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United Brotherhood of Carpenters
And Joiners of America
Local 579

April 24, 2018

Members of Carpenters Local 579

Dear Brother and Sisters:

Re: Consequences of Joining a Competitor Union

I am writing to you on behalf of the Executive of Carpenters Local 579, to remind you of your obligations under the Constitution of the United Brotherhood of Carpenters and Joiners of America, concerning work for non-union contractors, and contractors affiliated with competitor unions.

It is an offence under the Constitution of the United Brotherhood of Carpenters and Joiners of America, and a breach of the Obligation signed when you became a member, to work for a non-union contractor unless assisting with organizing, or to be a member of any other union in competition with any local union, regional council, or the UBCJA. Accordingly, if we become aware that any member is working non-union or for a competitor union, we will take the following steps concerning that member's status with Local 579 and the UBCJA:

1. A member will no longer be in good standing with Local 579 and the UBCJA. As such, they will not be eligible to receive training and will be removed from the out of work list. Members not in good standing cannot receive Health and Wealth Benefits. The Trustees of the Health and Wealth Plan will be notified of members not in good standing
2. Good standing status will not be restored until the member has met the following conditions:
 - (a) Termination of your employment with the non-union company, and/or termination of your membership in any construction union in which you are a member; and
 - (b) Payment of a fine in an amount to be determined by Local 579.
3. Once a member has been restored to good standing, they will have a one (1) month waiting period before being placed on the Local 579 out of work list. They will not be eligible for name hire by contractors for a period of twenty-four (24) months.

Our obligation is to protect the brothers and sisters who have remained loyal to Local 579 and who have maintained their membership in good standing. Any member who works non-union, or who joins a competitor union, undermines the ability of our affiliated

contractors to bid successfully on contracts. If our contractors don't work, then neither do our members. This obligation rests not only with the Executive, but with each member.

Thank you for supporting this initiative. If you have any questions, please don't hesitate to call me.

Local 579 Executive

A handwritten signature in black ink that reads "Ivan Gedge". The signature is written in a cursive style with a prominent loop at the end of the last name.

Ivan Gedge
President, Carpenters Local 579