



Founded 1889

United Association of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of the United States and Canada

Three Park Place • Annapolis, Maryland 21401
(410) 269-2000 • Fax (410) 267-0262 • <http://www.ua.org>

Mark McManus
General President

Patrick H. Kellett
General Secretary-Treasurer

Michael A. Pleasant
Assistant General President

General Office File Reference: GP

November 16, 2020

TO ALL LOCAL UNION BUSINESS MANAGERS

Dear Brothers and Sisters:

In my letter to you of July 28, 2020, I advised you that I had been asked whether a Business Manager who has cancelled in-person membership meetings in light of the pandemic may conduct informational meetings with the membership by Zoom until it is safe for in-person meetings to resume. The answer to that question was yes. As you know, in the months since then, the pandemic has not merely failed to abate; it has intensified, making it that much more unlikely that Business Managers will be in a position to resume membership meetings any time soon. This has prompted some of you to inquire whether you, as Business Managers, could begin holding regular or special membership meetings by Zoom or other videoconference, notwithstanding By-Laws or other rules requiring such meetings to be conducted in person.

In response to these inquiries, I have decided to exercise my authority as General President, including under Section 46(f) of the UA Constitution, to issue the following interpretative decision regarding the Business Manager's authority under Section 103 of the Constitution. In light of the ongoing challenges presented by the pandemic, and so that Local Unions may address business requiring action by the membership, Business Managers are authorized to call regular and special membership meetings by Zoom videoconference, notwithstanding any contrary By-Law, rule of order, or other regulation of the Local Union.

Where a Business Manager decides to call a membership meeting by videoconference, the members shall be given reasonable notice of the meeting and the President shall preside over the meeting, as usual, under Section 102 of the UA Constitution. In addition, the Local Union's ordinary rules and procedures for membership meetings, such as quorum requirements, shall continue to apply, except to the extent that particular rules or procedures are determined by the Business Manager and President to be impracticable in the context of a videoconference meeting.

Moreover, during videoconference meetings, votes may be conducted on any matter for which membership approval is required by non-secret ballot, such as votes to accept and refer disciplinary charges to the Executive Board under Section 200(b) of the UA Constitution. The Business Manager and President shall develop reasonable procedures for determining the will of the membership on—and, where necessary, for tabulating votes for and against—particular propositions. When a secret ballot vote is required by the UA Constitution or laws of the Local Union, as in the case of dues increase subject to Section 130(b) of the Constitution, the Local Union must utilize a mail ballot or other method that meets the requirements for ballot secrecy.





Local Union Business Managers

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This interpretative decision shall expire on April 1, 2021, unless renewed by me in a follow up letter to you. If you have any questions regarding this matter, please contact Administrative Assistant to the General President Brad Karbowsky in the General Office.

Fraternally,

Mark McManus
General President

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cc: General Officers

International and Special Representatives