

BYLAWS

OF

LOCAL UNION 614

INTERNATIONAL BROTHERHOOD

OF

ELECTRICAL WORKERS

PHILADELPHIA, PENNSYLVANIA

APPROVED: July 1, 2024

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 614** of the International Brotherhood of Electrical Workers, **Philadelphia, Pennsylvania**. Local Union **614** shall have jurisdiction over work as defined in Article XXVI, Section 4, of the *IBEW Constitution* when performed as follows:

(a) **Utility** work when performed for Exelon Generation, LLC/PECO Energy Company.

(b) **Professional, Technical and Clerical** work when performed by employees of Penske Truck Leasing Co.

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 **614** shall cover both “**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 President and Business Manager shall be combined.

(c) The President shall have such authority as provided for the Business Manager in these bylaws and the *IBEW Constitution*.

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

Sec. 6. (a) Nominations for officers shall be held in **May 2025** and election of officers shall be held in **June 2025** 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 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 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 **614** 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. 7. (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 when nominations are made, after nominations have closed, 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 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 time as it decides.

ARTICLE V
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 VI
Salaries

Sec. 1. Salaries shall be as follows:

	Part Time	Full Time
President/Business Manager	20.0 hours per month or	80.0 hours per week
Vice President	30.0 hours per month	
Recording Secretary	20.0 hours per month	
Financial Secretary	20.0 hours per month	
Treasurer	20.0 hours per month	
Executive Board Member	10.0 hours per month	
Assistant Business Manager	30.0 hours per month	
Business Agent	20.0 hours per month	

Sec. 2. (a) Effective January 1, 2024, the salary for all Local Union **614** Officers shall be \$62.01 per hour. Going forward, this rate shall increase by the highest percentage wage increase or adjustment provided for in any Collective Bargaining Agreement under which any member of Local Union **614** is employed. Each change shall become effective following submission and approval by the International President.

(b) Full-time officers, assistants and representatives' salaries shall be paid bi-weekly. Part-time officers, assistants and representatives' salaries shall be paid monthly.

(c) All officers, assistants, and representatives shall be provided with benefits to the same extent as the members of the Local Union for any loss of company provided benefits due to the performance of Union duties. Where company provided benefits vary from subsidiary to subsidiary or department-to-department, Union provided benefits shall be based on the officer's, assistant's or representative's company subsidiary or department.

(d) All officers, assistants, and representatives shall, in addition to their salary, be provided with payments to the same extent as the members of the Local Union for any loss of company provided bonus, lump sum, gain share, or incentive payments, due to the performance of Union duties. Where company provided payments vary from subsidiary to subsidiary or department-to-department, Union provided payments shall be based on the officer's, assistant's or representative's company subsidiary or department.

(e) Beginning in the calendar year 2013; full time officers, assistants and representatives shall be permitted to bank and carry over up to twenty (20) days of unused annual vacation leave time. All vacation time so banked shall accrue annually and shall be held in account and shall be payable at the completion of the officers term and shall not exceed sixty (60) days for each individual three (3) year term of office and shall be paid in either lump sum or bi-weekly payments upon surrender of all books, papers, money and other property in their possession belonging to the I.B.E.W or it's L.U.'s

Sec. 3. Should any two (2) offices be combined, then the officer shall receive the salary of only one (1) office, whichever is the higher.

Sec. 4. All disbursements for authorized expenditures made on behalf of the Local Union shall be supported by receipts, vouchers, or other reasonable proof of claim.

(a) Officers, assistants, and members shall be reimbursed for lost wages and expenses incurred while conducting Union business when authorized by the Business Manager and/or President. Reimbursement for lost wages shall be at the individual's straight time hourly rate limited to actual time lost, exclusive of overtime. In no event shall reimbursement for lost wages exceed the basic hours of the workday or workweek.

(b) A mileage allowance shall be paid when a personal vehicle is used on authorized Union business. Said allowance shall be limited to the maximum allowable non-taxable rate set by the Internal Revenue Service.

(c) Reimbursement shall be claimed by completing an official expense voucher subject to review by the Executive Board and approved by the Local Union. Vouchers shall be accompanied by receipts.

ARTICLE VII
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.

ARTICLE VIII
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.

ARTICLE IX
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 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" and "BA" Membership**

All Classifications \$20.00

(b) Each applicant for "A" membership 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. Dues and per capita are payable **monthly** in advance.

Sec. 5. The monthly dues shall be:

(a) **“A” and “BA” Members**

2.5 times the members hourly rate of pay

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

Sec. 6. In the event the Local Union shall collect any money in accordance with the terms of a collective bargaining agreement from agency fee payers, (*for the support of the collective bargaining agency*) the Local Union shall in each case remit to the International Office each month an amount equal to the regular per capita applicable to the **“BA”** type of membership.

ARTICLE X
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 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) 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 (12) month period ending on **December 31**.

Sec. 4. The following Fund(s) are hereby established:

General Fund

ARTICLE XI
Admission of Members

Sec. 1. Qualification and admission of members shall be accordance with Article XIX and XX of the *IBEW Constitution*.

ARTICLE XII

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 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 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 Union 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 Union, 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.

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.

ARTICLE XIII
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.

(c) 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 614
RECORD OF AMENDMENTS**

District: Third

Location: Philadelphia, PA

Bylaws Retyped in Entirety: March 18, 2005

DATE ARTICLES AND SECTIONS AMENDED

- 4/13/05 Article II, Section 2 corrected, Article VI, Section 1 corrected.
- 4/18/06 Article III, Section 7(a) amended.
- 1/31/08 Art. III, Sec. 7a amended; Art. VI, Sec. 1 amended. Updated
Constitutional Articles.
- 2/10/14 Art. III, Sec. 4 & Art. VI, Sec. 1 amended; Art. VI, Sec. 2(e) added
- 3/19/19 Art. IX, Sec. 5(a) amended.
- 5/14/19 Art. VI, Sec. 1 amended.
- 6/2/21 A new Art. I, Sec. 1(a) and 1(b) added and Art. I, Sec. 1 amended.
- 11/9/22 Art. VI, Sec. 2(a) amended with an administrative modification.
- 1/9/23 Art. VI, Sec. 2(a) was amended.
- 8/18/23 Art. VI, Sec. 1 was amended.
- 2/23/24 Art. VI, Sec. 1 and 2(a) amended.
- 7/1/24 Art. IX, Sec. 5(a) amended.