

BYLAWS

OF

LOCAL UNION 477

INTERNATIONAL BROTHERHOOD

OF

ELECTRICAL WORKERS

SAN BERNARDINO, CALIFORNIA

APPROVED: February 6, 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 477** of the International Brotherhood of Electrical Workers, **San Bernardino, California**. Local 477 shall have jurisdiction over **Inside, Radio-Television Service, and Electrical Manufacturing work** as defined in Article XXVI, Sections 4, 5, 6(a) and 8 of the IBEW Constitution.

However, the right of the International President to change this jurisdiction is recognized as provided for in the IBEW Constitution.

(a) **Inside and Radio-Television Service** when performed in Inyo, Mono, and San Bernardino Counties, State of California.

(b) **Electrical Manufacturing work** when performed by employers of Browns Automotive, Inc., a division of Sach Electric, Inc., Hesperia, California.

Sec. 2. The objects of this Local Union shall be:

- 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 and 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.

Sec. 3. 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. 4. Local Union 477 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.

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) 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.

Sec. 5. The Executive Board shall consist of seven (7) elected members.

Sec. 6. The Examining Board shall consist of five (5) elected members.

Sec. 7. (a) Nominations for officers shall be held in **May 2023** and election of officers shall be held in **June 2023** and **every 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.

(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 mailing of the ballots 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) The Local Union shall comply with all reasonable requests of any bona fide candidate for Local Union Office to distribute his/her campaign literature to the membership at the candidate's expense. In handling all such requests, the Local Union shall comply with the *IBEW Local Election Guide* and with applicable Department of Labor Regulations under the Labor Management Reporting and Disclosure Act of 1959.

(e) No member shall be eligible for office unless he/she has been a member of Local Union 477 in continuous good standing for at least two (2) years immediately prior to nomination.

(f) No apprentice shall be eligible to hold office in the Local Union, except that a member who was previously eligible to hold office in the Local Union shall remain eligible if he/she entered an apprenticeship program for the purpose of upgrading his/her classification.

Sec 8. (a) The election of officers shall be conducted by mail ballot. The Executive Board shall decide the date for the mailing of the ballots, the last day on which ballots will be received, the date, time, and place when the ballots will be counted and similar information in the event a run-off election is necessary. This information shall be included in the notice of the nominations meeting and in the ballot package sent to the members.

(b) The Executive Board may appoint an individual to perform certain tasks, including but not limited to procuring restricted post office boxes, mail permits, or an outside impartial balloting company, prior to the nominations meeting. All disbursements related to these tasks shall be processed in accordance with the IBEW Constitution and these bylaws. Once the Election Judge is appointed, such individual shall inform the Election Judge of all advanced tasks performed and shall immediately turn over to the Election Judge all records, receipts, post office boxes, etc. for further processing.

(c) At the meeting of the Local Union, in the month preceding the month in which nominations are made, 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.

(d) After nominations have been made and those nominated are found by the Election Judge to be qualified, the Election Judge 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. The ballots shall not contain any number or other marks identifying the voter. If the Local Union retains an impartial outside balloting company to assist and/or conduct the mail ballot election, the Election Judge may, with the approval of the Local Union, authorize the outside balloting company to perform the tasks of printing, mailing, receiving, tabulating and/or counting the ballots.

(e) Any candidate for office, or an IBEW member designated by the candidate as an observer, may be present at the preparation and mailing of ballot packages, the ballot pickup and the counting of the ballots.

(f) The Financial Secretary shall furnish to the Election Judge, not less than ten (10) days before the date for the mailing of the ballots, an alphabetical list of the names and addresses of all members eligible to vote. All members in good standing and qualified shall be entitled to vote.

(g) If not already arranged, the Election Judge 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.) The Election Judge shall see that the address of such depository is placed on the preaddressed envelopes.

(h) 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 and shall contain a space in the upper left hand corner where the member shall place his/her name and address.

(i) 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.

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

(k) No envelope received later than the time and date set by the Executive Board in the notice of the election shall be opened or counted by the Election Board. The Election Judge may extend the time for the receipt of ballots in the event of an extraordinary event beyond the control of the Local Union.

(l) Prior to the counting of the ballots, the Election Board shall verify voter eligibility by comparing the return ballot envelopes to the voter eligibility list. A ballot challenged by either the Election Board, a candidate, or a candidate's observer shall be set aside. Before removing the official ballot envelopes from the return ballot envelopes, the Election Judge shall attempt to resolve the challenged ballots, recording all decisions in writing. Unresolved challenged ballots shall be set aside and not counted unless such ballots are deemed determinative of the outcome of the election.

(m) The Election Board shall count the ballots or have an outside impartial balloting company count the ballots in the presence of the Election Board. The Election Board shall remove or cause the removal of the smaller envelope marked OFFICIAL BALLOT from the larger envelope. The OFFICIAL BALLOT envelopes shall then be mixed together to preserve ballot secrecy. The ballots shall then be removed from the OFFICIAL BALLOT envelopes and tabulated. If the challenged ballots are not determinative, the Election Judge shall certify the results in writing to the Executive Board immediately after the ballots have been counted. If the challenged ballots are determinative, the Election Judge shall, as soon as possible but no later than five (5) days from the counting of the ballots, investigate and rule upon the challenges. All challenged ballots determined to be eligible shall then be counted, and the Election Judge shall certify the results in writing to the Executive Board.

(n) All election records including envelopes and ballots shall be preserved for one (1) year from the date of the election, after which they shall be destroyed unless a question has arisen in connection with the election.

(o) The Election Judge shall have the authority to establish additional procedures and safeguards not inconsistent with the above rules and in conformance with the conduct of a fair election and applicable law. The Election Judge shall also have full authority to make rulings and decisions concerning disputes, controversies or unexpected occurrences that might arise in order to assure a fair and orderly election process. These rulings or decisions shall not conflict with any provisions in the IBEW Constitution or these bylaws.

(p) The election shall be decided for the candidate receiving the most votes for a specific office.

ARTICLE IV

Executive Board

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

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

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

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

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

Sec. 6. (a) The Board shall manage, invest, expend and contribute Local Union funds in the pursuit and accomplishment of the objects and in accordance with the provisions of the International 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 in writing to the Executive Board to have their 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 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 the 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 interests 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.

(d) The Executive Board shall be members of the P.A.C. Committee, by virtue of Office.

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 Executive Board and the Local Union by the Examiners.

Sec. 4. The Examining Board shall select its own Chairman and Secretary.

Sec. 5. The Examining Board shall have the authority to utilize the services of members of the Local Union to assist in the preparation of examinations. Where the services of members are used for such purposes, they shall be chosen from the same branch of the trades as the applicants or members to be examined.

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. 3. The Business Manager shall be vested with the responsibility of administering the business affairs of the Local Union and 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. The Business Manager shall not employ clerical help who are relatives of members of this Local Union or electrical employers under agreement with this Local Union. He/she shall determine the duties, assignments, hours of work, and working conditions of all employees of the Local Union.

Sec. 4. The Business Manager shall be a member of all negotiating committees and shall administer the collective bargaining agreements of this Local Union.

Sec. 5. The Business Manager shall be authorized to purchase all equipment and supplies necessary to carry on the business affairs of the Local Union.

Sec. 6. (a) The Business Manager, by virtue of the office, shall be a delegate and attend Building Trades Council meetings, Central Labor Council meetings, Ninth District Progress meetings, California State Association of Electrical Workers, and Southern Joint Executive Conference, or any conference at which the Local Union is entitled to representation with expenses paid.

(b) In the event the Business Manager is unable to attend, he/she may appoint a representative to attend in his place if he/she deems it necessary the Local Union be represented.

ARTICLE VII

Salaries

Sec. 1. Salaries shall be:

President	2 hours Journeyman Wireman rate per month, plus 2 hours Journeyman Wireman rate per meeting attended with a maximum of 6 hours per meeting.
Vice President	1 hour Journeyman Wireman rate per month, plus 2 hours Journeyman Wireman rate when required to fill President's absence.
Recording Secretary	1 hour Journeyman Wireman rate per month, plus 1 hour Journeyman Wireman rate per meeting attended.
Treasurer	1 hour Journeyman Wireman rate per month, plus 2 hours Journeyman Wireman rate per meeting attended.
Executive Board Members	3 hours Journeyman Wireman rate per Executive Board meeting attended, plus 1 hour Journeyman Wireman rate per General Membership meeting attended.
Examining Board Members	3 hours Journeyman Wireman rate per test day, plus 1 hour Journeyman Wireman rate per Examining Board meeting attended.
Business Manager- Financial Secretary	a weekly salary shall be 150% of the straight time Journeyman Wireman rate at 46 hours per week.
Business Representative-	a weekly salary shall be 125% Journeyman Wireman straight time hourly rate at 46 hours per week.
Organizer	a weekly salary shall be 125% Journeyman Wireman straight time hourly rate at 44 hours per week.

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. Stewards shall or shall not be compensated for their services as decided by the Local Union.

Sec. 5. Salaries of non-member employees of the Local Union shall be determined by the Executive Board and approved by the Local Union.

Sec. 6. The Local Union shall furnish the Business Manager, Assistant Business Manager, Business Representative, and Organizers with automobiles within a reasonable amount of time once hired.

Sec. 7. The Local Union shall carry automobile insurance, gasoline credit cards and necessary maintenance policies for automobiles furnished by the Local Union. Insurance coverage shall be adequate to protect the Local Union and the operators of the vehicles.

Sec. 8. All full-time paid employees of Local Union 477 shall be given two (2) weeks' vacation with pay after one (1) year's service. Vacation time may not be accumulated from one (1) year to the next.

Sec. 9. The election committee shall be paid the Journeyman Wireman's straight time earnings for eight (8) hours.

Sec. 10. All salaried officers employed by the Local Union who by virtue of their office attend conventions, conferences or meetings in the interest of the IBEW will be reimbursed for all travel expenses, meals and lodging, while attending these meetings.

(a) All reimbursement for travel, meals and lodging will be supported by receipts for review by the Executive Board.

Sec. 11. Each officer or delegate who are not salaried employees of the Local Union and are authorized to attend conventions, conferences or meetings in the interest of the IBEW shall be reimbursed for lost wages, no more than 8 hours per day at the Journeyman Wireman straight time hourly rate. All travel, meals and lodging will be paid for attending authorized conventions or meetings.

(a) All reimbursements for travel, meals or lodging, will be supported by receipts for review by the Executive Board.

Sec. 12. Trustees and alternates to the Pension Trust Fund and Health Trust Fund shall be compensated for lost wages, while attending such trust meetings or conferences. No more than 8 hours wages per day at the Journeyman Wireman straight time hourly rate will be reimbursed.

(a) All reimbursements to Trustees and Alternates for meetings or conferences in regards to travel, lodging and meals, will be supported by receipts for review by the 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 shall, by virtue of the office, serve as a delegate to the International Convention.

Sec. 4. (a) No employer shall be a delegate to any convention.

(b) No apprentice shall be a delegate to any convention.

Sec. 5. Standing Committees shall be as follows:

- Building Trades Council
- Central Labor Council
- Joint Apprenticeship Committee
- Sick Committee
- RENEW/NEXTGEN
- Bylaw Committee
- PAC/COPE Committee
- COPE Committee
- Negotiating Committee (Construction Agreement)
- Electrical Industry Committee (consisting of 10 members)

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. No member holding a position as superintendent or foreman shall be made a steward.

Sec. 5. In addition to the duties listed in Section 2 above, stewards shall see that all overtime on any job is equally and impartially allotted to all workmen working on such job as far as practical.

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" or "BA" Membership	Journeyman	Apprentice	Other
	Burglar Alarm Installer	\$10.00	\$5.00	\$--.--
	Burglar Alarm Serviceman	10.00	5.00	--.--
	Cable Splicer	100.00	--.--	--.--
	Civil Service Employee	5.00	5.00	5.00
	Communication Technician	100.00	--.--	10.00
	Crane Operator	100.00	--.--	--.--
	Dispatcher	--.--	--.--	10.00
	Electrical Inspector	--.--	--.--	10.00
	Electrical Storekeeper	--.--	--.--	10.00
	Technician	100.00	75.00	--.--
	Equipment Operator	100.00	75.00	--.--
	Estimator	--.--	--.--	50.00
	Groundman	--.--	--.--	75.00
	Lineman	100.00	75.00	--.--
	Maintenance Electrician	10.00	10.00	--.--
	Manufacturing Employee	5.00	5.00	--.--
	Motor Shopman	50.00	25.00	25.00
	Radio-TV, All Classifications	10.00	10.00	10.00
	Signmen - Serviceman, Sign			
	Cleaner & Sign Shopman	50.00	25.00	25.00
	All other Signmen	75.00	50.00	50.00
	Sound Technician	100.00	75.00	--.--
	Wireman	100.00	75.00	--.--

Construction Wireman/ Construction Electrician			50.00
Residential Wireman	--.---	--.---	25.00
Residential Trainee	--.---	--.---	10.00
All other classifications	--.---	--.---	25.00

(b) Each applicant eligible for admission into the Electrical Workers' Benefit Association (or eligible for death benefits in accord with Article XII of the IBEW Constitution) shall pay an additional \$2.00.

(c) 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 twenty percent (20%) 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 XXI 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/she 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. Self-employed members shall be considered working full time and shall pay working dues at the Foreman's rate.

Sec. 7. The monthly dues shall be:

(a) "A" and "BA" Members	Basic Dues	Working Dues
		\$10.00 per month or the following, whichever is greater.
Journeyman		
Cable Splicer 1/	\$4.50 plus	5% of gross wages
Crane Operator 1/	4.50 plus	5% of gross wages
Equipment Operator 1/	4.50 plus	5% of gross wages
Lineman 1/	4.50 plus	5% of gross wages
Maintenance Man -		
Construction 1/	4.50 plus	5% of gross wages
Radio Towerman 1/	4.50 plus	5% of gross wages
Sign Men 1/	4.50 plus	5% of gross wages
Technician 1/	4.50 plus	5% of gross wages
Wireman 1/	4.50 plus	5% of gross wages
Sound Technician 1/	4.50 plus	5% of gross wages
Residential Wireman	4.50 plus	5% of gross wages
Residential Trainee	4.50 plus	5% of gross wages
Groundman	4.50 plus	5% of gross wages
Electrical Storekeepers	4.50 plus	5% of gross wages
Electrical Inspector	10.00	none
Maintenance Electrician	10.00	none
Motor Shop Men -		
Journeyman	10.00	none
Manufacturing Employees	10.00	none
Apprentice Motor Shop Man	10.00	none
Antenna Installer	10.00	none
Appliance Repairman	10.00	none
Burglar Alarm Installer &		
Serviceman	10.00	none
Civil Service Employees	10.00	none
Radio-TV Broadcast		
Technician	10.00	none
Radio-TV Serviceman	10.00	none
Radio-TV Technician	10.00	none
Rader Technician	10.00	none
Apprentices.1/	4.50 plus	5% of gross wages
All other classifications	4.50 plus	5% of gross wages

1/ When the cash balance of Local Union 477 drops below \$1,500,000.00, the working dues percentage figure used will be 6% and remain at that figure until such time as the cash balance of the General Fund reaches

\$3,000,000.00. At that time the working dues percentage will revert to 5%.

When the IBEW 477 Electrical Corporation Building Fund drops below \$100,000.00 there shall be instituted an additional 1% of gross wages working assessment, and shall remain in effect until the fund reaches \$100,000.00.

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

(c) Unemployed members and members working outside the jurisdiction of Local 477 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 477.

(e) Basic dues and International payments are payable monthly (or quarterly) in advance.

(f) Working dues for the preceding month are due and payable not later than the regular meeting night of the month following the period worked.

(g) All members working on Building and Construction Trades jobs and/or Outside Construction work shall maintain type "A" membership.

(h) Estimated working dues may be paid monthly or quarterly in advance if so desired by the member, and the necessary adjustments will be made at the end of the applicable period.

(i) Members participating in the life insurance benefit provided by the Local Union shall pay the required premiums in addition to the dues established under this article. All such moneys shall be separate from the General Fund but shall be audited at the same time and in the same manner as the other funds of the Local Union.

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 XX 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 \$100.00 shall be established for the Local Union office for the normal transaction of business.

Sec. 5. The Local Union shall be authorized to allocate money to charitable organizations in a total aggregate amount of a maximum of \$5,000.00 during a calendar year; not to exceed \$500.00 per request.

ARTICLE XII
IBEW Electric Corporation

Sec. 1. The Trustees and Board of Directors of the IBEW Electric Corporation shall be:

The President, Vice President, Recording Secretary, Treasurer, and the seven (7) Executive Board members of the Local Union. The members who are elected to these offices automatically become the directors of the IBEW Electric Corporation. Upon expiration of their terms as Local Union officers, or upon their resignation or removal, their duly elected or appointed successors shall become the Trustees and Board of Directors of the IBEW Electric Corporation.

Sec. 2. Before any property, real or otherwise, is to be purchased or disposed of in the name of the Corporation, all members of the Local Union shall be advised of such matter and a meeting called for the purpose of voting on such matter. It shall require a majority vote of the members present and voting to decide such matter.

Sec. 3. Before instructions are given the Board of Directors of the Corporation to purchase or dispose of any property real or otherwise, Section 2 of this article must be complied with.

Sec. 4. It shall be the duty of the Board of Directors to see that a complete financial statement of the Corporation is prepared for presentation to the first regular meeting of the Local Union following the regular annual meeting of the Corporation.

ARTICLE XIII

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 may be accepted into membership at any time; however, after having worked one (1) year under the supervision or jurisdiction of this Local Union, they shall be admitted to membership in accordance with Article XVI 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. Each applicant shall be required to pass an examination.

Sec. 6. (a) Members not eligible to be enrolled in the apprentice training program and who have worked at the trade for at least five (5) years, two of which have been in the jurisdiction of Local Union 477, may submit a request in writing to the Executive Board for permission to be given an examination for the classification of a Journeyman Wireman.

(b) The Executive Board shall decide whether the applicant has worked at the trade

for the required number of years to be eligible to take the examination. Applicants found to be eligible will be given the Journeyman Wireman's examination. Applicants failing to receive a passing grade shall not be permitted to take the examination again for a period of six (6) months. Applicants passing the examination shall be reclassified as Journeyman Wireman.

ARTICLE XIV

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 XVI 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. IBEW members entering the electrical contracting business in the jurisdiction of this Local Union must first notify the Business Manager and sign applicable agreement.

Sec. 12. Members shall show their working cards or dues 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.

Sec. 13. 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. 14. Members shall accept employment only through the office of the Business Manager, unless provided for in the collective bargaining agreement; otherwise, no member shall solicit or accept employment without the Business Manager's permission.

Sec. 15. Each member shall report to the Union office within 24 hours working time after being laid off. Each member, when terminated, shall take their tools off the job, or out of the shop, and register with the Union office. A member shall not change from one employer to another without the permission of the Business Manager.

Sec. 16. All members shall immediately notify the Union office whenever they are employed as an Electrical Superintendent or Assistant Superintendent, or when they return to a classification covered in the Collective Bargaining Agreement.

ARTICLE XV

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) 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 477
RECORD OF AMENDMENTS**

District: Ninth

Location: San Bernardino, California

Bylaws Retyped in Entirety: October 30, 1990

DATE ARTICLES AND SECTIONS AMENDED

1/17/91	Art. X, Sec. 7(a).
11/06/91	Art. VII, Sec. 1; Art. X, Sec's 3(a), 7(a) and 7(i) revised, Art. XI, Sec. 5 – Deleted; Art. XIII - Deleted, Art. XIV new Sec 4 added and Renumber remaining.
7/7/92	Art. X, Sec. 7(a) 2/ added language.
3/16/93	Art. X, Sec. 7(a) 1/ and 2/ revised; Updated referenced articles to comply with Constitution.
6/24/93	Art. VIII, Sec. 5 revised.
9/15/94	Art. X, Sec. 7(a) revised.
9/1/95	Art. VIII, Sec. 5; Art. X, Sec. 7(a) revised.
11/28/95	Art. III, Secs. 5(b) and 8(a); Art. VII, Sec. 1.
4/29/96	Art. VII, Sec. 1 revised.
1/22/97	Art. VII, new Sections 10-12(a) added.
5/13/97	Art. VII, Sec. 1 revised.
9/8/97	Art. XI, Sec. 5 revised.
8/30/99	Art. I, Sec. 1 revised.
10/17/00	Art. VII, Sec. 1 revised.
5/13/02	Art. X, Sec. 7(a) amended.
1/22/04	Art. VII, Sec. 1 amended; Art. X, Sec. 7(a) amended.
12/10/10	Art. X, Sec. 3(a) and 5(b) amended.
12/4/13	Art. III updated and amended.
8/30/17	Art. VII, Sec. 1 amended.
1/10/19	Art. VII, Sec. 1; Art. VIII, Sec. 5; Art. X, Sec. 7(a); Art. XI, Sec. 5 amended and Art. XIV, Sec's 10 and 13 deleted and all other sections re-numbered.
2/6/23	A new Art. IV, Sec. 6(d); Art. VII, Sec.'s 1 and 6; and Art. VIII, Sec. 5 were amended.