

SUPPLEMENTAL CONVENTION CALL
UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA



INSTITUTED AUGUST 12TH 1881

Thomas Flynn
General Secretary-Treasurer

101 Constitution Ave., N.W.
Washington, DC 20001

July 10, 2020

**TO THE OFFICERS AND MEMBERS OF LOCAL UNIONS AND COUNCILS OF THE
UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA**

Greetings:

This Supplemental Convention Call is intended to make adjustments to the Convention Call previously issued, in which official notification was provided of the Forty-Second General Convention of the United Brotherhood of Carpenters and Joiners of America ("General Convention"). The General Convention WILL NOT, as originally planned, be held at Paris-Bally's Las Vegas in Las Vegas, Nevada, beginning Monday, August 24, 2020, at 10:00 a.m. and continue in session from day to day until the business coming before the Convention has been completed. The Convention Call shall remain in full force and effect except as otherwise modified herein.

Rather, because of the Coronavirus pandemic, the General Convention shall be conducted "virtually" on Saturday, August 22, 2020, with delegates meeting at selected-Regional Council locations throughout the United States and Canada. These locations will likely require delegates to wear facial masks, engage in social distancing, submit to temperature screenings, and/or other reasonable health and safety measures, including not allowing infected and/or sick individuals into the convention locations, replacing infected and/or sick delegates with alternates (if available), etc., to ensure a safe, secure and healthy environment. Exact locations will be provided by Councils at a later date.

The basis of representation for Local Unions in the Convention, in accordance with Section 17-C of the UBC Constitution, shall remain the same: one hundred (100) members or less shall be entitled to one delegate; more than one hundred (100) members and not more than five hundred (500), two delegates; more than five hundred (500) and less than one thousand (1,000), three delegates; one thousand (1,000) members and less than fifteen hundred (1,500), four delegates; fifteen hundred (1,500) members and less than two thousand (2,000), five delegates; two thousand (2,000) and less than twenty-five hundred (2,500), six delegates; twenty-five hundred (2,500) and less than three thousand (3,000), seven delegates; a Local Union with three thousand

(3,000) or more members shall be entitled to eight delegates plus one additional delegate for every 500 members over three thousand (3,000). The number of members of the Local Union shall be the number in good standing in the month that the Convention Call is issued.

A Local Union owing two or more months' per capita tax to the General Office is not entitled to representation at the Convention. Local Unions must pay enough to reduce their arrearage below two months' per capita, prior to the Convention, in order for their delegates to be seated at the Convention. Payment must be received by the UBC Accounting Office at the International Training Center in Las Vegas no later than Wednesday, August 19, 2020.

State, Provincial, Regional, Industrial and District Councils and the Canada Council shall be entitled to representation by election of one delegate. Pursuant to Section 17-C of the UBC Constitution, Council delegates will not be entitled to vote in the election of General Officers. Council delegates will nonetheless be credentialed and seated as delegates to the General Convention in accordance with the UBC Constitution and will have full voice and vote on all Convention matters except the election of General Officers.

In accordance with Section 17-F of the UBC Constitution, all Local Unions and Councils are directed to issue notice of special called meeting(s) for the purpose of selecting delegates to the Forty-Second General Convention by secret ballot. Section 17-F provides as follows: "The election of delegates and alternates shall be held by secret ballot within the time specified by the General Executive Board. All members shall be notified by mail to attend the meeting at which the delegates and alternates are to be elected. To be eligible for nomination or election as a delegate or alternate to a General Convention, a member must meet the requirements of Section 31D."

Individuals who are automatically elected as General Convention delegates by virtue of proper election to another office in their Local Union or Council may qualify for credentials if such automatic delegate status is provided for in the Local Union's or Council's Bylaws and the requirements of Section 31-J of the UBC Constitution are met. Under Section 31-J of the UBC Constitution, the notices of nominations and election, and the ballot, must advise members that the candidate elected to the office will be a delegate to the General Convention of the United Brotherhood. Documentation of the above criteria should be submitted with the Local's or Council's Delegate Designation Form.

Section 31-D of the UBC Constitution provides as follows: "A member cannot hold office or the position of Delegate or a Committee position, or be nominated for office, Delegate or a Committee position, if receiving a pension under the United Brotherhood of Carpenters Pension Plan, or unless present at the time of nomination, except that the member is in the anteroom on authorized business or out on official business, or prevented by accident, sickness, or other substantial reason accepted by the Local Union or Council from being present; nor shall the member be eligible unless working for a livelihood in a classification within the trade autonomy of the United Brotherhood as defined in Section 7 or in employment which qualifies him or her for membership, or is depending on the trade for a livelihood, or is employed by the organization as a full-time officer or representative; provided, further, that members who are life members shall not be eligible. A member must have been twelve (12) consecutive months a member in good standing immediately prior to nomination in the Local Union and a member of the United Brotherhood of Carpenters and Joiners of America for two consecutive years immediately prior to nomination, unless the Local Union has not been in existence the time herein required, and must remain a member in good standing at all times in order to remain in the position to which he is

elected or appointed. A member who retires after being elected may complete the term for which elected unless receiving a pension under the United Brotherhood of Carpenters Pension Plan. Contracting members are not eligible to be nominated for or hold an officer, delegate, or committee position, nor shall a member who has been a contracting member until six months have elapsed following notification by the member to his or her Local Union in writing that he or she has ceased contracting.”

NOMINATIONS AND ELECTIONS

Nomination and election of delegates shall be at special called meeting(s).

For nominations conducted by Local Unions for General Convention delegates, all members must receive notice by mail of the number of delegates to be elected and the time, place and date of the nominating meeting. This notice shall be by letter or postcard and shall be sent not less than fifteen (15) days prior to the date set for the nomination of delegates. Notice of nominations must be mailed to each member at his or her last known address as reported to the Recording Secretary under Section 44-F. No other form of notice is permitted (Notice in newspapers or similar publications shall not constitute proper notice, but may be used as a supplementary notice).

For elections conducted by Local Unions for General Convention delegates, all members must receive notice by mail of the time, place, and date of the election. This notice shall be by letter or postcard and shall be sent at least (15) fifteen days prior to the date set for the election of delegates. Notice of the election must be mailed to each member at his or her last known address not less than (15) fifteen days prior to the election. No other form of notice is permitted (Notice in newspapers or similar publications shall not constitute proper notice, but may be used as a supplementary notice).

A Local Union may use a combined notice of nomination and election if it contains all the necessary information, is mailed by letter or postcard to each member at his or her last known address, as indicated above, and is sent at least (30) thirty days before the election and at least (15) fifteen days prior to nominations. If a Local Union sends a combined thirty-day notice, nomination and election of delegates may be held at the same special called meeting. Furthermore, notices of nomination and election shall be mailed not more than sixty (60) days prior to the date of such nominations and/or election.

To be eligible to vote for delegates in a Local Union, a member must have held membership in the Local Union for at least twelve (12) consecutive months (unless the Local Union has not been in existence the time required) and be in good standing at the time of voting. Contracting members are not eligible to vote. The benefit status of a member shall not be considered in determining his or her eligibility as a candidate for delegate or his or her eligibility to vote for delegates.

It shall be the responsibility of the Financial Secretary to certify the eligibility of all candidates for delegate at the time of nomination.

Where two or more Local Unions have merged, the period of membership required as a condition of eligibility for nomination for delegate or voting in an election for delegates may be established by including continuous membership in any of the Local Unions whose merger resulted in the existing Local Union.

Each delegate will be entitled to one vote (except that delegates representing Councils will not be able to vote for General Officers). A delegate representing more than one chartered body will be entitled to only one vote. Proxy representation is not allowed. Each delegate establishes a claim to a seat in the Convention through official credentials supplied by the General Office which must be properly filled out and signed by the President and Recording Secretary of the Local Union or the President and Secretary of the Council he or she represents, with the Seal of the Local Union or Council he or she represents affixed thereto.

Delegates must present proper identification at the General Convention. Proper identification consists of a driver's license or other government issued photo identification. The expense of each delegate attending the Convention is to be paid by the Local Union or Council he or she represents.

A blank Delegate Designation Form with a self-addressed envelope, addressed to the General Secretary-Treasurer, is being provided to each Local Union and Council along with this Convention Call. This form is to be completed by the Recording Secretary immediately following the delegate election and mailed promptly to the General Secretary-Treasurer.

Elections for delegates and alternates to the General Convention are to be conducted by June 30, 2020. Except for delegates by virtue of office, all delegates and alternates to the General Convention must be elected after December 30, 2019. The completed Delegate Designation Form containing the names and addresses of elected delegates, along with the Local Union's or Council's election notice and other required information, are to be returned to the General Office by July 7, 2020.

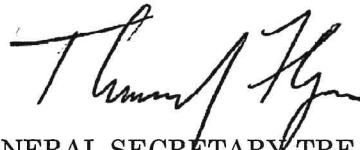
When the information required, including the home addresses of the delegates, is received at the General Office and the elected delegates' membership status and eligibility are found to be in compliance with our Constitution and Laws, credentials and further information will be sent to the delegate's home address and not to the Local Union or Council.

All amendments to the Constitution and Laws proposed by Local Unions or Councils must be submitted separately, in triplicate, by June 25, 2020, in accordance with Sections 57-B and E of the UBC Constitution.

Fraternally yours,



GENERAL PRESIDENT



GENERAL SECRETARY-TREASURER

ELECTION REMINDERS ENCLOSED



July 10, 2020

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA
SUPPLEMENTAL NOTICE OF UBC GENERAL OFFICER ELECTION

General

This Supplemental Notice of UBC General Officer Election shall supplement the prior Notice of UBC General Officer Election previously issued. Pursuant to the UBC Constitution, an election for General Officers will be held at the 42nd General Convention. However, the General Convention WILL NOT be held in Las Vegas, Nevada at Paris-Bally's, 3645 South Las Vegas Boulevard, Las Vegas, NV 89109, and WILL NOT commence on August 24, 2020. Rather, the 42nd General Convention shall be conducted virtually on August 22, 2020, with delegates meeting at selected-Regional Council locations throughout the United States and Canada.

These locations will likely require delegates to wear facial masks, engage in social distancing, submit to temperature screenings, and/or other reasonable health and safety measures, including not allowing infected and/or sick individuals into the convention locations, replacing infected and/or sick delegates with alternates, etc., to ensure a safe, secure and healthy environment. Exact locations will be provided through the Councils at a later date.

In accordance with Section 9B of the UBC Constitution, nomination forms for General Officers shall be submitted no later than 8:00 p.m. Eastern Standard Time on August 21, 2020, and the nomination and election for General Officers shall be held on August 22, 2020. The Notice of UBC General Officer Election shall remain in full force and effect except as otherwise modified herein.

The officers will be elected by delegates to the General Convention. Delegates representing Councils, however, will not be able to vote for General Officers. The officers will serve a regular five-year term commencing 45 days following the completion of the election.

The election will be for the following General Officer positions:

General President
General Vice-President
Second General Vice-President
General Secretary-Treasurer
District Vice-President, Eastern District
District Vice-President, Midwestern District
District Vice-President, Southern District
District Vice-President, Western District
District Vice-President, Canadian District

The Districts are as follows:

Eastern District: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Virginia, West Virginia, and Puerto Rico¹.

Midwestern District: Illinois, Indiana, Iowa, Kansas, Kentucky, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

Southern District: Alabama, Arkansas, North and South Carolina, Florida, Georgia, Louisiana, Mississippi, Oklahoma, Tennessee, Texas, Canal Zone, and Virgin Islands.

Western District: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Canadian District: Canada.

Eligibility for Nomination and Election as a General Officer

Any eligible member may seek nomination and election for any available position. Incumbents seeking a new office will not be required to resign their present position in order to run for another position.

The eligibility requirements for nomination and election as a General Officer are set forth in Sections 9-D, 31-D, and 44-G of the UBC Constitution.

Prohibited Campaigning

Section 401(g) of the Labor Management Reporting and Disclosure Act prohibits the use of union or employer funds to promote the candidacy of any person. No union resources including union publications, supplies or equipment may be used to promote any candidate.

¹ Pursuant to its authority the General Executive Board adjusted the jurisdiction of the Southern and Eastern District, i.e. certain jurisdiction for Puerto Rico has been moved to the Eastern District. The General Executive Board expects to submit to the 42nd General Convention an amendment to the UBC Constitution that shall reflect the adjustment.



UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

Douglas J. McCarron
General President

MEMORANDUM

FROM: Douglas J. McCarron, General President

TO: All Local Unions and Councils Affiliated with the United Brotherhood of
Carpenters and Joiners of America ("UBC")

CC: General Executive Board Members, General Counsel, Chief of Staff

DATE: July 6, 2020

Re: Dispensation Regarding the 42nd UBC General Convention

Please read this memorandum carefully and thoroughly. The United States of America and the world continue to face an unprecedented global pandemic with the spread of the virus COVID-19 or Coronavirus. The United States currently leads the world in the number of both infections and deaths.¹

Section 401(a) of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA) requires that labor unions, like the UBC, "shall elect its officers not less often than once every five years."² Accordingly, the UBC Constitution requires the union elect its General Officers at the UBC General Convention, held "once every five (5) years."³ As such, the next UBC General Convention and corresponding elections are scheduled to take place in 2020.

On March 25, 2020, the DOL issued an Advisory on Union Officer Elections and Mandatory LM Reporting amid the ongoing COVID-19 pandemic.⁴ The DOL indicated that "labor unions must make a good faith effort to conduct elections as required under the LMRDA," and "[t]he failure to hold an election is an ongoing violation of the LMRDA."⁵ The Advisory similarly stated that labor unions "must make a good faith effort to file required public disclosure reports" and "[t]he failure to file a timely and complete report is an ongoing violation of the LMRDA."⁶

¹ Johns Hopkins University & Medicine, <https://coronavirus.jhu.edu/map.html>, June 29, 2020.

² 29 U.S.C. § 481(a).

³ UBC Const. §§ 9B, 17A.

⁴ DOL, "Advisory on Union Officer Elections and Public Disclosure Reporting in Areas Affected by COVID-19 and Natural Disasters," Mar. 25, 2020, <<https://www.dol.gov/olms/regs/compliance/coronavirus20.htm>>.

⁵ *Id.*

⁶ *Id.*

The UBC General Convention was planned to be held at Bally's and the Paris hotels in Las Vegas. Delegates, members, staff and guests were to fly in from all over the United States and Canada and, over several days, attend meetings, presentations, and social gatherings. Planning the General Convention and corresponding elections is a logistically complex process that began in earnest last year. The 2020 UBC General Convention had been scheduled to begin on August 24 and last through the remainder of the week. However, given the circumstances surrounding the COVID-19 pandemic, the UBC will not be able to safely host a General Convention in person with thousands of attendees and staff traveling to Las Vegas and gathering at a convention center over several days.⁷

Given these unprecedented circumstances, the ongoing restrictions on travel and social gatherings, and the uncertainty about what the next few months will bring, the UBC has taken action to ensure that the union complies with the UBC Constitution, and applicable law, including the March 25, 2020 DOL Advisory while ensuring the members' rights under the UBC Constitution and applicable law are protected, and that the health and safety of the Convention delegates and staff are protected.

Under the circumstances, it has become absolutely necessary that I exercise my authority as provided for under the UBC Constitution. Specifically, Section 10, "General President", subsection K, which provides that, "(t)he General President shall have the power to grant dispensation on all matters which will be beneficial to the United Brotherhood."

Accordingly, after careful review and consideration, dispensation is hereby granted from the following provision of the UBC Constitution:

- Section 9 "General Officers and Elections", subparagraph B, provides that, "(t)he General Officers shall be elected at the General Convention by a plurality vote of the delegates present and voting by secret ballot. The nominations shall be made on the third day of the first week of the Convention, and the election shall be held on the fourth day of the first week of the Convention." Dispensation is granted from the requirements provided for under Section 9-B only insofar that nominations and elections may be held as provided for in the revised Convention Call that is to be issued.

Furthermore, and depending on the circumstances, it may be necessary to exercise the dispensation authority again in the future.

⁷ In 2015, there were over 3,000 people involved.