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Short Form Return of Organization Exempt From Income Tax

2013

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Open to Public
InspectionDepartment of the Treasury
Internal Revenue Service

► Do not enter Social Security numbers on this form as it may be made public.

► Information about Form 990-EZ and its instructions is at www.irs.gov/form990.A For the 2013 calendar year, or tax year beginning **JUL 1, 2013** and ending **JUN 30, 2014**

B Check if applicable

Address change
 Name change
 Initial return
 Terminated
 Amended return
 Application pending

C Name of organization
PILEDRIVERS AND DIVERS LOCAL 2520
 Number and street (or P.O. box, if mail is not delivered to street address)
825 E 8TH AVE
 Room/suite
 City or town, state or province, country, and ZIP or foreign postal code
ANCHORAGE, AK 99501

D Employer identification number
92-0020902
 E Telephone number
907 272-7576
 F Group Exemption
 Number ► **0143**

G Accounting Method: Cash Accrual Other (specify) ►I Website: ► **N/A**J Tax-exempt status (check only one) — 501(c)(3) 501(c)(5) (insert no.) 4947(a)(1) or 527K Form of organization: Corporation Trust Association Other **LABOR UNION**L Add lines 5b, 6c, and 7b, to line 9 to determine gross receipts. If gross receipts are \$200,000 or more, or if total assets (Part II, column (B) below) are \$500,000 or more, file Form 990 instead of Form 990-EZ ► **\$ 129,151.****Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances** (see the instructions for Part I)Check if the organization used Schedule O to respond to any question in this Part I

SEP 12 2014 RECEIVED 2014	1 Contributions, gifts, grants, and similar amounts received	1
	2 Program service revenue including government fees and contracts	2
	3 Membership dues and assessments	3 62,599.
	4 Investment income	4 3,068.
	5a Gross amount from sale of assets other than inventory	5a
	b Less: cost or other basis and sales expenses	5b
	c Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a)	5c
	6 Gaming and fundraising events	
	a Gross income from gaming (attach Schedule G if greater than \$15,000)	
	b Gross income from fundraising events (not including \$ from fundraising events reported on line 1) (attach Schedule G if the sum of such gross income and contributions exceeds \$15,000)	
	c Less: direct expenses from gaming and fundraising events	
	d Net income or (loss) from gaming and fundraising events (add lines 6a and 6b and subtract line 6c)	
	7a Gross sales of inventory, less returns and allowances	6d
	b Less: cost of goods sold	
	c Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a)	
	8 Other revenue (describe in Schedule O)	7a
	9 Total revenue Add lines 1, 2, 3, 4, 5c, 6d, 7c, and 8	7b
Expenses	10 Grants and similar amounts paid (list in Schedule O)	SEE SCHEDULE O
	11 Benefits paid to or for members	10 27,648.
	12 Salaries, other compensation, and employee benefits	11
	13 Professional fees and other payments to independent contractors	12 83,133.
	14 Occupancy, rent, utilities, and maintenance	13 6,555.
	15 Printing, publications, postage, and shipping	14 16,479.
	16 Other expenses (describe in Schedule O)	15 5,630.
	17 Total expenses Add lines 10 through 16	16 28,299.
Net Assets	18 Excess or (deficit) for the year (Subtract line 17 from line 9)	17 167,744.
	19 Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return)	18 <38,593. >
	20 Other changes in net assets or fund balances (explain in Schedule O)	19 439,483.
	21 Net assets or fund balances at end of year. Combine lines 18 through 20	20 0.
		21 400,890.

LHA For Paperwork Reduction Act Notice, see the separate instructions

Form 990-EZ (2013)

12P

Part V Other Information (Note the Schedule A and personal benefit contract statement requirements in the instructions for Part V) Check if the organization used Sch. O to respond to any question in this Part V

	Yes	No
33 Did the organization engage in any significant activity not previously reported to the IRS? If "Yes," provide a detailed description of each activity in Schedule O	33	X
34 Were any significant changes made to the organizing or governing documents? If "Yes," attach a conformed copy of the amended documents if they reflect a change to the organization's name. Otherwise, explain the change on Schedule O (see instructions)	34	X
35a Did the organization have unrelated business gross income of \$1,000 or more during the year from business activities (such as those reported on lines 2, 6a, and 7a, among others)?	35a	X
b If "Yes" to line 35a, has the organization filed a Form 990-T for the year? If "No," provide an explanation in Schedule O	35b	N/A
c Was the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization subject to section 6033(e) notice, reporting, and proxy tax requirements during the year? If "Yes," complete Schedule C, Part III	35c	X
36 Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If "Yes," complete applicable parts of Schedule N	36	X
37a Enter amount of political expenditures, direct or indirect, as described in the instructions	37a	300.
b Did the organization file Form 1120-POL for this year?	37b	X
38a Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee or were any such loans made in a prior year and still outstanding at the end of the tax year covered by this return?	38a	X
b If "Yes," complete Schedule L, Part II and enter the total amount involved	38b	N/A
39 Section 501(c)(7) organizations. Enter:	39a	N/A
a Initiation fees and capital contributions included on line 9	39b	N/A
40a Section 501(c)(3) organizations. Enter amount of tax imposed on the organization during the year under:		
section 4911 ► <u>N/A</u> ; section 4912 ► <u>N/A</u> ; section 4955 ► <u>N/A</u>	40b	N/A
b Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in any section 4958 excess benefit transaction during the year, or did it engage in an excess benefit transaction in a prior year that has not been reported on any of its prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I		
c Section 501(c)(3) and 501(c)(4) organizations. Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958		
d Section 501(c)(3) and 501(c)(4) organizations. Enter amount of tax on line 40c reimbursed by the organization		
e All organizations. At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If "Yes," complete Form 8886-T		
41 List the states with which a copy of this return is filed ► <u>NONE</u>		
42a The organization's books are in care of ► <u>STEVE ABEL</u> Telephone no. ► <u>907 272-7576</u>		
Located at ► <u>825 E 8TH AVE, ANCHORAGE, AK</u> ZIP + 4 ► <u>99501</u>		
b At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	42b	X
If "Yes," enter the name of the foreign country: ► <u> </u>		
See the instructions for exceptions and filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts		
c At any time during the calendar year, did the organization maintain an office outside of the U.S.?	42c	X
If "Yes," enter the name of the foreign country: ► <u> </u>		
43 Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of Form 1041 - Check here and enter the amount of tax-exempt interest received or accrued during the tax year	43	□ <u>N/A</u>
44a Did the organization maintain any donor advised funds during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ	44a	X
b Did the organization operate one or more hospital facilities during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ	44b	X
c Did the organization receive any payments for indoor tanning services during the year?	44c	X
d If "Yes" to line 44c, has the organization filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	44d	
45a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	45a	X
45b Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," Form 990 and Schedule R may need to be completed instead of Form 990-EZ (see instructions)	45b	

46 Did the organization engage, directly or indirectly, in political campaign activities on behalf of or in opposition to candidates for public office?

If "Yes," complete Schedule C, Part I

Yes	No
46	X

Part VI Section 501(c)(3) organizations only

All section 501(c)(3) organizations must answer questions 47-49b and 52, and complete the tables for lines 50 and 51

Check if the organization used Schedule O to respond to any question in this Part VI

47 Did the organization engage in lobbying activities or have a section 501(h) election in effect during the tax year? If "Yes," complete Sch. C, Part II

Yes	No
47	
48	
49a	
49b	

48 Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E

49a Did the organization make any transfers to an exempt non-charitable related organization?

b If "Yes," was the related organization a section 527 organization?

50 Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees and key employees) who each received more than \$100,000 of compensation from the organization. If there is none, enter "None."

(a) Name and title of each employee N/A	(b) Average hours per week devoted to position	(c) Reportable compensation (Forms W-2/1099-MISC)	(d) Health benefits, contributions to employee benefit plans, and deferred compensation	(e) Estimated amount of other compensation

f Total number of other employees paid over \$100,000 ► _____

51 Complete this table for the organization's five highest compensated independent contractors who each received more than \$100,000 of compensation from the organization. If there is none, enter "None." **N/A**

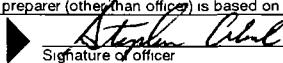
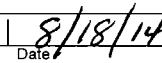
(a) Name and business address of each independent contractor 	(b) Type of service	(c) Compensation

d Total number of other independent contractors each receiving over \$100,000 ► _____

52 Did the organization complete Schedule A? **Note.** All section 501(c)(3) organizations and 4947(a)(1) nonexempt

charitable trusts must attach a completed Schedule A

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

Sign Here	 Signature of officer	 Date
	► STEVE ABEL, FINANCIAL SECRETARY Type or print name and title	

Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN
	DON A CURTIS	DON A CURTIS	08/14/14		P00010775
	Firm's name ► DON A CURTIS & ASSOCIATES PLLC			Firm's EIN ► 26-4388619	
	Firm's address ► P.O. BOX 7359 COVINGTON, WA 98042			Phone no. 253.631.2106	

May the IRS discuss this return with the preparer shown above? See instructions ► Yes No

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

► Attach to Form 990 or 990-EZ.

► Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2013

Open to Public
Inspection

Name of the organization

PILEDRIVERS AND DIVERS LOCAL 2520

Employer identification number
92-0020902

FORM 990-EZ, PART I, LINE 4, OTHER INVESTMENT INCOME:

<u>DESCRIPTION OF PROPERTY:</u>	<u>AMOUNT:</u>
<u>INTEREST INCOME</u>	<u>3,068.</u>

FORM 990-EZ, PART I, LINE 8, OTHER REVENUE:

<u>DESCRIPTION OF OTHER REVENUE:</u>	<u>AMOUNT:</u>
<u>REIMBURSED EXPENSES</u>	<u>19,047.</u>
<u>RENTAL INCOME</u>	<u>12,744.</u>
<u>REBATE - PNRCC</u>	<u>31,693.</u>
<u>TOTAL TO FORM 990-EZ, LINE 8</u>	<u>63,484.</u>

FORM 990-EZ, PART I, LINE 10, PAYMENTS TO AFFILIATES:

AFFILIATE NAME: UNITED BROTHERHOOD OF CARPENTERS

AFFILIATE ADDRESS: 101 CONSTITUTION AVE NW WASHINGTON, DC 20001

PURPOSE OF PAYMENT: PER CAPITA TAX

<u>AMOUNT OF PAYMENT:</u>	<u>27,648.</u>
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FORM 990-EZ, PART I, LINE 16, OTHER EXPENSES:

<u>DESCRIPTION OF OTHER EXPENSES:</u>	<u>AMOUNT:</u>
<u>PAYROLL TAXES</u>	<u>4,703.</u>
<u>TRAVEL AND MEETINGS</u>	<u>8,329.</u>
<u>DONATIONS</u>	<u>3,685.</u>
<u>INSURANCE</u>	<u>2,210.</u>
<u>OTHER EXPENSES</u>	<u>9,072.</u>
<u>POLITICAL EXPENSES</u>	<u>300.</u>
<u>TOTAL TO FORM 990-EZ, LINE 16</u>	<u>28,299.</u>

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Name of the organization

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

► Attach to Form 990 or 990-EZ.

► Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2013

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PILEDRIVERS AND DIVERS LOCAL 2520

Employer identification number
92-0020902

FORM 990-EZ, PART II, LINE 24, OTHER ASSETS:

<u>DESCRIPTION</u>	<u>BEG. OF YEAR</u>	<u>END OF YEAR</u>
ANNUITY CONTRACT	125,722.	128,304.

FORM 990-EZ, PART II, LINE 26, OTHER LIABILITIES:

<u>DESCRIPTION</u>	<u>BEG. OF YEAR</u>	<u>END OF YEAR</u>
WITHHELD PAYROLL TAXES	0.	75.

**FORM 990-EZ, PART III, PRIMARY EXEMPT PURPOSE - LABOR UNION FOR THE
PROMOTION OF MEMBERS COMPENSATION AND WORKING CONDITIONS**

**FORM 990-EZ, PART III LINE 31, OTHER PROGRAM SERVICE ACCOMPLISHMENTS:
OPERATION OF UNION HALL FOR THE BENEFIT OF MEMBERS IN THE PILEDRIVER
AND DIVER TRADE IN THE STATE OF ALASKA**

**FORM 990-EZ, PART V, INFORMATION REGARDING PERSONAL BENEFIT CONTRACTS:
THE ORGANIZATION DID NOT, DURING THE YEAR, RECEIVE ANY FUNDS, DIRECTLY,
OR INDIRECTLY, TO PAY PREMIUMS ON A PERSONAL BENEFIT CONTRACT.
THE ORGANIZATION, DID NOT, DURING THE YEAR, PAY ANY PREMIUMS, DIRECTLY,
OR INDIRECTLY, ON A PERSONAL BENEFIT CONTRACT.**

FORM 990-EZ, PART 5, LINE 34

**THE BYLAWS WERE REWRITTEN DURING THE CURRENT YEAR, A COPY IS ATTACHED
TO THIS FILING**

Asset No	Description	Date Acquired	Method	Life	Line No	Unadjusted Cost Or Basis	Bus % Excl	Reduction In Basis	Basis For Depreciation	Accumulated Depreciation	Current Sec 179	Current Year Deduction
1 LAND	VARIESL					32,000.			32,000.			0.
2 BUILDING	VARIESSL					64,920.			64,920.			0.
* TOTAL	990-EZ PG 1					96,920.			96,920.			0.
DEPR												



**UNIFORM BYLAWS
FOR
PILEDRIVERS & DIVERS LOCAL 2520**

**UNITED BROTHERHOOD OF CARPENTERS
AND JOINERS OF AMERICA
ANCHORAGE, ALASKA**

**APPROVED BY THE MEMBERSHIP
FEBRUARY 18, 2014**

UNIFORM LOCAL UNION BYLAWS

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UNIFORM LOCAL UNION BYLAWS

PREAMBLE

Our aim will be to promote the interest of our membership, to elevate the moral, intellectual and social conditions of all working men and women, to assist each other in sickness and distress.

To encourage apprenticeship and a higher standard of skill, to cultivate a feeling of friendship, and to assist each other to secure employment.

To aid and assist all organizations to uphold the dignity of labor and resist oppression by honorable means.

To hold it as a sacred principle, that union members, above all others, should set a good example as good and faithful workers, performing their duties to their employer with honor to themselves and to their organization.

We resent the principle of open shop association, and will continually strive for the enactment of legislation which will enable us to achieve our objectives.

Realizing that a blow at one organization is a blow to all, therefore, it shall be our duty as union members to purchase union-made goods and patronize union shops and business establishments whenever possible to do so.

So with these aims and principles in mind, we the Piledrivers & Divers in the vicinity of Alaska affiliate ourselves into an organization that shall be known as Local Union 2520 of the United Brotherhood of Carpenters and Joiners of America, in conformity with the provisions of the Constitution and Laws of the United Brotherhood.

BYLAWS

NAME AND TITLE

Section 1

This body is chartered and known as Local Union No. 2520 of the United Brotherhood of Carpenters and Joiners of America. This Local Union is organized in conformity with the Constitution and the Laws of the United Brotherhood and shall have the powers and privileges of a Local Union under the Constitution and Laws of the United Brotherhood.

OBJECTS

Section 2

The objects of this Local Union shall be to promote and protect the interest of our membership, to encourage the apprenticeship system and higher standard of skill, to reduce the hours of labor, to secure adequate pay for our work, to elevate the standard of our craft, to cultivate a feeling of friendship among the members of the Brotherhood, to assist our members in procuring employment and to protect our members by legal and proper means against any injustice that may be done to them, and to improve the moral, social and intellectual conditions of our members and all working people.

TERRITORIAL JURISDICTION

Section 3

The territorial jurisdiction of this Local Union shall be as determined by the General President.

OFFICERS OF THE LOCAL

Section 4

The officers of this Local Union shall consist of a President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Conductor, Warden, and three Trustees.

NOMINATIONS AND ELECTIONS

Section 5

The nomination, election and installation of officers of this Local Union shall be governed by the Constitution and Laws of the United Brotherhood.

DUTIES OF THE OFFICERS

Section 6

The duties of the Officers of this Local Union shall be as set forth in the Constitution and Laws of the United Brotherhood, as provided in these Bylaws, and as determined by this Local Union.

EXECUTIVE COMMITTEE

Section 7

(A) The Executive Committee of this Local Union shall consist of the President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Conductor, Warden and three Trustees.

(B) Council representatives shall be permitted to attend Local Union Executive Board meetings with voice but no vote.

DUTIES OF TRUSTEES

Section 8

The duties of the Trustees shall be as set forth in Section 40 of the Constitution and Laws of the United Brotherhood.

COMMITTEES

Section 9

The President shall appoint all committees as may be necessary. All committees shall perform such duties as assigned to them within the time specified, and shall report in writing to the Local Union. No member shall be compelled to serve upon more than one Committee at the same time. Remuneration, if any, shall be decided by the Local Union at the time members of the Committees are selected. The activities of all committees shall be governed by Section 41 of the Constitution and Laws of the United Brotherhood, these Bylaws, and as the Local Union may direct. Any committee member who neglects or fails to perform any duty required by the Constitution and Laws of the United Brotherhood may be removed by the President, with the exception of members of the Executive Committee.

INITIATION FEES

Section 10

The initiation fee(s) for applicants to join this Local shall be \$300.00. Arrangements may be made for the payment of the initiations fee(s) in installments. Where an ex-member has violated any of the Rules and Laws of this Local Union and has been tried and found guilty of same, and where a fine has been imposed, such fine must be paid before initiation. The initiation fee for apprentices shall be as set forth in the Constitution and Laws of the United Brotherhood.

MONTHLY DUES

Section 11

(A) The monthly dues of this Local Union shall be \$21.00, which must be an adequate sum to enable the Local Union to operate in an efficient, proper and solvent manner in the service and best interest of its membership. The dues shall be paid as required to the Financial Secretary of this Local Union.

(B) The monthly dues payable by members to this Local Union shall not be increased except upon approval by majority vote of the members in good standing voting by secret ballot at a general or special membership meeting after reasonable notice. All members shall be notified by mail of the date, time, place, and purpose of the vote. Furthermore, if this Local Union is or becomes affiliated with any Council of the United Brotherhood, the monthly dues payable to this Local Union must be approved by such Council.

(C) No officer or Business Representative, and no member receiving benefits of a collective bargaining agreement, shall be exempt from paying dues or fees established pursuant to Section 45 of the UBC Constitution.

MEETINGS

Section 12

(A) The regular meetings of this Local Union shall be held on the third Tuesday of the month at 6:30 P.M. No business shall be transacted after 11:00 p.m. unless by a majority vote of the members present immediately after the reading of the Minutes.

(B) If this Local Union is or becomes affiliated with a Regional or District Council, there shall be a delegate report presented by one or more delegates from this Local Union at each membership meeting of this Local Union that directly follows a District or Regional Council delegate meeting. Each delegate report shall include the following:

1. Information regarding organizing activities of the Council, including industry targets; developments in ongoing programs; involvement of volunteer organizing committees with organizers in jobsite activities and house calling; specific targets; number of jobsite actions; number of house calls made to nonunion carpenters since the last report; the names of any contractors signed and the number of members brought in with that contractor;
2. Information regarding membership retention, including current number of members in Council; the number of members initiated, on withdrawal, or transferred since the last report; and the number of members brought in through organizing activities;
3. Political and legislative activities within the Council, including current legislation at the federal, state and local levels; involvement of volunteer organizing committees in the overall Council political program; and any political campaign activities, membership voter registration, membership voter education programs, and contacts with government officials;
4. Important collective bargaining developments involving the Council; and

5. Other significant issues discussed and/or action taken at the Council meeting.

OFFICERS BOND

Section 13

Every officer, agent or employee of this Local Union who handles funds and property thereof shall be bonded through the General Office for the faithful discharge of their duties.

AFFILIATION WITH COUNCIL

Section 14

(A) This Local Union shall be bound by the Bylaws, Trade Rules, resolutions, and directives adopted by any Council with which it is affiliated. Any Bylaws of this Local Union that conflict with the Bylaws of any District, Regional or other Council of the United Brotherhood with which this Local Union is affiliated shall be void, and the Bylaws and Trade Rules of such Council shall apply, provided that such Bylaws are consistent with the Constitution and Laws of the United Brotherhood and have been properly approved. Furthermore, in the event of such affiliation, all Bylaws of this Local Union, and any changes made thereto, must be approved by any Council with which this Local Union is affiliated.

(B) Council Delegates shall be elected in accordance with the Council's Bylaws and the UBC Constitution. Council Delegates shall be elected for a term of not more than two years. It shall be the duty of the Recording Secretary of this Local Union to notify any Council with which this Local Union is affiliated, by certified mail, of the names of the elected Delegates before July 1st of each year. The Recording Secretary of this Local Union shall forward credentials of Delegate or Delegates from this Local Union to such Council properly signed by the President and Recording Secretary with the seal of the Local Union affixed.

(C) All members of this Local Union, as well as applicants for membership in this Local Union, shall be bound by the Bylaws and Trade Rules of any Council of the United Brotherhood with which this Local Union is affiliated.

CHARGES AND TRIALS

Section 15

The charges and trial procedures shall be as set forth in the Constitution and Laws of the United Brotherhood.

ORGANIZING

Section 16

It shall be the continuing obligation of this Local Union to organize workers.

DISSOLUTION, LAPSE OR SUSPENSION OF LOCAL UNION

Section 17

If, at any time, this Local Union should withdraw, lapse, be dissolved or merged, be suspended or expelled, or otherwise cease to function as a chartered subordinate body of the United Brotherhood, all Property, Books, Charter, and Funds held by, or in the name of, or on behalf of this Local shall be forwarded immediately to the General Secretary-Treasurer for such use or disposition in the interests of the

membership of the United Brotherhood as the General President in the exercise of his or her discretion may direct.

LAWSUITS AGAINST THE LOCAL

Section 18

No member fined, suspended or expelled by action of the Local Union or any Council with which this Local Union is affiliated shall file any lawsuit against the Local or Council, or the Local Union's or Council's Officers or Representatives without first exhausting all appeal remedies provided for in these Bylaws and Constitution and Laws of the United Brotherhood.

AMENDMENTS TO BYLAWS

Section 19

(A) Any amendments and changes to these Bylaws, outside of the twenty-one mandatory provisions, must in no way conflict with the Constitution and Laws of the United Brotherhood and must be approved by majority of the membership voting by secret ballot at a special or regular meeting upon reasonable written notice provided at least 30 days prior to such vote. Furthermore, any proposed amendment must be approved by the General Vice President before becoming law.

(B) If this Local Union is or becomes affiliated with a Council of the United Brotherhood, all proposed changes to the Bylaws or Trade Rules of this Local Union shall be referred to the Executive Committee of such Council for consideration and recommendation and must be approved by such Council, as well as by the General Vice President, prior to becoming effective.

MISCELLANEOUS

Section 20

(A) The fiscal year of this Local Union shall be July 1 - June 30. All accounts shall be audited and a complete financial report be brought forth by the auditing committee no later than ninety days following the close of the fiscal year.

(B) Applicants for membership of this Local Union shall be bound by the Constitution and Laws of the United Brotherhood, the Bylaws of this Local Union, and the Bylaws of any Council of the United Brotherhood, if any, with which this Local Union is affiliated.

(C) Nothing in these Bylaws shall in any way be construed to conflict with the Constitution and Laws of the United Brotherhood.

SEVERABILITY

Section 21

If any Section or part of these Bylaws shall be held invalid by operation of law or by any tribunal of competent jurisdiction, the remaining Sections of these Bylaws shall not be affected thereby and shall remain in full force and effect.

SPECIAL RELIEF AND CONTINGENCY FUND

Section 22

This Local Union shall create a Special Relief and Contingency Fund in conformance with Section 54E & 54F of the Constitution and Laws of the United Brotherhood of Carpenters and Joiners of America. Up to

\$5.00 a year of each member's dues and in conformance with Section 54E & 54F of the Constitution may be deposited into the Special Relief and Contingency Fund. In addition all arrear letter fees may also be added to the fund at the discretion of the Executive Committee.

JURISDICTION

Section 23

The jurisdiction of the Piledivers, Bridge, Dock Builders and Divers Local Union 2520 shall include the entire State of Alaska, including all offshore waters and waters of the Continental shelf seaward of the boundaries of the State of Alaska. It will also include all inland waters, rivers and lakes, natural and/or man-made, within the boundaries of the State of Alaska.

It is understood further that by the above listing, the jurisdiction of the Union over diving work is not thereby limited to that area. The Union claims jurisdiction over diving in certain areas beyond that covered by this Agreement i.e., oceanographic and/or research vessels seismographic and/or other vessels either temporarily or permanently based and operated out of ports in the State of Alaska, engaged in petroleum research, offshore mining, fisheries research, and all other types of oceanographic and marine research and/or experimental work requiring the use of divers. This also pertains to any sort of bell diving using deck decompression chambers with submersible diving chambers, and any other jobs or projects which the General President may see fit to award the jurisdiction of this Local.

Members of other UBC Locals coming to work in this jurisdiction shall be governed by Section 46 of the Constitution and Laws of the United Brotherhood.

FUNDS AND FINANCES

Section 24

(A) Union funds which have accrued and are earmarked for a specified fund and for which special assessments have been made shall be kept in separate accounts and such monies cannot be used for any other purposes than the purposes specified, except by a two-thirds (2/3) vote of the members present at a regular meeting of Local 2520.

(B) Authorized signers of Local Union 2520 shall be the President, Financial Secretary, and/or the Treasurer.

(C) No officers or members of this Local Union shall be exempt from the payment of dues and assessments under any pretense whatsoever.

DELEGATES AND COMMITTEES

Section 25

(A) Committee members required to perform their duties during normal working hours may be compensated for hours worked at a minimum of Journeyman Piledriver rate per Area Collective Bargaining Agreement.

(B) Delegates elected to State, Regional, or National Conventions may receive Journeyman Piledriver wages per Area Collective Bargaining Agreement while attending such convention. A maximum of eight (8) hours a day pay, Monday through Friday.

(C) Any other member officially representing the Local Union away from this Local's jurisdiction may receive at least Journeyman Piledriver wages per Area Collective Bargaining Agreement while attending to the Local's business (ie: Pension Trustee, Health and Welfare Trustee, Apprenticeship and Training Trustee, etc.)

(D) Delegates, Officers, or any member representing the Local Union on official business may be reimbursed for expenses actually and properly incurred while representing the Local Union.

(E) Any Officer holding a paid office shall not receive any further compensation for his time as a committee member or delegate to central bodies.

(F) This Local Union shall pay any and all assessments and per capita taxes that are properly payable to such Council by this Local Union. Furthermore, members of this Local Union shall be obligated to pay any and all Council dues and initiation fees properly payable by members of this Local Union to any Council with which this Local Union is affiliated.

(G) The Executive Committee should meet on the third Tuesday of each month at 6:00 P.M. If regular or Executive Committee meetings fall on a holiday, the meeting shall be held on the Wednesday immediately following.