**BY-LAWS**

 **OF**

 **LOCAL UNION NO. 86**

 **OF THE**

 **INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL,**

 **ORNAMENTAL AND REINFORCING IRON WORKERS**

**SISTER’S COMMITTEE**

 **PREAMBLE**

This Committee shall be known as The Local 86 Sister’s Committee and operate as a sub-committee of Local Union No. 86 of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers General Executive Board. These By-Laws shall not be considered as superseding any provision of the Constitution of the International Association. Any provision contained herein which may be in conflict with, or a violation of any amendment or revision hereinafter made in the Constitution of the International Association, shall be considered null and void. The objectives of this committee shall be:

(a) Promote, by all proper means, the material and intellectual welfare of all local union members and their families.

(b) Promote and maintain professionalism and solidarity between women in the skilled trades while promoting solidarity between all members of Local Union 86.

(c) Proactive organizing and outreach with every opportunity within our membership and union as a whole.

(d) Network, fundraise and outreach within our communities and our membership to maximize and grow our resources while promoting leadership throughout our affairs and activities.

 **ARTICLE I**

 **MEETINGS**

**Section 1. Regular Meetings**

(A) Regular meetings shall be held ten (10) or more times a year at intervals of not less than one (1) calendar month. Such regular meetings shall be held on the second Sunday of each month at 10:00 a.m.

(B) Any Local 86 member in good standing may attend a Sister’s Committee meeting; we encourage our brothers as well as all sisters to partake in any current activities or outreach we may presently be involved with.

(C) When special matters of an important nature, such as fundraising and financial affairs are to be voted on, the members of the committee shall be given not less than fifteen (15) days notification of the subject matter and the time and place of the meeting.

**ARTICLE II**

 **NOMINATION - ELECTION - TERM OF OFFICE**

**Section 1. Nominations**

(A) Any Local 86 Member in good standing may be eligible for nomination of position within the Sister’s Committee.

1. Nominations of President and Vice President of the Sister’s Committee must be only for a Female Journeyman in good standing and have attended a minimum of 10 sister’s meetings in the past year, unless voted on otherwise.
2. Nominations of Treasurer must be only for a Journeyman in good standing.

(3) Nominations of Recording Secretary may include either

 Journeyman and/or Apprentices in good standing.

(4) If a Treasurer is voted into position there shall be two (2) trustees elected to oversee any financial activities of the Sister’s Committee.

 (5) Nominations of 2 Organizers may include either Journeyman and/or Apprentices in good standing

(B) Nomination of officers shall be conducted during the regular committee meeting held on the second Sunday of the month commencing June 2024 and once every two (2) years thereafter, or as seen fit after arising circumstances through a democratic vote amongst its members at a regular scheduled monthly meeting.

**Section 2. Elections**

(A) Election of officers shall be by secret ballot and held within the committee during a regular scheduled meeting. The Recording Secretary shall prepare the candidates’ names and offices in the proper position on ballot cards. Such election shall be held every two (2) years on the second Sunday of the month commencing July 2024 at the designated committee meeting location.

(B) Any local union member in good standing will be allowed to vote in the election of officers inside this committee.

**Section 3. Term of Office – Installation**

(A) All officers shall be elected for a term of two (2) years and each duly elected officer shall be obligated and assume the duties of such office during the first regular meeting immediately following the date the election is held. The installation of officers shall be conducted by a past President otherwise, the current President or Vice President shall officiate.

(B) The Treasurer shall make a detailed fundraising financial report to the committee at the regular meeting each month with beginning balance, ending balance, monies received and details of monies allocated.

(C) All members shall provide the Treasurer and Recording Secretary with their address, and in case of change, shall notify the Secretary within two (2) weeks thereafter.

**ARTICLE III**

 **VACANCIES**

**Section 1. Vacancies**

(A) All official vacancies which may occur as a result of resignation, death or otherwise shall be filled by appointment, to be made by the President.

(B) Any officer who is absent three (3) consecutive regular meetings must submit their resignation in writing, unless their absence is due to any of the following reasons:

(1) On business of the Local Union or International Association.

(2) Required to work by Employer.

(3) Illness or injury to themself or a member of their immediate family.

(4) Death in the immediate family.

(C) On the third (3) consecutive absence by a position holding committee member the body will hold an election and vote in a replacement.

(D) Any member voted in as replacement will carry out the rest of the term appointed to the previous member.

(E) If the Recording Secretary is unable to attend one (1) committee meeting the Co-President may stand in their place temporarily.

**ARTICLE IV**

 **Fundraising, Community Outreach, Local Building Trades Events, Union Meeting**

**Section 1. Fundraising**

1. Fundraising within Local 86 Sister’s Committee will be focused on raising funds to

support new apprentices and women in attending NABTU’s annual Trades Women Build Nations conference (registration, airfare and lodging expenses).

(B) Each individual member of this committee is encouraged to provide support and

ideas on various avenues of fundraising for events and activities within local 86 and all

other local building trades.

(C) Fundraising activities will be decided democratically within the group conscience.

(D) Any member of Local 86 may bring forth ideas for fundraising that benefits its

members, community and Local 86 as a whole.

(E) Reimbursement requirements for self-paid TWBN conference attendees

commencing 2024 are as follows:

E.1: Must have attended 6 previous Sister’s Business meetings in the year leading up to the current year’s conference, and 1 Sister’s business meeting immediately following the conference.

E.2: Must have attended 6 previous Local 86 Union meetings in the year leading up to the current year’s conference

E.3: Have volunteered 2 or more times at fundraising events or community outreach opportunities with the Sister’s Committee.

E.4: Must be a member in good standing with Local 86.

**Section 2. Fundraising Monies**

(A) Fundraising monies will be recorded by the treasurer and reported at each monthly meeting with beginning and ending balances along with a monthly bank statement.

(B) It is the Sister’s Committee’s responsibility to maintain a bank account for the holding of funds with two (2) signers and two (2) trustees.

(C) No money shall be deposited or withdrawn from any account without a 2/3 majority vote of approval within the committee.

(D) It is the sole responsibility of each member of this committee to remain transparent and accountable while acting only through a democratic majority.

**Section 3. Community Events**

(A) The Sister’s Committee will research and partake in community events and opportunities to better instill solidarity within our membership and local union as a whole.

(B) The Sister’s Committee will make continuous efforts to support all fundraising and outreach opportunities within and around all other local building trades.

(C) The Sister’s Committee will make each Local 86 monthly union meeting a priority and represent this committee with a report when needed with a minimum of one (1) Sisters Committee member available as representation every month.

(D) All matters affecting Local 86 members and union will be brought forth in front of Local 86 Executive Board for updates and approval as needed.

**ARTICLE V**

**Amendments**

**Section 1**

Any proposed language or amendment to these By-Laws shall be submitted in writing, in the form of a resolution, at a regular meeting of this body and be referred to the President of the Sister’s Committee, who shall report at the next regular meeting of this body whether or not the proposed changes or amendments conflict with existing laws of the International or Local Union.

**Section 2**

If the report of the Committee President be favorable, the resolution shall then be read at three (3) consecutive meetings and if the resolution receives a majority vote of all members present at the third consecutive meeting at which time the resolution is read, the proposed change or amendment to the By-Laws may be adopted. But only after the Sister’s Committee has received approval of the President of Local 86. An exact copy of the proposal and full information pertaining there to must be sent to the President of Local 86.

**Section 3**

Any amendment pertaining to financial matters presented to the Sister’s Committee must be voted on by secret ballot.

**Rolls and Responsibilities**

**Responsibilities**

**(A)** **President**

(1) President must have sound knowledge of the committee’s vision, mission, core

values and strategy

1. Prepares agenda and conducts meetings of the committee

(e.g. • Call to Order • Roll Call • Reading/Approval of Minutes • Officer’s Reports • Old Business • New Business)

1. Presides over meetings of the committee
2. Introduce new members and visitors at meetings
3. Leads the committee and ensuring it functions properly
4. Maintain order, allow full discussion of all items on the agenda and get

through all agenda items in the allotted meeting time

1. Helps resolve issues between members
2. Responsible for making sure t-shirts and all other matters for fundraising

and special events are properly ordered. Keep track of all items ordered efficiently/successfully seen through from beginning to end. Perform inventory counts in between fundraising events.

1. Ensures all annual fundraising events take place successfully (e.g. Local

86 picnic, TWBN conference and Christmas Party) and any other fundraising event.

1. Coordinates Quarterly Team Building events

**(B) Vice President**

(1) The Vice President must have sound knowledge of the committee’s vision, mission, core values and strategy

(2) The Vice Presidents responsibilities are primarily to support the President

(3) The Vice President presides over meetings of the committee when President is absent

(4) The Vice President can call special meetings to address urgent issues

(5) Fills in when the Recording Secretary is absent

(6) Responsible for making sure t-shirts and all other matters for fundraising and special events are properly ordered. Keep track of all items ordered efficiently/successfully seen through from beginning to end. Perform inventory counts in between fundraising events.

(7) Ensures all annual fundraising events take place successfully (e.g. Local 86 picnic, TWBN conference and Christmas Party) and any other fundraising event.

(8) Coordinates Quarterly Team Building events

**(C) Recording Secretary**

(1) Post notice of meetings on social media in the Sisters and Allies fb page and the Sisters of 86 Women only fb page.

(2) Keep accurate records of the Committee meeting (minutes)

(3) Record the date, time, and location, as well as reads roll call of officers and members. Include any actions taken on committee member reports, and the results of votes on motions. Also note the time of adjournment.

(4) Read old business minutes at all meetings

(5) Post the minutes on the Sisters and Allies fb page, the Sisters only fb page and the Sisters chat group.

(6) Keep a permanent record of the minutes and other important documents. The minutes are a legal document and must be maintained and always readily available.

(7) Shall prepare the ballot cards for secret elections of officers

(8) Presiding over meetings when the President and Vice President are absent

**(D) Treasurer**

(1) Keeps accurate records of all financial transactions and ensures that record-keeping meets the conditions of the committee

(2) Oversees the collection, deposit, and disbursement of funds

(3) Prepares financial reports on the organization's financial health to the committee members

(4) Responsible for making sure t-shirts for fund raising get ordered and keeping track of inventory

**(E) Organizer**

 (1) Develop and overseeing a mentorship program

(2) Attend orientation/pre-apprenticeship program/apprenticeship classes that have new women applicants to inform them of the Sisters of 86 mentorship

(3) Actively engage and encourage women to join and be involved in the Sisters Committee

**Guidelines for Conduct**

(A)Sisterly conduct is extremely important, as a member of the Local 86

Sisters Committee, you are committing to being respectful, creating a safe environment, and taking personal responsibility with your behavior and actions.

These are guidelines to ensure that all our members feel welcome, and that Sister’s Committee maintains its reputation for integrity and dignity both within and outside our group.

(B)Treat all people with dignity and value. Being inclusive of people different from

you without expecting others to assimilate to your own behaviors or beliefs. This applies

to people both within and outside of Sisters Committee. Please remember you are

representing Local 86 Sisters Committee.

(C) Do not discriminate. Harassment and discrimination include behaviors that

threaten, alarm, or cause discomfort to others (such as microaggressions). We are

striving to create an environment where all people feel welcomed and included.

(D) Create environments free from violence, coercion, entrapment, force and/or

the threat of force. This includes avoiding abusive, profane and/or derogatory

language and disruptive behavior.

(E) Be respectful on social media. This includes adhering to all the values

articulated in this Code of Conduct when posting on social media.

(F) The consequences of violating the Code of Conduct are final, if a member has

engaged in using abusive language or disruptive behavior the President and Vice President will take action and will remove that member immediately. There will be **Zero Tolerance** for those actions.

**Local Union Hall Officer Elections & Presidential Elections**

**Union Elections**

(A) The Sister’s Committee shall stay a neutral party to the Local 86 Officer Elections. The committee will not campaign for any Local 86 Officer nominees.

(B) The Sister’s Committee will have no opinion on matters regarding the elections and/or the nominations of the local union officials.

**Outside Presidential Elections**

(A) The Sister’s Committee shall stay a neutral party to all Political Campaigns and Elections.

Updated June 8, 2025

By signing my name I hereby acknowledge and agree to adhere to these by-laws set forth within the Local 86 Ironworkers Sister’s Committee.

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