

# UNION PARTICIPATION RULES

Effective January 1, 2006, the rules for union participation are as follows:

1. All active members shall participate. An active member is defined as one who has had Fringe Benefits purchased on them, regardless of age, in any area during the previous calendar, and has not retired, and is not on the out-of-work list. It is the member's responsibility to submit a letter requesting inactive status to the Executive Board. Any member who fails to meet their obligation will be subject to Charges as per the UBC Constitution and the Council By-Laws.
2. Computer will randomly select the member participation dates.
3. Each member will be required to serve three (3) days of participation. If participation is an after hours actions or less than 7 hours, member will need to serve multiple times until they accumulate 7 hours. New members will have their obligation pro-rated as follows: those initiated in Jan-April will be assigned three (3) dates, May-Aug assigned two (2) dates, and Sept-Dec assigned one (1) date.
4. **Any member who owes a day from charges or a grievance from the previous calendar year will have that date added to the current roster and CANNOT RESCHEDULE THE DATE.**
5. Members may do their participation by picket line, hand billing, banner actions, committee service, community service or any other form of action that is approved by the Committee and has the best interest of Local 19 at stake. Golf outings and any committee that receives a stipend do not qualify.
6. There will be no postponements except for, funerals of family, jury duty, medical directives, or any other governmental mandates.
7. There will be no banking of time, however, "Picket Captains" will be allowed to do so with Committee approval, and volunteers are always welcomed and appreciated.
8. There will be no regularly scheduled activities from December 17, 2007 thru February 29, 2008, and on recognized Collective Bargaining Agreement holidays (President's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve) Members who owe participation may be required to comply with their Pleas Forms and serve during any blacked out dates.
9. Council Representatives have the authority to cancel participations due to inclement weather or any unforeseen state of emergency, and reschedule. Cancellations will be given as early as possible, the day before.
10. Members who arrive late, or leave early will not be credited with participation.
11. Members will be notified of the Calendar Week of their participation by mail, on or about February 15<sup>th</sup>. A "Master List" will be posted at the Union Hall office and on the website at: [www.carpenterslocal19.org](http://www.carpenterslocal19.org).
12. Members will receive a reminder letter approximately 1 week before their participation. The letter will have a group ID (A through E) that you will need to retrieve the information for your action.
13. Members are to call the Participation Hot-Line at 845-567-8397, after 4:30pm the Friday before the week of their action, and again the night before their action for the activity, location and time for each designated group. **THE CLERICAL STAFF WILL NOT GIVE INFORMATION OR REMINDERS ON THE PHONE.**
14. Members may engage another Local 19 union member to participate as a "stand in". However, in the event the stand in fails to participate the assigned member shall be brought up on charges as prescribed in the UBC Constitution and Council By-Laws. **THE LOCAL UNION OFFICE WILL NOT GIVE OUT NAMES OR ANY CONTACT NUMBERS FOR SOLICITATION OF STAND INS.** Assessed days (plea days, make ups) cannot be served by stand in. A list of volunteers will be posted at the union hall.
15. All grievances are to be submitted in writing addressed to the Local 19 Executive Board and a response will be mailed to you after the board meets and makes its decision on your case. If you are on the out-of-work list, you cannot claim a grievance.

The Empire State Regional Council of Carpenters By-Laws states that a member can be assessed up to a day's pay and benefits.