

PACIFIC NORTHWEST REGIONAL COUNCIL OF CARPENTERS TRADE RULES

Nov 2013

PREAMBLE

The purpose of these Trade Rules shall be to encourage, elevate, and inspire each and every member of the Pacific Northwest Regional Council of Carpenters...to strive everyday for EXCELLENCE, EQUALITY, FAIRNESS, and COMPASSION for each other, unifying and strengthening each and every one of our members in the United Brotherhood of Carpenters.

With these Trade Rules, We the Pacific Northwest Regional Council of Carpenters will set the example to all who observe us as what is honest, true, and faithful work. Performing each and every task assigned to us with honor and pride in ourselves and our organization, the United Brotherhood of Carpenters and Joiners of America.

SECTION 1 WAGES AND WORKING CONDITIONS

The days, hours, rules and working conditions shall be as per the applicable Collective Bargaining Agreement. No member shall accept or offer to accept less than union scale unless duly authorized by and under the supervision of the PNWRCC. Members shall not rebate any portion of wages and/or fringe benefits to an employer, foreman, other member, person or entity.

SECTION 2 UNION LABEL AND EMBLEM



Members shall strive to work with materials that bear the Union Label when available and/or provided. Reasonable attempts to purchase American made goods and only employ Union labor when the same can be had.



The official emblem of the United Brotherhood of Carpenters and Joiners of America was adopted at the Fourth General Convention in Cincinnati, Ohio, August 1884. The emblem was originally designed by the old National Union of Carpenters, which was organized in September, 1864. The motto inscribed therein, "Labor Omnia Vincit," translated from Latin means "Labor Conquers All Things." The other elements of design, such as the rule and compass, have the following meanings: **The Rule:** signifying the desire of the organization to live by the Golden Rule: "To do unto others as we would wish others to do unto us." **The Compass:** indicating that we shall endeavor to surround our members with better conditions, socially, morally, and intellectually.

The Jack Plane: a tool emblematic of the trade. **The Colors:** pale blue signifying ideas as pure, clean and lofty as the skies, while the dark red denotes that "labor is honorable," and that through honorable labor red blood flows through the veins of those who toil. **The Shield or base of the emblem:** indicating that those legally wearing the emblem are morally bound to safeguard and protect the interests of the organization and its members.

SECTION 3 EMPLOYEE WAIVERS

No member shall be allowed to sign any paper or document which would waive any right to sue an employer for damages, or any other paper or document which would undermine his or her rights or the terms and conditions of the Collective Bargaining Agreement. No member shall submit to a physical examination to secure employment unless otherwise allowed or required by the applicable Collective Bargaining Agreement.

SECTION 4 MEMBER CONTRACTOR

A member can remain a contractor or enter into the business of contracting, provided the member becomes signatory to and complies with the PNWRCC area collective bargaining agreement covering his work. In addition, he/she shall adhere to trade rules and comply with the Constitution and Laws of the United Brotherhood. Any violation of this rule shall be punished after due trial by a fine or expulsion. A contracting member shall not be eligible as an officer, business representative, or delegate of a Local Union or eligible to vote for officers and delegates and shall not be eligible to vote on wage question.

SECTION 5 MEMBER OWNER BUILDER

Any member may work on his or her own home. The intent is that no action taken will displace a union members' work.

**SECTION 6
REPORTING FOR WORK**

Any member who accepts a union work referral or union dispatch slip shall report to the job location to which he/she was referred at or before the proper time. Each member shall arrive on the job, ready for work, fit for duty, properly dressed and equipped with all proper hand tools for the job as specified in the applicable collective bargaining agreement.

**SECTION 7
HIRING PROCEDURES**

All members must comply with the applicable hiring procedures contained in the Collective Bargaining Agreement and with the policies and procedures established by the PNWRCC.

**SECTION 8
UNION EMPLOYMENT**

No member shall perform work within the scope of work of a Union Carpenter, for any employer, contractor, subcontractor, or private individual, that is not signatory and legally bound to the appropriate Collective Bargaining Agreement, unless duly under the authorization of the Pacific Northwest Regional Council of Carpenters.

**SECTION 9
REPORTING**

It is the duty of each member to report any violations of the Collective Bargaining Agreement to the Job Steward and/or the PNWRCC Representative immediately. It is also the duty of each member to protect the work assignment and jurisdiction of the UBC, and

each member shall make the Job Steward and/or the PNWRCC Representative aware of jurisdictional issues.

**SECTION 10
NON PAYMENT OF WAGES**

All members shall immediately report any non-payment of wages to the appropriate PNWRCC Representative having jurisdiction over the jobsite.

**SECTION 11
QUALITY WORK**

It is the obligation of each member to produce quality work. No member shall alter a mistake or make up for lost time unless done on the employer's time.

**SECTION 12
PACE SETTING**

No member shall attempt to rush the work or act as a pacesetter with the intent to force other members to rush their work, impact the quality of work, threaten the safety of other workers or apply an excess standard of speed to the work. We do not recognize the practice of grading skilled workers.

**SECTION 13
TOOLS AND EQUIPMENT**

No member shall attempt to operate any equipment or power tools which he/she is not qualified to operate. No member shall direct or suggest to any other members that they should operate tools or equipment for which they are not properly trained and qualified to operate. No member may rent, lease, or loan to any employer their tools, supplies, materials, equipment or vehicles for use on the job. Members shall only provide hand tools and shall not provide power tools for use on the job, unless allowed by the applicable Collective Bargaining Agreement.

Craft specific tool list shall be stated by the local Union and/or Regional Council having jurisdiction for the division of that craft.

**SECTION 14
HOURLY WORK**

Members shall work by the hour and receive the applicable union scale for each hour worked. Piecework, target hour pay, and other forms of production-based pay are prohibited.

**SECTION 15
STRIKE CONDITIONS**

No member shall accept work for any employer, person or other entity where UBC members are on a duly authorized strike.

**SECTION 16
PICKET LINES**

No member shall cross or work behind a picket line that is duly authorized by the appropriate entity without the approval of the UBC staff supervising the picket.

**SECTION 17
COOPERATION WITH REPRESENTATIVES**

All members are required to cooperate and comply with the lawful directions of the PNWRCC Union Representative. No member may obstruct or abuse either physically or verbally the PNWRCC Union Representative while in the lawful discharge of his or her

duties. No member shall refuse to show his or her union card, paycheck or identification upon the request of the PNWRCC Union Representative.

SECTION 18 CHARGES

It shall be the duty of any member who has good reason to believe or knows of any member violating these Trade Rules or the provisions of the Collective Bargaining Agreement to report to the PNWRCC Representative or the Steward on the project.

SECTION 19 WORK LIST

No member may be registered on more than one out-of-work list simultaneously unless allowed by the appropriate dispatch system. No member may maintain his or her name on an out-of-work list while working at the trade or in the construction industry unless duly authorized.

SECTION 20 FOREMAN/GENERAL FOREMAN INSTRUCTIONS

Members shall not perform the duties of foreman without receiving the pay specified in the appropriate collective bargaining agreement. Foremen shall treat the UBC members with respect and be bound by the oath of membership.

Foremen are responsible for the enforcement of all sections of the Collective Bargaining Agreement relating to working conditions, including but not limited, to dry shacks, cool drinking water, clean and adequate toilet facilities, safety and safety equipment, rest and lunch periods. No foreman shall assign UBC craft jurisdiction work to any other trade organization.

SECTION 21 STEWARDS

The Job Steward shall perform his or her duties as assigned by the PNWRCC Representative. The Job Steward shall be a responsible and responsive steward to the members on the jobsite and under the direction of the PNWRCC Representative. It is the obligation of the Job Steward to make every effort to maintain good and fair relations with the members on the job, the job foreman and representatives of the employer, contractors, subcontractors, and other trades. In the event of an injured member, the Job Steward shall be responsible for following protocol as described in the *Steward's Reference Manual*.

All members shall observe and respect the steward system. Rules and regulations governing Job Stewards shall be in compliance with the applicable collective Bargaining

Agreement. No member shall interfere or obstruct the Job Steward in the performance of their duties. Each member has an obligation to assist the Job Steward in his or her duties.

CARPENTERS BILL OF RIGHTS AND RESPONSIBILITIES

ALL WORKING PEOPLE HAVE A RIGHT TO:

A GOOD JOB WITH BENEFITS

A LIVING WAGE THAT CAN SUPPORT A FAMILY

SECURITY AND DIGNITY IN WORK AND RETIREMENT

A SAFE AND SECURE WORKPLACE

EDUCATION AND TRAINING TO REACH OUR FULL POTENTIAL

WITH RIGHTS COME RESPONSIBILITIES:

BEING PRODUCTIVE, EFFICIENT WORKERS

PRODUCING WORK OF THE HIGHEST QUALITY

WORK THAT WE STAND BEHIND
IMPROVING OUR COMMUNITIES

HELPING FELLOW WORKERS ACHIEVE SAFETY AND SECURITY IN THE WORKPLACE

BEING ACTIVE CITIZENS AND INFORMED VOTERS

THE MEMBERSHIP AFFIRMATION

I AM A PROUD TRADE UNIONIST AND A SKILLED CRAFTSMAN. EVERY WORKER I TALK TO WILL BENEFIT FROM MY KNOWLEDGE AND EXPERIENCE. I HAVE CHOSEN TO SERVE MY UNION AND MY CRAFT. A WORKER WILL CHOOSE TO JOIN OR NOT IN OUR VISION, BUT MY TRUE SUCCESS IS HELPING MY BROTHERS AND SISTERS TO UNDERSTAND THEIR RIGHTS TO DIGNITY, A FAIR WAGE, AND THE OPPORTUNITY TO PRACTICE OUR CRAFT WITH SKILL AND SAFETY. I WILL LISTEN TO THEIR NEEDS, UNDERSTAND THEIR FEARS, AND OFFER THE SUPPORT AND PRIDE OF OUR BROTHERHOOD. I AM A MEMBER THE PACIFIC NORTHWEST REGIONAL COUNCIL OF CARPENTERS, AND ABOVE ALL A PROUD MEMBER OF THE UNITED BROTHERHOOD OF CARPENTER AND JOINERS OF AMERICA.

UBC PRIDE

As Union carpenters, we follow a long tradition of craftsmanship and take great pride in our trade. We realize that our livelihood as individuals and our success as a Union are dependent upon our ability to provide signatory employers with qualified and competent workers. The industry standards are high because as Union Carpenters we set those standards. We set high standards for workmanship, for quality and professionalism. We must always hold ourselves, the Carpenters Union, to the highest possible standard and always seek to be the very best. Adhere to these guidelines:

As leaders in our industry, we continually seek training to improve skill level in order to maintain the highest standards of craftsmanship and strive to perform work that we are qualified for and can confidently perform.

We have the necessary hand tools and are prepared to go to work.

Upon accepting a work referral, we report directly to the job-site.

Proper work clothing is essential; a neat and clean appearance is expected.

Working with a positive attitude, we give our best effort. We are ready, willing and able.

We work safely and efficiently to produce the highest quality of work.

We do not tolerate alcohol or drugs on the jobsite.

All carpenter work is our work. Protecting our jurisdiction creates jobs.

Take responsibility for your own actions. Have faith and confidence in yourself and the Union.

We are a Brotherhood, lending a hand to help each other succeed.

I am my brother's brother. I will be my brother's teacher. I will expect excellence as he does of me. I will expect fairness as he does of me. I will expect compassion as I do for him. Together we are the Brotherhood of the UBC.

WORKING TOGETHER, WE ARE THE UNION