

APPLICATION FOR PROBATIONARY MEMBERSHIP
In the INTERNATIONAL ASSOCIATION OF BRIDGE,
STRUCTURAL, ORNAMENTAL AND REINFORCING IRON WORKERS, Affiliated with A.F.L.-C.I.O.
(Please print or type)

Date _____

9 Initiation
9 Reinstatement

Local Union No. _____ City _____ State/Province _____

Name of Applicant _____
FIRST
MIDDLE
LAST

Permanent Street Address _____

City _____ State/Province _____ Zip/Postal Code _____

Telephone No. (____) _____

Date of Birth _____ Social Security/Insurance No. _____

I, the undersigned, agree that, should it hereafter be discovered that I have made any misstatements as to my qualifications for probationary membership in the Association, or that I obtained probationary membership through fraud, false statements or otherwise, I will be debarred from all rights and benefits provided by this Association.

I hereby designate the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers to act (through a Local Union or otherwise) as my sole agent and representative in all collective bargaining and other negotiations affecting me or other probationary members of the above-named Union, whether under the operation of the National Labor Relations Act or otherwise; or in the Dominion of Canada the applicable Federal or Provincial Laws.

I hereby agree that if I fail to pay dues and/or assessments within six (6) months of the date when same are due and payable, my probationary membership in this Association shall automatically be forfeited.

Participation in this program does not guarantee admittance to a Local Union Apprenticeship Program or membership in a Local Union or the International Association. Status as a probationary member is valid only for a period of one (1) year.

I hereby solemnly and sincerely pledge my honor that I will, without equivocation or evasion, and to the best of my ability, abide by the Constitution and By-Laws, and the particular scale of wages adopted by it; that I will abide by the will of the majority; that I will at all times, by all honorable means within my power, procure employment for members of this Union; and that I will at all times be respectful in word and action to every person, and be considerate of widows, widowers, orphans, and the weak and defenseless; and that I will not knowingly wrong a member of this Union or see one wronged if it is in my power to prevent the same.

I have read and agree to abide by the terms and conditions as contained in the Standards of Excellence. **Initial here** (_____)

This application must be completely filled out. Failure to do so or any falsification of information will void the application or in the event probationary membership is granted will be cause for cancellation thereof.

Date _____ Applicant=s Signature _____
Applicant must sign here

Effective date of probationary membership will correspond with the first month's dues payment. The Local Union must record date of payment of the first month=s dues below.

Date Dues Paid _____ Amount Paid _____

Effective date of probationary membership _____

Signature of Business Manager or International Representative

**IRON WORKERS PROBATIONARY MEMBER PROGRAM
ADOPTED BY ACTION OF THE GENERAL EXECUTIVE BOARD
OF THE INTERNATIONAL ASSOCIATION OF
BRIDGE, STRUCTURAL, ORNAMENTAL AND REINFORCING
IRON WORKERS**

ARTICLE I - PURPOSE

The purpose of this probationary member program is to provide rules for affiliated outside local unions of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, for establishing a sanctioned probationary member program. This program will be for the employment and training of Ironworker probationary members (non-journeyman and non-apprentice) to participate in related and on-the-job training, leading to being slotted in the Local Union Apprenticeship Program or being advanced to the appropriate journeyman classification.

ARTICLE II - MEMBERSHIP

1. All probationary members must pay monthly dues at the Apprentice dues rate in order to maintain membership. All applicants for probationary membership shall pay no less than one (1) months' dues at time of application. The initiation and/or reinstatement fee shall be deferred until said applicant is accepted into the Local Union Apprenticeship Program or is advanced to the appropriate journeyman classification. Each applicant will be furnished a membership card reflecting probationary member classification and membership number from this International Association.
2. Probationary members shall be allowed to attend Local Union membership meetings, but will have no voice or vote in any Local Union matters.
3. Participation in this program does not guarantee admittance to a Local Union Apprenticeship Program or Journeyman membership in a Local Union of the International Association.

ARTICLE III - ENTRANCE QUALIFICATIONS

To be eligible for the probationary member program under these rules, an applicant must be:

1. At least eighteen (18) years of age.
2. Have an interest in the craft.
3. Able to read and comprehend typical construction safety signs and must be able to complete the requirements of related training.

ARTICLE IV - EQUAL EMPLOYMENT

The recruitment, selection, employment and training of applicants, during their training as probationary members, shall be without discrimination because of race, color, religion, national origin, or sex. The sponsors will take affirmative action to provide equal opportunity in the probationary member program and will operate the program as required under Title 29 CFR Part 5 Federal and State Laws and regulations governing equal employment opportunity and parallel to Title 29 CFR Part 30 as well as Executive Order 11246.

ARTICLE V - CLASSIFICATION

1. Probationary member applicants shall be fairly classified with respect to previous work experience and applicable skills and knowledge. This will, however, in no way restrict organizing or recruitment of new members into the Local Union.
2. The probationary member classification shall be assigned to those individuals who meet the basic entrance qualifications. All individuals enrolled as probationary members under this program shall be evaluated by the Business Manager to determine their level of skill and the wage scale to which they are entitled in accordance with the terms and condition of this probationary member program. Each probationary member shall be paid a starting rate of not less than the beginning apprenticeship rate.
3. Within the first six (6) month period, all probationary members shall be evaluated by the Business Manager in conjunction with the Local Examining Committee for referral to the Local Union's Apprenticeship Committee for placement in the Apprenticeship Program or elevated to journeyman status. No probationary member shall remain in the program for more than one (1) year without having been placed in the Apprenticeship Program, elevated to journeyman status or dropped from the program. Contractors or Organizers may make recommendations to the Business Manager in conjunction with the Local Examining Committee regarding the appropriate placement of a probationary member.

ARTICLE VI - REQUIREMENTS

1. All probationary members shall be required to take the OSHA 10 hour course.
2. All probationary members shall be required to attend an orientation which will cover referral rules, fringe benefit plans and expectations of the probationary member, including obligations to the union.
3. A probationary member may be dropped from the program at any time for not meeting the requirements of the program or employer qualifications. All such decisions will be made by the Business Manager in conjunction with the Local Examining Committee. The Local Union is required to send written notification to the General Secretary's office when a probationary member is dropped from the program.

ARTICLE VII - WORKING HOURS

Probationary members will be allowed to be placed on all jobs covered by the Local Union Collective Bargaining Agreement except that under no circumstances shall any probationary member be allowed to work on a prevailing wage rate job unless they receive the journeyman's wage rate as specified in the Local Union Collective Bargaining Agreement.

ARTICLE VIII – CANADIAN LAW

This program, when applied in Canada, shall comply with all Canadian and Provincial laws.

Signature of Probationary Member

Signature of Business Manager

One copy to Probationary Member
One copy to Local Union

IRONWORKERS'

Standards of Excellence



The purpose of the Ironworkers' Standards of Excellence is to reinforce the pride of every Ironworker and our commitment to be the most skilled, most productive and safest craft in the Building Trades.

As Union Ironworkers, we pledge ourselves to uphold our word, as given through our Collective Bargaining Agreement, and display the professionalism expected of our trade and Union in all aspects of our employment as exemplified by the values engrained in our Standards of Excellence.

It is a commitment to use our training and skills, each and every day, to produce the highest quality work worthy of our name and consistent with the collective bargaining agreement.

As an Iron Worker member, I agree to:

1. Adhere to my responsibilities under the Collective Bargaining Agreement for start and quit times, as well as lunch and break times.
2. Allow my Representatives to handle any disagreements or breaches by refusing to engage in unlawful job disruptions, slowdowns or any activities that affect our good name.
3. Respect the Customer's and Employer's rights, property and tools as I do my own.
4. Meet my responsibility to show up every day; outfitted for work and fit for duty without engaging in substance abuse.
5. Cooperate with the Customer and Employer to meet their statutory, regulatory and contractual responsibilities to maintain a safe, healthy and sanitary workplace.
6. Do my best to work in a manner consistent with the quality, productivity and safety of every task that I am assigned.
7. Do my best to help every co-worker return home safe at the conclusion of every shift.

The Ironworkers' Standards of Excellence will increase the pride, the productivity and the craftsmanship of every Ironworker throughout North America. This commitment will improve work place conditions, increase work opportunities, and help maintain our wages, benefits and standard of living. In addition, the Standards of Excellence will help our signatory employers complete their projects on time, on budget with no injuries or accidents.

In accordance with Article XXVI of the International Constitution, charges may be preferred against any member for violations of the Ironworkers' Standard of Excellence, including but not limited to the following reasons:

- Taking a job referral and not reporting to work.
- Failing pre-employment qualifications.
- Discharged for excessive absenteeism.

Fines for the first offense shall be no less than \$100.00 or no more than one (1) day's pay including fringe benefits and working assessments.

I acknowledge this responsibility and pledge my word to do the same.

Signature

Social Security / Insurance Number

Date

SECTION 1: WORKING DUES ASSESSMENTS AUTHORIZATION

I hereby assign to Local 25, International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, AFL-CIO from the vested contributions made by my employer(s) to Iron Workers Local 25 Vacation Fund the sum as set forth in Article II, Paragraphs (C) and (D) of the Iron Workers Local 25 By-Laws. This is in accordance with the International Constitution of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

Print Name: _____ Soc. Sec. No. _____

Date of Birth: _____ (MM/DD/YY)

Address:

Street: _____ City: _____ State: _____

Zip Code: _____ Book No.: _____ Home Local: _____

In order to comply with the Affirmative Action policy of the DOL we ask that you provide us with the following information. *Your voluntary cooperation is appreciated.*

African American Caucasian (Other)
 American Indian/Alaskan Native Hispanic
 Asian/Pacific Islander

 Signature: _____ Date Signed: _____

SECTION 2: TARGETING FUND ASSESSMENTS AUTHORIZATION

I hereby assign to Local 25, International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, AFL-CIO from the vested contributions made by my employer(s) to iron Workers Local 25 Vacation Fund the sum as set forth in Article XIV, Paragraph (G) of the Iron Workers Local 25 By-Laws. These contributions will be used for maintaining and promoting any type of work within the realm of the Organized Iron Working industry within the jurisdiction of Iron Workers Local 25 as per Article XIV (Organizing) Local 25 By-Laws.

Print Name: _____ Soc. Sec. No. _____

 Signature: _____ Date Signed: _____

IRONWORKERS'
International Reciprocal Agreement
Contributions Authorization Transfer

Name _____
(Please Print Full Name)

Home Address _____
Street City State Zip

Home # _____ Cell # _____ SS # _____

Home Local # _____ Union Book # _____ D.O.B. _____

I hereby elect or do not elect as indicated below, to have contributions that are paid on my behalf to the following Funds, transferred to my Home Funds. I understand that this authorization is only valid with respect to those cooperating funds that have executed agreements with my Home Fund to permit the transfer of contributions.

Elect **Do Not Elect** to have my **Health & Welfare** contribution remitted to my Home Fund

Elect **Do Not Elect** to have my **Pension** contribution remitted to my Home Fund

Elect **Do Not Elect** to have my **Defined Contribution Annuity** remitted to my Home Fund

(In the event your home local does not have a DC Plan, then contributions must stay in Local 25's DC Plan)

I understand that the cooperating Fund(s) will act solely as the agent of the noted Home Fund(s); and as such, I shall be subject to the eligibility rules of said Home Fund(s) upon the transfer of contributions. I hereby release (on behalf of myself as well as on behalf of anyone claiming through me) and further discharge the cooperating fund(s) and their Trustees of and from all claims, demands, actions, causes of actions or suits with respect to any contributions so transferred and for any benefits or credits which would have accrued or become payable to me had I not authorized this transfer of contribution. I further recognize that the transfer of contribution to the noted Home Funds may or may not ultimately prove to be to the advantage of myself and/or my beneficiaries.

I was or am currently employed by: _____ Jobsite Name: _____

Job Steward Name: _____ Travel Dues paid yes or no _____

 **Signature:** _____ **Date Signed:** _____

******* MANDATORY: INCLUDE THE SIGNED WORKING DUES ASSESSMENT FORM *******

Required Local 25 Officer Signature _____ **Date** _____
Michael Randick BM-FST

Iron Workers' Local No. 25
P. O. Box 965
Novi, MI 48376-0965
248-344-9494
FAX: 248-305-8468
E-Mail: office@ironworkers25.org

Local No. 25 Fringe Benefit Funds
800-572-8553