

APPLICATION FOR PROBATIONARY MEMBERSHIP

In the INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL, ORNAMENTAL AND REINFORCING IRON WORKERS, AFFILIATED WITH THE AFL-CIO

Date _____

Initiation Organized

Reinstatement

Local Union No. _____ City _____ State/Province _____

Name of Applicant _____

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 Initial here () Excellence.

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 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 months dues below.

Date Dues Paid _____

Amount _____

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