties required of me as an Officer of this Union, attend all meetings if possible, and at the end of my term of office, deliver up to the Union and to my regularly elected successor, all books, papers, funds, and other property belonging to the Union.”

- (c) In the event of vacancies in office due to resignations, suspension or other causes, an election by secret ballot shall be held at the General Meeting at which the vacancy occurs and at all subsequent General Meetings until the position is filled.

This rule shall not apply to the office of President, to which, when a vacancy occurs, the Vice-President shall immediately succeed.

- (d) A roll call of Officers shall be held at every regular business meeting and every regular Executive meeting. Should any Officer fail to answer for three consecutive meetings, their office shall be declared vacant by the presiding Officer, unless a valid reason is given for their absence.
- (e) Special committees shall be formed as the need arises, such as: (1) Sick Committee, (2) Education Committee, (3) Social Committee, (4) Visitors Committee, (5) Strike Committee. Strike Committees and Investigation Committees shall be configured from Executive Members only.
- (f) Executive Officers shall be the By-Laws Committee and the Investigation Committee.

ARTICLE XI

Special Meetings

- (a) A request in writing by twenty members in good standing and in attendance shall be read out at a

regular business meeting setting out the purpose for which a special meeting is requested; it shall be debatable and if adopted by a majority vote of all members present, a special meeting date shall be set, not sooner than seven days from the date of acceptance of request. Those twenty members who requested the special meeting shall be in attendance or the special meeting will be cancelled. Posters shall be prepared stating the purpose, the time, and date, and shall be posted in all yards in which members are employed. Posters so displayed shall be considered sufficient notice to all members.

- (b) In case of emergency a special meeting may be called by the President and Executive whose action in calling the meeting must be endorsed by a majority at the opening of the meeting, before the special business for which the meeting has been called, is debated.
- (c) A quorum for special business meetings shall be twenty (20) members in good standing.

- (d) When the Business Agent or his nominee calls a meeting of a group of members of this Local, the meeting should be conducted according to the accepted rules of order. Should any such meeting be concerned with contract changes, or ratification of contract changes, the members concerned must have written notification containing all suggested changes, at least 24 hours, when possible, before such a meeting is held.

ARTICLE XII

Procedure

- (a) A quorum for regular business meetings shall be fifteen (15) members in good standing. If a quorum is not achieved, the Executive can attend to all business on the agenda.
- (b) The presiding officer shall call the meeting to order at 7:30 p.m. promptly. Adjournment shall be mandatory at 10:00 p.m. In the event of a vital issue being under debate at the time of adjournment an extension of time shall be granted, providing the motion to extend the time is supported by a majority vote of all members present. It shall not be legal to pass motions on any subject under debate unless fifteen (15) members are present who must all be in good standing in the Union.

- (c) The business of Regular Meetings shall be conducted in the following order:
- _ Roll Call of Officers
 - _ Reading of Minutes
 - _ Initiations
 - _ Applications for Membership
 - _ Communications and Bills
 - _ Receipts and Expenses
 - _ Reports of Delegates and Committees
 - _ Unfinished Business
 - _ New Business
 - _ Nomination, Elections and Installation of Officers
 - _ Good of the Union
 - _ Adjournment
- (d) When any point is not covered by these by-laws or the Constitution of the Shipyard General Workers' Federation of British Columbia, then Bourinot's rules of order (revised) shall apply.
- (e) A quorum for regular executive meetings shall be six (6) members of the executive in good standing.
- (f) July and August meetings to be cancelled subject to the call of the chair.

ARTICLE XIII

Discipline

- (a) Any members found guilty of an offence listed in these by-laws may be disciplined. Disciplinary action may include, but it is not limited to:
- (i) written reprimand
 - (ii) suspension of members privileges
 - (iii) suspension from membership
 - (iv) fines
 - (v) dismissal from office
 - (vi) expulsion

Disciplinary action will be based on the recommendations of the standing Investigation Committee by decision of a general business meeting. Any member who:

- (1) Violates any part of the obligation oath or oath of office is guilty of an offence against this Union and may be charged and put on trial as hereinafter provided.
- (2) Is found "moonlighting" while employed within the jurisdiction of this Union (moonlighting being defined as anyone working at the same trade within the jurisdiction of the Union, or working for any other employer which may be in direct competition with the union jurisdiction) may be charged and put on trial as hereinafter provided.

- (b) The charge in respect of any offence or offences mentioned in this article may be laid by any member of the Union in good standing. Such charge must:
- (1) Be in writing, signed by the member making the charge, who must also state their Union number;
 - (2) Name the alleged offender or offenders;
 - (3) Specify the alleged offence or offences and the section of the Constitution or By-Laws alleged to be violated;
 - (4) Be filed with the Recording Secretary before a regular general business meeting;
 - (5) Be read out to such meeting by the Recording Secretary under the order of business or notice-of-motion.
- (c) After the charge is read out as aforesaid, the charge shall be handed to the chairperson or secretary of the standing investigating committee to conduct the trial at a date not less than ten days, nor more than thirty days from the date of the meeting at which the charges were read out. All parties entitled to participate at the trial, including the accused, shall be notified by registered mail of the date and place of the trial and the text of the charges.

Such notification shall be deemed duly given if personally served, or if posted by registered mail, addressed to the party concerned at their last known address (as it appears on the Union's records).

- (d) Should the complainant willfully fail to appear at the time set for the trial, the chairperson of the trial committee may rule the charges dismissed and if the accused willfully fails to appear at the time set for the trial the said trial may be conducted in their absence and the verdict based on the testimony of witnesses present. The complainant and the accused shall each be permitted to appoint a counsel, who must be a member of the Union; and if the Union's interests are vitally affected, the President may appoint a counsel to act on behalf of the Union. Testimony of persons not members may be admissible; and all testimony must be recorded.
- (e) After the evidence is all in, the trial Committee shall take a vote of the committee members present to determine the guilt or innocence of the accused and shall prepare a concise report together with recommendations with regard to penalty as such be necessary for the next regular general business meeting. In case opinion of the committee is divided, the minority shall also submit their views.

- (f) After the report is read out at a general membership meeting, the motion shall be put to accept or reject the committee's report and there shall be no debate or review of the case by the meeting, but the meeting shall hear the view of the minority of the trial committee, if any, and shall permit one each of the complainant's and the accused's witnesses to plead for, or state their side, and shall permit statements to be made by the complainant and the defendant, or by their counsels, and by the Union's counsel if one has been appointed and all the said persons shall be given the right of the floor for an equal and predetermined period.
- (g) The meeting shall then vote on the motion by secret ballot, and if the charges are sustained by a majority of the members voting, the accused stands convicted and the meeting shall then consider the recommendation of the Investigation Committee as to the penalty, and make a decision by majority vote, but concurrence of a two-thirds majority shall be required to expel a member.

- (h) If a member has been found guilty by a general business meeting of any offence and feels that the decision is unfair or the penalty too severe, they may, within sixty days file an appeal in writing with the Executive of the Shipyard General Workers' Federation, but no appeal shall be permitted from the imposition of a fine, or in cases where a fine was part of some other penalty, unless such fine is first paid. If expulsion has been the penalty, an appeal shall stay the order, until decision by the Executive of the Shipyard General Workers' Federation.

ARTICLE XIV

Change of Job Classification

I, the undersigned, am aware that if I should change my job classification for a period exceeding three (3) months, I must relinquish my Seniority in my present classification and commence to accumulate Seniority in my new classification.

Where this regulation is in conflict with a Collective Agreement, the Collective Agreement will take precedence.

ARTICLE XV
Death Benefit

- (a) Death benefit for each member in good standing will be two thousand dollars (\$2,000.00) payable to the beneficiary or estate.

ARTICLE XVI
Recording Devices

- (a) Recording devices will only be allowed at meetings if approved by the membership in attendance at the meeting.

ARTICLE XVII
**Requirements to Hold Office and attend Conventions,
Seminars, Schools or Courses sponsored by Unions,
Labour Councils or Labour Congress's**

1. A member must be in good standing (i.e. dues paid up to date) and must have attended a minimum of six (6) meetings in the previous year.
2. Members employed in shops signatory to this Union, that are more than fifty (50) kilometers outside Greater Victoria shall not be subject to a minimum number of meetings attended, to be eligible to attend Union sponsored Weekend Seminars.

