

BYLAWS

OF

LOCAL UNION 159

INTERNATIONAL BROTHERHOOD

OF

ELECTRICAL WORKERS

MADISON, WISCONSIN

APPROVED: April 18, 2019

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 159 of the International Brotherhood of Electrical Workers, Madison, Wisconsin. Local 159 shall have jurisdiction over **Inside Electrical work**, as defined in Article XXVI, Section 5, of the IBEW Constitution, when performed as follows:

(a) **Inside work** when performed in the following Counties or portions thereof in the State of Wisconsin:

Columbia	Iowa
Dane	Marquette ³
Dodge ¹	Sauk
Green Lake ²	

¹That portion west of State Highway 26 but excluding all of Chester and Emmett Townships.

²Princeton, Brooklyn, Marquette, Green Lake, Kingston, Manchester and Mackford Townships.

³Westfield, Harris, Shields, Mecan, Oxford, Packwaukee, Montello, Douglas, Moundville and Buffalo Townships.

(b) **Teledata work** performed under the terms on the Voice Data Video Agreement.

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

Sec. 3. Local Union 159 shall cover the “A” and “BA” type(s) 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. Only the Business Manager or the Executive Board may call special meetings. 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 President, Vice-President, Treasurer, Recording Secretary and four (4) elected members. Following the 2019 elections, the Executive Board shall consist of President, Vice-President, Treasurer, Recording Secretary and three (3) elected members.

Sec. 6. The Examining Board shall consist of 3 elected members.

Sec. 7. (a) Nominations for officers shall be held in **May 2019**, and election of officers shall be held in **June 2019 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.

(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) 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 Union 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 159 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 for the election will be received, the date, time and place 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 access 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 where nominations are made, the President, after nominations have closed, shall appoint an Election Judge and as many Tellers as are required, who shall serve as the Election Board to conduct the election. No candidate for any office shall be eligible to serve on the Election 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 perspective office, beginning with the 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 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 the ballot, the member shall mark the ballot 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 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 counting 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) In the event a 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 the election for the Local Union Executive Board (and/or Examining Board), which shall be decided for the candidates receiving the most votes.

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

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 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 at such times as it decides.

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 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. The Examiners shall furnish a report on the results of all examinations to the Executive Board and the Local Union.

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.

ARTICLE VII
Salaries

Sec. 1. Salaries shall be as follows:

Salaries shall be determined by multiplying the Journeyman straight time hourly rate by the hours shown for each office.

President	6 hours per month
Vice President	4 hours per month
Recording Secretary	4 hours per month
Treasurer	4 hours per month
Business Manager/ Financial Secretary	a weekly salary equal to 46 (hours) of the current General Foreman's straight time hourly rate.
Assistant Business Manager	a weekly salary equal to 46 (hours) of the current Foreman's straight time hourly rate.

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. Receipts, vouchers, or other reasonable proof of claim shall support all disbursements for authorized expenditures made on behalf of the Local Union.

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. No candidate for office of Business Manager may be nominated for a Delegate at Large seat at the Convention in addition to being nominated for the office of Business Manager.

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.

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 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 admission fees, dues (and agency fees, where applicable) and assessments, established in accordance with the IBEW Constitution and these bylaws.

Sec. 3. The admission fees shall be:

(a)	“A” Membership	Journeyman	Apprentice	Other
	Wireman	\$100.00	\$50.00	---
	Signmen	\$10.00	\$10.00	\$10.00
	Maintenance			
	Electrician	\$25.00	\$10.00	---
	Residential-			
	All classifications	---	---	\$25.00
	Voice Data Video-			
	All classifications	---	---	\$25.00
	“A” or “BA” Membership			
	Maintenance Electrician-			
	State of Wisconsin	\$100.00	---	---
	Badger Ordinance Works	\$20.00	---	---
	All other classifications	\$10.00	\$10.00	\$10.00

(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/she became an apprentice.

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

(c) 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.

Sec. 6. Each "A" member of Local Union 159 shall, upon the death of a brother member, be assessed \$1.00. This Death Benefit Fund shall be paid to the deceased member's beneficiary.

Sec. 7. The monthly dues shall be:

(a) "A" and "BA" Members	Basic Dues	Working Dues
Journeyman Inside		
All classifications	\$1.75 plus	3.5% of gross earnings
Residential		
All classifications	\$1.75 plus	2.5% of gross earnings
Voice Data Video		
All classifications	\$1.75 plus	1% of gross earnings
Public Contracts		
All Classifications	\$1.75 plus	3.5% of gross earnings
Public and Private Non Contract		
All Classifications	\$1.75 plus	\$50.00 monthly
City of Madison Workers	\$1.75	\$50.00 per month
Madison School		
District Workers	\$1.75 plus	\$50.00 per month
CW/CE		
All classifications	\$1.75 plus	3.5% of gross earnings
Sign Man		
All classifications	\$1.75 plus	\$5.00 per month
Badger Ordinance Works		
"A" member	\$1.75 plus	\$5.00 per month
"BA" member	\$2.05 plus	\$5.00 per month
All other classifications	\$2.05 plus	\$5.00 per month

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

(c) Unemployed members and members working outside the jurisdiction of Local 159 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 159.

(e) Basic dues, except for members on dues check-off, shall be paid quarterly not later than within the first month of the quarter.

(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 Outside Construction work 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 there from. 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 or a combination of quarterly audits by the Auditing Committee and a yearly audit by 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 bankbooks of the Treasurer to insure Local Union moneys received by the Treasurer have been properly and promptly deposited in the Local Union's name. The fiscal year shall be the twelve-month period ending June 30.

Sec. 4. The following funds are hereby established:

General Fund

Sec. 5. Subject to Section 1 above, any proposed donation or contribution to a person or group over the amount of \$1,000 shall not be acted upon at the meeting at which it is introduced. Such proposal must be laid over until the next regular meeting of the Local Union at which time it shall be voted upon and the upcoming vote shall be noticed to the membership in the regular Local union Newsletter.

ARTICLE XII
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 XV 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 and Voice-Data-Video Technicians shall be admitted into the Union under these classifications after thirty (30) days of employment. Residential classifications shall work on residential wiring only. Voice-Data-Video classifications shall work on Voice-Data-Video work only.

(b) A Residential Wireman or a Voice-Data-Video Technician 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 or a Voice-Data-Video Technician, 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, Residential Trainee, and Voice-Data-Video Technician shall be made aware of and agree to these provisions prior to admission into the Union.

ARTICLE XIII

General Laws

Sec. 1. The Executive Board shall act as the Trial Board to hear charges and try members (except officers and 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 active IBEW member in good standing serve 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 fails to appear 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 his/her correct address. The Financial Secretary, in turn, shall notify the International Secretary-Treasurer.

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 about 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. The Local Union may spend a sum, as determined by the Executive Board, for a suitable tribute upon the death of a member or the spouse of a member. A committee may also be appointed to extend the sympathy of the Local Union to the family of any deceased member.

Sec. 12. Apprentices and Residential Trainees shall have a voice and vote at Local Union meetings.

Sec. 13. 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.

The selections shall be made by the Business Manager or his representative. Whenever possible, at least twenty-four (24) hours' notice shall be given prior to the designated date.

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

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 may in lieu of picket duty pay to the Local Union up to eight (8) hours' wages.

It shall be the responsibility of the Business Manager to see that the aforementioned picketing obligation is uniformly applied.

Sec. 14. Total reimbursement for the use of vehicles on behalf of the membership of this local union, including all authorized business, shall not exceed the current IRS business mileage allowance; no payment to any party shall include the cost[s] of vehicle insurance. Allowance is made for reimbursement for receipted toll and/or parking costs.

ARTICLE XIV
Property of IBEW Local Union 159

Sec. 1. The Local Union's building and other property, located at 4903 Commerce Court, McFarland, Wisconsin, shall be owned by and in the name of IBEW Local Union 159.

Sec. 2. The Local Union members shall, by majority vote of those present and voting, decide all issues concerning the building and other real property of the Local Union. A majority of the members voting shall constitute a quorum.

Sec. 3. To promote and carry out the aims and interests of the Local Union, no real property of the Local Union shall be sold, leased, encumbered, or disposed of, nor shall any real property be purchased or otherwise acquired, except by a majority of the Local Union members present and voting, following notice to all members, as provided in Section 4.

Sec. 4. All members of the Local Union shall be notified in writing of the nature of a resolution of the announced intention to dispose of or acquire real property at least fifteen (15) days before the date of the meeting. Said resolution shall be read at such regular or specially-called meeting. The members shall then vote on the resolution.

Sec. 5. All decisions concerning the disposition or acquisition of real property by the Local Union must be approved, in advance, by the International President.

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) 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 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 159
RECORD OF AMENDMENTS**

District: Sixth

Location: Madison, Wisconsin

Bylaws Retyped in Entirety: October 24, 2006

*** DATE * ARTICLES AND SECTIONS AMENDED ***

- 10/24/06 Bylaws in its entirety revised according to pattern bylaws.
- 07/03/07 Art. XIII, new Sec. 14 added.
- 10/24/11 Art. X, Sec. 5(c) added, Sec. 7(a) amended
- 11/6/12 Art. III, Sec. 4(a) amended.
- 11/10/14 Add new Art. XIV, renumber XV.
- 5/29/15 Art. X, Sec. 7(a) amended.
- 11/3/15 Art. XI, Sec. 5 amended.
- 12/4/17 Art. III, Sec. 6; Art. X, Sec. 7(a) & Art. XIV, Sec. 1 amended.
- 8/24/18 Art. III updated to pattern.
- 4/18/19 Art. XI, Sec. 5 amended.