

International Association of Machinists and Aerospace Workers



C O N S T I T U T I O N

January 1, 2017

GRAND LODGE OFFICERS
INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS

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Grand Lodge Headquarters

MACHINISTS BUILDING

9000 Machinists Place
Upper Marlboro, MD 20772-2687

CONSTITUTION

of the

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

(hereinafter referred to as the I.A.M.)



**Except as otherwise provided, the provisions
of this Constitution shall become
effective January 1, 2017.**

PREAMBLE

Believing that the right of those who toil to enjoy to the full extent the wealth created by their labor is a natural right, and realizing that under the changing industrial conditions incident to the enormous growth of syndicates and other aggregations of capital it is impossible for those who toil to obtain the full reward of their labor other than through united action; and recognizing the fact that those who toil should use their rights of citizenship intelligently, through organizations founded and acting along cooperative, economic and political lines, using the natural resources, means of production and distribution for the benefit of all the people, with the view of restoring the commonwealth to all those performing useful service to society;

Now, Therefore; We, the International Association of Machinists and Aerospace Workers, pledge ourselves to labor unitedly in behalf of the principles herein set forth, to perpetuate our Association on the basis of solidarity and justice, to expound its objects, to labor for the general adoption of its principles, to consistently endeavor to bring about a higher standard of living among the toiling masses.

PLATFORM

The Grand Lodge of the International Association of Machinists and Aerospace Workers aims:

1. To bring within the organization all employees who are engaged in or connected with all types of skills, trades, professions, production, service, transportation, office, clerical and technical work organized under the Machinists' banner, to foster in their hearts the spirit of mutual helpfulness, and to impress them with their obligation to do their best for the welfare of each member and for the Association as a whole.

2. To adopt and put into active operation an effective plan to stabilize and provide full employment for all the members of our Association.

3. To secure the establishment of a legal apprenticeship system of four (4) years.

4. To prevail upon all employers the necessity of paying the full current wages weekly, and to give preference in employment to members of organized labor.

5. To impress upon all employers the need for health and welfare programs under which the employee is entitled to his/her choice of professional services.

6. To improve the health and safety conditions of our members on and off the job.

7. To abolish the personal record, physical examinations and age limits imposed by employers.

8. To settle all disputes arising between our members and employers, by direct negotiation whenever possible, and in cases where arbitration is resorted to, to reserve our freedom to accept or reject the decision rendered except in those cases where it is previously agreed by both parties that the decision shall be binding.

9. To shorten the hours of labor to thirty per week,

namely five days of six hours per day; Saturday to be a holiday. To establish the principle of paid vacations, paid pension and paid welfare programs, and extra pay for night work and to maintain for our members a cultural standard of living guaranteed by an adequate annual income.

10. To adopt and advocate a plan of cooperation with other unions, thereby eliminating strikes of one organization at a time, and by concerted coordinated action making it possible for all to reap the full benefit of their labor.

11. To stimulate the political education of the members to understand their political rights and use the ballot intelligently, to the end that the Government may be a government for, of and by the people, and not to be used as a tool to further the ends of combinations of capital for its own aggrandizement.

12. To urge the membership to vote only for and support candidates who are in favor of this platform and the following political demands: Initiative, Referendum and Recall; National or Federal Income Tax Law; National or Federal Inheritance Tax Law; National or Federal and State or Provincial Employers' Liability Law; a National Presidential and Vice Presidential Primary Law; the election of President and Vice President of the United States by a direct popular vote; all judges, without exception, to be elected by vote of the people; National or Federal Law granting pensions for old age or total disability and accident benefits; a National or Federal Health Insurance Law; public ownership of all public utilities; woman suffrage; change of the Constitution of the United States or the Constitution of Canada which now declares these subjects or questions to be unconstitutional; self-government of cities; abolition of contract system on

all public work – city, county, electoral district, state, provincial or national or federal – such work to be done on the day labor plan at union wages; amendments to the Constitution of Canada to make possible uniform labour and social legislation throughout Canada, covering all workers, whether employed by Government or by private industry, and providing for union security; a National Fair Wage Act in Canada, providing for union wages and conditions in all Government work and services and on all Government contracts, direct and indirect; a National Vacation and Holiday Act in Canada, providing for adequate vacations with pay and a minimum of eight statutory holidays; representation for Labour on all Government Boards and Commissions dealing with Labour's interests and Labour representation on the Boards of all public enterprises.

13. That no inferior Federal judge shall set aside a law of Congress or Act of Parliament on the ground that it is unconstitutional. That if the Supreme Courts assume any law of Congress or Act of Parliament unconstitutional or by interpretation undertake to assert a public policy at variance with the statutory declaration of Congress or Parliament, which alone under our system is authorized to determine the public policies of government, the Congress or Parliament may, by re-passing the law, nullify the action of the court. Thereafter the law to remain in full force and effect precisely the same as though the court had never held it to be unconstitutional.

14. The labor of a human being not being property, we demand the abolition of the use of injunctions in labor disputes on the grounds that it is a judicial usurpation of the constitutional rights of our citizens.

JURISDICTION OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

1 The jurisdiction of the International Association of
2 Machinists and Aerospace Workers includes, but is not
3 limited to, any person engaged in or connected with all
4 types of skills, trades, professions, production, service,
5 transportation, office, clerical, technical and related
6 work thereto.

Classification of Work Included

7 Any person who has served an apprenticeship of
8 four years at the machinists' trade, or who has acquired
9 a fundamental knowledge of shaping, sizing, turning,
10 boring, fitting, riveting, the operating of electric, ther-
11 mic and oxyacetylene welding apparatus and the ad-
12 justing of metal parts of machinery of any character,
13 whether such metal be steel, iron, brass, lead, copper,
14 aluminum, duralumin, bronze, or any other substitute
15 used therefore; as well as any person who may have
16 worked at the trade four years either as a vise hand,
17 lathe hand, planer hand, slotting machine hand, shaper
18 hand, milling machine hand, horizontal or vertical bor-
19 ing mill hand, screw machine hand, operators of
20 Gisholt, Jones and Lamson and all other turret lathes,
21 and gear cutters and all other machine tools. Floor
22 hands, machine adjusters, millwrights or general erec-
23 tors of machinery, jig, die, tool and mold makers,
24 metal pattern makers, diesel oil and electric machin-
25 ists. The operating of electric, gas and other mechan-
26 ical cranes and conveyors used in connection with ma-
27 chinists' work. Mechanical chauffeurs who are re-
28 quired to make repairs to their equipment. Sewing and
29 knitting machine adjusters and adjusters of all kinds of

1 automatic, semi-automatic, and self-contained ma-
2 chinery. Fitting together and installing valves of all
3 kinds and flange work on high pressure piping. Auto-
4 mobile, aircraft and moving picture machinery build-
5 ers, and repairpersons. Technical and clerical employ-
6 ees working in conjunction with the trade, electronic
7 technicians and related classification and machinists'
8 work in the atomic energy and aerospace fields. The
9 making, erecting, assembling, installing, maintaining,
10 repairing or dismantling of all or any parts thereof of
11 all machinery, engines, motors, pumps, diesel, and all
12 other metal power devices, either transmission, exca-
13 vating, elevating, shooting or conveying; whether
14 driven by hand, foot, steam, electricity, gas, gasoline,
15 naphtha, benzol, oil, air, water or other power, includ-
16 ing all metal appurtenances thereto, composed of steel
17 or iron, whether structural, angle, T, boiler, galvanized,
18 ornamental, cast, malleable, bar, tube, pipe, rod, shaft-
19 ing, sheet or plate; or of nickel, bronze, tin, lead, cop-
20 per, brass, aluminum, babbitt or other metal substitute
21 therefore.

22 The manufacture and installation of all machine
23 tools. The operation of all machines used in the man-
24 ufacture of machine-finished metal parts and devices
25 and all bench and vise work pertaining thereto, and all
26 machinists' work on steam, gas, gasoline, naphtha,
27 benzol, oil, air, and water-tight work.

28 All riveting, caulking, cutting, chipping, patching,
29 grinding, turning, sizing, boring, fitting, laying out,
30 shaping and drilling pertaining to machinists' work.
31 All drilling, cutting and tapping in boilers, tanks,
32 drums, frames or other structures required for engine
33 and machinery attachments, mountings, or other metal
34 construction and installation.

35 All welding, either oxyacetylene, electric, thermic,

1 unionmelt, atomic-hydrogen, carbon-arc, stud welding
2 resistance, spot and flash welding or any other welding
3 art or process by which work when completed com-
4 prises any product or any part of any product coming
5 within the jurisdiction of the International Association
6 of Machinists and Aerospace Workers, or the building,
7 installation, maintaining, repairing and dismantling by
8 welding or cutting of any structure, plant, refinery,
9 conveyor, crusher, mixer, mill, machine, tank, con-
10 tainer or equipment which comes within the jurisdic-
11 tion of the International Association of Machinists and
12 Aerospace Workers, including dismantling. All lubri-
13 cating devices, injectors, and inspirators and parts
14 thereof, and attachments thereto. All devices used in
15 the transmission of power except electric wiring, this
16 to include all line and counter shafting, shaft hangers,
17 sheaves, and pulleys.

18 All instrument, gauge tool and die making, metal
19 mold, novelty, model and metal pattern making and die
20 sinking; the making of jigs, templets, spiral and coil
21 springs, and all molds for the shaping of glassware and
22 plastics.

23 The manufacture, installation and operation of all
24 printing, paper and pulp-making machinery, all
25 brewery machinery, including all soakers, pasteuriz-
26 ers, bottle washers, crowning machines, bottle-filling
27 devices and conveyors, all factory, mill and laundry
28 machinery.

29 The manufacture, testing and repair of all electronic
30 and/or mechanical counting, recording and corre-
31 spondence devices, such as: cash registers, typewrit-
32 ers, adding machines, sealing and addressing devices,
33 and all other office machinery, including the testing of
34 complete units or component units, used in conjunc-
35 tion therewith.

1 The manufacture, assembly, testing, installation, re-
2 pair and maintenance of electrical household appli-
3 ances, electronic equipment and guidance system as
4 used on aircraft, missiles and/or space vehicles, com-
5 puters, and any other electric device or component
6 hereof, used to control, regulate or guide mechanical
7 equipment of any kind.

8 The manufacture, testing, assembly, repair, mainte-
9 nance and testing of electrical components and related
10 accessories, which include such units as inductors,
11 transformers, resistors, condensers, capacitors,
12 switches, relays and electronic testing equipment now
13 in common use, or developed in the future to accom-
14 plish these tasks.

15 The manufacture, repairing and maintaining of, and
16 performing of all other related jobs thereto on all auto-
17 mobiles, trucks, busses, tractors, firearms, fire en-
18 gines, locomotives, hydroplanes and airplanes, includ-
19 ing all crafts and classes of air transport employees,
20 agriculture machinery and mining machinery, rock
21 drills and pneumatic devices used as hand tools or for
22 the transmission of power. The manufacture, installa-
23 tion, repairing and servicing of all ice making and re-
24 frigerating machinery. The manufacture and installa-
25 tion of all abattoir, bakery and confectionery machin-
26 ery, textile, carding and gin machinery, refining ma-
27 chinery, and machinery used in reducing plants, rock-
28 crushing and quarry machinery, concrete mixers and
29 cement mill machinery, rolling mill and steel convert-
30 ing machinery, loading and unloading machinery and
31 traveling roadways.

32 The manufacturing, installation, repairing and op-
33 erating of all machines making malt, cans, nails, pot-
34 tery, horseshoes, brick, shoes, hats, clothing, pianos,
35 organs, musical and surgical instruments, tobacco,

1 cigarettes and cigars, flour, cereals and all other
2 products where mechanical devices are necessary for
3 the making.

4 The manufacturing, installation and operation of all
5 automatic stokers, all mechanical devices used in
6 amusement parks, all dredging machinery, and all
7 hoists, elevators, lower-atoms, escalators, derricks and
8 other lifting or hoisting devices.

9 The inspection of all machinery, ordnance, and en-
10 gines, including locomotives, and the operating of all
11 power machinery.

12 The manufacture, installation, repair and mainte-
13 nance of all air conditioning plants and equipment.

14 And all work connected with dynamometer cars,
15 and building, repairing, setting up, inspecting and
16 maintaining of all classes of scales.

17 The operation and repairing of towing and coaling
18 machinery in the Panama Canal Zone.

Marine Work

19 All marine work as follows:

20 The installing, assembling, dismantling and repair-
21 ing of all engines, pumps, dynamos, refrigerating ma-
22 chinery, steering gear, winches, windlasses, capstans
23 or other devices used in handling the ship.

24 The removing and replacing of the rudder, propel-
25 ler shaft and propeller wheel and the placing of all
26 deck fittings and mast fittings, including mast head-
27 lights.

28 The installing and repairing of all condensers, evap-
29 orators, feed-water eaters, overhauling and repairing
30 of all valves, either steam, water, air, gas, oil, or other
31 liquids and strainers attached to hull.

32 The installation of all pipes, pipe hangers, valves,

1 and fittings for engines, boilers, ice machines, evapo-
2 rator plants, telemotors, air compressors, and power
3 pumps.

4 The installation of deck operating gear for all
5 valves.

6 The boring, facing, chasing or tapping and drilling
7 holes for bolts of all pipe flanges.

8 The bending, threading and installing of tubes in
9 boilers in which threaded tubes are used.

10 The bending, welding, and installation of heater
11 coils used for fuel oil tanks, or heating purposes.

12 The installation of all condenser and feed-water
13 heater tubes, whether rolled, screwed, or ferruled.

14 The installation of all tubes in oil heaters and cool-
15 ers, except those under jurisdiction of the copper-
16 smiths.

17 The installation of all gratings, ladders and hand-
18 rails, port lights, ventilator operating gear and water-
19 tight doors.

Electric and Internal Combustion Engines and Cars

20 The building, installing, inspecting, adjusting, main-
21 taining, removing and overhauling of pantographs and
22 trolley poles, including the building of pantograph shoes
23 and replacement of same whether the pantograph is on
24 or off locomotive and the changing of insulated support
25 brackets; lathe and other machinists' work in connection
26 with construction of pantographs.

27 The assembling, installing, inspecting, maintaining,
28 removing and overhauling of all parts of the main and
29 braking controllers with the exception of insulating
30 materials, leads and wires.

31 The removing, dismantling, overhauling, assem-
32 bling, installing, inspecting and maintaining of all air
33 cylinders, magnet valves, cam shafts, bearings, rollers,

1 castings, adjustment springs and metal housings used
2 in the construction and operation of reverser switches,
3 series parallel switches, transfer switches, group
4 switches and contactors.

5 The assembling, installing, inspecting and main-
6 taining of all mechanical parts of main and auxiliary
7 switches and ground switches.

8 The assembling, installing, maintaining, inspecting
9 and overhauling of clutch and gear assembly on motor
10 operated rheostats.

11 The assembling, installing, inspecting, maintaining,
12 dismantling and overhauling of traction motors,
13 blower motors, heater motors, rheostat motors, air
14 compressor motors, motor generator sets, axle genera-
15 tors, control generators and slip rings (excluding field
16 coils, insulators and electrical connections); the as-
17 sembling, finishing either by hand or bench work,
18 drilling, tapping, and bolting of pole pieces; the dis-
19 mantling, repairing and assembling of brush holders;
20 the drilling, tapping and repairing of brush holder
21 studs; the fitting of all metal parts of commutators, in-
22 cluding segments; the turning and machine slotting of
23 all commutators whether done in lathe or in armature
24 housing; the pressing in and out of armature shafts; the
25 machining, repairing and fitting of armature cores; the
26 repairing and fitting of all covers for motors, housings
27 and compartments.

28 The installing, inspecting, adjusting, removing and
29 repairing of air compressor governors, electro-pneu-
30 matic pantograph valves, sander valves, regenerative
31 interlock valves and automatic control switches with
32 the exception of electric contacts and wiring.

33 The grinding, filing and repairing of grids and the
34 installing and removing of grid banks, with the excep-
35 tion of making and breaking electrical connections.

1 The removing and installing of electric cab heaters
2 and the removing and applying of covers to same
3 where they are retained by cap screws or tap bolts; the
4 removing and installing of headlights, headlight cages,
5 lamp and flagstaff brackets and supports, eave guards
6 and handrails.

7 Side rods, main rod, knuckle and driving pin work.
8 Driving brake and spring rigging work. Fitting up and
9 repairs to driving and truck boxes, including replacing
10 of brasses.

11 Examining, repairing and aligning jack shafts. Re-
12 fitting jack shaft collars and jack shaft casing. Repair-
13 ing and maintaining air brake equipment and air com-
14 pressors.

15 Drilling, driving and truck wheels, by use of ratch-
16 ets or portable motors for hub liners. Applying driving
17 and truck wheel hub liners. Driving and truck wheel
18 tire work. Drilling, reaming and tapping holes in cabs
19 and frames for bolts and parts.

20 Turning and dressing journals, and all frame and
21 truck work, including stripping and rebuilding.

22 Removing and replacing main motors, including
23 gears and bearings, and shifting gears.

24 Machinists' work in connection with raising cab,
25 running out and replacing trucks and lowering cab.
26 Mallet coupler device between units.

27 Removing and replacing circulating pump and mo-
28 tor, except pipefitters and electrical work.

29 Removing, repairing and replacing work in connec-
30 tion with water rheostats, hand pumps and lubricators.

31 Examining, removing, repairing and replacing bear-
32 ings.

33 Installing and relocating braces, stay rods, oil
34 guards, hand brakes, air ducts, sand boxes and bellows
35 under cab.

1 Whistle and bell work.

2 Installing and maintaining machinists' work in con-
3 nection with turbine engines, motors, pumps and aux-
4 iliaries in powerhouse.

5 Repairs to air hammers, air motors, vise, floor and
6 drop pit work, as well as the handling of work gener-
7 ally recognized as machinists' work.

8 Removing and replacing phase converters.

9 Machinists' work in connection with dismantling of
10 phase converters, such as removal of bolts, parts, bear-
11 ings caps, bearings and clamps.

12 Machinists' work in connection with assembling
13 phase converters, including detail parts.

14 And all other work on these engines, cars and ma-
15 chines now covered in the general classification in our
16 Constitution.

Other Work

17 All of the foregoing, and in addition thereto any
18 other work which does now, or in the future may, as
19 industries develop, fall within the scope of our juris-
20 diction, or any other industrial or craft work as deter-
21 mined by the Executive Council, shall constitute work
22 coming under the International Association of Ma-
23 chinists and Aerospace Workers, and shall be per-
24 formed by members of our Union.

ABBREVIATIONS

The following abbreviations, when used in this Constitution, have these meanings:

A.F.L.C.I.O.	American Federation of Labor and Congress of Industrial Organizations
Art.	Article
C.L.C.	Canadian Labour Congress
C.V.P.	Canadian Vice President
D.L.	District Lodge
E.C.	Executive Council
G.L.	Grand Lodge of The International Association of Machinists and Aerospace Workers
G.L.A.	Grand Lodge Auditor
G.L.R.	Grand Lodge Representative
G.S.T.	General Secretary-Treasurer
G.V.P.	General Vice President
I.A.M.	International Association of Machinists and Aerospace Workers
I.P.	International President
L.L.	Local Lodge
R.S.	Recording Secretary
S.T.	Secretary-Treasurer
Sec.	Section

CONSTITUTION
of the
International Association of Machinists
and Aerospace Workers
(hereinafter referred to as the I.A.M.)

ARTICLE I
GRAND LODGE—STRUCTURE
AND POWERS

Name and Location

1 SEC. 1. This organization shall be known by the
2 title and name of “**THE GRAND LODGE OF THE**
3 **INTERNATIONAL ASSOCIATION OF MA-**
4 **CHINISTS AND AEROSPACE WORKERS,**” and
5 its principal office and headquarters shall be located at
6 such place as is designated by the Executive Council.

Membership and Jurisdiction

7 SEC. 2. The G.L. shall consist of the E.C. and the
8 representatives of L.Ls. who are duly elected, quali-
9 fied and seated as delegates in the quadrennial and spe-
10 cial conventions provided for in Art. II of this
11 Constitution. It shall have power to grant charters for
12 the purpose of organizing, supervising, controlling,
13 and generally directing L.Ls., D.Ls., councils and con-
14 ferences in any state, territory, or dependency of the
15 United States of America, and Canada.

Government

1 SEC. 3. The government and superintendence of all
2 L.Ls., D.Ls., councils and conferences, shall be vested
3 in this G.L. as the supreme head of all such lodges un-
4 der its jurisdiction. To it shall belong the authority to
5 determine the customs and usages in regard to all mat-
6 ters relating to craft.

7 It is the obligation and responsibility of every mem-
8 ber, officer, L.L., D.L., council, conference, or other
9 subordinate body of the I.A.M. to comply with the pro-
10 visions of this Constitution and the decisions of the
11 G.L. officers in conformity therewith, and they shall
12 refrain from any conduct which interferes with the per-
13 formance by the I.A.M. or any of its subordinate
14 lodges or bodies of their obligations hereunder or un-
15 der any other applicable law or contract, or any con-
16 duct which defeats or subverts the lawfully declared
17 and established policies and objectives of the I.A.M.,
18 or which may defame it or any of its officers or mem-
19 bers of its subordinate bodies.

20 All L.Ls., D.Ls., councils and conferences may
21 adopt bylaws supplementary to this Constitution for
22 the conduct of their subordinate internal affairs and
23 business; provided, however, that none of the provi-
24 sions of such bylaws shall be in conflict with any of
25 the provisions of this Constitution, duly adopted reso-
26 lutions, or the established policies of the I.A.M., and
27 must be submitted to the I.P. for examination and nec-
28 essary revision and approval before becoming effec-
29 tive. Any proposed amendments, revisions, or
30 modifications to such bylaws shall likewise be submit-
31 ted to the I.P. for examination and necessary revision
32 and approval prior to becoming effective.

Government between Conventions

1 SEC. 4. Between conventions all executive and ju-
2 dicial powers of the G.L. shall be vested in the E.C.,
3 which shall be composed of the I.P., the G.S.T., and 7
4 G.V.Ps.

Eligibility

5 SEC. 5. Any member who advocates dual unionism
6 or supports movements or organizations inimical to
7 the interests of the I.A.M. or its established laws and
8 policies shall not be eligible to hold office in the
9 I.A.M.

ARTICLE II**GRAND LODGE CONVENTIONS****Method of Calling Conventions**

1 SEC. 1. During September or October, 2000, and
2 every 4 years thereafter, a G.L. convention of the
3 I.A.M., not to exceed 7 days, shall be held in a city to
4 be selected by the E.C. Notice of such convention shall
5 be issued to all L.Ls. by the G.S.T. not later than March
6 1, each convention year. The E.C. will have the author-
7 ity upon its own initiative to call a special convention
8 in case of an emergency, or after having received the
9 endorsement under seal of at least 20% of all L.Ls., not
10 more than 15 of which are located in any 1 state, prov-
11 ince or territory, submit a call for a special convention,
12 and thereupon the G.S.T. shall prepare a ballot and
13 submit the same through the referendum calling for a
14 special convention of the G.L. to convene at such date
15 as seems best to meet the emergency. In the event that
16 a majority of those voting, vote in favor of holding a
17 special convention, the E.C. shall, as soon as practica-
18 ble thereafter, select the city in which said special con-
19 vention shall be held.

Representation and Vote

20 SEC. 2. Each L.L. in good standing and free from
21 delinquency of any nature to the G.L. within 60 days
22 prior to the convening of a G.L. convention is entitled
23 to be represented by 1 delegate at said convention. (A
24 L.L. shall not be declared ineligible where the mem-
25 bership's dues are subject to withholding by their em-
26 ployer for payment to the L.L., D.L., or G.L., and the

1 employer delays or defaults in said payment.) In addi-
2 tion thereto each L.L. having a membership of more
3 than 200 is entitled to an additional delegate for each
4 additional 200 members or majority fraction thereof.
5 If, however, not more than 3 L.Ls., within a radius of
6 150 miles of each other, each having less than 100
7 members, so desire, they may combine to send 1 dele-
8 gate to represent them at a G.L. convention. Such del-
9 egate must be elected by a majority vote in each of the
10 lodges so combining, and the voting power of such
11 combined lodges shall be based upon their combined
12 membership exactly as if it were 1 lodge.

13 Each L.L. represented in convention by a delegate
14 is entitled to 1 vote, and all L.Ls. having a membership
15 of more than 100 are entitled to 1 additional vote for
16 each additional 100 members or majority fraction
17 thereof.

18 The number of votes each L.L. is entitled to shall be
19 computed upon the number of members of such L.L.
20 at the close of July of the convention year. The delega-
21 tion of any L.L. may by unanimous consent vote as a
22 unit, or the vote to which said lodge is entitled may be
23 divided equally among its delegates, and in case an
24 equal division is impossible the fractional number of
25 votes left after the division shall be cast by the first
26 delegate elected by said lodge.

Election of Delegates

27 SEC. 3. At a meeting of each L.L. in April of con-
28 vention year, a nomination of delegates and alternate
29 delegates shall be held by all L.Ls. At a meeting of
30 each L.L. in May of convention year, an election of
31 delegates and alternate delegates by secret ballot shall

1 be held by all L.Ls. in the L.L's. room where the regu-
2 lar L.L. meetings are held, excepting in those L.Ls.
3 where circumstances require some other arrange-
4 ments, the L.L. may, through its bylaws, provide some
5 other methods, subject to the approval of the I.P. The
6 secretary of each L.L. shall immediately thereafter for-
7 ward to the G.S.T. a report of the election, giving the
8 names, card numbers and residence addresses of all
9 delegates and alternate delegates, which report shall be
10 made upon forms furnished by the G.S.T.

11 At L.L. options, provisions may be made to open
12 the polls to provide an opportunity for members work-
13 ing irregular shifts to vote.

14 Specific information as to who is entitled to receive
15 an absentee ballot as hereafter provided shall also be
16 communicated to the membership.

17 Members who reside in outlying areas more than 25
18 miles from the designated balloting place, members
19 who are at work during the times of the local lodge
20 balloting, members who are either confined because of
21 illness or injury, or on leave qualifying under U.S. and
22 Canadian family leave laws, or working members on
23 vacation, retirees more than 25 miles away from their
24 residence on election day, or on official I.A.M. busi-
25 ness approved by the L.L. or D.L. or G.L., or on an
26 employer travel assignment, or reserve military leave,
27 as the case may be, shall be furnished absentee ballots.

28 Any member entitled to receive an absentee ballot
29 shall make written request therefore to the R.S. of the
30 L.L. by delivering in person or mailing such request to
31 be received by the R.S. not later than 10 days before
32 the election. Within 48 hours after receipt of any such
33 request, or receipt of printed ballots, whichever is later,
34 the R.S. shall mail the ballot if the records of the L.L.

1 indicate that the applicant is eligible to vote in the elec-
2 tion. (In those instances where L.L. membership rec-
3 ords are kept and maintained by a D.L. with which
4 such L.L. is affiliated, request for an absentee ballot
5 shall be made to the appropriate D.L. officer.) Mem-
6 bers found not to be eligible to vote by absentee ballot
7 will be so notified within 2 days of receipt of their ap-
8 plication. All references to days here and throughout
9 this Constitution shall refer to calendar days.

10 Members voting by absentee ballot shall execute
11 and mail their ballots in accordance with the following
12 procedure. After marking an (X) opposite the names
13 of the candidates for whom they wish to vote, and after
14 filling in the information required on the detachable
15 portion of the ballot form, the members shall there-
16 upon detach such portion of the ballot and then fold
17 and place the upper ballot portion in a plain envelope
18 without affixing any signature, number, or other means
19 of identification thereon. After being securely sealed,
20 this plain envelope shall then be placed, together with
21 the detachable stub bearing the name of the member,
22 address, lodge number and card number, in an outer
23 envelope bearing the word "Ballot" on its face. After
24 being securely sealed, this envelope shall then be re-
25 turned by official government mail to the R.S. of the
26 absentee member's L.L. so that it will be received by
27 or prior to the closing time of the polls specified in the
28 notice of election. The R.S. shall turn over to the in-
29 spectors of election all such absentee ballots uno-
30 pened.

31 L.Ls. organized in May of a convention year may
32 elect delegates and alternate delegates by secret ballot
33 during June. L.Ls. chartered on or after June 1 of any

1 convention year are not entitled to representation in
2 the convention.

3 The G.S.T. shall prepare and forward a complete list
4 of all duly elected delegates and alternate delegates
5 with their respective addresses to all L.Ls. not less than
6 30 days prior to the opening of the convention.

7 He/She shall also mail to each delegate a copy of
8 the "Officers' Report" so that it will be in the hands of
9 the delegates 30 days before the convention opens.

10 Should a delegate or alternate delegate be unable to
11 serve as such, the L.L. may elect the successor by se-
12 cret ballot at any meeting prior to the convening of the
13 convention, and the secretary of such L.L. shall forth-
14 with notify the G.S.T. of the change.

15 Whenever a special convention of the G.L. has been
16 called, the G.S.T. shall rearrange the dates for the elec-
17 tion of delegates, etc., in strict accordance with the
18 provisions of this Art., to meet the emergency necessi-
19 tating the holding of the convention.

Qualifications of Delegates

20 SEC. 4. Delegates to G.L. conventions must have
21 been in continuous good standing in the L.L. from
22 which they hold credentials for at least 1 year prior to
23 their nomination except where, in the case of a D.L.
24 having multiple L.Ls. within a single employer, mem-
25 bership within such D.L. shall apply (this qualification
26 shall not be required of a delegate from a L.L. char-
27 tered less than 1 year prior to the convention or a mem-
28 ber working at the trade transferred to a L.L. with the
29 approval of the I.P. or E.C.); free from delinquencies
30 of any nature to any L.L., D.L., or G.L., and at the time
31 of nomination and for 6 months prior thereto, working
32 at the trade.

1 The qualification “working at the trade” shall not
2 apply to members who are salaried full-time employ-
3 ees of any L.L., D.L., or G.L., a council, conference,
4 the A.F.L.C.I.O. or the C.L.C., nor shall it apply to
5 members who experienced a layoff during the 6-month
6 period prior thereto, or to members subject to a con-
7 tested unresolved discharge, or to members who have
8 been unable to obtain employment at the trade because
9 of a strike, lockout, discrimination or temporary phys-
10 ical disability, or to members who are retired on pen-
11 sion and paying full dues, whether or not they hold a
12 retirement card or an exemption card.

13 Whenever the term “good standing” is used with
14 reference to a member in this Constitution, it shall
15 mean any person who has fulfilled the requirements
16 for membership as prescribed herein and who has not
17 voluntarily withdrawn therefrom, become ineligible
18 for continued membership, or been suspended or ex-
19 pelled as provided in this Constitution or in the bylaws
20 of subordinate lodges approved as required under this
21 Constitution. Members who fail to pay their dues, as-
22 sessments, or other fees within the periods required by
23 this Constitution or the bylaws of the L.L. or D.L. will
24 be subject to automatic cancellation of membership.
25 Members who are not in good standing are not entitled
26 to any voice or vote or participation in any of the af-
27 fairs of the G.L. or any of its subordinate bodies except
28 as otherwise permitted under this Constitution. When-
29 ever the term “good standing” is used with reference
30 to a L.L., D.L., council or conference of the I.A.M., it
31 shall mean any such body which is not delinquent in
32 the payment of any per capita tax and fees as pre-
33 scribed in this Constitution or which is not under sus-
34 pension, and which is otherwise in compliance with all

1 requirements of this Constitution pertaining to such
2 bodies.

Members on Grand Lodge Payroll Not Eligible

3 SEC. 5. No member shall serve as a delegate to a
4 G.L. convention who is, during the time of the conven-
5 tion, on the payroll of the G.L.

Delegates' Expenses

6 SEC. 6. The transportation of 1 delegate from each
7 L.L. in continuous good standing with the G.L. for 1
8 year prior to the convening of the convention, who is
9 accepted and seated in the convention as a delegate,
10 shall be paid by the G.L., so long as such transporta-
11 tion is arranged for and provided by the travel agency
12 designated by the G.L. L.Ls. whose delegates travel on
13 passes shall be entitled to round-trip transportation for
14 1 delegate from the place where the L.L. is located to
15 the place where the convention is held, upon presenta-
16 tion of the bill of the L.L. therefore.

Credentials Committee

17 SEC. 7. The E.C. shall act as the committee on cre-
18 dentials at all conventions of the G.L. and shall meet
19 within 4 days next preceding the convening of the con-
20 vention to consider all matters affecting the qualifica-
21 tions of delegates, including the financial standing of
22 L.Ls. with the G.L., and shall thereafter report its find-
23 ings and recommendations to the convention.

Resolutions Committee

1 SEC. 8. At least 15 days before the convening of
2 any convention of the G.L., the I.P. shall appoint 5 duly
3 elected and qualified delegates to such convention as
4 a resolutions committee. The 5 delegates so appointed
5 may, on the authority of the I.P., be called in not more
6 than 7 days before the convention convenes for the
7 purpose of considering such resolutions as may
8 properly come before the convention, and shall report
9 their findings and recommendations to the convention
10 as early as the business of the convention will permit.

11 For the faithful performance of their duties each
12 member of the resolutions committee shall receive
13 \$50.00 per day, together with actual and necessary ho-
14 tel expenses, for the time engaged prior to the conven-
15 ing of the convention and after arrival at the conven-
16 tion city.

Committees

17 SEC. 9. The I.P. shall appoint a committee on rules
18 for each convention of the G.L. All committees neces-
19 sary for conducting the business of the convention, not
20 otherwise provided for, may be appointed by the E.C.,
21 subject to the approval of the convention.

Order of Business

22 SEC. 10. 1. Address by International President
23 2. Reading of Convention Call
24 3. Appointment of Rules Committee
25 4. Report of Credentials Committee
26 5. Report of Rules Committee

- 1 6. Appointing of Other Convention
- 2 Committees
- 3 7. Reports of Committees
- 4 8. New Business
- 5 9. Closing Address of International
- 6 President

Parliamentary Laws

7 SEC. 11. The parliamentary law of this G.L. shall
8 be as set forth in this Constitution. Robert's Rules of
9 Order will apply to questions not covered thereby.

ARTICLE III**GRAND LODGE OFFICERS, DELEGATES
AND COMMITTEE ON LAW,
AND HOW CHOSEN****Officers**

1 SEC. 1. Effective July 1, 1993, the G.L. officers
2 shall be an International President, a General Secre-
3 tary-Treasurer and 7 General Vice Presidents, one of
4 whom shall be from Canada, nominated and elected by
5 the membership of L.Ls. chartered in Canada. The In-
6 ternational President and General Secretary-Treasurer
7 shall be nominated and elected by the entire member-
8 ship; the remaining 6 General Vice Presidents shall be
9 nominated and elected by the membership of all L.Ls.
10 other than those chartered in Canada.

Delegates and Committees

11 SEC. 2. Three delegates to the A.F.L.C.I.O., 1 del-
12 egate to the C.L.C. and 5 members of the Committee
13 on Law, 1 of whom shall be from Canada, shall be
14 elected concurrently with the G.L. officers, and addi-
15 tional delegates to the A.F.L.C.I.O. shall be assigned
16 in accordance with SEC. 2, Art. IV. The A.F.L.C.I.O.
17 delegates shall be elected only by the membership of
18 all L.Ls. other than those chartered in Canada and the
19 C.L.C. delegate shall be elected by members of L.Ls.
20 chartered in Canada. These delegates and committee-
21 men shall not be considered as G.L. officers.

Qualifications

1 SEC. 3. Candidates for G.L. office, delegates to the
2 A.F.L.C.I.O., delegate to the C.L.C., and the Commit-
3 tee on Law must be members who are and have been
4 in continuous good standing for at least 5 years imme-
5 diately prior to their nomination, free from indebted-
6 ness of any nature to any L.L., D.L., or G.L., and
7 otherwise eligible under provisions of applicable civil
8 law; provided, however, that any member whose dues
9 are subject to withholding by his/her employer for
10 payment to his/her L.L., D.L., or G.L. pursuant to
11 his/her voluntary authorization under a collective bar-
12 gaining agreement shall not be declared ineligible to
13 be a candidate for office by reason of alleged delay or
14 default in the payment of such withheld dues; pro-
15 vided, however, that such member is not otherwise de-
16 linquent in payment of dues. In addition thereto, they
17 shall qualify under SEC. 5, Art. I.

18 Such candidates must be working at the trade, skill
19 or profession at the time and for 1 year preceding their
20 nomination. Salaried officers or employees of L.Ls.,
21 D.Ls., or G.L. and the A.F.L.C.I.O. or C.L.C. are ex-
22 cepted from this provision, provided such employment
23 and other employment at the trade, skill or profession,
24 separately or jointly, has been continuous during the 1
25 year preceding their nomination. The qualification
26 "working at the trade, skill or profession at the time
27 and for 1 year preceding their nomination," shall not
28 be required of or apply to members who have been un-
29 able to obtain employment as a result of a strike, lock-
30 out, discrimination, contested, unresolved discharge,
31 or temporary physical disability. No incumbent or
32 non-incumbent candidate for an elected G.L. office
33 will be eligible to seek such office if by reason of age

1 he/she would not be able to serve at least 2 full years
2 of such term before he/she would be required to retire.

Endorsement for Nomination

3 SEC. 4. No later than December 1st of the year be-
4 fore an election will be held, the G.S.T. shall issue a
5 circular to all L.Ls. calling for endorsements of nomi-
6 nees for all G.L. officers, 3 delegates to the
7 A.F.L.C.I.O., delegate to the C.L.C. and members of
8 the Committee on Law, which circular shall be accom-
9 panied by proper forms for the return of endorsements
10 for nomination by L.Ls.

11 After the receipt of said circular, a special meeting
12 shall be held on the third Saturday in January from 6
13 am to 8 am, and at 6 pm to 8 pm, of which meeting
14 notice shall be served upon members by the Grand
15 Lodge by mail to their last known address. At such
16 special meeting, L.Ls. may, by a majority vote of those
17 voting, endorse for nomination 1 candidate for I.P.,
18 1 candidate for G.S.T., and 5 candidates for the Com-
19 mittee on Law. L.Ls. chartered other than in Canada
20 may, by majority vote of those voting, endorse for
21 nomination candidates for each existing United States
22 G.V.P. position and 3 candidates for A.F.L.C.I.O. del-
23 egates. L.Ls. chartered in Canada may, by majority
24 vote of those voting, endorse for nomination one can-
25 didate for G.V.P. and 1 candidate for C.L.C. delegate.
26 Members not able to attend the special January meet-
27 ing may nominate by mail if they meet the require-
28 ments set out in Art. II. SEC. 3.

29 In the event more than one candidate is nominated
30 for the I.P. or G.S.T. position, or more candidates for
31 the G.V.P. positions than necessary to fill all G.V.P. po-
32 sitions, a special meeting shall be held on the second

1 Saturday in February from 6 am to 8 am, and from 6
2 pm to 8 pm to determine which candidates shall be
3 nominated from the L.L. On or before Wednesday fol-
4 lowing the nomination meeting, or the nomination en-
5 dorsement meeting (if necessary), the R.S. of each
6 L.L. shall forward to the G.S.T. by registered or certi-
7 fied mail a correct list of all endorsements for nomina-
8 tion and the offices for which the members are
9 endorsed, together with their lodge numbers and card
10 numbers, upon the forms provided therefore. Locals
11 may not nominate the same person for more than one
12 office.

13 A failure to nominate the required number of eligible
14 candidates shall invalidate the nomination or endorse-
15 ment for that office, committee or delegation.

Filing and Publication of Endorsement

16 SEC. 5. The G.S.T. shall tabulate the results and
17 cause the full and complete tabulation to be made pub-
18 lic, showing the L.Ls. making the endorsements, the
19 members endorsed, the offices for which the members
20 are endorsed, and designating the members who are
21 thereby chosen as nominees under the provisions of
22 SEC. 6 of this Art.

Number of Nominees

23 SEC. 6. From the endorsements received from
24 L.Ls., there shall be selected for each elective position
25 the 2 candidates receiving the highest number of en-
26 dorsements, and the 2 so selected shall constitute the
27 candidates on the final ballot.

Pledge to Accept Nomination

1 SEC. 7. The G.S.T. shall, by registered or certified
2 letter, notify all candidates who have received the en-
3 dorsement of at least 10% of all eligible L.Ls., except
4 in Canada with respect to the Canadian G.V.P. posi-
5 tion, where the endorsement from 20 L.Ls. with repre-
6 sentation from at least 3 different provinces is
7 required. Candidates so notified shall, within 10 days
8 after receipt of notification, inform the G.S.T. by reg-
9 istered or certified mail of their acceptance or declina-
10 tion of the endorsements for nomination, together with
11 a statement that they are duly qualified under the pro-
12 visions of this Constitution, which statement shall be
13 certified by the S.T. of the L.L. of which the candidate
14 is a member, or certified by the G.S.T. Candidates may
15 run for only one office. Candidates nominated for
16 more than one office must indicate to the G.S.T. which
17 office they intend to accept nomination and which they
18 decline. The G.S.T. shall then adjust the list of nomi-
19 nated candidates to reflect the information received
20 from the nominated candidates. On failure of candi-
21 dates to comply with this provision, it shall be the duty
22 of the G.S.T. to strike their names from the list, and to
23 at once notify the candidate or candidates receiving the
24 next greatest number of endorsements of any declina-
25 tion that has been received or of the failure of any can-
26 didate to accept.

Preparation and Description of Ballots

27 SEC. 8. After the foregoing provisions have been
28 complied with, the G.S.T. shall prepare the ballots and
29 have printed thereon the names of all eligible candi-
30 dates, together with the number of the lodges of which

1 they are respectively members, said names to be ar-
2 ranged in order according to the number of endorse-
3 ments received by each candidate for the office stated.

4 All ballots shall bear the seal of the G.L., and be so
5 arranged that voters may designate their choice by
6 marking an (X) opposite the names of those for whom
7 they wish to record their votes. Ballots shall be perfo-
8 rated so that the bottom portion thereof, on which the
9 member voting shall fill in his/her name, address,
10 lodge number and card number, may be detached after
11 checking prior to the member casting the ballot. The
12 ballot shall remain unidentified and unmarked in order
13 to preserve its secrecy except for the (X) placed oppo-
14 site the names of those for whom the member wishes
15 to record his/her vote, and shall be executed in accord-
16 ance with the instructions thereon.

17 The G.S.T. shall supply L.Ls. with a sufficient num-
18 ber of such ballots and no other ballots shall be used.
19 He/She shall furnish tally sheets in duplicate, upon
20 which shall be tabulated the votes of the members of
21 the L.L. One tally sheet shall be retained by the R.S.
22 of the L.L. and 1 shall be returned to the G.S.T.

Place of Voting

23 SEC. 9. The election of G.L. officers, the Commit-
24 tee on Law, delegates to the A.F.L.C.I.O., delegates to
25 the C.L.C. or other bodies with which the I.A.M. is or
26 may be affiliated shall be held at a special meeting on
27 the last Saturday in April from 6 am to 8 am and from
28 6 pm to 8 pm.

Qualification to Vote

1 SEC. 10. Only members who are in good standing
2 pursuant to the provisions of this Constitution shall be
3 allowed to vote at any election.

Notification of Election

4 SEC. 11. Not less than 15 days prior to the time
5 when the elections specified in SEC. 9 of this Art. are
6 to be held, notice of the time and location shall be
7 mailed by the G.S.T. to each member qualified to vote
8 at his/her last known home address by letter or by au-
9 thorized publication or by other dependable regularly
10 used means of communication.

11 Absentee ballots shall be issued and voted in ac-
12 cordance with the provisions set forth in SEC. 3,
13 Art. II.

Inspectors of Election

14 SEC. 12. At the last regular meeting in March,
15 2017, and the last regular meeting in March of every
16 4th year thereafter, each L.L. shall elect 3 members as
17 inspectors of election who shall receive, record and
18 count the vote of the members. In case 1 or more of
19 said inspectors are unable to act, then the L.L. presi-
20 dent shall fill the vacancy by appointment.

Time and Method of Voting

21 SEC. 13. Votes shall be received by the inspectors
22 of election from the opening to the closing of voting at
23 the special April meeting and at no other meeting in
24 April.

1 All ballots must be marked in ink or pencil. When-
2 ever 2 or more are to be elected to the same office,
3 committee or delegation, a failure to vote for the re-
4 quired number of candidates shall invalidate the vote
5 for that office, committee or delegation. All votes
6 shall be deposited in the presence of at least 2 of the
7 inspectors.

8 Each voter shall write his/her name, address, lodge
9 number and card number in the space provided on the
10 perforated register slip attached to the ballot. The in-
11 spectors shall require each voter to present his/her
12 dues book or dues card for inspection, which shall be
13 marked to show that the member has voted. The mem-
14 ber shall then place the ballot and detachable stub in
15 the separate containers provided therefore. There shall
16 be no voting by proxy or write-in candidates, and no
17 member shall be allowed to fill in the ballot for any
18 other member. Ballots cast for candidates not nomi-
19 nated in conformity with these provisions (write-ins)
20 shall not be tabulated.

21 With respect to all absentee ballots, the inspectors
22 of the election shall open the outside envelopes and
23 check the enclosed detachable stubs to determine the
24 eligibility and identity of the member returning the
25 ballot and then place the ballots contained in the inner
26 envelopes unopened with the other ballots cast by
27 members at the election meeting.

28 The G.S.T. shall mail a notice of the time and place
29 of the election and a ballot to the last known home ad-
30 dress of each member directly affiliated with the G.L.
31 within the time limitations prescribed for L.Ls. in
32 SEC. 11 of this Art. Such affiliated members may vote
33 by executing and returning their respective ballots in
34 accordance with the procedure as set forth in SEC. 3,

1 Art. II, for the execution and return of absentee ballots
2 by L.L. members. The G.L. election tellers shall count
3 and report the same in the detailed statement required
4 under SEC. 16 of this Art.

Tabulation of Returns and Care of Ballots

5 SEC. 14. The inspectors of election of each L.L.,
6 with such assistance as the L.L. may deem necessary,
7 shall, upon the close of the polls, proceed to count the
8 votes cast for each office separately, tabulate the re-
9 sults of each such office in duplicate on the tally sheets
10 and, within 120 hours from the close of the polls, for-
11 ward 1 copy thereof, together with all ballots cast, to
12 the G.L. election tellers, in care of the G.S.T., by reg-
13 istered or certified mail. The ballots and tally sheets
14 shall be mailed in special containers or envelopes, to
15 be furnished by the G.S.T., and plainly marked to des-
16 ignate their contents. These packages and envelopes
17 shall only be opened in the presence of 3 G.L. election
18 tellers. Ballots and tally sheets not mailed within 120
19 hours after the close of the polls shall not be counted.
20 The duplicate copy of the tally sheets shall be placed
21 in the hands of the R.S. of the L.L. to be spread upon
22 the records of the L.L. in such manner as to publish the
23 results of the election for each office involved sepa-
24 rately. The perforated register slips containing the
25 name, address, lodge number and card number of each
26 member voting, and any other election records not for-
27 warded to the G.S.T., shall be retained by the L.L. for
28 a period of 1 year and shall be surrendered to the G.L.
29 election tellers if required and ordered by them.

Representation at Count

1 SEC. 15. Each nominee for I.P. shall, on or before
2 May 1, select a member of the I.A.M. to act as his/her
3 teller. In the event that there is only 1 nominee for I.P.,
4 then the 2 candidates for G.S.T. shall select the tellers.
5 The spirit of this SEC. is to be construed that opposing
6 candidates shall have the right to select the tellers in
7 rotation and where a candidate is unopposed, he/she
8 shall not have the right to select a teller.

9 The 2 tellers thus selected shall employ as a 3rd teller
10 a certified public accountant who shall act as chairper-
11 son of the G.L. election tellers. The 2 G.L. election
12 tellers chosen by candidates shall, while engaged in
13 counting and supervising the G.L. election returns, re-
14 ceive as compensation the maximum rate of pay for
15 journeymen in the Headquarters location for the time
16 actually engaged in the performance of their duties, to-
17 gether with transportation and actual hotel expenses, if
18 residing outside of the location of Headquarters.

Counting the Votes

19 SEC. 16. The G.S.T. shall be custodian of all ballots
20 and tally sheets, and shall, after the G.L. election tell-
21 ers are duly organized and on their demand, surrender,
22 unopened and in their original containers, all ballots
23 and tally sheets.

24 The G.L. election tellers shall meet at the G.L. of-
25 fices on May 1, and proceed with the count. The G.L.
26 election tellers shall have full charge of the counting
27 of the ballots, assisted by such help as they may re-
28 quire, to be furnished by the G.S.T. They shall have
29 power to adopt rules to govern their work, hear com-
30 plaints, make adjustments, and render decisions

1 strictly in accordance with this Constitution and the
2 policies, custom and usage of this Association. After
3 they have counted and tabulated the vote, they shall
4 render a report containing a detailed statement of the
5 votes cast in each L.L. for each office involved, to-
6 gether with a report on all irregular or contested bal-
7 lots, for the respective candidates. This report shall be
8 published in the next issue of THE JOURNAL in such
9 manner that the results of the voting in each L.L. for
10 each such office involved is separately shown.

Declaration of Election

11 SEC. 17. The nominees receiving the highest num-
12 ber of votes for the respective offices shall be declared
13 duly elected by the G.L. election tellers.

Second Ballot

14 SEC. 18. In case candidates for any office receive
15 an equal number of votes, their names shall be resub-
16 mitted in accordance with SEC. 8 of this Art., and such
17 procedure shall be continued until one candidate shall
18 receive a greater number of votes than the other candi-
19 date contesting for the same office. If the 2nd or other
20 succeeding ballots do not result in an election prior to
21 the expiration of the term of office of the then incum-
22 bent, said incumbent shall be retained in office until
23 the successor is duly elected.

Preservation of Ballots and Election Records by G.S.T.

1 SEC. 19. The G.S.T. shall preserve for 1 year all
2 ballots and all other election records in his/her posses-
3 sion pursuant to the foregoing procedure.

Filling Vacancies

4 SEC. 20. Should a vacancy or vacancies occur in
5 any G.L. office between elections, through any cause,
6 such vacancy or vacancies shall be filled by an ap-
7 pointment or appointments by the E.C. not later than
8 60 days after the occurrence of such a vacancy or va-
9 ncancies. Those members appointed to fill the unex-
10 pired terms of office shall meet all eligibility
11 requirements of the Constitution pertaining to candi-
12 dates for the office to which they are appointed.

Increasing General Vice Presidents

13 SEC. 21. Notwithstanding the provisions of Secs. 1
14 and 4 of this Art., should the I.A.M. experience an in-
15 crease in membership through plant expansions, or-
16 ganizing or mergers with other organizations which
17 would warrant an increase in the number of G.V.Ps.,
18 from 7 to 8 or 9 G.V.Ps., the E.C. shall have the au-
19 thority to institute such increase.

Installations

20 SEC. 22. G.L. officers shall be installed by the I.P.,
21 or his/her deputy, and they shall assume the duties of
22 their respective offices July 1, following their election,

1 or as soon thereafter as the result is made known; pro-
2 vided, that each officer shall qualify within 10 days af-
3 ter being notified to appear for installation.

Recall Provisions

4 SEC. 23. A L.L. in good standing with the G.L. may
5 propose the recall of any 1 or more of the G.L. officers,
6 the Committee on Law, and delegates to the
7 A.F.L.C.I.O. and the C.L.C. by filing with the G.S.T. a
8 petition for the recall of such officer or officers, to-
9 gether with the endorsements thereof under the seal of
10 at least 15% of the L.Ls. in good standing with the
11 G.L., not more than 15 of which shall be located in any
12 1 state, province or territory. Every petition for a recall
13 must contain a clear, concise statement of the specific
14 charges against such officer or officers upon which the
15 proceeding is based. All circulars issued by a L.L. for
16 the purpose of securing the endorsements of other
17 L.Ls. must be identical as to content and form, includ-
18 ing the endorsement form attached thereto. All such
19 circulars shall bear the date of issuance, be made re-
20 turnable to the L.L. issuing same and deposited by
21 such L.L. with the G.S.T. within 45 days after the date
22 thereof.

23 Upon receipt of the petition and endorsements for
24 recall, the G.S.T. shall notify the officer or officers
25 whose recall is sought and furnish him/her or them
26 with a correct copy of the petition and the numbers of
27 the L.Ls. appearing as endorsers thereof. Such officer
28 or officers may, within 10 days thereafter, file a written
29 statement of defense, containing not more than 500
30 words, with the G.S.T., who shall cause the same to be
31 printed and mailed to all L.Ls. concurrently with the

1 call for the endorsements for nominees hereinafter
2 provided for.

3 In the event the officer or officers whose recall is
4 sought declines to defend the charges and resigns from
5 office, thereby creating a vacancy or vacancies, said
6 vacancy or vacancies shall be filled by an appointment
7 or appointments by the E.C. not later than 60 days after
8 the occurrence of such vacancy or vacancies. Those
9 members appointed to fill the unexpired terms of of-
10 fice shall meet all eligibility requirements of the Con-
11 stitution pertaining to candidates for the office to
12 which they are appointed.

13 In the event the officer or officers whose recall is
14 sought opposes the recall, the G.S.T. shall, on the 1st
15 of the month next following, issue a circular to all
16 L.Ls. calling for endorsements of nominees for the of-
17 fice or offices held by the officer or officers whose re-
18 call is sought. The selection of candidates and the
19 election, and the tabulating and counting of the votes,
20 except as hereinafter modified, shall proceed in ac-
21 cordance with the election laws set forth, substituting
22 the name of such months as may be necessary to hold
23 an interim election in place of those months specified
24 in other Secs. of this Art.

25 Unless the officer whose recall is sought lacks the
26 necessary qualifications or files a written declination
27 with the G.S.T., his/her name shall be printed upon the
28 official ballot together with the name of the one other
29 candidate who has received at least 25 endorsements
30 and the greatest number of endorsements as candidate
31 for nominee for that office. Should the officer whose
32 recall is sought decline to be a candidate or lack the
33 necessary qualifications, then the names of 2 members
34 who have each received at least 25 endorsements and

1 greatest and next greatest number of endorsements, re-
2 spectively, as candidates for nominee for such office,
3 shall be printed upon the official ballot as candidates
4 for such office.

5 The candidate for any office who received the great-
6 est number of votes in any recall election shall be
7 promptly notified of his/her election by the G.S.T. If
8 the officer whose recall is sought is not elected, his/her
9 tenure of office shall terminate 15 days after the result
10 of the election is announced and the newly elected of-
11 ficer shall thereupon assume the duties of the office.

ARTICLE IV

DELEGATES TO THE AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS AND OTHER AFFILIATIONS

International President First Delegate

1 SEC. 1. The I.P., by virtue of his/her office, shall
2 attend all conventions of affiliated bodies as a regular
3 delegate and act as chairperson of the delegation.

4 If the I.P. cannot attend, the E.C. shall name the
5 chairperson of the delegation. When only one delegate
6 is permitted, if possible or proper, the I.P. shall be the
7 delegate; if not possible or proper, then the E.C. shall
8 make the assignment.

Assignment of Delegates

9 SEC. 2. Prior to a convention of any organization
10 with which the G.L. is affiliated, the E.C. shall assign
11 the proper number of delegates permitted under the
12 laws of the organization involved and direct them to
13 represent the I.A.M.

Division of Votes

14 SEC. 3. The number of votes to which the G.L. is
15 entitled shall be equally divided among its delegates.

Salary

16 SEC. 4. Delegates to conventions of affiliated bod-
17 ies shall receive \$50.00 per day or an amount equal to

1 8 hours' pay at the delegate's rate, whichever is
2 greater, as compensation for time spent in attending
3 such conventions.

ARTICLE V

EXECUTIVE COUNCIL

Membership and Meetings

1 SEC. 1. The E.C. shall consist of the I.P., the G.S.T.
2 and the G.V.Ps. The I.P. shall be the chairperson and
3 the G.S.T. shall be the secretary of the E.C. Meetings
4 shall be called by the chairperson from time to time as
5 the affairs of the I.A.M. require consideration by the
6 E.C., and meetings must be called by him/her upon re-
7 quest from a majority of the officers composing the
8 E.C.

Powers

9 SEC. 2. Between conventions all executive and ju-
10 dicial powers of the G.L. shall be exercised by the E.C.
11 sessions of which shall have the authority to propose
12 changes in the Constitution pursuant to the provisions
13 of Art. XX, and the power to require reports from any
14 officer or officers of a L.L., D.L., or the G.L., or to
15 suspend and/or remove any such officer or officers for
16 justifiable cause.

Investment of Funds

17 SEC. 3. The E.C. shall have full control over the
18 funds, deposits, investments and property of every
19 kind, nature and description belonging to the G.L. All
20 investments of G.L. funds, made upon the order of the
21 E.C., shall be in the name of the G.L., so that no
22 amounts can be withdrawn therefrom without the sig-
23 natures of the I.P., the G.S.T., and a G.V.P., upon an

1 order to which the seal of the G.L. is attached. The
2 E.C. may withdraw investments, negotiate loans upon
3 securities belonging to the G.L., and sell such securi-
4 ties as the needs of the G.L. may require; but no such
5 withdrawals, sales, or transfers shall be negotiated
6 without the authority of the E.C. evidenced by the sig-
7 natures of the I.P., the G.S.T., and a G.V.P., upon which
8 the seal of the G.L. is attached.

9 G.L. funds shall be invested in such securities or
10 other investments deemed to be in the best interests of
11 the I.A.M. in which a prudent person or a person acting
12 in a fiduciary capacity would invest under the circum-
13 stances. Such investments may include United States
14 Government bonds or notes, state and municipal bonds
15 supported by the general income of the state or munic-
16 ipality, Canadian Government bonds, Certificates of
17 Deposit insured by the Federal Deposit Insurance Cor-
18 poration, corporate stocks, bonds and securities listed
19 on the principal stock exchanges. Except as otherwise
20 provided in this Constitution, or authorized by any res-
21 olutions adopted by G.L. conventions, or resolutions
22 of the E.C. between conventions pursuant to authority
23 herein granted, all expenditure and disbursement of
24 funds and property of the I.A.M. shall be in accordance
25 with its established practices, customs and procedures,
26 including but not limited to, expenses for charitable,
27 educational, legislative, economic, political, social and
28 cultural purposes in the interest and for the benefit of
29 the I.A.M. and its members.

30 The funds, property, or assets of the G.L. shall not
31 be loaned or appropriated for any other than the legit-
32 imate purposes of the I.A.M.

Financing Strikes

1 SEC. 4. The E.C. may draw upon G.L. funds to fi-
2 nance any strike or lockout.

ARTICLE VI**INTERNATIONAL PRESIDENT****Duties**

1 SEC. 1. The I.P. shall preside at meetings of the
2 G.L. He/She shall serve as chairperson of the E.C.
3 He/She shall preserve order, and in cases where the
4 vote is equally divided in a convention or a meeting of
5 the E.C., he/she shall cast the deciding vote. He/She
6 shall enforce the laws of the I.A.M., its policies, rules
7 and regulations approved by the E.C. and bylaws of
8 L.Ls. and D.Ls. approved by the I.P., and decide ques-
9 tions of order and usage and constitutional questions,
10 subject, however, to an appeal as provided in the Code,
11 Art. L.

12 He/She shall have the authority, with the approval
13 of the E.C., to approve mergers or consolidations of
14 other labor organizations into the I.A.M. and to tem-
15 porarily waive or alter such laws and policies of the
16 I.A.M. as may be necessary to effectuate such mergers
17 or consolidations.

Signing Orders

18 SEC. 2. The I.P. shall countersign all orders for the
19 payment of money by the G.L. and for the withdraw-
20 ing of money on deposit to its account.

Chief Organizer

21 SEC. 3. The I.P. shall be the chief organizer of the
22 G.L. and shall have full control of all G.L.Rs. and of
23 all organizing. He/She shall provide suitable literature

1 for organizing purposes and have the authority when
2 conditions warrant to appoint G.L.Rs. and assign them
3 to such localities and for such particular terms and du-
4 ties as shall be for the best interests of the I.A.M., all
5 of which shall be subject to the approval of the E.C.

Dispensations ----- Canada

6 SEC. 4. The I.P. shall have the authority to establish
7 the fees charged in organizing campaigns in Canada to
8 comply with Federal and Provincial laws. He/She may
9 also determine the organizing jurisdiction in all organ-
10 izing campaigns in Canada.

Special Dispensations

11 SEC. 5. The I.P. shall have the authority to grant
12 special dispensation to waive or reduce dues, G.L. per
13 capita tax, initiation and/or reinstatement fees in exist-
14 ing L.Ls. for special cases where organizing activities
15 are in progress or are contemplated, for such periods
16 of time as he/she may determine.

17 The I.P. shall also have the authority to grant special
18 dispensation to waive or reduce dues, G.L. per capita
19 tax, initiation and/or reinstatement fees in newly orga-
20 nized bargaining units.

Assignment of Officers and Appointment of Committees

21 SEC. 6. The I.P. shall assign the elected G.V.Ps. to
22 such territories or industries as are necessary to pro-
23 mote the best interests of the I.A.M. as provided in
24 SEC. 1, Art. VIII.

1 He/She shall also appoint all officers pro tem or
2 committees not otherwise provided for, and may dep-
3 utize other members to perform any of the duties of
4 his/her office, except that during his/her absence from
5 G.L. Headquarters he/she shall, if he/she deems it nec-
6 essary, designate 1 of the elected G.L. officers to exer-
7 cise the authority of his/her office.

Supervision of Local and District Lodges, Councils and Conferences

8 SEC. 7. The I.P. shall have the general supervision,
9 direction and control of all L.Ls., D.Ls., councils and
10 conferences and the officers thereof.

11 The I.P. shall have authority to place under his/her
12 direct supervision, direction and control any L.L.,
13 D.L., council or conference when he/she determines
14 that the good and welfare of this Association or the
15 membership is placed in jeopardy for any of the rea-
16 sons set forth in SEC. 8 of this Art., pending approval
17 of the E.C.

Purposes for Which a Suspension or Trusteeship May Be Established

18 SEC. 8. A suspension or trusteeship of a L.L., D.L.,
19 council or conference may be imposed whenever the
20 I.P. has or receives information which leads him/her
21 to believe that such organization: (1) is violating the
22 Constitution, the laws, policies, rules and regulations
23 of the G.L., or the bylaws of such L.L., D.L., council
24 or conference approved by him/her or the E.C.; (2) is
25 endangering the good and welfare of the organization
26 or the membership; (3) is being operated in such a
27 manner as to jeopardize the interests of the I.A.M. or

1 its subordinate bodies; or (4) if the I.P. believes that
2 such action is necessary for the purpose of: (a) correct-
3 ing financial malpractice; (b) assuring the perfor-
4 mance of collective bargaining agreements or other
5 duties of the bargaining representative; (c) preventing
6 any action which is disruptive of, or interferes with,
7 the performance of obligations of other members or
8 subordinate bodies under collective bargaining agree-
9 ments; (d) restoring democratic procedures; or (e) car-
10 rying out the legitimate objectives of this Union.

Suspension of Local Lodges, District Lodges, Councils and Conferences, Their Officers and Representatives

11 SEC. 9(a). Whenever the I.P. determines that any of
12 the circumstances described in SEC. 8 exist, he/she
13 may appoint a temporary Trustee to take charge and
14 control over the affairs of such subordinate body. All
15 officers and representatives shall be suspended with-
16 out pay pending their appointment by the temporary
17 Trustee to serve as Deputy Assistants. In the event that
18 an officer or elected representative is not so appointed,
19 he/she shall be served with specific charges and all
20 procedural protections provided by Art. L. In the event
21 that any Art. L proceeding results in a verdict of not
22 guilty, such officer or elected representative shall be
23 reimbursed for lost salary and benefits. A suspension
24 under this provision shall operate only to suspend the
25 right of such person to occupy any office or position
26 or perform any of the functions thereof, but all other
27 membership rights shall remain unaffected unless and
28 until he/she has been served with charges and tried and
29 convicted in accordance with the procedures set forth
30 in Art. L.

1 At the time of the appointment, the I.P. shall issue a
2 notice setting forth his/her reasons for believing that
3 such action is necessary and setting a time and place
4 for a hearing for the purpose of determining whether
5 such Trusteeship shall be continued or dissolved. Such
6 hearing shall commence within thirty (30) days of the
7 imposition of the Trusteeship, but in no event shall the
8 subordinate body be given less than ten (10) days no-
9 tice of the hearing date to prepare its response to the
10 issues identified in the I.P.'s notice.

11 (b). In the case of hearings conducted pursuant to
12 this Art., the I.P. shall appoint a trial committee com-
13 posed of uninvolved members of the I.A.M. Hearings
14 shall be conducted in accordance with the procedures
15 set forth in Art. L, to the extent possible. The trial
16 committee shall have the authority to promulgate pro-
17 cedural rules to ensure an orderly hearing and to pro-
18 tect the rights of all participants. The representative of
19 the I.P. shall present his/her case in support of the Trus-
20 teeship first. Officers or former officers of the subor-
21 dinate body shall have the opportunity to express their
22 views concerning the Trusteeship. The trial committee
23 shall have the authority to restrict testimony to the is-
24 sues set forth in the I.P.'s notice and, at its discretion,
25 to such related matters as are relevant to the issue of
26 whether the maintenance of a Trusteeship is war-
27 ranted.

28 The trial committee shall render a recommendation
29 as to whether the Trusteeship should be continued
30 within sixty (60) days of the completion of the hearing.
31 The I.P. shall issue a decision within fifteen (15) days
32 after receipt of such recommendation and the decision
33 shall be promptly transmitted to the subordinate body.
34 Appeals, if any, from determinations following such

1 hearings shall be taken to the E.C., in accordance with
2 the requirements of SEC. 13, Art. L. In the event the
3 I.P. or E.C. decides to dissolve a Trusteeship already
4 imposed and to restore the subordinate body to self-
5 government, any officers who may have been removed
6 by the Trustee and whose term of office has not ex-
7 pired, shall be reinstated to the positions which they
8 held at the commencement of the Trusteeship; pro-
9 vided that he/she has not been convicted of having vi-
10 olated any provision of this Constitution or applicable
11 bylaws, pursuant to proceedings under Art. L. The
12 time requirements set forth in this SEC. shall not be
13 mandatory but are only directory.

14 (c). The Trustee shall act under the supervision of
15 the I.P. He/She shall be authorized to take full charge
16 of the affairs of the subordinate body, and to take such
17 other actions as in his/her judgment are necessary for
18 the preservation of the subordinate body and to accom-
19 plish the purposes for which the Trusteeship was im-
20 posed.

21 (d). Upon imposition of a Trusteeship, the former
22 officers of the subordinate body shall turn over all
23 monies, books, records and properties of the subordi-
24 nate body to the Trustee, who shall make an account-
25 ing of same. The Trustee shall pay all outstanding
26 claims, if funds are sufficient. If the funds are not suf-
27 ficient, he/she shall first satisfy any obligations owed
28 to the G.L. under this Constitution and then settle the
29 most worthy claims, as his/her judgment dictates, un-
30 less otherwise directed by the I.P.

Report to Executive Council

31 SEC. 10. Whenever the I.P. submits, through corre-
32 spondence, any question to the members of the E.C.

1 for their decision, he/she shall notify them, and all
2 other parties in interest, of the decision of the E.C. im-
3 mediately upon receipt thereof.

Grand Lodge Representatives

4 SEC. 11. G.L.Rs. appointed by the I.P. under au-
5 thority of SEC. 3 of this Art. shall be members in con-
6 tinuous good standing for at least 5 years immediately
7 prior to their appointment, free from delinquencies of
8 any nature to any L.L., D.L., or the G.L. They shall
9 also qualify under SEC. 5, Art. I.

Relief of Canadian Membership from Certain Requirements of Landrum-Griffin Act

10 SEC. 12. To the extent permitted by civil law, the
11 I.P., with the approval of the E.C., is authorized to
12 grant administrative relief to the Canadian member-
13 ship from certain objectionable provisions of this Con-
14 stitution which were inserted solely because of the
15 requirements of the Labor-Management Reporting and
16 Disclosure Act of 1959, commonly called the
17 Landrum-Griffin Act.

ARTICLE VII**GENERAL SECRETARY-TREASURER****Duties**

1 SEC. 1. The G.S.T. shall be the secretary and keep
2 correct records of all meetings of the E.C. and of all
3 conventions of the G.L. He/She shall cause the pro-
4 ceedings of all meetings of the E.C. to be printed in
5 pamphlet form and mail a copy thereof to each L.L.
6 within 90 days from the date the minutes of the meet-
7 ing are approved. He/She shall conduct all corre-
8 spondence in the name of the G.L., excepting
9 correspondence dealing with the duties and responsi-
10 bilities of the office of the I.P., and be subject to the
11 directions of the E.C. Whenever necessary he/she may
12 visit any L.L. or D.L. for the purpose of instructing the
13 officers in the performance of their duties. He/She
14 shall assume responsibility regarding the issuance of
15 Veteran Badges. He/She shall have the general super-
16 vision of the business of his/her office and, upon re-
17 quest, shall submit his/her books of account together
18 with all papers, files, documents, etc., in his/her pos-
19 session for the inspection of the E.C. and the certified
20 public accountant. He/She shall also codify and index
21 the various articles and sections of this Constitution.

Receipt of Funds

22 SEC. 2. The G.S.T. shall receive all funds paid to
23 the G.L. from all sources and distribute same to the
24 credit of the accounts for which they are intended.
25 District lodges, local lodges not affiliated with a full
26 service district lodge, and unaffiliated local lodges, at

1 their option, may elect to have all monthly member-
2 ship dues and fees collected by the G.S.T. Initiation
3 and reinstatement fees will be reconciled with the D.L.
4 and/or L.L. The G.S.T. shall distribute the appropriate
5 amounts from the monthly dues and fees collected to
6 the D.L.s and LLs. He/She shall keep a systematically
7 arranged book account between the G.L. and each L.L.
8 He/She shall, upon request of any L.L., furnish a copy
9 of the expense account of any paid representative of
10 the G.L. for the period specified by such L.L., pro-
11 vided such request does not include a period prior to
12 the next preceding G.L. audit.

Deposit of Funds

13 SEC. 3. All monies received by the G.S.T. shall be
14 deposited daily by him/her in a bank of sound financial
15 standing in the name of the G.L., which deposit shall
16 be subject to withdrawal check signed by the G.S.T.
17 and countersigned by the I.P. He/She shall invest, in
18 conformity with the provisions as contained in SEC. 3,
19 Art. V., the accumulated G.L. funds in excess of
20 \$100,000 as directed by the E.C.

Per Capita Tax and Fees

21 SEC. 4. The G.S.T. shall collect per capita tax in
22 proportion to the business transacted as shown by the
23 regular monthly report of each L.L., in accordance
24 with the following rates, which include subscriptions
25 to the I.A.M.'s magazine, THE JOURNAL, which will
26 be published periodically, and the premium of L.L. and
27 D.L. officers' and employees' bonds as required by
28 law or G.L. policy, up to a maximum of \$10,000 as
29 prescribed in SEC. 6 of this Art.

1 Monthly per capita tax for all members:

2 Effective January 1, 2009, the monthly per capita
3 tax due G.L. shall be equal to the per capita tax in ef-
4 fect for 2008 plus \$4.00 plus the percentage increase
5 in the weighted average on a union-wide basis of one
6 hour's earnings of each L.L. member in effect on the
7 31st day of August 2008. Notwithstanding any con-
8 trary language in Article XXII, Section 9, district
9 lodges which are over the minimum D.L. per capita
10 may not add any part of this \$4.00 to their per capita
11 tax without specific authorization from the member-
12 ship and in accordance with D.L. bylaws.

13 Effective January 1, 2011, the monthly per capita
14 tax due G.L. shall be increased by \$2.00 plus the aver-
15 age of the percentage increase in the Consumer Price
16 Index for Urban Wage Earners and Clerical Workers
17 (CPI-W) as published by the U.S. Department of La-
18 bor's Bureau of Labor Statistics and the Canadian
19 Consumer Price Index as published by Statistics Can-
20 ada. The "not seasonally adjusted" indices will be
21 used. Notwithstanding any contrary language in Arti-
22 cle XXII, Section 9, district lodges which are over the
23 minimum D.L. per capita may not add any part of this
24 \$2.00 to their per capita tax without specific authori-
25 zation from the membership and in accordance with
26 D.L. bylaws.

27 Effective January 1, 2012, and each January 1 there-
28 after, the monthly per capita tax due G.L. shall be in-
29 creased by the percentage increase in the CPI indices
30 as described above.

31 Ninety percent (90%) of the regular G.L. per capita
32 tax or the reduced G.L. per capita tax, whichever is the
33 lower, shall be allocated to the General Fund. Ten per-

1 cent (10%) of the regular G.L. per capita tax or the re-
 2 duced G.L. per capita tax, whichever is the lower, shall
 3 be allocated to the Strike Fund.

4 Benefits from the Strike Fund shall be paid in accord-
 5 ance with SEC. 6, Art. XVI.

6 **Monthly dues for**

7 **G.L. affiliation.....determined by the E.C.**

8 **Unemployment stamp..... \$ 1.00**

9 **Permanent retirement card**

10 **for all members \$15.00**

11 **Initiation or reinstatement per**

12 **capita tax \$15.00**

13 **Reinstatement per capita tax when dues books**

14 **or dues cards are issued by G.S.T.**

15 **(Secs. 5, 15, and 19, Art. I)..... \$15.00**

16 **G.L. initiation or**

17 **reinstatement fee.....determined by the E.C.**

18 Upon receipt of per capita tax, accompanied by the
 19 report of any L.L., the G.S.T. shall furnish stamps as
 20 receipts, in proportion to the number of initiations, re-
 21 instatements and number of months' dues paid.
 22 He/She shall also keep a record of all members affili-
 23 ated with G.L.

24 The G.S.T. shall furnish a uniform dues book or
 25 dues card at cost to L.Ls. in which stamps may be af-
 26 fixed and cancelled. Dues books shall contain spaces
 27 for the entering therein of transfers, assessments and
 28 the designation of the amount of dues charged by each
 29 L.L., and for the registering of votes in G.L. elections.
 30 Space shall also be provided for the insertion of the
 31 Congressional or Assembly District, Legislative As-
 32 sembly or Parliamentary Constituency of the member.

1 The G.S.T. is authorized to discontinue the forego-
2 ing use of the dues book and dues stamps and substi-
3 tute therefore a more modern means, and/or more
4 automated methods, of identification and verification
5 of membership standing when in his/her judgment
6 such changes are feasible and practicable and after ap-
7 proval by the E.C. The G.S.T. is also authorized to
8 adopt more modern procedures for reporting the pay-
9 ment of per capita taxes when, in his/her judgment,
10 such technology is practicable and after approval by
11 the E.C.

12 Those L.Ls. on a dues book system will remain on
13 that system for identification and verification of mem-
14 bership standing, unless a L.L. takes formal action re-
15 questing a change to the dues card system, and advises
16 the G.S.T. over the signature of the R.S. and the seal
17 of the L.L. Any L.L. changing from the dues book sys-
18 tem to the dues card system shall not be permitted to
19 return to the dues book system.

Audit of Local and District Lodges, Councils or Conferences

20 SEC. 5. The G.S.T. shall audit the books of any
21 L.L., D.L., council or conference whenever in his/her
22 opinion such an audit is advisable; such audits shall
23 include health and welfare funds, insurance or benefit
24 funds, building associations, etc., which are operated
25 in the interests of the members or administered and di-
26 rected under the control of the L.L., D.L., council or
27 conference, and he/she shall from time to time appoint,
28 with the approval of the E.C., such auditors as may be
29 necessary to carry on this work.

1 Upon demand therefore by the G.S.T., the officers
2 of any L.L., D.L., council or conference shall forth-
3 with surrender and turn over to the G.S.T. or to an au-
4 ditor whom he/she may designate, all books, vouchers,
5 bills, receipts and records of such L.L., D.L., council
6 or conference. Any L.L., D.L., council or conference
7 or officer thereof, who refuses to comply with the pro-
8 visions of this SEC. shall be liable to suspension or
9 expulsion by the E.C. The G.S.T. in cases of chronic
10 lodge indebtedness and/or failure to file forms as re-
11 quired by this Constitution, may require that member-
12 ship dues be remitted directly to G.L. for such time as
13 he/she deems appropriate. The G.S.T. shall distribute
14 the appropriate amounts from the monthly dues and
15 fees collected to the D.L.s and L.L.s.

16 Officers of L.Ls., D.Ls., councils or conferences,
17 who shall be found to be indebted to any such body by
18 reason of any shortage of funds, accounts or securities
19 entrusted to them, shall immediately be suspended
20 from office and thereafter be subject to discipline, up
21 to and including permanent disqualification from
22 holding any office or representing members of the
23 I.A.M. in any capacity, provided, however, that the
24 E.C. shall have authority to adjust the discipline, up to
25 and including reinstatement of such former officer to
26 full membership rights, including the right to hold of-
27 fice and represent other members, for good cause and
28 where permitted by law.

Bonding of Officers and Employees of Local and District Lodges, State Councils and Conferences

29 SEC. 6. The G.S.T. shall, with the approval of the
30 E.C., arrange with a recognized bonding company for
31 the issuing of bonds in the amount of \$10,000 to be

1 paid for by the G.L. providing coverage for all officers
2 and employees of, as well as such other individuals as
3 are required by law or G.L. Policy to be bonded in con-
4 nection with each L.L., D.L., state council or confer-
5 ence. The G.S.T. may take advantage of long-term
6 bonding and premium discounts. Where coverage in a
7 greater amount than \$10,000 is required by law or G.L.
8 Policy, the G.S.T., using as a base current audit reports,
9 will arrange for the issuance of such required bonds,
10 and the bonding company will bill the L.L., D.L., state
11 council or conference for the premiums of such excess
12 amounts. Where additional coverage of people is re-
13 quired by law or G.L. policy, and such people are not
14 already covered by the bonds obtained by the G.L. in
15 the amount of \$10,000 as aforesaid, such bonds shall
16 be obtained and paid for by the L.L., D.L., state coun-
17 cil or conference involved.

18 Each L.L., D.L., state council or conference shall be
19 notified by the G.S.T. of the name and address of the
20 bonding company selected to handle bonds arranged
21 by the G.L. in accordance with the foregoing. Any
22 L.L., D.L., state council or conference desirous of cov-
23 ering its officers, employees or other people in an
24 amount greater than that herein required, shall arrange
25 with such company to obtain such additional bonds
26 and pay the premiums therefore.

Reports

27 SEC. 7. Decisions rendered by the I.P. or by the
28 E.C., whether through correspondence or in regular
29 session, shall be published in full by the G.S.T. in the
30 next monthly pamphlet containing itemized statement
31 of receipts and expenditures provided for in SEC. 2 of
32 this Art.; and he/she shall perform such other duties as

1 may be required of him/her by the laws, customs and
2 usages of this Constitution.

Assistant

3 SEC. 8. The G.S.T. shall appoint an assistant secre-
4 tary, who must be a member, and employ such other
5 help as may be necessary to perform the work of
6 his/her office, subject to the approval of the E.C.

Duties of Assistant Secretary

7 SEC. 9. The assistant secretary shall perform all du-
8 ties assigned to him/her by the G.S.T., and in the ab-
9 sence of that official, shall have supervision of the
10 office.

Grand Lodge Auditors

11 SEC. 10. G.L.As. appointed by the G.S.T. under
12 authority of SEC. 5 of this Art. shall be members in
13 continuous good standing for at least 5 years immedi-
14 ately prior to their appointment, free from delinquen-
15 cies of any nature to any L.L., D.L. or the G.L. They
16 shall also qualify under SEC. 5, Art. I. They shall per-
17 form such services as may be required of them by the
18 G.S.T.

ARTICLE VIII**GENERAL VICE PRESIDENTS****Duties**

1 SEC. 1. When not in attendance at meetings of the
2 E.C., the G.V.Ps. shall act as general organizers, or
3 shall perform such duties, in such territories or indus-
4 tries as may be decided by the I.P. to be for the best
5 interests of the I.A.M., and shall report their activities
6 from time to time as may be deemed necessary.

Reports and Expense Statements

7 SEC. 2. During each week, the G.V.Ps. shall file
8 with the I.P. an itemized account and full report of their
9 expenses and activities as officers of the G.L.

ARTICLE IX**SALARIES**

1 SEC. 1. For the faithful performance of their duties,
2 the G.L. officers listed below shall be paid annual sal-
3 aries in 52 equal weekly installments per year based
4 upon the following schedule:

5 International President

6 Effective January 1, 2001 \$180,000

7 General Secretary-Treasurer

8 Effective January 1, 2001 \$170,000

9 General Vice Presidents

10 Effective January 1, 2001 \$155,000

11 Effective January 1, 2011 and each January 1st
12 thereafter, the above-named officers shall have their
13 salaries increased by the average of the percentage in-
14 crease in the Consumer Price Index for Urban Wage
15 Earners and Clerical Workers (CPI-W) as published by
16 the U.S. Department of Labor's Bureau of Labor Sta-
17 tistics and the Canadian Consumer Price Index as pub-
18 lished by Statistics Canada. The "not seasonally
19 adjusted" indices will be used.

20 Salaries of G.L.Rs. and G.L.As. are subject to ad-
21 justment by the E.C.

ARTICLE X

OFFICE AND EXPENSE LIMITATIONS

Hold No Other Office

1 SEC. 1. No officer of the G.L. or of any L.L. or
2 D.L. who is expected to devote full time to the duties
3 of the office, shall accept any office or other position
4 from any other organization or institution unless it is
5 such as will advance the common interests of the
6 working classes, nor shall any member of any L.L.
7 hold membership in any other organization inimical to
8 the interests of the I.A.M.

Expense Allowance

9 SEC. 2. G.L. officers, delegates to the A.F.L.C.I.O.,
10 delegates to the C.L.C., members of the Committee on
11 Law, G.L.Rs. and G.L.As., shall be allowed actual and
12 necessary transportation and hotel expenses when
13 away from home on official business, subject to the
14 approval of the E.C. During each week all elected and
15 appointed officers and appointed representatives shall
16 file with the I.P. an itemized account of their expenses
17 while on official business of this Organization.

Officers' Expenses at Headquarters

18 SEC. 3. The I.P., 1 G.V.P. and the G.S.T. shall have
19 Upper Marlboro, Maryland, designated as their head-
20 quarters, and these officers shall be allowed expenses
21 provided in SEC. 2 of this Art. where the performance
22 of their official assignments requires them to reside in
23 a hotel in the Washington, D.C. area.

General Vice Presidents' Headquarters

1 SEC. 4. All other G.V.Ps. shall be assigned to a
2 home headquarters and no hotel expenses shall be al-
3 lowed when stationed at such designated headquarters.

ARTICLE XI

BUSINESS AGENCIES AND ORGANIZERS

Establishment and Maintenance

1 SEC. 1. G.L. shall establish and maintain business
 2 agencies upon railroads and airlines, in industries and
 3 localities, whenever the establishment and mainte-
 4 nance of the same is approved and authorized by the
 5 E.C. The amount paid by the G.L. to business agencies
 6 and D.Ls. and L.Ls. or D.L. organizers shall be in each
 7 case one-half of the monthly salary paid to the busi-
 8 ness representative or general chairperson, and L.L. or
 9 D.L. organizers, with the minimum and maximum
 10 amounts as follows:

	MINIMUM	MAXIMUM
11 January 1, 2000	\$2,157	\$3,370

13 Effective January 1, 2011 and each January 1st
 14 thereafter, the above minimum and maximum shall be
 15 increased by the average of the percentage increase in
 16 the Consumer Price Index for Urban Wage Earners and
 17 Clerical Workers (CPI-W) as published by the U.S.
 18 Department of Labor's Bureau of Labor Statistics and
 19 the Canadian Consumer Price Index as published by
 20 Statistics Canada. The "not seasonally adjusted" indi-
 21 ces will be used.

22 All D.Ls. or L.Ls. employing 1 or more business
 23 representatives, general chairpersons or organizers
 24 shall pay at least the minimum.

25 The I.P. may give special dispensation to L.Ls. or
 26 D.Ls. that financially cannot meet the minimum sal-
 27 aries and who request that no increase be given to

1 business representatives, general chairpersons or or-
2 ganizers. This dispensation may be granted once
3 yearly.

Control of Business Representatives

4 SEC. 2. The I.P., with the approval of the E. C.,
5 shall discontinue the financial support of the G.L. in
6 any case where, in his/her or its opinion, the conduct
7 or results obtained by any business representative or
8 agency are unsatisfactory. All business representa-
9 tives, whether they are or are not receiving financial
10 assistance from the G.L., are under the general super-
11 vision of the I.P. The I.P. shall have the authority to
12 depute any business representative to act as a repre-
13 sentative of the G.L. and may direct him/her to per-
14 form special assignments at the I.P.'s direction, within
15 or without the representative's respective districts or
16 localities. Business representatives established pursu-
17 ant to SEC. 3 of this Art. shall remain employees of
18 their respective L.L. or D.L. while performing any
19 such special assignment.

Servicing of Local and District Lodges

20 SEC. 3. Each L.L. and/or D.L. shall establish, sub-
21 ject to approval by the E.C., a sufficient number of
22 business representatives to properly service the mem-
23 bership of the L.L. and/or D.L. so that servicing can be
24 done with a minimum of G.L. assistance. In cases
25 where this is not or cannot be accomplished, the E.C.
26 can order the consolidation of a small L.L. to ensure
27 proper servicing of the membership and, further, can
28 order the establishment of business agencies where a
29 L.L. and/or D.L. fails to do so.

Qualifications

1 SEC. 4. Members shall not be permitted to serve as
2 business representatives unless they have been in con-
3 tinuous good standing for at least 2 years and must be
4 working at the trade 1 year immediately prior to their
5 nomination and free from delinquencies of any nature
6 to a L.L., D.L. or the G.L. The qualification "working
7 at the trade" shall not apply to members who are sala-
8 ried full-time employees of any L.L., D.L. or G.L., a
9 council, conference, or the A.F.L.C.I.O. or C.L.C., nor
10 shall it apply to members who experience a layoff dur-
11 ing the one year period immediately prior to their nom-
12 ination, or to members who have been unable to obtain
13 employment at the trade because of a strike, lockout,
14 discrimination, or temporary physical disability. All
15 business representatives must qualify under SEC. 5,
16 Art I. No business representative may hold any office
17 in the gift of any L.L. or D.L. excepting that of presi-
18 dent of a D.L., or L.L., where no D.L. exists. A busi-
19 ness representative may serve as a delegate to any
20 affiliated body and to conventions. The term of service
21 of business representatives shall be provided for in the
22 bylaws of the L.L. or D.L., but such term shall be of
23 not less than 3 years nor more than 4 years.

Reports

24 SEC. 5. All business representatives, general chair-
25 persons and organizers shall file periodic reports of
26 their activities. The frequency, content and form of the
27 reports shall be determined by the I.P.

Location of Activities

1 SEC. 6. The work of all business representatives
2 shall be confined to the railroad, airline, industry, or
3 locality for which they are respectively elected, unless
4 otherwise ordered by the I.P. or the E.C. While on spe-
5 cial service, business representatives shall be paid
6 their actual hotel and transportation expenses.

ARTICLE XII

REVENUE OF THE GRAND LODGE

Source of Revenue

1 SEC. 1. The revenue of the G.L. shall be derived
2 from the sale of supplies, collection of dues, per capita
3 tax, initiation fees, reinstatement fees, the income
4 from the publication of THE JOURNAL, interest, in-
5 vestments, and such special assessments as may be
6 levied from time to time.

Assessments

7 SEC. 2. Whenever in the opinion of the E.C. addi-
8 tional funds over and above the regular income are
9 necessary to carry on the work of the G.L., the E.C.
10 shall recommend the levying of a special assessment
11 and the G.S.T. shall prepare a ballot and submit the
12 same for approval of the members in good standing
13 voting in a secret ballot referendum. If a majority of
14 members voting in said referendum vote in favor of
15 the assessment, it shall become effective and a lawful
16 charge payable by each member on the date specified
17 by the E.C. Monies received through a G.L. assess-
18 ment shall be used only for the purpose specified on
19 the ballot submitted to the membership.

ARTICLE XIII**AUDITS OF GRAND LODGE ACCOUNTS AND
BONDING OF GRAND LODGE OFFICERS,
REPRESENTATIVES AND EMPLOYEES****Audits**

1 SEC. 1. The G.S.T. with the approval of the E.C.
2 shall employ a bonded certified public accountant (the
3 amount of bond to be determined by the E.C.) who will
4 proceed in the 3rd week in January of each year to ex-
5 amine and make a complete audit of the books and ac-
6 counts of the G.L. covering the 12 month period
7 ending the previous December 31.

8 A full report, including a statement of all assets and
9 liabilities of the G.L., shall be published over the sig-
10 nature and verified under oath by the certified public
11 accountant.

12 Compensation of the certified public accountant
13 shall be assumed by the G.L.

Bonding

14 SEC. 2. All G.L. officers, representatives, or em-
15 ployees who handle funds or property of the G.L., or
16 of a trust in which the G.L. is interested, shall be
17 bonded prior to assuming office or employment posi-
18 tions in such amounts as may be required by the E.C.
19 in compliance with applicable law, the expense of
20 which bonding shall be borne by the G.L.; provided,
21 however, that neither the I.P. nor the G.S.T. shall be
22 bonded in an amount less than \$100,000.

ARTICLE XIV**GRAND LODGE PENSION**

1 SEC. 1. The G.L. shall continue the Pension Plan
2 covering all G.L. elective and appointive officers, rep-
3 resentatives and employees (except those employees
4 who are excluded from coverage under the terms of
5 their collective bargaining agreement); all business
6 representatives and general chairmen of L.L.s and
7 D.L.s; all persons employed by L.L.s and D.L.s, as
8 elected president, elected secretary-treasurer, or as
9 G.L. credentialed organizer; the employees of the
10 Transportation Communications Union as set out in
11 the TCU-IAM Affiliation Agreement; and such other
12 group of employees as determined by the Trustees.

13 SEC. 2. This Pension Plan shall be continued and
14 administered under a Trust Agreement and Plan. The
15 Plan shall be known as the International Association
16 of Machinists and Aerospace Workers Pension Plan.
17 The Plan shall at all times be qualified plan for IRS
18 purposes and shall be administered in conformity with
19 ERISA and other applicable laws.

20 SEC. 3. The Plan shall be administered by the trus-
21 tees, consisting of the E.C., all of whom shall serve
22 without compensation, but who may, whenever neces-
23 sary in their opinion, retain legal and/or actuarial coun-
24 sel. The trustees shall have the authority to do all
25 things necessary for the proper administration of the
26 Plan, in conformity with the Trust Agreement and ap-
27 plicable law.

28 SEC. 4. The Pension Plan established by this Art.
29 shall be funded by such periodic contributions as the
30 Plan trustees deem appropriate. All funds contributed

1 herein shall be placed in a separate trust fund to be ad-
2 ministered by the trustees. The required contribution
3 to the pension fund by the L.Ls. or D.Ls. will be col-
4 lected by the G.S.T. in the form of a deduction from
5 the amount of the G.L.'s monthly contribution toward
6 the salary of all approved business representatives,
7 general chairpersons and organizers.

8 Where the G.L. does not make a monthly contribu-
9 tion to the salary of the positions covered by this pen-
10 sion fund, each L.L. and D.L. shall contribute the
11 required monthly amount. The G.S.T. shall collect
12 such contributions. Contributions shall be paid on a
13 monthly basis to the G.S.T.

14 SEC. 5. The Pension Plan may be amended by
15 the trustees only as needed to comply with the pro-
16 visions of ERISA, the Internal Revenue Code, and
17 applicable Canadian law, in consultation with the
18 Pension Review Committee, and subject to the ap-
19 proval of the E.C.

ARTICLE XV

DEATH BENEFITS

Accumulation and Eligibility

1 SEC. 1. Effective April 1, 1961, good standing
 2 members of the I.A.M. shall cease to accumulate death
 3 benefits pursuant to provisions of the I.A.M. Constitu-
 4 tion in effect prior to and including March 31, 1961.
 5 All death benefits which have been accumulated by
 6 good standing members on or before March 31, 1961,
 7 are frozen as of that date and no further benefits shall
 8 accrue. Death benefits are payable upon the death of
 9 an eligible member who was initiated or last reinstated
 10 prior to May 1, 1958.

Computation and Schedule of Amounts

11 SEC. 2. Effective January 1, 1965, the amount of
 12 the death benefit payable in behalf of eligible members
 13 shall be based upon the years of continuous good
 14 standing membership prior to April 1, 1961, exclusive
 15 of years for which retirement stamps were issued.

16 Such death benefits will be computed in accordance
 17 with the following schedule of amounts:

	Years of Continuous Creditable Membership Before April 1, 1961	Death Benefit
18	Less than 3 years	None
19	3 years	\$ 50.00
20	5 years	75.00
21	7 years	100.00
22	9 years	125.00
23		
24		
25		

1	11 years	150.00
2	13 years	175.00
3	15 years	200.00
4	17 years	225.00
5	18 years	250.00
6	19 years	275.00
7	20 years	300.00

8 The foregoing provisions of this Sec., effective Jan-
 9 uary 1, 1965, shall not change or affect in any way the
 10 method of computation by the G.L. and the amount of
 11 accumulated death benefits payable in any case where
 12 death occurred prior to January 1, 1965.

13 The death benefit covering an eligible member
 14 shall be payable upon receipt of proof of death of the
 15 member (said proof to be furnished by the attending
 16 physician, photostatic copy of the official death cer-
 17 tificate, or an undertaker's certificate) duly attested
 18 by the signatures of the president and S.T. of the L.L.
 19 of which the deceased was last a member, on forms
 20 furnished by the G.S.T. to which the seal of the L.L.
 21 must be affixed.

To Whom Paid

22 SEC. 3. Death benefits payable under the provi-
 23 sions of SEC. 2 of this Art. shall be paid to the next of
 24 kin of the deceased, in the following order:

- 25 Wife or husband
- 26 Child or children
- 27 Parent or parents
- 28 Brothers and sisters

29 In the absence of next of kin, as outlined herein, the
 30 member may designate a beneficiary on a form pro-
 31 vided for that purpose.

1 In the event a member is not survived by any next
2 of kin in the categories set forth above and has not des-
3 ignated a beneficiary on a form provided for that pur-
4 pose, or in the event the member is survived by more
5 than 1 next of kin in the applicable category, the G.L.,
6 at its option, may pay the death benefit to the deceased
7 member's estate, and in the case of the member being
8 survived by more than 1 next of kin in the applicable
9 category, such payment shall be made on behalf of all
10 next of kin in the applicable category.

11 The payment of any death benefit to a next of kin or
12 the deceased member's estate shall fully release the
13 G.L. of its obligations hereunder.

14 When the burial of a deceased member is not ar-
15 ranged by the member's relatives or friends, the mem-
16 ber's L.L., or any other L.L. in the locality, may
17 arrange for the funeral and interment and be reim-
18 bursed therefore by the G.L. from such member's ac-
19 cumulated death benefit. Any surplus remaining in a
20 member's account after payment of funeral expenses
21 shall be held by the G.L. subject to proper claim there-
22 fore.

ARTICLE XVI**STRIKES****Approval of Strike**

1 SEC. 1. In an extreme emergency, such as a reduc-
2 tion in wages, or an increase in the hours of labor,
3 where delay would seriously jeopardize the welfare of
4 members involved, the I.P. may authorize a strike
5 pending the submission to and securing the approval
6 of the E.C. In all other cases, the grievances must be
7 submitted to the E.C. and its approval obtained before
8 any strike may be declared by any L.L. or the members
9 thereof. Any L.L. or members thereof failing to com-
10 ply with the provisions of this Art. shall forfeit all
11 rights to strike benefits or other financial aid from the
12 G.L. during the unapproved period of the controversy.

Method of Declaring Strike

13 SEC. 2. Whenever a controversy arises over condi-
14 tions of employment between members and their em-
15 ployers, the L.L. having the greatest number of
16 members involved shall call a meeting of all members
17 directly affected to decide by secret ballot upon a
18 course of action. A majority of those present and vot-
19 ing on the question shall decide.

20 If a strike vote is to be taken, such vote shall be by
21 secret ballot. In order to declare a strike, such vote
22 must carry by a two-thirds majority of those present
23 and qualified to vote.

24 Where groups of shops are classified under the ju-
25 risdiction of 1 L.L., and when demands for the estab-
26 lishment and maintenance of uniform conditions in

1 such classified groups of shops have been formulated
2 and adopted by constitutional action of the L.L., then
3 all the qualified members of the L.L. employed in such
4 a classified group of shops shall be entitled to vote on
5 strike action affecting any particular shop in that clas-
6 sified group. The decision of the L.L. or L.Ls. shall be
7 transmitted to the employer or employers by the au-
8 thorized representatives of the members involved. If
9 the members involved are unable to reach an agree-
10 ment, the R.S. shall prepare a full statement and his-
11 tory of the matters in controversy and forward the
12 same to the I.P., who shall thereupon in person or by
13 deputy visit the L.L. where the controversy exists and,
14 with a member of the L.L. whose members are in-
15 volved, investigate the controversy and if possible ef-
16 fect a settlement.

17 No strike shall be declared by any L.L. or the mem-
18 bers thereof without first obtaining the consent of the
19 I.P. or the E.C.

20 Should any L.L. fail to receive the sanction of the
21 E.C., it shall hold a meeting and declare the grievance
22 at an end. Continuing such grievance after failure to
23 secure the sanction of the E.C. shall be considered suf-
24 ficient cause for the suspension of any L.L. and the
25 members thereof from all rights and privileges, at the
26 option of the E.C.

Handling of Forms and Reports

27 SEC. 3. Where agreements covering members of
28 our Association are through the D.L., all forms and re-
29 ports required pursuant to this Art. may be signed by
30 the officers of the D.L. involved, in order to expedite
31 the handling and processing of the necessary forms
32 and reports by the E.C. and I.P.

Declaring Off a Strike

1 SEC. 4. A proposal to settle or declare off an exist-
2 ing strike must be presented at a regular or called meet-
3 ing of a L.L., or a meeting of the members affected (as
4 the case may be), and decided by majority vote, by se-
5 cret ballot, of the members involved. Whenever the
6 E.C. decides that it is unwise to continue an existing
7 strike, it may order all members who have ceased work
8 in connection therewith to resume work, and there-
9 upon and thereafter all strike benefits shall cease, ex-
10 cept that the I.P., with the consent of the E.C., may
11 continue the relief in special deserving cases.

Handling Unfair Work

12 SEC. 5. Whenever work performed by members
13 engaged in an authorized strike is transferred by the
14 struck employer to another facility or employer, mem-
15 bers employed in such other facility or place of em-
16 ployment may be ordered by the L.L. or by the D.L. to
17 cease performing such work or cease working at such
18 places of employment, subject to applicable law. All
19 such orders are subject to approval by the E.C. before
20 members complying therewith are entitled to strike
21 benefits. In the event the members refuse to cease
22 work as herein described, the I.P., with the approval of
23 the E.C., may order said members to cease work until
24 the dispute is satisfactorily adjusted, or until ordered
25 to return to work by the E.C.

Strike Fund Strike Benefits

1 SEC. 6. Effective January 1, 2001, and each Janu-
2 ary 1 thereafter, 10% of each month's per capita tax
3 transmitted to G.L. shall be allocated to the Strike
4 Fund. This fund shall not be used for any other pur-
5 pose except as specified herein. Benefits shall be paid
6 from this strike fund in accordance with the following
7 provisions:

8 When \$5,000,000 has accumulated in the strike
9 fund, members who have continuous good standing
10 for at least 3 months and who have ceased work on
11 account of a grievance approved by the E.C., shall re-
12 ceive benefits from the fund. Strike benefits shall be
13 in the amount of \$150.00 per week.

14 Whenever the balance in the Strike Fund exceeds
15 \$150,000,000, strike benefits shall increase to \$175
16 per week. Whenever the balance in the Strike Fund
17 exceeds \$175,000,000, strike benefits shall increase to
18 \$200 per week. Thereafter, each increase of
19 \$25,000,000 in the Strike Fund balance shall increase
20 strike benefits by \$25.00 per week in the manner de-
21 scribed above. Any decrease in the Strike Fund bal-
22 ance shall result in a decrease in benefits to the
23 previous level, but not below \$150.00 per week. All
24 the remaining terms of Article XVI, Section 6 remain
25 in effect.

26 No benefits shall be paid unless the strike extends
27 over a period of more than 2 weeks. Thereafter, bene-
28 fit payments shall accrue commencing with the 3rd
29 week. Strike benefits shall continue to be paid through
30 the last day of the week in which the strike terminates.
31 Members on strike, but not at the time entitled to ben-

1 efits because of lacking the 3 months' membership re-
2 quired herein, shall be entitled to receive benefits as
3 soon as they have been in good standing for 3 months.

4 Notwithstanding the 3 month requirement set out
5 above, new members or individuals who were mem-
6 bers at the time of layoff and reinstated upon recall
7 may begin receiving benefits in accordance with the
8 provisions of this Sec.

9 Payment of benefits from this strike fund shall be
10 discontinued whenever the balance in the fund is re-
11 duced to a level of \$1,000,000, based on checks issued
12 and/or to be issued, in which event the E.C. shall au-
13 thorize the payment of strike donations out of the Gen-
14 eral Fund in accordance with the organization's laws
15 and policies and as provided for in Sec. 4, Art. V, of
16 this Constitution. Strike benefit payments shall not be
17 resumed from the strike fund until it again accumu-
18 lates \$5,000,000.

19 Whenever strike sanction is granted, the L.L. and/or
20 D.L. will be notified of the number of members eligi-
21 ble to receive benefits and the amount of weekly ben-
22 efits that will be paid.

23 As the occasion requires, the G.S.T. will advise the
24 L.Ls. and D.Ls. of the financial condition of the strike
25 fund and, whenever possible, shall project the proba-
26 ble strike benefit amount to be paid at least 4 weeks in
27 advance.

William W. Winpisinger Education and Technology Center

28 SEC. 7. The investment income from the strike
29 fund shall be used for the operation of the William W.
30 Winpisinger Education and Technology Center. Only
31 the amount necessary for the actual operation of the

1 education center will be used. All other investment in-
2 come from the strike fund will revert to the strike fund.

Organizing Fund

3 SEC. 8. Effective January 1, 2005, the I.P., with the
4 approval of the E.C., shall have the authority to make
5 a one-time \$30,000,000 withdrawal from the Strike
6 Fund for the purpose of establishing an Organizing
7 Fund. All investment income from this Fund shall be
8 dedicated to organizing activities and expenditures
9 from this Fund will be at the discretion of the I.P. and
10 the E.C.

Method of Payment

11 SEC. 9. The E.C. shall have the authority to author-
12 ize the payment of benefits from the strike fund to
13 members who are out of work as a result of a strike
14 which has been properly declared pursuant to this Art.
15 in another bargaining unit of I.A.M. members. The
16 E.C. may also authorize payment of strike benefits in
17 any case where it determines that such payment is in
18 the best interest of the I.A.M.

19 Whenever a strike has been ordered or approved by
20 the G.L., each member eligible to receive benefits
21 shall sign the strike record weekly, or indicate his/her
22 presence weekly, using automated methods that have
23 been approved by the E.C. From the names appearing
24 on the strike record the secretary of the L.L. shall make
25 up a roll showing the names of the members on strike.

26 After the roll has been approved by the signatures
27 of the president, S.T., and R.S. of the L.L., it shall be
28 forwarded to the G.S.T., who, after examination, shall
29 return the same, together with a check or checks, as the

1 case may be, of the G.L. covering the amount of any
2 benefits paid, which check or checks shall be drawn
3 payable to the individual member properly entitled to
4 such benefits, or at the option of the G.S.T.'s office, a
5 blanket check made payable to the president, S.T., and
6 R.S. of the L.L.

7 Each member receiving a benefit from the G.L.
8 must receipt for same upon the duplicate roll provided,
9 or by automated methods that have been approved by
10 the E.C., after which the secretary shall return 1 copy
11 of said roll to the G.S.T. for the files of the G.L., and
12 place 1 copy in the L.L. files. Except in cases where
13 the distance and time required for the transportation of
14 the mail makes the rule impracticable, the G.S.T. shall
15 not forward a check covering subsequent benefits be-
16 fore the receipted roll for the previous week has been
17 received by him/her. Where circumstances may re-
18 quire, a L.L. will have the option to pay strike benefits
19 at satellite strike headquarters, with the approval of the
20 I.P. No claim for any benefits under the provisions of
21 this SEC. shall be considered or allowed unless pre-
22 sented to the G.S.T. within 30 days from the date on
23 which said benefits were due.

24 No benefits shall be paid to members who fail to
25 meet the requirements for the receipt of strike benefits.

Deduction for Arrearages

26 SEC. 10. Whenever a member claiming strike ben-
27 efits is in arrears for dues or assessments, the L.L. shall
28 deduct from such benefits an amount sufficient to pay
29 all such arrearages.

Strike Stamps

1 SEC. 11. Members who have ceased work on ac-
2 count of a grievance approved by the E.C. are entitled
3 to receive strike stamps free of cost, covering the pe-
4 riod during which they are without employment, upon
5 complying with the provisions of SEC. 3, Art. G, and
6 conforming to such other requirements as may be in-
7 stituted for the good and welfare of those involved by
8 the L.L. of which they are members.

ARTICLE XVII**AFFILIATION WITH GRAND LODGE****Individual Affiliations**

1 SEC. 1. An officer or representative of the G.L.
2 may receive the application for affiliation with the
3 G.L. of anyone employed at the trade in a locality
4 where there is no L.L.

Obligation, Fees and Dues

5 SEC. 2. The applicant shall be obligated by the of-
6 ficer or G.L. representative who receives the applica-
7 tion, and the application, together with an initiation or
8 reinstatement fee as determined by the E.C., shall be
9 forwarded to the G.S.T., who shall enter the applicant's
10 name upon the record of individual affiliations of the
11 G.L. and issue a dues book or dues card to the member.
12 All such members shall pay monthly dues as deter-
13 mined by the E.C.

Transfers

14 SEC. 3. Such member may transfer to the nearest
15 L.L. in accordance with the provisions of SEC. 2, Art.
16 K. The L.L. receiving such member shall notify the
17 G.S.T., who shall record the transfer.

**Member Appointed Superintendent
or General Foreman**

1 SEC. 4. A member who has been appointed a gen-
2 eral foreman or a superintendent, or who obtains em-
3 ployment outside the trade or industry, may affiliate
4 directly with the G.L.

Subject to Constitutional Provisions

5 SEC. 5. All provisions of this Constitution shall,
6 insofar as they are applicable, apply to and be binding
7 upon all such affiliated members.

ARTICLE XVIII**THE REFERENDUM AND ITS OPERATION****Definition**

1 SEC. 1. Whenever in this Constitution reference is
2 made to the “referendum,” it is intended thereby to re-
3 fer to the practice of submitting matters to a vote of the
4 membership at large through the respective L.Ls. in
5 good standing with the I.A.M. No referendum dealing
6 with proposed amendments to the Constitution shall be
7 issued during a convention year, during which period
8 all proposed changes in the laws will be handled in ac-
9 cordance with SEC. 3, Art. XIX.

How Invoked

10 SEC. 2. Any member or members shall have the
11 privilege of proposing amendments to this Constitu-
12 tion, submitting any grievances that may arise, and
13 proposing appeals from the decisions of the E.C., by
14 submitting same to the G.S.T. after having first re-
15 ceived endorsements thereto under the seal of not
16 less than 10% of all L.Ls. in good standing, not more
17 than 10 of which are located in any 1 state, province
18 or territory.

19 In order to enable the G.S.T. to comply with the
20 law, a period of 45 days from date of issue of the pro-
21 posed amendments shall be allowed to secure en-
22 dorsements. All endorsements received after that
23 period will be discarded.

Form of Amendments

1 SEC. 3. Proposed amendments to this Constitution
2 shall be in such form as to state the substance rather
3 than the exact language of the proposed addition, can-
4 cellation or change, that is, the purpose to be accom-
5 plished rather than the wording or the designation of
6 certain articles or sections, and the G.S.T. shall submit
7 the same as provided in the next succeeding SEC. with
8 a clause attached thereto authorizing the necessary
9 changes in this Constitution.

10 (The word "amendment" wherever used in this
11 Constitution, shall apply to any and all portions and
12 sections of this Constitution.)

Amendment Ballot

13 SEC. 4. Upon receipt of any such amendments,
14 grievance or appeal, together with the endorsements
15 thereof as required under SEC. 2 of this Art., the G.S.T.
16 shall cause the same to be printed in the form of a cir-
17 cular, arranged in such a manner as shall allow each
18 subject to be decided to be voted upon separately and
19 forwarded to the respective L.Ls. in sufficient numbers
20 so that each member shall have a copy at the 1st meet-
21 ing of the L.L. held in January each year following the
22 receipt of the same, except in years when G.L. conven-
23 tions are held.

Publication of Proposed Amendments

24 SEC. 5. Proposed amendments to this Constitution
25 must be published in an edition of THE JOURNAL
26 prior to submission through the referendum as pro-
27 vided in SEC. 4 hereof.

Method of Voting and Returns

1 SEC. 6. Whenever a referendum is called by the
2 G.S.T., each L.L. shall notify its members of the vote
3 being called, and no ballot shall be accepted unless de-
4 posited between January 1 and 31 each year, according
5 to the call. Within 120 hours after the casting of the
6 ballots the result of the vote shall be forwarded to the
7 G.S.T. on an official tally sheet, accompanied by all of
8 the ballots.

9 The perforated register slip containing the name, ad-
10 dress, card number and L.L. number of the voter shall
11 be retained by the L.L. for 1 year after the date of bal-
12 loting on referendum propositions.

Publication of Votes and Amendments

13 SEC. 7. The G.S.T., upon receipt of the vote upon
14 any proposed amendment, shall cause a report on
15 same to be published in the next issue of THE JOUR-
16 NAL. Within 30 days the G.S.T. shall cause to be
17 published the vote of each L.L. on any proposed
18 amendment. All amendments so adopted shall be
19 published in THE JOURNAL until this Constitution
20 is revised and reprinted.

Special Meeting of Committee on Law

21 SEC. 8. When considered necessary, the E.C. may
22 call a meeting of the Committee on Law during March
23 for the purpose of incorporation into this Constitution
24 such changes as have been made therein by the adop-
25 tion of amendments through the referendum.

When in Effect

1 SEC. 9. Amendments so adopted shall become op-
2 erative and in force upon the 1st day of the quarter suc-
3 ceeding the publication of the vote, and no amend-
4 ments shall be submitted which provide that the same
5 shall be immediately effective and in force.

6 There shall not be initiated a proposal for revision
7 or cancellation of an adopted amendment to this Con-
8 stitution until after such adopted amendment has been
9 in effect for 1 year.

Resubmission

10 SEC. 10. Amendments which fail to receive the ma-
11 jority of votes shall not again be submitted through the
12 referendum until 12 months have elapsed and then
13 only after again complying with the provisions of this
14 Art.

ARTICLE XIX**REVISION OF THE CONSTITUTION
BY CONVENTION****Proposed Amendments**

1 SEC. 1. One hundred fifty days before the conven-
2 ing of any convention of the G.L., the G.S.T. shall no-
3 tify all L.Ls. to elect a committee on the revision of
4 this Constitution. All proposed amendments to this
5 Constitution that come before any L.L. shall be re-
6 ferred to this committee for consideration and recom-
7 mendation, and upon the approval of any such
8 proposed amendment by the L.L., the committee on
9 revision of this Constitution shall forward the same to
10 the G.S.T. at least 90 days prior to the convening of the
11 convention. All such proposed amendments shall be
12 compiled, printed in the form of a circular, and mailed
13 by him/her to each L.L. 30 days before the convening
14 of the convention.

15 Proposed amendments to this Constitution, which
16 are received at G.L. headquarters too late to be in-
17 cluded in the printed circular, shall not be referred to
18 the Committee on Law or dealt with by the convention.

**Meeting and Report of Committee on Law
and Submission of Proposed Amendments
to the Convention**

19 SEC. 2. The Committee on Law shall meet at the
20 place where the convention is to be held at least 7 days
21 prior to convening for the purpose of considering all
22 amendments proposed by L.Ls. under the provisions

1 of SEC. 1 of this Art. The findings and recommenda-
2 tions of the Committee on Law shall be reported to the
3 convention as soon as practicable, after the convening
4 thereof, for acceptance or rejection by the accredited
5 delegates in attendance.

Acceptance or Rejection of Proposed Amendments

6 SEC. 3. After the Committee on Law reports to the
7 convention their findings and recommendations on the
8 proposed amendments, the accredited delegates in at-
9 tendance shall vote whether to accept or reject each
10 proposed amendment. The decision of the accredited
11 delegates in attendance shall be final and the amend-
12 ments adopted by them shall become effective and in
13 force upon the 1st day of January following adjourn-
14 ment of the convention.

Compiling of Constitution

15 SEC. 4. Immediately following the adjournment of
16 the convention, the Committee on Law shall recon-
17 vene at a location determined by the I.P. for the pur-
18 pose of incorporating into the Constitution all changes
19 adopted by the accredited delegates in attendance at
20 the convention and to revise and correct all such parts
21 of the law as are affected by such changes in order that
22 conflict as between law and law may be eliminated.
23 The E.C. and the Committee on Law are also author-
24 ized to revise any provisions of this Constitution
25 which may be in conflict with applicable civil law.

Compensation of Committee on Law

1 SEC. 5. The members of the Committee on Law
2 shall receive the sum of \$100.00 per day when en-
3 gaged in the performance of their duties.

ARTICLE XX

UNDELEGATED AUTHORITY AND POWER

Reservations

1 SEC. 1. All authority and power not specifically
2 delegated to the officers in this Constitution is reserved
3 to the membership.

Membership Bill of Rights

4 SEC. 2. This Constitution expressly preserves the
5 following membership rights, which shall be honored
6 unless a District or Local Lodge successfully obtains
7 dispensation for good cause shown:

- 8 1) Subject to legal requirements concerning im-
9 passe, no NLRA contract may be implemented
10 without honoring the outcome of a vote of the
11 members it covers.
- 12 2) Whenever practicable, contract negotiating
13 committees must contain at least one member
14 from the bargaining unit.
- 15 3) Subject to legal requirements, no NLRA con-
16 tract shall be opened at other than normal expi-
17 ration of duration without a majority vote of the
18 bargaining unit members.
- 19 4) Once the union leadership at any level receives a
20 request to bargain from an NLRA employer, the
21 bargaining unit membership must be notified.
- 22 5) The date, time and location of contract vote shall
23 be determined by District or Local leadership,
24 taking into account the convenience and availa-
25 bility of the membership to participate in the
26 voting process.

ARTICLE XXI**COUNCILS AND CONFERENCES****Purpose**

1 SEC. 1. Councils or conferences may be estab-
2 lished and chartered by the G.L. in states, territories or
3 provinces for the purpose of promoting cooperation
4 and concerted action in the fields of education, legis-
5 lation and public relations, human rights and health
6 and safety, provided, however, that these councils or
7 conferences shall not infringe upon the jurisdiction of
8 L.Ls., D.Ls., or G.L., and shall operate within the pro-
9 visions of this Constitution. All L.Ls. established for 1
10 or more years shall maintain membership in the appro-
11 priate state council unless granted dispensation by the
12 I.P. in special cases.

Bylaws

13 SEC. 2. State councils or conferences must adopt
14 bylaws governing their activities and functions. Such
15 bylaws must be consistent with all of the provisions of
16 this Constitution and must be approved by the I.P. be-
17 fore becoming effective.

Government

18 SEC. 3. State councils or conferences, and the of-
19 ficers thereof, are subject to the same laws that govern
20 L.Ls. and/or D.Ls. and the officers thereof.

Audits

1 SEC. 4. Each council and conference which meets
2 regularly at least semiannually shall semiannually
3 make, and submit to the G.S.T., a copy of an audit of
4 its financial accounts. Those which meet regularly
5 less frequently shall take such action annually.

6 Councils or conferences may at their discretion em-
7 ploy a certified public accountant to audit or assist the
8 auditing committee in auditing the books. However,
9 no such accountant shall be permitted to develop
10 bookkeeping procedures in the council or conference
11 contrary to provisions of this Constitution or policies
12 established by G.L. for handling this work.

13 Any officer, employee, or representative of a
14 council or conference who handles funds and prop-
15 erty of any such body shall be bonded in such amount
16 as may be required by the G.S.T. in compliance with
17 applicable law in accordance with the procedure
18 hereinbefore prescribed in SEC. 6, Art. VII, covering
19 the bonding of L.L. and D.L. officers, representatives
20 and employees.

ARTICLE XXII**DISTRICT LODGES****Definition**

1 SEC. 1. A D.L. is a delegate body made up of rep-
2 resentatives duly elected from the L.Ls. within the rail-
3 road or air transport system, industry, or locality in
4 which the D.L. is established.

Purpose

5 SEC. 2. D.Ls. shall be established and chartered by
6 the G.L. upon railroads and airlines, in industries
7 where mutual shop interests require it, and in localities
8 where 2 or more L.Ls. exist, provided the total mem-
9 bership is sufficient to meet all the requirements of this
10 Art., for the purpose of securing mutual protection,
11 harmonious action, and close cooperation in all mat-
12 ters relating to the trade.

Jurisdiction

13 SEC. 3. The jurisdiction of all D.Ls. shall be deter-
14 mined and defined by the E.C.

15 Each L.L. within such jurisdiction shall become af-
16 filiated with the D.L. unless specially exempted by
17 said D.L. upon the approval of the E.C.

Authority

18 SEC. 4. D.Ls. shall have authority over and control
19 of all L.Ls. within their jurisdiction, subject to the ap-
20 proval, however, of the G.L. Effective January 1,

1 2006, all dues and assessments of the affiliated L.Ls.
2 shall be remitted monthly to the D.L. S.T. in a manner,
3 and on forms, determined by the D.L. S.T. The D.L.
4 shall remit to the G.L. the Monthly Membership and
5 Per Capita Tax Report for each affiliated L.L. The D.L.
6 shall remit to the L.L. the balance equal to the L.L.
7 dues minus G.L. and D.L. per capita taxes and required
8 affiliation fees. A detailed explanation shall accom-
9 pany the remittance. The bylaws of the D.Ls., and the
10 proposed amendments thereto, shall be submitted to
11 the I.P. for his/her examination, correction, and ap-
12 proval before final adoption. The provisions of this
13 Constitution shall, insofar as they are practical and
14 adaptable, apply to and control all D.Ls.

Minimum Wage Scales

15 SEC. 5. D.Ls. shall establish a minimum scale of
16 wages in their respective localities for members em-
17 ployed as machinery erectors, and no member of any
18 L.L. shall accept work as a machinery erector under
19 the minimum wage established for the locality where
20 employed.

21 D.Ls. may also establish minimum wage rates in
22 their respective localities wherever they are in a posi-
23 tion to enforce such rates, subject to the approval of
24 the E.C.

Qualifications for Office

25 SEC. 6. Any member in good standing who is not
26 barred from holding union office by applicable civil
27 law, or ineligible therefore under applicable provisions
28 of this Constitution, is qualified for election as a D.L.

1 officer provided that such member has 1 year continu-
2 ous membership and shall be working at the trade as
3 defined in SEC. 4, Art. II, for 6 months immediately
4 prior to nomination and also meets the requirements of
5 the D.L. bylaws. D.Ls. may, through their bylaws,
6 provided approval has been granted by the I.P., require
7 a member to attend up to 50% of the regular lodge
8 meetings held during the 12-month period ending the
9 date of close of nominations in order to qualify as an
10 officer or delegate. Members who are confined be-
11 cause of verified illness, or on vacation, or on official
12 I.A.M. business approved by the L.L., D.L. or G.L., or
13 working for an employer on regular or travel assign-
14 ment, or reserved military leave, at the time the L.L.
15 meeting is held, shall be excused from attending L.L.
16 meetings. Officers and editors of D.L. publications
17 shall qualify, therefore, in accordance with SEC. 5,
18 Art. I.

Nominations and Elections of District Lodge Officers and Executive Board Members

19 SEC. 7. All officers of D.Ls. shall be nominated and
20 elected not less often than once every 4 years. Elec-
21 tions shall be conducted either (1) by secret ballot vote
22 of the members within the jurisdiction of the D.L. and
23 in good standing in L.Ls. affiliated with the D.L., or
24 (2) by vote of the delegates to a D.L. if such delegates
25 have been elected by secret ballot vote of the members
26 within the jurisdiction of the D.L. and in the affiliated
27 L.Ls. represented by said delegates. If such elections
28 are held by secret ballot vote of the members of the
29 L.Ls., they shall follow the procedure prescribed in the
30 bylaws of the D.L. involved for the conduct of D.L.
31 secret ballot elections by L.Ls.

1 Officers of D.Ls. shall include any member, how-
2 ever designated or titled, who performs the functions
3 customarily associated with the terms president, vice
4 president, secretary-treasurer, and trustee. Among the
5 duties of the president, in concurrence with the Direct-
6 ing Business Representative or Directing General
7 Chairperson, shall be the responsibility to appoint a
8 D.L. Communicator and a D.L. Educator, who shall
9 perform the duties set forth in Art. D, Secs. 13 and 14
10 respectively.

11 Subject to qualifications and eligibility require-
12 ments required by applicable civil law or specified in
13 this Constitution and to such other requirements as
14 may be set forth in the bylaws of the D.L., which have
15 been approved by the I.P., every member in good
16 standing shall be eligible for nomination and election
17 to D.L. office and to participate in nominations and
18 elections of such officers.

19 The R.S. of the D.L., or such other officer as is des-
20 ignated in the bylaws of a D.L. for maintenance of
21 lodge records, shall preserve for 1 year all ballots,
22 minutes or other records pertaining to the election of
23 its officers.

24 Whenever a D.L. election is held either by secret
25 ballot vote of L.L. members or by delegate voting, the
26 D.L. may, by majority vote, decide in advance and
27 give notice that the candidates who receive the highest
28 vote for their respective offices or positions shall be
29 declared elected. In all other cases, a majority of all
30 votes cast will be required for a decision. In both
31 cases, the president of the D.L. shall appoint 3 tellers
32 to assist in conducting the election in a fair and impar-
33 tial manner.

1 Ballots cast for candidates not nominated in con-
2 formity with these provisions (write-ins) shall not be
3 tabulated.

4 Where elections are held by secret ballot vote of
5 L.L. members, not less than 60 days prior to the time
6 when the elections are to be held, notice of the time
7 and place, of both the nominations and election, to-
8 gether with an application for an absentee ballot, shall
9 by letter or by authorized publication or by other de-
10 pendable regularly used means of communication, be
11 mailed to each member eligible to vote at his/her last
12 known home address. The notice must specify who is
13 entitled to receive an absentee ballot. The requirement
14 to send such notices by mail does not apply to D.Ls. in
15 Canada.

16 Absentee ballots shall be issued and voted in ac-
17 cordance with the provisions set forth in SEC. 3, Art.
18 II, in compliance with the following provisions: (1) the
19 written request for an absentee ballot must be received
20 by the R.S. not later than 30 days before the election;
21 (2) the request must contain the member's full, current
22 address; (3) if the records of the L.L. indicate that the
23 applicant is eligible to vote in the election, the R.S. or
24 S.T. shall, within 5 days of the close of nominations,
25 mail the absentee ballot; (4) if, in the judgment of the
26 R.S. or S.T., the member is not entitled to vote by ab-
27 sentee ballot, the member will be so notified, in writ-
28 ing, within 10 days of the receipt of the request for an
29 absentee ballot.

30 Vacancies occurring in D.L. office because of death,
31 resignation, or incapacity or other cause shall be filled
32 for the unexpired term in such form or manner as is
33 prescribed by the D.L. and set forth in its bylaws after
34 approval of the I.P.

1 The preceding provisions of this SEC. apply, as
2 well, to any member, however designated or titled,
3 who is authorized to perform any executive function
4 of the D.L. and shall include members of the D.L. ex-
5 ecutive board or similar governing body.

Duties of Secretary-Treasurer

6 SEC. 8. The S.T. shall perform the following duties:
7 He/She shall receive and deposit all funds of the D.L.
8 in a bank of sound financial standing in the name of
9 the D.L. and pay all properly drawn orders by check,
10 which checks shall be countersigned by the president
11 of the D.L. The S.T. shall collect all per capita taxes,
12 fines, assessments and all monies from any source for
13 the benefit of the D.L.; keep a systematic account of
14 all disbursements in such a way as to show the balance
15 of cash on hand at the close of each meeting of the
16 D.L.; file all receipted bills; keep a correct account be-
17 tween the lodge and its affiliated L.Ls.

18 At the end of each month, the S.T. shall complete
19 the monthly report form for each affiliated L.L., in du-
20 plicate, furnished by the G.S.T.; send the original re-
21 port to the G.S.T., and remit an amount equal to the per
22 capita tax called for by the report. The monthly report
23 shall include a correct statement of the number of
24 members on the books of each affiliated L.L. and shall
25 set forth in detail all additions made and subtractions
26 from the membership rolls, together with a list of
27 members who have been expelled.

28 A D.L. may computerize the financial record keep-
29 ing functions, provided the D.L. owns or leases its
30 equipment. Before eliminating a manual system, the
31 office of the G.S.T. and the financial officer of the D.L.
32 must meet to determine that the anticipated system

1 will produce the necessary reports for the I.A.M. au-
2 dits and any required government reports.

3 In reporting people whose membership is cancelled
4 on the rolls, the report shall show whether there are
5 any unpaid fines or D.L. assessments charged against
6 the person's account. Unless the report states other-
7 wise, the cause for such cancellation of membership
8 shall be considered to be the nonpayment of dues and
9 they may be again reinstated as provided for in SEC.
10 15, Art. I.

11 The S.T. shall receive from the G.S.T. dues stamps
12 in proportion to the per capita tax paid upon each
13 monthly report.

14 **Monies collected by S.Ts. on behalf of the G.L.,**
15 **as indicated on monthly reports, shall be used for**
16 **no other purpose and must accompany the report.**

17 S.Ts. receiving dues from members working under
18 the jurisdiction of another L.L. shall immediately no-
19 tify the secretary of the L.L. under whose jurisdiction
20 the member is working, with full particulars as to
21 name, card number, etc.

22 The S.T., effective January 1, 1961, and currently
23 each month thereafter, shall remit to the G.S.T. the
24 pension contributions as may be required by Art. XIV.

Representation and Revenue

25 SEC. 9. Each D.L. shall determine the proportion
26 and method of representation therein of L.Ls. within
27 its jurisdiction, and the revenues to be collected from
28 said L.Ls. to maintain and carry on the work of the
29 D.L. All such revenues shall be collected by the S.Ts.
30 of the L.Ls. and forwarded to the D.L. officers author-
31 ized to receive the same. Bonds shall be obtained by

1 D.Ls. in compliance with the requirements of SEC. 6,
2 Art. VII.

3 The minimum per capita tax to D.Ls. shall be an
4 amount equal to 40% of the per capita tax paid to the
5 G.L. rounded to the nearest 5¢. D.Ls. which are over
6 the minimum D.L. per capita tax as computed above,
7 automatically will be entitled to receive on January 1
8 of each year an increase equal to the amount by which
9 the minimum D.L. per capita tax increases under the
10 above-mentioned formula.

11 D.Ls. collecting revenue or receiving financial as-
12 sistance shall render semiannual statements of receipts
13 and disbursements to each L.L. within its jurisdiction
14 and at the close of each 6 months' period shall forward
15 to the I.P. a complete report on forms provided for that
16 purpose.

17 D.Ls., effective January 1, 1961, and currently each
18 month thereafter, shall remit to the G.S.T. the pension
19 contributions as may be required by Art. XIV.

Audits

20 SEC. 10. Each D.L. shall semiannually make, and
21 submit to the G.S.T., G.V.P., and each affiliated L.L.,
22 on forms furnished by G.L., a copy of an audit of its
23 financial accounts. D.Ls. may employ a bonded certi-
24 fied public accountant to audit or assist the auditing
25 committee in preparing the audit. However, no such
26 accountant shall be permitted to develop bookkeeping
27 procedures in the lodges contrary to provisions of this
28 Constitution or policies established by G.L. for han-
29 dling this work.

District Lodge Assessments

1 SEC. 11. In case of emergency, D.Ls. may levy as-
2 sessments upon members of affiliated L.Ls. within
3 their respective jurisdiction.

4 Assessments shall not be levied, however, until the
5 same are approved by a two-thirds vote of all members
6 in the D.L. in attendance and voting by secret ballot at
7 a summoned meeting of their respective L.Ls. affili-
8 ated with the D.L., of which meeting notice has been
9 served to members in writing, by mail or otherwise, at
10 least 7 days before the meeting. In case the vote for
11 assessment is carried by a two-thirds vote and date set
12 for collection, the same shall thereupon become a law-
13 ful charge and all members of L.Ls. affiliated with the
14 D.L. are liable for the assessments, and the same shall
15 be collected as provided in SEC. 1, Art. F. Suitable
16 plans should be arranged by the D.L., whereby the
17 L.Ls. and members are provided with proper receipts
18 for assessments paid.

19 Initiation fees, reinstatement fees, dues and fines
20 shall constitute a legal liability by a member to the
21 D.L. Cost of litigation arising from charges against a
22 member by reason of these liabilities shall constitute a
23 legal debt payable by such member.

Management, Investment and Disbursement of District Lodge Funds or Property

24 SEC. 12. The funds, property or assets of D.Ls.
25 shall not be loaned or appropriated for any other
26 than the legitimate purposes of the I.A.M.

27 Expenditures or contemplated expenditures in vio-
28 lation of this SEC. shall be cause for any action

1 deemed necessary by a G.L. officer to fully protect
2 such funds, property or assets of the D.L.

3 D.L. funds shall be invested in such securities or
4 other investments deemed to be in the best interests of
5 the I.A.M. in which a prudent person or a person acting
6 in a fiduciary capacity would invest under the circum-
7 stances. Such investments may include United States
8 Government bonds or notes, state and municipal bonds
9 supported by the general income of the state or munic-
10 ipality, Canadian Government bonds, Certificates of
11 Deposit insured by the Federal Deposit Insurance Cor-
12 poration, corporate stocks, bonds and securities listed
13 on the principal stock exchanges.

Furnishing Copies of Collective Bargaining Agreements

14 SEC. 13. In the case of any collective bargaining
15 agreement between a D.L. and an employer, the D.L.
16 shall insure that a copy of any such agreement is for-
17 warded to each constituent L.L. which has members
18 directly affected by such agreement, and shall also
19 cause to be maintained at the D.L. headquarters copies
20 of any agreements made by it or received from G.L.,
21 available for inspection upon request by any member
22 or employee whose rights are affected thereunder.

Execution and Filing of Financial and Other Reports Required by Civil Law

23 SEC. 14. The president, R.S., and S.T. of each D.L.
24 shall execute and cause to be filed all financial and
25 other reports on behalf of the D.L. and affiliated L.Ls.
26 which may be required by applicable civil law to be
27 prepared and signed by presidents, secretaries and/or

1 S.Ts. of such labor organizations. Such D.L. officers
2 shall also make available the information contained in
3 such reports to the membership of the L.Ls. affiliated
4 with such D.L. in such form and manner as shall con-
5 stitute compliance with legal requirements. The R.S.
6 and the S.T. shall also maintain records on the matters
7 required to be contained in said reports in such detail
8 and for the periods required by applicable law.

RULES OF ORDER

For Local Lodges

- 1 1. On motion, the regular order of business may be
2 suspended by a two-thirds vote of the meeting at any
3 time to dispose of anything urgent.
- 4 2. All motions (if requested by the chair) or resig-
5 nations must be submitted in writing.
- 6 3. Any conversation, by whispering or otherwise,
7 which is calculated to disturb a member while speak-
8 ing or hinder the transaction of business, shall be
9 deemed a violation of order.
- 10 4. Sectarian discussion shall not be permitted in the
11 meeting under any circumstances.

Motion

- 12 5. A motion to be entertained by the presiding of-
13 ficer must be seconded, and the mover as well as the
14 seconder must rise and be recognized by the chair.
- 15 6. Any member having made a motion can with-
16 draw it by consent of his/her second; but a motion once
17 debated cannot be withdrawn except by a majority
18 vote.
- 19 7. A motion to amend an amendment shall be in or-
20 der, but no motion to amend an amendment to an
21 amendment shall be permitted.
- 22 8. A motion shall not be subject to debate until it
23 has been stated by the chair.

Debate

1 9. When a member wishes to speak he/she shall rise
2 and respectfully address the chair and, if recognized
3 by the chair, he/she shall be entitled to proceed.

4 10. If 2 or more members rise to speak at the same
5 time, the chair shall decide who is entitled to the floor.

6 11. Each member when speaking shall confine him-
7 self/herself to the question under debate, and avoid all
8 personal, indecorous or sarcastic language.

9 12. No member shall interrupt another while speak-
10 ing except to a point of order, and he/she shall defi-
11 nitely state the point and the chair shall decide the
12 same without debate.

13 13. If a member, while speaking, is called to order,
14 he/she shall take his/her seat until the point of order is
15 decided, when, if declared in order, he/she may proceed.

16 14. If any member shall feel personally aggrieved
17 by a decision of the chair, he/she may appeal to the
18 body from the decision.

19 15. When an appeal is made from the decision of
20 the chair, the vice president shall then act as chairper-
21 son; said appeal shall then be stated by the chairperson
22 to the meeting in these words: "Shall the decision of
23 the chair be sustained as the decision of this lodge?"
24 The member then will have the right to state the
25 grounds of appeal, and the chair will give reasons for
26 his/her decision; thereupon the members will proceed
27 to vote on the appeal without further debate, and it
28 shall require a majority to sustain an appeal.

29 16. No member shall speak more than once on the
30 same subject until all the members desiring the floor shall
31 have spoken, nor more than twice without unanimous
32 consent, nor more than 5 minutes at any one time without
33 consent of a two-thirds vote of all members present.

1 17. The presiding officer shall not speak on any
2 subject unless he/she retires from the chair, except on
3 points of order, and in case of a tie he/she shall have
4 the deciding vote. Should the presiding officer retire
5 from the chair to speak on any subject before the
6 lodge, he/she shall not return to the chair until that sub-
7 ject matter is properly disposed of.

Privilege Questions

8 18. When a question is before the meeting, no mo-
9 tion shall be in order except:

- 10 (1) To adjourn
- 11 (2) To lay on the table
- 12 (3) For the previous question
- 13 (4) To postpone to a given time
- 14 (5) To refer or commit
- 15 (6) To amend

16 and these motions shall have precedence in the order
17 herein arranged. The first 3 of these motions are not
18 debatable.

19 19. If a question has been amended, the question on
20 the amendment has been amended, the question on the
21 amendment has been offered, the question shall then
22 be put as follows:

- 23 (1) Amendment to the amendment
- 24 (2) Amendment
- 25 (3) Original proposition

26 20. When a question is postponed indefinitely, it
27 shall not come up again except by a two-thirds vote.

28 21. A motion to adjourn shall always be in order
29 except:

- 30 (1) When a member has the floor
- 31 (2) When members are voting

1 22. Before putting a question to vote the presiding
2 officer shall ask: "Are you ready for the question?"
3 Then it shall be open for debate. If no member rises
4 to speak, the presiding officer shall then put the ques-
5 tion in this form: "All in favor of this motion say
6 'aye'," and after the affirmative vote is expressed:
7 "Those of the contrary opinion say 'no'." After the
8 vote is taken he/she shall announce the result in this
9 manner: "It seems to be carried (or lost); it is carried
10 (or lost), and so ordered."

11 23. Before the presiding officer declares the vote
12 on a question, any member may ask for a division of
13 the house. Then the chair is duty bound to comply
14 with the request, a standing vote shall then be taken,
15 and the secretary shall count the same.

16 24. When a question has been decided, it can be
17 reconsidered by a majority vote of those present.

18 25. A motion to reconsider must be made by a mem-
19 ber and seconded by another member, both of whom
20 must have previously voted with the majority.

21 26. A member being ordered to take his/her seat 3
22 times by the chair, without heeding, shall be debarred
23 from participating in any further business at that ses-
24 sion.

25 27. All questions, unless otherwise provided,
26 shall be decided in accordance with Robert's Rules
27 of Order.

ARTICLE A

ORGANIZATION OF LOCAL LODGES

Definition of a Local Lodge

1 SEC. 1. A.L.L. shall consist of not less than 35 peo-
2 ple in any locality, qualified for membership and orga-
3 nized under a charter issued by the G.L. (*This shall not*
4 *apply to L.Ls. chartered prior to January 1, 1957.*)

Who May Obtain Charters

5 SEC. 2. In localities where there are a sufficient
6 number of machinists, die sinkers, die or tool makers,
7 aerospace workers, electronic workers, automobile,
8 heavy duty or aircraft machinists and mechanics,
9 specialists, production workers, service, transporta-
10 tion, office, clerical, technical, professional, machin-
11 ists' helpers, and other classifications of employees
12 falling within the jurisdiction of the I.A.M. in any 1
13 or more divisions of the trade, separate L.Ls. may be
14 organized for the benefit of those employed in the re-
15 spective divisions.

16 In localities where there is not a sufficient number
17 employed in any 1 division, a mixed L.L. may be *or-*
18 *ganized*, with a membership employed in all divisions
19 of the trade.

Restrictions

20 SEC. 3. No L.L. charter shall be granted by the I.P.
21 in a locality within the jurisdiction of a D.L. until such
22 D.L. has been consulted, and in the event of failure to

1 reach an agreement, the E.C. shall be required to ren-
2 der a decision as to whether such charter shall be
3 granted or not.

4 No application for a charter shall be granted which
5 proposes to separate any L.L. into 2 or more L.Ls. un-
6 less the application has been approved by a called
7 meeting of the L.L. or L.Ls. in the locality mentioned
8 in the application.

Charter Requirement

9 SEC. 4. Every application for a charter for the or-
10 ganization of a L.L. must be signed by at least 35 ap-
11 plicants who possess the qualifications for
12 membership and are working in a locality where there
13 are a sufficient number employed to maintain a L.L.

Fees

14 SEC. 5. A fee of not less than \$10.00 shall be
15 charged to each applicant. A charter fee of not less
16 than \$35.00, payable to the G.L., shall accompany
17 every application for a charter. The G.L. is entitled to
18 and shall receive the sum of \$10.00 from each appli-
19 cant after the first 100 charter members are enrolled.
20 Charters may be closed at any time within 30 days, but
21 in no case shall charter members be enrolled after that
22 period.

Fee for Lapsed or Expelled Members

23 SEC. 6. Whenever people whose membership in
24 the I.A.M. has been cancelled apply for charter mem-
25 bership in a L.L. in process of organization, it shall be
26 the duty of the G.L.R. to collect the required fees from

1 such people and forward same, together with their ap-
2 plications, to the G.S.T., who, upon ascertaining that
3 there are no unpaid fines or assessments against them,
4 shall prepare their dues books or dues cards and credit
5 the amount paid into the G.L.

Form of Application

6 SEC. 7. Every application for a charter for the or-
7 ganization of a L.L. shall contain the following infor-
8 mation: the number of machinists, automobile, heavy
9 duty or aircraft machinists and mechanics, specialists,
10 machinists' helpers, apprentices, production workers,
11 and other classifications of employees falling within
12 the jurisdiction of the I.A.M. employed in the locality;
13 the name of each applicant who is a member of any
14 L.L., together with his/her card number and the num-
15 ber of the L.L. to which he/she belongs; the name of
16 each applicant whose membership has been previously
17 cancelled, together with the number of the L.L. of
18 which he/she was last a member; the petition and
19 pledge of the applicants in language as follows:

20 "The undersigned residents of (place) _____,
21 (State) _____, believing the International
22 Association of Machinists and Aerospace Workers to
23 be well calculated to improve our intellectual and so-
24 cial conditions and promote our economic wellbeing
25 and advancement, respectfully petition the Interna-
26 tional Association of Machinists and Aerospace Work-
27 ers to grant us a charter to open a new lodge, to be
28 located in the City (or Town) of _____, County
29 of _____, State of _____. We pledge
30 ourselves individually and collectively to be governed
31 by the Constitution, laws, rules and usages of the In-
32 ternational Association of Machinists and Aerospace

1 Workers. The Lodge desires to be recognized as
2 _____ Lodge.”

Granting Charter

3 SEC. 8. Every such application for a charter shall
4 be forwarded to the G.S.T., who shall submit the same
5 to the I.P. If the application is approved by the I.P.,
6 he/she shall cause the charter to be granted and desig-
7 nate a member as the representative of the G.L. to in-
8 stall the officers and instruct the members of such L.L.
9 in the principles, usages and laws of the I.A.M.

District Lodge Affiliation

10 SEC. 9. All L.Ls. shall belong to a D.L. where ap-
11 plicable.

ARTICLE B

LOCAL LODGE OFFICERS AND HOW CHOSEN

Designation of Officers

1 SEC. 1. Officers of a L.L. shall consist of a presi-
2 dent, vice president, recording secretary, secretary-
3 treasurer, conductor-sentinel, and a board of trustees
4 consisting of 3 members.

Terms of Officers and Vacancies in Office

5 SEC. 2. Officers of a newly organized L.L. shall
6 hold office until the 1st meeting in January following
7 their election. Thereafter, L.Ls. shall provide in their
8 bylaws that terms of office for all officers shall be for
9 a period of 3 years.

10 A member elected as president of a L.L. and who
11 concurrently holds a position as a business representa-
12 tive shall be elected for a term of 3 years.

13 Any vacancy occurring in the office of president be-
14 cause of death, resignation, or incapacity or other
15 cause shall be filled for the unexpired term by the vice
16 president. All other vacancies shall be filled for the
17 unexpired term in such form or manner as is prescribed
18 by the L.L. and set forth in its bylaws, after approval
19 by the I.P.

Qualifications for Office

20 SEC. 3. Any member in good standing in a L.L.
21 who is not barred from holding union office by appli-
22 cable civil law or ineligible therefore as provided in

1 this SEC. or elsewhere in this Constitution is qualified
2 for election to L.L. office, provided that such member
3 also meets the requirements of the L.L. bylaws.

4 Except at the first regular election of officers, or as
5 further provided hereunder, all candidates for elective
6 office must be members of the L.L. for at least 1 year
7 at the time of nomination, and free from delinquency
8 of any nature to a L.L., D.L., or the G.L., and shall be
9 working at the trade as defined in SEC. 4, Art. II, for 6
10 months prior thereto in order to qualify for nomination
11 and election. In addition, all L.L. officers and editors
12 of L.L. publications must qualify under SEC. 5, Art. I.

13 Any member transferred as a result of action by the
14 I.P. or E.C. in consolidation of L.Ls. or transfer of ju-
15 risdiction to another L.L., who has been a member of
16 the I.A.M. for 1 year, shall not be required to be a
17 member of the L.L. to which transferred for at least 1
18 year, as herein provided, to be eligible to hold elected
19 office in said L.L.

20 Any member whose dues are subject to withholding
21 by an employer for payment to the L.L., pursuant to
22 his/her authorization therefore as provided in a collec-
23 tive bargaining agreement, shall not be declared ineli-
24 gible to vote or be a candidate for office in the L.L. by
25 reason of any alleged delay or default in the payment
26 of such withheld dues provided, however, that such
27 member is not otherwise delinquent in payment of
28 dues.

29 L.Ls. may, through their bylaws, provided approval
30 has been granted by the I.P., require a member to at-
31 tend up to 50% of the regular lodge meetings held dur-
32 ing the 12-month period ending the date of close of
33 nominations in order to qualify as an officer or dele-
34 gate. Members who are confined because of verified

1 illness, on vacation, on official I.A.M. business ap-
2 proved by the L.L., D.L., or G.L., working for an em-
3 ployer on regular or travel assignment, or on reserved
4 military leave at the time the L.L. meeting is held, shall
5 be excused from attending L.L. meetings.

6 L.Ls. may, through their bylaws, require all officers
7 to pay full dues, whether or not they hold a retirement
8 or exemption card.

Nomination and Election of Officers

9 SEC. 4. At its meetings in November (or 1st meet-
10 ing in September at the option of the L.L.) every three
11 years, each L.L. shall nominate a president, vice pres-
12 ident, recording secretary, secretary-treasurer, conduc-
13 tor-sentinel, and 3 members of the board of trustees
14 (provided such officers' terms of office have expired).
15 A member may only be nominated and run for 1 office.
16 No member shall be entitled to hold more than 1 Local
17 Lodge office at the same time.

18 Not less than 60 days prior to the time when the
19 elections specified in this SEC. are to be held, notice
20 of the time and place, of both the nominations and
21 election, together with an application for an absentee
22 ballot, shall by letter or by authorized publication or
23 by other dependable regularly used means of commu-
24 nication, be mailed to each member qualified to vote
25 at his/her last known home address. The notice must
26 specify who is entitled to receive an absentee ballot.
27 The requirement to send such notices by mail does not
28 apply to L.Ls. in Canada.

29 At its 1st meeting in December (or 1st meeting in Oc-
30 tober at the option of the L.L.) every 3 years, each L.L.
31 shall elect the aforesaid officers by secret ballot vote

1 of its members in good standing, following the proce-
2 dure required for such voting as set forth in Art. III.
3 No member shall be entitled to hold more than 1 office
4 at the same time.

5 The L.L. may by majority vote decide in advance
6 and give notice that the candidates who receive the
7 highest vote for their respective offices shall be de-
8 clared elected. In all other cases, a majority of all
9 votes cast shall be required for election.

10 Absentee ballots shall be issued and voted in ac-
11 cordance with the provisions set forth in SEC. 3, Art.
12 II, in compliance with the following provisions: (1) the
13 written request for an absentee ballot must be received
14 by the R.S. not later than 30 days before the election;
15 (2) the request must contain the member's full, current
16 address; (3) if the records of the L.L. indicate that the
17 applicant is eligible to vote in the election, the R.S. and
18 S.T. shall, within 5 days of the close of nominations,
19 mail the absentee ballot; (4) if, in the judgment of the
20 R.S. and S.T., the member is not entitled to vote by
21 absentee ballot, the member will be so notified, in
22 writing, within 10 days of the receipt of the request for
23 an absentee ballot.

24 Ballots cast for candidates not nominated in con-
25 formity with these provisions (write-ins) shall not be
26 tabulated.

27 Balloting shall take place in the L.L. room where
28 regular L.L. meetings are held, excepting in those
29 L.Ls. where circumstances require some other ar-
30 rangement, the L.L. may, through its bylaws, provide
31 other methods, subject to the approval of the I.P.
32 When, in the I.P.'s sole judgment, extraordinary cir-
33 cumstances so require, the I.P. may review and modify
34 L.L. election procedures as necessary to provide the

1 membership of a L.L., not working in a central geo-
2 graphic location, the ability to participate in such elec-
3 tion.

4 In the conduct of all elections, the president shall, at
5 least 60 days prior to the election, appoint at least 3
6 tellers to assist in conducting the election in a fair and
7 impartial manner. Each candidate for office shall be
8 entitled, upon written request, to appoint 1 observer
9 who shall be permitted to be present at the polls and at
10 the counting of the ballots.

11 The R.S. of the L.L., or such other officer as may be
12 designated by the L.L., shall preserve for 1 year the
13 ballots and all other records pertaining to the election.

14 Selection by the L.L. of optional alternative dates in
15 this SEC. does not alter the constitutional requirement
16 providing that the installation of L.L. officers shall
17 take place at the 1st meeting of the L.L. in January, as
18 required by SEC. 5 of this Art.

Installations

19 SEC. 5. The installation of officers shall take place
20 at the 1st meeting of the L.L. in January, unless other-
21 wise approved by the I.P. The ceremony of installation
22 shall be conducted by an officer or representative of
23 the I.A.M.

ARTICLE C**DUTIES OF LOCAL LODGE OFFICERS****President**

1 SEC. 1. The president shall preside at all meetings
2 of the L.L.; decide all questions or disputes not con-
3 trolled by laws of the I.A.M.; countersign orders and
4 checks properly drawn on or by the S.T.; appoint com-
5 mittees not otherwise provided for; appoint an educa-
6 tor and a communicator; administer the obligation to
7 new members; enforce the laws of the I.A.M. applica-
8 ble to L.Ls. and members; and perform such other du-
9 ties as may be required by this Constitution and, in
10 case of a tie, shall cast the deciding vote.

Vice President

11 SEC. 2. The vice president shall see that all people
12 entering the L.L. room are members; see that all prop-
13 erty of the L.L. has proper care and assist the president
14 in maintaining order; preside at all meetings in the ab-
15 sence of the president; shall, in the absence of the pres-
16 ident, be authorized to sign vouchers, checks, and
17 other documents in his/her place and stead, subject to
18 approval of the L.L.; and in case of death, removal, or
19 resignation of the president, shall become president
20 and serve as such until after the next regular election
21 and installation of the successor in office.

Recording Secretary

1 SEC. 3. The R.S. shall conduct correspondence for,
2 and in the name of the L.L.; present all communica-
3 tions and bills to the L.L.; and deliver such bills to and
4 for the files of the S.T.; draw all orders on the S.T.
5 when passed by the L.L. and attest the same by
6 properly signing and attaching the seal of the L.L.
7 thereto; prepare and sign all credentials of delegates
8 and alternate delegates to conventions of the G.L. and
9 forward duplicates thereof to the G.S.T.; keep minutes
10 of the L.L. meetings; and perform such other duties as
11 are required by this Constitution.

Secretary-Treasurer

12 SEC. 4. The S.T. of L.Ls. that are not affiliated with
13 a D.L. shall perform all of the functions hereinafter
14 enumerated. S.Ts. of L.Ls. that are affiliated with a
15 D.L. shall perform only those functions not performed
16 by the D.L. S.T.

17 The S.T. shall perform the following duties. He/She
18 shall receive and deposit all funds of the L.L. in a bank
19 of sound financial standing in the name of the L.L.;
20 pay all properly authorized automatic payments or all
21 properly drawn orders by check, which checks shall be
22 countersigned by the president of the L.L., but shall
23 not draw any checks in violation of SEC. 3 of this Art.
24 The S.T. shall collect all dues, fines, assessments and
25 all monies from any source for the benefit of the L.L.;
26 keep a systematic account of all disbursements in such
27 a way as to show the balance of cash on hand at the
28 close of each meeting of the L.L.; file all receipted
29 bills; keep a correct account between the lodge and its

1 members; and submit the books to the auditing com-
2 mittee of the L.L. semiannually (at the close of June
3 and December).

4 At the end of each month, the S.T. shall complete
5 the monthly report and submit it to the G.S.T., and re-
6 mit an amount equal to the per capita tax called for by
7 the report. The monthly report shall include a correct
8 statement of the number of members on the books of
9 the L.L. and shall set forth in detail all additions made
10 and subtractions from the membership roll, together
11 with a list of members who have been expelled.

12 A L.L. may computerize the financial record keep-
13 ing functions, provided the L.L. owns or leases its
14 equipment. Before eliminating a manual system, the
15 office of the G.S.T. and the financial officer of the L.L.
16 must meet to determine that the anticipated system
17 will produce the necessary reports for the I.A.M. au-
18 dits and any required government reports.

19 In reporting people whose membership is cancelled
20 on the rolls, the report shall show whether there are
21 any unpaid fines or D.L. assessments charged against
22 the person's account. Unless the report states other-
23 wise, the cause for such cancellation of membership
24 shall be considered to be the nonpayment of dues and
25 they may be again reinstated as provided for in SEC.
26 15, Art. I.

27 The S.T. shall receive from the G.S.T. dues stamps
28 in proportion to the per capita tax paid upon each
29 monthly report.

30 **Monies collected by S.Ts. on behalf of the G.L.,**
31 **as indicated on monthly reports, shall be used for**
32 **no other purpose and must accompany the report.**

1 S.T.s receiving dues from members working under
2 the jurisdiction of another L.L. shall immediately no-
3 tify the secretary of the L.L. under whose jurisdiction
4 the member is working, with full particulars as to
5 name, card number, etc.

6 The S.T., effective January 1, 1961, and currently
7 each month thereafter, shall remit to the G.S.T. the
8 pension contributions as may be required by Art. XIV.

Transfers

9 SEC. 5. When accepting members by transfer, the
10 S.T. shall enter the date and particulars of such transfer
11 in the member's dues book and shall report the same
12 to the G.S.T.

13 If a member of a machinists' helpers L.L. transfers
14 and reclassifies as an apprentice in a machinists L.L.,
15 that fact should be stated in the notice provided for in
16 this Sec.

Monthly Reports to the Grand Lodge

17 SEC. 6. Upon the receipt of reinstatement or initia-
18 tion fees, or dues, the S.T. shall place the regular
19 stamps received from the G.L. for that purpose in the
20 dues book of the member making the payment, and
21 shall cancel the stamps with the regulation canceling
22 stamp, showing date of payment and L.L. number.

23 The report of the S.T. shall be signed by the presi-
24 dent of the L.L., bear the impression of the L.L. seal
25 and shall be forwarded to the G.S.T. immediately after
26 the close of the month's business. A check to cover the
27 monthly report of the L.L. must accompany the report.
28 Should the report of the S.T. fail to reach the G.S.T.
29 before the expiration of the month following the

1 month reported, the G.S.T. shall thereupon notify the
2 president of such L.L. of its suspension.

Auditors

3 SEC. 7. There shall be an auditing committee of 3.
4 They shall be nominated and elected by the L.L., at the
5 same time L.L. officer elections are held and for the
6 same term. Officers of the L.L. and elected Executive
7 Board members are not eligible for election as mem-
8 bers of the committee.

9 The committee shall semiannually (at the close of
10 June and December), proceed with the work of exam-
11 ining the books and accounts of the L.L. for the pre-
12 ceding period. They shall call on the S.T. for the
13 duplicate financial statement, from which they shall
14 proceed to take off a statement of the stamps used dur-
15 ing the term they are about to examine, and tabulate
16 the same on forms furnished by the G.S.T.

17 The auditing committee shall render its report on a
18 form furnished for that purpose by the G.S.T., and send
19 a copy to the G.L. The report of the committee must
20 be countersigned by the trustees of the L.L. Should 1
21 or more of the auditors fail to be in attendance, the
22 trustees shall proceed with the work as though all of
23 the committee were present.

24 A L.L. may at its discretion employ a certified pub-
25 lic accountant to audit or assist the auditing committee
26 in auditing the books. However, no such accountant
27 shall be permitted to develop bookkeeping procedures
28 in the lodge contrary to provisions of this Constitution
29 or policies established by G.L. for handling this work.

Trustees

1 SEC. 8. The board of trustees shall have charge of
2 all property belonging to the L.L.; shall see that all of
3 the books are properly kept, and at the time of the semi-
4 annual audit shall assist the auditing committee in the
5 examination of all books and accounts and verify the
6 report of the auditing committee by attaching their sig-
7 natures thereto. Should the work of auditing the books
8 of the L.L. be delayed on account of the failure of 1 or
9 more of the trustees to be in attendance, the auditors
10 shall proceed to carry on the work in the same manner
11 as though all of the trustees were present. The trustees
12 shall be liable to the G.L. for all funds and other prop-
13 erty of the L.L. under their control.

Conductor-Sentinel

14 SEC. 9. The conductor-sentinel shall examine all
15 people present prior to the opening of all meetings of
16 the L.L. for the purpose of ascertaining whether any
17 are in attendance who are not entitled to remain, and
18 shall report to the president all those present who are
19 in arrears for dues. The conductor-sentinel shall an-
20 swer all alarms at the door, report the same, and admit
21 all who are entitled to admission.

Salaries

22 SEC. 10. In no case shall the salaries of L.L. offic-
23 ers be paid by dues stamps, but all such payments shall
24 be made by check.

Bonding

1 SEC. 11. L.Ls. shall obtain bonds in compliance
2 with the provisions of SEC. 6, Art. VII.

Execution and Filing of Financial and Other Reports Required by Civil Law

3 SEC. 12. The president, R.S. and S.T. of each L.L.
4 shall execute and cause to be filed all financial and
5 other reports on behalf of the L.L. which may be re-
6 quired by applicable civil law to be prepared and
7 signed by presidents, secretaries, and/or S.Ts. of local
8 unions, unless such duties are performed by the D.L.
9 S.T. Such L.L. officers shall also make available the
10 information contained in such reports to the member-
11 ship of their L.L. in such form and manner as shall
12 constitute compliance with legal requirements. The
13 R.S. and S.T. shall also maintain records on the matters
14 required to be contained in said reports in such detail
15 and for the periods required by applicable law.

ARTICLE D

GOVERNMENT OF LOCAL LODGES

Bylaws

1 SEC. 1. Each L.L. may adopt its own bylaws, pro-
2 vided that nothing is contained therein which is con-
3 trary to the provisions of this Constitution. The
4 proposed bylaws of all L.Ls. and all amendments
5 thereafter proposed, except as to time and place of
6 meetings, shall be submitted to the I.P. for examina-
7 tion, correction, and approval before being placed into
8 effect.

9 The I.P., upon approving any L.L. bylaws and/or
10 amendments thereto, shall designate the date when
11 such L.L. bylaws and/or amendments shall take effect.

Parliamentary Laws

12 SEC. 2. The rules of order governing parliamentary
13 procedure shall be printed in this Constitution, and no
14 other rules shall apply.

Regular Meetings and Quorums

15 SEC. 3. L.Ls. at their option shall hold 1 regular
16 meeting each month or 2 regular meetings each month.
17 L.L. bylaws, properly adopted, shall specify the num-
18 ber of regularly scheduled meetings to be held each
19 month. L.Ls. may, by membership action, cancel
20 meetings in the months of July and August. The Ex-
21 ecutive Board of the L.L. shall be authorized to trans-
22 act any normal and necessary business during these
23 months.

1 L.L. members shall determine how many members
2 constitute a quorum governed by the minimum re-
3 quirements that follow:

4 L.Ls. with less than 500 members, not less than 5
5 members; L.Ls. with more than 500 members but less
6 than 1500, not less than 10 members; L.Ls. with more
7 than 1500 members, not less than 20 members.

8 The monthly report of the S.T. to the G.L. for the
9 current month shall be used to set the required quorum
10 minimum for the following month.

Special Meetings

11 SEC. 4. Special meetings shall be called by the
12 president upon written request of 10% of the members,
13 and in L.Ls. having 100 members or less no special
14 meetings shall be called upon written request of less
15 than 10 members, regardless of the total membership.
16 No less than 30% of the members petitioning for a spe-
17 cial called meeting must be present before the meeting
18 can be called to order.

19 The call for special meetings of L.Ls. shall state the
20 purpose of the meeting, and discussion and action at
21 such special meetings shall be confined to the subject
22 for which the meeting was called.

Order of Business

23 SEC. 5. The order of business for each L.L. shall
24 be as follows:

- 25 1. Pledge to Flag.
- 26 2. Roll call of officers and noting of absentees.
- 27 3. New applications.
- 28 4. Report of committees on applications and act-
29 ing on same.

- 1 5. Initiations.
- 2 6. Reading of minutes and acting on same.
- 3 7. Installation of officers.
- 4 8. Examination and introduction of visiting mem-
5 bers.
- 6 9. Reports of S.T., including receipts and disburse-
7 ments, since the close of last meeting.
- 8 10. Communications, bills, etc.
- 9 11. Reports of committees.
- 10 12. Report on organizing activities.
- 11 13. Anything for the good of the I.A.M. and discus-
12 sion of subjects of an economic nature.
- 13 14. Unfinished business.
- 14 15. New business. Election of officers.
- 15 16. Reports of sick and disabled members and of re-
16 lief committees.
- 17 17. Reports of members out of work and positions
18 vacant.
- 19 18. Adjournment.

Local Lodge Seal

20 SEC. 6. L.Ls. shall procure a seal from the G.S.T.,
21 which seal shall be made in accordance with the design
22 adopted by the G.L. The L.L. seal shall be and remain
23 in the custody of the R.S., and no paper, document, or
24 communication issued by the L.L. shall be valid unless
25 it bears the impression of said seal. A special seal
26 marked "S.T." may be procured from the G.S.T. for the
27 exclusive use of the S.T. in the performance of official
28 duties.

Illegal Use of Seal

1 SEC. 7. Officers or members of a L.L. who use the
2 seal for any purpose without permission from the L.L.
3 shall be fined, suspended, or expelled, at the option of
4 the L.L. of which they are members.

Emergency Funds

5 SEC. 8. Each L.L. may set aside a percentage of its
6 dues to be known as an "emergency fund," which fund
7 may be used in case of emergency.

8 In order to adequately maintain its emergency fund,
9 a L.L. may increase the dues rate on all members under
10 its jurisdiction for a specified period of time, not to ex-
11 ceed 1 year. No increase in dues will take effect until
12 same has been approved by a majority vote, by secret
13 ballot, of the members of the L.L. attending a general
14 or special membership meeting, and after reasonable
15 notice upon the question. Every member present at
16 such meeting shall vote unless excused by the presi-
17 dent.

18 No money shall be voted out of this emergency fund
19 except by a three-fourths vote of those present and vot-
20 ing at a special or called meeting for this purpose.

Management, Investment and Disbursement of Local Lodge Funds or Property

21 SEC. 9. The funds, property or assets of L.Ls. shall
22 not be loaned or appropriated for any other than the
23 legitimate purposes of the I.A.M.

24 Expenditures or contemplated expenditures in vio-
25 lation of this SEC. shall be cause for any action

1 deemed necessary by a G.L. officer to fully protect
2 such funds, property or assets of the lodge.

3 L.L. funds shall be invested in such securities or
4 other investments deemed to be in the best interests of
5 the I.A.M. in which a prudent person or a person acting
6 in a fiduciary capacity would invest under the circum-
7 stances. Such investments may include United States
8 Government bonds or notes, state and municipal bonds
9 supported by the general income of the state or munic-
10 ipality, Canadian Government bonds, Certificates of
11 Deposit insured by the Federal Deposit Insurance Cor-
12 poration, corporate stocks, bonds and securities listed
13 on the principal stock exchanges.

Voluntary Donations

14 SEC. 10. No general appeal for financial aid shall
15 be sent out by any L.L. to other L.Ls. unless the appeal
16 has first been approved and countersigned by the I.P.
17 All monies appropriated for financial aid by 1 L.L. to
18 another L.L. must be sent to the G.S.T., who will
19 acknowledge receipt of the same in the following
20 monthly financial statement and forward the amount
21 so paid to the L.L. for which appropriation was made.

Funds and Property of Merged Lodges

22 SEC. 11. Whenever 2 or more L.Ls., with G.L. ap-
23 proval, merge or consolidate, the funds, charter, seal
24 and working stock of stamps of the L.L. which is, or
25 the L.Ls. which are, being discontinued shall be sent
26 to G.L. and any other property and the L.L. books
27 should be turned over to the L.L. with which said L.L.
28 or L.Ls. merge or consolidate. After the accounts of
29 the merged L.Ls. are balanced, such assets as remain

1 shall be returned by the G.L. to the L.L. created by
2 such merger or consolidation. The same procedure
3 shall apply in those cases where L.Ls. are merged by
4 the I.P. with the approval of the E.C. for the purpose of
5 consolidating operations.

Grand Lodge Control Over Property

6 SEC. 12. In case of the revocation of the charter,
7 expulsion, lapsing, or disbanding of any L.L. for any
8 cause or reason whatsoever, it shall be the duty of the
9 R.S., acting in conjunction with the trustees, to send
10 all funds and property belonging to such L.L. to the
11 G.S.T. to be held by him/her, intact, for a period of at
12 least 6 months. If within that period application is
13 made therefore by at least 35 members in good stand-
14 ing in that locality, such L.L. shall, with the approval
15 of the E.C., be reopened and the funds and property
16 returned thereto. In the event that such L.L. is not re-
17 opened, all funds and property shall belong to and be-
18 come the property of the G.L.

Communicator

19 SEC. 13. The L.L. president shall appoint a com-
20 municator who, in accordance with the official direc-
21 tives, policies, and programs of the G.L., will use the
22 latest forms of information technology to communi-
23 cate with the L.L. membership about their work and
24 family lives.

Educator

25 SEC. 14. The L.L. president shall appoint an edu-
26 cator to assist in carrying out the official directives,

1 policies, and programs of the G.L., and any other edu-
2 cation and training programs approved by the G.L. and
3 related to educating and training the L.L. membership
4 on all issues affecting workers and their families.

ARTICLE E

DUTIES OF LOCAL LODGES

Cooperation of Lodges

1 SEC. 1. In cities where more than 1 L.L. exists, del-
2 egates from all such L.Ls. should meet at least once a
3 month for the purpose of considering matters affecting
4 the welfare of the I.A.M., and shall report the results
5 of such meeting to their respective L.Ls. Every effort
6 shall be made to secure harmonious cooperation
7 among the L.Ls.

Minimum Wage Scales

8 SEC. 2. L.Ls. shall establish a minimum scale of
9 wages in their respective localities for members em-
10 ployed as machinery erectors, and members shall not
11 accept work as machinery erectors under the minimum
12 wage established for the locality wherein they are em-
13 ployed.

14 L.Ls. may also establish minimum wage rates in
15 their respective localities wherever they are in a posi-
16 tion to enforce such rates, subject to the approval of
17 the E.C.

Economics

18 SEC. 3. Each L.L. may discuss subjects of political
19 economy under the heading "Good and Welfare,"
20 providing such discussion does not occupy more than
21 20 minutes of the time of the meeting and does not in-
22 clude matters sectarian in religion.

Legislative Committee

1 SEC. 4. Each L.L. president may appoint a com-
2 mittee of not more than 7 members to be known as the
3 legislative committee, which committee shall assist in
4 securing the enactment of legislation favorable to la-
5 bor. The legislative committee shall gather infor-
6 mation on all such laws enacted, the people who have
7 favored or opposed the same and from time to time
8 forward such information to THE JOURNAL.

Relief Committee

9 SEC. 5. The president of each L.L. may appoint and
10 be chairperson of a relief committee. The relief com-
11 mittee shall receive all monies drawn for relief bene-
12 fits and cause the same to be paid to the member for
13 whom drawn within 48 hours after receipt of same.

Affiliation

14 SEC. 6. L.Ls. shall affiliate with their A.F.L.C.I.O.
15 State Organization, Central Labor Council or C.L.C.
16 Provincial Federations.

ARTICLE F**SPECIAL LEVIES****Failure to Pay Special Levies and Fines**

1 SEC. 1. Fines or other levies within the authority of
2 a L.L. to make shall be due within 30 days after levied.
3 If not paid within that time, the S.T. shall notify those
4 in arrears in writing, by registered mail, at the last
5 known address, with copy of same to the G.S.T.
6 Should they fail to make payment within 60 days from
7 the date of such written notice, their membership may
8 be cancelled regardless of the date to which their dues
9 are paid.

10 Initiation fees, reinstatement fees, dues and fines
11 shall constitute a legal liability by a member to the L.L.
12 The cost of litigation arising from charges against a
13 member by reason of such liabilities shall constitute a
14 legal debt payable by such member.

ARTICLE G

UNEMPLOYMENT STAMPS

Purpose

1 SEC. 1. Unemployment stamps are issued for the
2 purpose of aiding members to maintain their good
3 standing.

Eligibility

4 SEC. 2. Unemployment stamps shall not be issued
5 to members who are on vacation or engaged in any
6 business or profession outside of the trade. Unem-
7 ployment stamps shall be issued to members pursuant
8 to the provisions of SEC. 3 of this Art., at a minimum
9 charge of \$2.00 per month; \$1.00 to be transmitted to
10 the G.L., the remainder to be retained by the L.L.

Conditions of Issue

11 SEC. 3. Members who are unemployed for the ma-
12 jor portion of any month (the major portion of any
13 month shall depend on the major portion of the regular
14 working days in any month), and who suffer a total or
15 proportionate loss of earnings, due to separation from
16 employment, layoff or furlough, or sickness or disabil-
17 ity, are entitled to unemployment stamps for that
18 month and are thereby excused from the payment of
19 regular dues, upon complying with the following con-
20 ditions:

21 They shall register their names and addresses in the
22 out-of-work book or communicate with the S.T., or

1 business representative of the L.L. stating they are un-
2 employed, or sick or disabled, any time within a two-
3 month period. The matter of reporting is entirely the
4 member's responsibility.

5 Commencing April 1, 1974, a member's monthly
6 dues or special levies must be paid within the 2
7 months' limit provided for in SEC. 14, Art. I.

8 The S.T. shall place the unemployment stamp in the
9 square of the month next following that of the month
10 in which the last dues stamp was placed.

11 Members who have received unemployment stamps
12 shall, immediately upon securing employment, report
13 to the S.T., or business representative.

Violations

14 SEC. 4. Members who violate any of the provisions
15 of this Art., or who obtain unemployment stamps by
16 false pretenses or misrepresentations of the facts, shall
17 be guilty of misconduct and subject to charges, trial
18 and penalty therefore as provided in Art. L of this Con-
19 stitution.

ARTICLE H**RETIRED AND EXEMPT MEMBERS AND
LIFE MEMBERSHIP CARDS****Dues for Retired Members**

1 SEC. 1. Members who have retired from active em-
2 ployment, or retirees who are active members paying
3 full dues, either with or without pension, may continue
4 to pay full dues, or may be issued a retirement card at
5 a cost of \$15.00 at the time of retirement. Such retire-
6 ment card shall cover all succeeding years. The card
7 is valid as long as the holder also remains on retire-
8 ment and complies with all applicable provisions of
9 the I.A.M. Constitution. Death benefits of members
10 maintaining membership by the use of retirement
11 cards shall be preserved as of the date the first retire-
12 ment stamp or card was issued, but in no case shall the
13 benefits increase, subject to the provisions as set forth
14 in Art. XV.

15 Any member with a retirement card, who returns to
16 active employment, shall immediately notify the S.T.,
17 or business representative and again start paying regu-
18 lar monthly dues. A member who obtains a retirement
19 card by false pretenses or continues to retain his/her
20 retirement card status while employed and fails to pay
21 regular dues shall have his/her retirement card can-
22 celled automatically, and the S.T. of the L.L. shall im-
23 mediately notify the G.S.T.'s office of the cancellation.

Exemption Cards

1 SEC. 2. Members who have been in continuous
2 good standing for 30 years and have become so af-
3 flicted or disabled as to prevent them from actively
4 working at the trade, or who have been discriminated
5 against for their activities as organizers, business rep-
6 resentatives, or other official work, and are in conse-
7 quence unable to obtain employment, or members who
8 have been continuously in good standing for 30 years,
9 shall upon leaving the trade and upon request therefore
10 be granted cards exempting them from further pay-
11 ment of dues and assessments. The issuing of such ex-
12 emption cards shall not deprive members of
13 accumulated death benefits, subject to the provisions
14 set forth in Art. XV.

50-Year Life Membership Gold Card

15 SEC. 3. Members who have been in continuous
16 good standing in the I.A.M. for 50 years or more,
17 whether or not working at the trade, shall be granted a
18 50-Year Life Membership Gold Card and shall be ex-
19 empted from payment of all dues and assessments.
20 Death benefits shall be preserved as of the date of is-
21 suance of the Life Membership Gold Card, with no
22 further increase in benefits, subject to the provisions
23 as set forth in Art. XV.

ARTICLE I

MEMBERSHIP

Eligibility

1 SEC. 1. Any employee engaged or connected with
2 work of the machinists' trade, die sinker, die or tool
3 maker, aerospace workers, electronic workers, auto-
4 mobile, truck, heavy duty equipment mechanic, air-
5 craft machinists or mechanic, flight attendant and
6 other service workers, professional, production, ser-
7 vice, transportation, office, clerical, technical, welder,
8 specialist, woodworker, health services worker, ship-
9 builder, machinists' helper, helper-apprentice, or ap-
10 prentice working in any industry may be admitted to
11 membership upon paying the required fee and assum-
12 ing the obligation of the I.A.M., and provided further
13 that said applicant does not advocate dual unionism or
14 support movements or organizations inimical to the in-
15 terests of the I.A.M. or its established laws and poli-
16 cies.

Applications for Membership and Investigations

17 SEC. 2. Except as otherwise provided in Sec.7 of
18 this Art., every application for membership shall be
19 presented to a L.L. in writing by a member, and shall
20 state the name, residence, date of birth, occupation and
21 place of employment of the applicant. If a majority of
22 those present consent, the L.L. may vote upon an ap-
23 plication for membership at the same meeting at which
24 the applicant is proposed; otherwise, the application
25 for membership shall be referred to a committee of 3

1 members, 2 of whom shall be appointed by the presi-
2 dent and 1 of whom shall be appointed by the vice
3 president. The committee shall investigate the eligi-
4 bility of the applicant and report thereon at the next
5 regular meeting of the L.L., whereupon a “yea” and
6 “nay” vote will be taken upon the question of the ad-
7 mission of the applicant to membership. A majority
8 vote of those voting on the question shall be necessary
9 to elect the applicant to membership. An application
10 once rejected shall not again be voted on until after the
11 expiration of 6 months.

Non-Resident Applicants

12 SEC. 3. Each applicant for membership in a L.L.
13 shall be interrogated to ascertain the place from
14 whence he/she came. If it appears that he/she is not a
15 resident of the place where the L.L. is located, the R.S.
16 shall communicate with the L.L. in the locality where
17 the applicant was last employed for the purpose of as-
18 certaining the applicant’s standing in that community,
19 and the application shall not be voted upon until after
20 an answer has been received.

Initiation and Reinstatement Fees

21 SEC. 4. The minimum initiation and reinstatement
22 fees for each L.L. shall not be less than the regular
23 monthly dues of the L.L. Whenever increases in the
24 established rates of initiation or reinstatement fees of
25 a L.L. are proposed, they shall be adopted only after
26 approval by majority vote of the members of the L.L.
27 in good standing, voting by secret ballot at a general
28 or special membership meeting and after reasonable
29 notice upon the question.

Universal Transfers

1 SEC. 5. When the I.A.M. agrees to a reciprocal
2 transfer agreement with another international union,
3 transfers shall only become effective when a mem-
4 ber's dues in that organization have been paid for the
5 2 months immediately prior to the date of transfer. Ap-
6 plication for transfer into a L.L. of the I.A.M. must be
7 made within 30 days after accepting employment, and
8 upon presentation of documentary evidence of good-
9 standing membership in such union and the payment
10 of a \$15.00 fee plus the current month's dues, the ap-
11 plicant, if qualified and accepted in accordance with
12 the provisions of this Constitution, will be initiated or
13 reinstated into membership without the payment of the
14 customary initiation or reinstatement fee.

15 Whenever a person eligible under the provisions of
16 this SEC. accepts employment and thereby becomes
17 eligible for membership, and fails to apply for mem-
18 bership in the manner herein provided for, said transfer
19 will not be effected and the member shall be initiated
20 or reinstated in the usual manner.

21 The L.L. accepting such transfer and membership
22 application will handle the transaction as a regular in-
23 itiation or reinstatement and, upon formal lodge ap-
24 proval, the S.T. will issue a dues book or dues card
25 containing an initiation or reinstatement stamp,
26 properly cancelled in the regular manner, and report
27 the initiation or reinstatement on the next regular
28 monthly report, with full information of such transfer.

29 If a former member of the I.A.M. applied for uni-
30 versal transfer into a L.L. other than the one he/she was
31 formerly a member of, the applicant will pay the re-
32 quired \$15.00 fee plus the current month's dues. In
33 this case, the membership application and a \$15.00 fee

1 will be forwarded to the G.S.T. for issuing the dues
2 book or dues card.

3 Applicants for universal transfer must meet the eligi-
4 bility requirements as provided for in SEC. 1 of this Art.

Obligation by Request

5 SEC. 6. Candidates elected in 1 L.L. may be initi-
6 ated in another L.L., but good and sufficient reasons
7 must be given in writing to the L.L. in which the can-
8 didates were elected before said L.L. can grant permis-
9 sion for their initiation in another L.L. The permission
10 herein referred to shall be in writing, signed by the sec-
11 retary and president and attested by the seal of the L.L.
12 by which they were elected, and addressed to the L.L.
13 where they are to be initiated.

Commencement of Membership

14 SEC. 7. Membership shall begin on the date of ini-
15 tiation or last reinstatement, which shall be recorded in
16 the dues book or dues card. An initiation or reinstate-
17 ment stamp shall be placed in the square for the month
18 in which the member was initiated or last reinstated
19 and dues shall begin the following month.

20 In those L.Ls. where the obligation of membership
21 is printed on the application for membership and said
22 application is signed and presented to the L.L. with the
23 required initiation fee or reinstatement fee or an appro-
24 priate dues checkoff card, that applicant's membership
25 shall conditionally commence immediately, subject to
26 clearance by the G.S.T. that there are no charges, fines
27 or levies outstanding in the official records of that of-
28 fice, and also subject to clearance by the G.S.T. that
29 the applicant has not been expelled from this union.

1 In those cases where the G.S.T. submits an adverse
2 report on the applicant, such conditional membership
3 shall be automatically cancelled and the applicant's in-
4 itiation fee or reinstatement fee shall be remitted to the
5 applicant by the properly authorized financial officer.

Local Lodge Dues

6 SEC. 8. The monthly dues shall be established by
7 the local lodge bylaws, or the district lodge bylaws, as
8 approved by the I.P.

9 Except as otherwise required by this Sec., in all
10 other cases, any changes in the established rates of
11 dues proposed by a L.L. shall be adopted only after
12 approval by a majority vote of the members of the L.L.
13 in good standing in attendance and voting by secret
14 ballot at a general or special membership meeting and
15 after reasonable notice upon the question.

16 Upon payment of dues, members shall receive a
17 dues stamp from the S.T. as a receipt for each month's
18 dues so paid, which stamp shall be affixed in the dues
19 books or dues cards of the members and cancelled by
20 the S.T. as provided in SEC. 6, Art. C.

21 At no time shall L.L. dues be rebated to a member
22 who attends a meeting where, to do so, would result in
23 the dues of a member actually paid or checked-off to fall
24 below the established minimum dues rate of the L.L.

Reduced Rate of Dues

25 SEC. 9. Members who secure employment within
26 the jurisdiction of any other trade union affiliated with
27 the A.F.L.C.I.O., and who are required to become
28 members of such other trade union, may retain their
29 membership in the I.A.M. by paying such reduced rate

1 of dues as may be stipulated by the L.L. of which they
2 are members. Such L.L. shall, however, pay full per
3 capita tax to the G.L. on all such members.

Dues Books or Dues Cards

4 SEC. 10. Except as otherwise provided in SEC. 4,
5 Art. VII, all members shall have dues books or dues
6 cards of uniform appearance, which shall bear num-
7 bers designated by the G.L. and shall be furnished free
8 of charge by the S.T., who shall purchase all dues
9 books or dues cards from the G.S.T.

10 All dues books shall contain spaces for the affixing
11 and cancellation of stamps, for recording the pay-
12 ment of assessments and for noting transfers. Such
13 dues books shall contain spaces for the description,
14 identification and signature of the owner and the des-
15 ignation of the branch of the trade in which the owner
16 is most proficient, and a page containing a statement
17 of G.L. benefits. Space shall also be provided for the
18 insertion of the Congressional or Assembly District,
19 Legislative Assembly or Parliamentary Constituency
20 of the member.

21 The dues book or dues card when properly stamped
22 and bearing the seal of the L.L. shall serve all purposes
23 for the identification of the owner and shall be re-
24 ceived as evidence of standing in the I.A.M. The dues
25 book or dues card may be enhanced by automated
26 methods for identification and verification of member-
27 ship standing, subject to the approval of the E.C.

Replacement of Lost or Destroyed Dues Books

28 SEC. 11. When the loss or destruction of a dues
29 book is satisfactorily proved by a member, the S.T.,

1 upon payment of a fee of 50¢ to be retained by the
2 L.L., shall make out a new book which shall have af-
3 fixed on the inside cover a certificate of exchange or
4 loss.

Transfers

5 SEC. 12. A member may transfer to any L.L., when
6 approved by a vote of the members in regular meeting,
7 provided, however, in cases where members are initi-
8 ated in L.Ls. where the minimum initiation fee pre-
9 vails and transfer to a L.L. where a higher initiation fee
10 prevails, a minimum of 6 months' continuous good-
11 standing membership will be required, without which,
12 at the option of the L.L. involved, the difference in the
13 initiation fee may be collected. The failure of any L.L.
14 to accept the transfer shall not deprive the member of
15 good standing in the I.A.M. or right to employment.
16 No accounting of arrearage dues shall be required be-
17 tween L.Ls., but all L.L. and D.L. special levies then
18 due shall be collected and forwarded to the L.L. or
19 D.L. which levied the same. Should a dues book or
20 dues card be presented for the transfer of a member
21 with 1 or more months' dues paid in advance, the
22 owner of such book or card shall be entitled to transfer
23 in regular form, and the advanced dues shall remain
24 the property of the L.L. from which the member trans-
25 ferred. Members presenting their dues books or dues
26 cards as prescribed herein shall become members of
27 the L.L. to which they transfer upon approval of the
28 transfer by the L.L. The S.T. shall execute a transfer
29 notice and immediately send a copy of the transfer no-
30 tice to the S.T.

31 Any D.L. experiencing problems with this method
32 of transferring membership funds and/or records

1 may, upon request, be granted needed dispensation
2 from the I.P.

Identification Letters Illegal

3 SEC. 13. Except as otherwise provided in SEC. 4,
4 Art. VII, no letter or paper of identification other than
5 the regular dues book or dues card shall be issued by
6 any S.T. or other officer of a L.L. to any member, ex-
7 cept for the purpose of showing the standing of such
8 member on the books of the L.L. or in reply to an in-
9 quiry received under the seal of some other L.L.

Membership Cancelled

10 SEC. 14. As used in this Constitution, delinquency
11 is defined as the failure of a member to pay his/her
12 dues, fines, assessments or special levies within the
13 current month except as otherwise provided in this
14 Constitution.

15 Delinquency for 2 months in the payment of dues or
16 special levies, or delinquency arising from the appli-
17 cation of SEC. 4, Art. C, shall automatically cancel
18 membership and all rights, privileges and benefits in-
19 cident thereto. The period of good-standing member-
20 ship of members whose membership has been
21 cancelled for delinquency or other cause shall date
22 from their last reinstatement, as shown by the G.L. rec-
23 ords, and their rights, privileges and benefits under the
24 provisions of this Constitution shall attach and date
25 from their last reinstatement, as though they had never
26 before held membership in the I.A.M.

Reinstatement

1 SEC. 15. Any person whose membership has been
2 cancelled may be reinstated to membership, but the ap-
3 plication for reinstatement must be made to the L.L.
4 under whose jurisdiction the applicant is working, and
5 the regular reinstatement fee of such L.L. must be paid.

6 If the application for reinstatement is filed in the
7 L.L. wherein the applicant's original membership was
8 cancelled and the application is approved, said L.L.
9 shall immediately issue a dues book or dues card con-
10 taining a reinstatement stamp properly cancelled,
11 which transaction shall be entered on the monthly re-
12 port of said L.L. in the same manner as initiations are
13 entered.

14 When the application for reinstatement is filed in a
15 L.L. other than that by which the applicant's member-
16 ship was cancelled, the L.L. shall submit to the G.S.T
17 a fee of \$15.00. Upon receipt of said application, the
18 G.S.T. will issue a dues book or dues card containing
19 a reinstatement stamp properly cancelled, and forward
20 same to the S.T. of the L.L. from which the application
21 was received, and shall thereupon transfer the rein-
22 stated member to such L.L.

23 If the membership of the person applying for rein-
24 statement was cancelled for cause other than nonpay-
25 ment of dues, or if there are any unpaid fines, or L.L.,
26 D.L., or G.L. special levies, the reinstatement shall not
27 be effected, nor shall the dues book or dues card be
28 issued until said causes are removed and the fines and
29 special levies are either remitted or paid in full. All
30 applications for reinstatement shall then take the usual
31 course.

1 The foregoing provisions shall not apply to people
2 whose membership was cancelled in lapsed, sus-
3 pended, expelled or disbanded L.Ls. All such people
4 working in a locality where a L.L. exists may be rein-
5 stated by the G.L. upon making application therefore
6 and paying the reinstatement fee charged by the near-
7 est L.L., which fee shall not be less than the regular
8 monthly dues of the L.L. The L.L. shall forward the
9 application for reinstatement, together with a fee of
10 \$15.00, to the G.S.T.

Rejected Applications and Expulsions

11 SEC. 16. Each L.L. shall keep for future reference
12 a correct list of all people whose membership has been
13 cancelled and all applications that have been rejected.
14 Expelled people and rejected applicants cannot again
15 apply for membership until after the expiration of 6
16 months from the date of said expulsion or rejection.

Withdrawal Cards

17 SEC. 17. Any member who leaves the trade be-
18 cause of illness, or obtains employment outside the
19 trade or industry, or because of furthering education,
20 or obtains a supervisory position above the rank of
21 working foreman, or because of circumstances over
22 which the member has no control is compelled, as a
23 condition of employment, to join another labor organ-
24 ization, and upon complying with the conditions here-
25 inafter set forth, may be issued a withdrawal card by
26 and with the approval of the L.L. in which membership
27 is held.

28 Application for withdrawal card, accompanied by a
29 fee of \$1.00, 50¢ of which is to remain in the L.L.

1 treasury and the balance to be remitted to G.L., shall
2 be made to the S.T. of the L.L. who, after the applica-
3 tion has been approved by the L.L., shall issue same,
4 bearing the L.L. seal on a form designed and supplied
5 by the G.L.

6 No application will be granted until all fines, dues
7 and special levies charged against the member have
8 been paid in full to date of application.

9 People discontinuing their membership by accept-
10 ing withdrawal cards will not be entitled to any bene-
11 fits or permitted to attend meetings or participate in
12 any of the business of the I.A.M. They shall not violate
13 any of the laws or decisions of the G.L. or L.L. under
14 penalty of having their withdrawal cards cancelled.
15 Any person who holds a withdrawal card and holds a
16 position above working foreman will have said with-
17 drawal card automatically revoked if he/she crosses a
18 sanctioned picket line of the shop where he/she is em-
19 ployed.

Armed Forces Withdrawal Cards

20 SEC. 18. Members who enter the Armed Forces of
21 the United States or Canada may apply for an Armed
22 Forces withdrawal card to the S.T. of the lodge of
23 which he/she is a member. Applications for Armed
24 Forces withdrawal cards shall be reported by the S.T.
25 to the G.S.T. for processing. The cards shall be issued
26 by the G.L.

27 Members who are issued Armed Forces withdrawal
28 cards shall receive credit for time spent in such service
29 toward veteran badges should they resume member-
30 ship in the I.A.M. upon discharge from the service.
31 They shall not violate any of the laws or decisions of

1 the G.L. or L.L. under penalty of having their with-
2 drawal cards cancelled. No fee in connection with the
3 timely deposit of an Armed Forces withdrawal card or
4 the issuing of the dues book or dues card shall be col-
5 lected from the member. Armed Forces withdrawal
6 cards must be deposited with the L.L. within 30 days
7 following return to work.

Deposit of Withdrawal Cards

8 SEC. 19. Any person holding a withdrawal card
9 who obtains employment at the trade or within the in-
10 dustry or otherwise becomes eligible for membership,
11 subject to the exceptions provided herein, must, within
12 30 days after again becoming eligible for membership
13 under the jurisdiction of a L.L., fill out a membership
14 application and deposit the withdrawal card and a
15 \$15.00 fee and the current month's dues. The L.L. re-
16 ceiving the withdrawal card and the membership ap-
17 plication will handle the transaction as a regular
18 reinstatement, and upon formal lodge approval, the
19 S.T. will issue a dues book or dues card containing a
20 reinstatement stamp properly cancelled.

21 If the withdrawal card was issued in a L.L. other
22 than the one in which it is being presented, a \$15.00
23 fee shall be forwarded to the G.S.T. for issuing of the
24 dues book or dues card.

25 Whenever the holder of a withdrawal card accepts
26 employment and thereby becomes eligible for mem-
27 bership and fails to deposit the card in the manner
28 herein provided for, such withdrawal card is automat-
29 ically cancelled and the S.T. of the L.L. with which the
30 card should have been deposited will immediately no-
31 tify the G.S.T.'s office of the cancellation.

ARTICLE J

MEMBERSHIP CLASSIFICATION

Journeyman

1 SEC. 1. A journeyman is a person who has served
2 an apprenticeship of 4 years as a tool and die maker, a
3 general machinist, a welder, an auto mechanic, a heavy
4 duty mechanic, an aircraft mechanic, or any other
5 branch of the machinists' trade, or who has worked for
6 a period of 4 years at the machinists' trade in any of its
7 branches or subdivisions.

Technician

8 SEC. 2. A technician is a person who has served an
9 apprenticeship of 4 years or completed college or vo-
10 cational training in a particular field or has acquired a
11 fundamental knowledge in the fields of aerospace,
12 electronics, atomic energy or other related fields or di-
13 visions of the machinists' trade.

Specialist

14 SEC. 3. A specialist is a person who is employed in
15 a particular branch or subdivision of the machinists'
16 trade, or a person who performs a particular line of
17 work commonly recognized as work connected with
18 the trade but requiring less general knowledge of the
19 trade than a journeyman.

Machinist's Helper

20 SEC. 4. A machinist's helper is a person employed
21 in the machine or metal industry, in any of its branches

1 or subdivisions, and assigned to assist others in the
2 machinists' trade in the performance of their duties,
3 and who is competent to command the minimum rate
4 of wages paid in the locality where employed.

Production Worker

5 SEC. 5. A production worker is a person employed
6 in mass production industry engaged in repetitive ma-
7 chine work, assembly work, or bench work, requiring
8 less training, experience and skill than that necessary
9 to qualify as a specialist.

Service Worker

10 SEC. 6. A service worker is a person who is em-
11 ployed in any supportive or operative service function
12 connected with the work outlined in the jurisdictional
13 portion of this Constitution.

Apprentice

14 SEC. 7. An indentured apprentice is a person who
15 is engaged to an employer to serve 4 years in learning
16 the trade as set forth in Secs. 1 and 2 of this Art.

17 A helper-apprentice is a person who having been a
18 member for at least 1 year and having worked at least 1
19 year as a machinist's helper has thereafter engaged him-
20 self/herself to an employer to serve 4 years in learning
21 the trade as set forth in Secs. 1 and 2 of this Art.

Term of Apprenticeship

22 SEC. 8. People engaging themselves to learn any
23 branch of the trade under the jurisdiction of the I.A.M.,

1 as outlined in Secs. 1 and 2 of this Art., shall serve an
2 apprenticeship of 4 years.

Apprentice Ratio

3 SEC. 9. Every shop which employs 3 journeymen
4 may have 1 apprentice.

5 Further apportionment shall be based on 1 addi-
6 tional apprentice for every 8 journeymen employed in
7 the specific journeyman classification to be appren-
8 ticed. The number of helper-apprentices shall at no
9 time exceed the number of regular indentured appren-
10 tices in any shop, unless otherwise provided for in the
11 collective bargaining agreement.

Completion of Apprenticeship

12 SEC. 10. Apprentices upon the completion of their
13 apprenticeship shall receive not less than the minimum
14 rate of pay for journeymen in the locality where they
15 are employed, unless otherwise provided for in the col-
16 lective bargaining agreement.

Reclassification

17 SEC. 11. Helpers who engage themselves to em-
18 ployers as apprentices shall within 5 days thereafter
19 present their dues books or dues cards to the S.T. of the
20 L.L. having jurisdiction over the journeymen in the
21 shop where employed. The S.T. shall thereafter notify
22 the G.S.T., who shall reclassify the members as ap-
23 prentices.

ARTICLE K

DUTIES OF MEMBERS

Going to Work in Other Localities

1 SEC. 1. Members shall report to the S.T., business
2 representative or shop committee before accepting
3 employment within the jurisdiction of any other L.L.
4 Within 5 days after commencing work in the new ju-
5 risdiction such members shall, at the L.L.'s request,
6 present their dues books, dues cards or other proof of
7 payments for transfer to the L.L. having jurisdiction
8 over the place of employment and have their transfer
9 properly recorded.

Jurisdiction of Lodges

10 SEC. 2. In cities where railroad, aircraft, contract,
11 automobile, tool and die makers, aerospace, elec-
12 tronic, and any other duly chartered L.Ls. exist, people
13 working at the several branches of the trade must be-
14 come members at the request of the L.L. having juris-
15 diction over the class of work in which they are
16 employed, provided that said L.L. has a contract or
17 agreement with the employer covering the people
18 claimed.

Overtime

19 SEC. 3. Members shall discourage the working of
20 overtime, in order to further the opportunities for full
21 employment, a living wage, and a 40-hour workweek.

Misrepresentation

1 SEC. 4. Any applicant admitted to membership
2 who has falsified his/her application for initiation or
3 reinstatement shall be subject to fine or expulsion, or
4 both, after charges and trial for misconduct as pro-
5 vided in Art. L.

6 Members who falsely represent themselves to be
7 competent workmen shall be fined or expelled at the
8 discretion of the L.L. of which they are members after
9 charges and trial for misconduct as provided in Art. L.

Disorderly Conduct

10 SEC. 5. Members entering the L.L. room while un-
11 der the influence of intoxicating drinks, or who are
12 guilty of using indecent or profane language therein,
13 shall be excluded therefrom upon order of the presid-
14 ing officer and shall be subject to penalty of reprimand,
15 fine, suspension or expulsion after charges and
16 trial as provided in Art. L. Members, if guilty of ha-
17 bitual drunkenness or conduct disgraceful to them-
18 selves or associates, shall be subject to the penalty of
19 expulsion from the membership after charges and trial.

Visiting Members

20 SEC. 6. A member, upon visiting another L.L., shall
21 be admitted upon passing a satisfactory examination.

Associate Membership

22 SEC. 7. Any people who come under I.A.M. con-
23 stitutional jurisdiction, except those represented by the
24 I.A.M., or any of its subordinate L.Ls. or D.Ls., upon

1 complying with the conditions hereinafter set forth,
2 may make application for associate membership
3 through the G.L.

4 Application for associate membership shall be ac-
5 companied by a service charge, or charges, as estab-
6 lished by the E.C. and transmitted to the G.S.T. of the
7 G.L. for E.C. approval. The established service charge
8 shall be payable on an annual basis before the end of
9 February of each year for proper renewal of associate
10 membership. Applications for associate membership,
11 after June 30 of any given year, shall be accepted by
12 payment of one-half of the established service charge.

13 Benefits for each associate member shall include a
14 regular mailing of THE JOURNAL and any other spe-
15 cial mailings as deemed of interest to them by the E.C.
16 These associate members will also be entitled to par-
17 ticipate in the various benefit programs offered
18 through the I.A.M. and A.F.L.C.I.O.

19 Associate members shall have no rights or privi-
20 leges in the constitutional governance of the I.A.M.
21 and will not be permitted to attend meetings or partic-
22 ipate in any business of the I.A.M. This associate
23 membership shall immediately cease if and when the
24 associate member shall be represented by the I.A.M.
25 or any of its subordinate L.Ls. or D.Ls. in a collective
26 bargaining relationship. This associate membership
27 shall automatically be revoked if he/she crosses a
28 sanctioned picket line.

ARTICLE L**CODE****Improper Conduct of Officers,
Representatives and Members**

1 SEC. 1. The I.A.M. respects the rights and privi-
2 leges of its members, officers, and representatives and
3 takes these rights very seriously. Accordingly, Art. L
4 contains due process guarantees and safeguards to pro-
5 tect all members, officers, and representatives from
6 false accusations of wrongdoing.

**Improper Conduct of Officers
and Representatives**

7 SEC. 2. The following actions or omissions shall
8 constitute misconduct by any officer of a L.L., D.L.,
9 council or conference, or by any business representative
10 or representative of a L.L. or D.L. which shall warrant a
11 reprimand, removal from office and/or disqualification
12 from holding office for not more than 5 years (except as
13 otherwise provided in Art. VII, SEC. 5), suspension
14 from office, or any lesser penalty or any combination of
15 these penalties as the evidence may warrant:

16 Incompetence; negligence or insubordination in the
17 performance of official duties; or failure or refusal to
18 perform duties validly assigned.

Improper Conduct of a Member

19 SEC. 3. The following actions or omissions shall
20 constitute misconduct by a member which shall war-
21 rant a reprimand, fine, suspension and/or expulsion

1 from membership, or any lesser penalty or any combi-
2 nation of these penalties as the evidence may warrant
3 after written and specific charges and a full hearing as
4 hereinafter provided:

5 Refusal or failure to perform any duty or obligation
6 imposed by this Constitution; the established policies
7 of the I.A.M.; the valid decisions and directives of any
8 officer or officers thereof; or, the valid decisions of the
9 E.C. or the G.L. convention.

10 Attempting, inaugurating, or encouraging secession
11 from the I.A.M.; advocating or encouraging or attempt-
12 ing to inaugurate any dual labor movement; or support-
13 ing movements or organizations inimical to the interest
14 of the I.A.M. or its established laws and policies.

15 Acquiring membership by false pretense, misrepre-
16 sentation, or fraud.

17 Accepting employment in any capacity in an estab-
18 lishment where a strike or lockout exists as recognized
19 under this Constitution, without permission. (*In Can-
20 ada, however, resignation shall not relieve a member of
21 his/her obligation to refrain from accepting employment
22 at the establishment for the duration of the strike or
23 lockout if the resignation occurs during the period of the
24 strike or lockout or within 14 days preceding its com-
25 mencement. Where observance of a primary picket line
26 is required, any resignation tendered during the period
27 that the picket line is maintained, or within 14 days pre-
28 ceding its establishment, shall not become effective as a
29 resignation during the period the picket line is main-
30 tained, nor shall it relieve a member of his/her obliga-
31 tion to observe the primary picket line for its duration.*)

32 Actions constituting a violation of the provisions of
33 this Constitution, or any action which would constitute
34 a violation of the L.L. bylaws.

1 Illegal voting or in any way preventing an honest
2 election to fill elective offices, posts or positions in the
3 G.L. or any L.L., D.L., council or conference.

4 Any other conduct unbecoming a member of the
5 I.A.M., provided, however, that any charge of such
6 conduct shall specifically set forth the act or acts or
7 omissions alleged to constitute such offense.

Trial of Officers or Representatives

8 SEC. 4. A charge of misconduct may be made against
9 any officer or representative of a L.L., D.L., council or
10 conference, by any member in writing within 30 days
11 after knowledge of the most recent charged incident to
12 the proper officer of the body involved with a copy of
13 such charges to the I.P. Such charges shall set forth the
14 specific actions or omissions allegedly constituting the
15 misconduct. The I.P. may determine that fairness to the
16 accused and the best interests of the I.A.M. require a
17 trial before a special committee designated by the I.P.
18 for that purpose or before the convention of the G.L. In
19 the event the I.P. refers the charges to trial before a spe-
20 cial committee or before the convention of the G.L., the
21 matter shall be heard and decided in accordance with the
22 following procedures:

23 The I.P. will appoint a special trial committee,
24 which will first conduct a preliminary investigation to
25 determine whether or not there is sufficient substance
26 to warrant a formal trial being held. If the trial com-
27 mittee finds the charges should be dismissed, it will so
28 advise the I.P., who will then notify both plaintiff and
29 defendant. This decision is subject to appeal as pro-
30 vided in SEC. 12 of this Art.

31 If the trial committee decides a formal trial hearing
32 is warranted, both the plaintiff and defendant shall be

1 notified of the specific charges on which they will be
2 tried, and the time and place of the trial, in writing, by
3 registered or certified mail. A trial before a special
4 trial committee shall be conducted in the locality
5 where the offense is alleged to have been committed
6 within 30 days after the mailing of such notice, pro-
7 vided, however, that all parties shall be provided suf-
8 ficient time to prepare their cases. The accused shall
9 be given full opportunity to present evidence and ar-
10 guments to refute the charges, to examine and cross-
11 examine witnesses, and may be represented by another
12 member of the I.A.M., acting as his/her attorney.

13 The special trial committee shall report its verdict and
14 recommended penalty, if guilty, in writing to the I.P. The
15 I.P. may affirm, modify, or reverse in full or in part, the
16 decision of the special trial committee, or impose any
17 penalty or fine, which he/she deems to be appropriate.

18 In the case of a trial before the convention of the
19 G.L., the trial shall be referred to and conducted by the
20 appeals and grievance committee. The accused shall
21 be provided the same process and protections as in a
22 trial before a special trial committee. The appeals and
23 grievance committee shall submit its report to the con-
24 vention, which shall include its findings and verdict,
25 together with its recommendation of the penalty to be
26 imposed, if the accused is found guilty.

27 The convention may amend or reject the verdict in
28 whole or in part. If the convention concurs with a
29 guilty verdict, the recommendation of the committee
30 as to the penalty may be amended or rejected in whole
31 or in part and/or another penalty substituted by a ma-
32 jority vote of those delegates voting on the question.
33 Such action of the convention shall be final and bind-
34 ing on all parties.

1 If the charges are not tried before a special trial
2 committee or by the G.L. Convention, then the charges
3 will be tried before the L.L., D.L., council or confer-
4 ence of which the accused is an officer or representa-
5 tive in accordance with the trial procedures prescribed
6 in Secs. 6 – 11 of this Art.

Trial of a Member

7 SEC. 5. Charges preferred against a member for
8 other than a violation of his/her duty or duties as an
9 officer or representative of either a L.L. or D.L. shall
10 be governed by the following procedures:

11 It is the duty of any member who has information as
12 to conduct of a member covered by SEC. 3 of this Art.
13 to immediately prefer charges in writing against such
14 member by filing the same with the president of the
15 L.L. of which the accused is a member. Such charges
16 shall set forth the specific actions or omissions alleg-
17 edly constituting the misconduct. The president of the
18 L.L. with whom the charges are filed shall supply a
19 copy to the accused and forthwith proceed to bring the
20 accused to trial under the provisions of Secs. 6 - 11 of
21 this Art., except that the I.P. may, when he/she deems
22 such action necessary in order to provide a fair trial or
23 to protect the best interests of the I.A.M., direct that
24 the accused be tried either by a special committee des-
25 igned for that purpose or by the G.L. convention. In
26 the event the latter procedure is adopted, the trial of
27 the charges shall be governed by the provisions of
28 SEC. 4 of this Art.

29 In the event the president or the president and other
30 officers of the L.L. are involved in the charges filed,
31 the next ranking officer shall preside, as herein set

1 forth. In the application of this Sec., the order of rank-
2 ing of officers shall be as set forth in SEC. 1, Art. B.

3 In the event that any L.L., or the members thereof,
4 fail to proceed as prescribed herein, then any officer or
5 representative, or member, may file written charges
6 against such member or members with the I.P. Upon the
7 receipt of such charges, the I.P. shall forward 1 copy
8 thereof to the accused and 1 copy to the president of the
9 L.L. of which the accused is a member, together with an
10 order commanding said L.L. to proceed to place the ac-
11 cused on trial under the provisions of this Art.

12 If said L.L. fails or refuses for 15 days thereafter to
13 proceed as ordered by the I.P., then the I.P. shall notify
14 the accused and the L.L. of which the accused is a
15 member, of the time and place, when and where a spe-
16 cial committee will meet for the purpose of hearing ev-
17 idence and trying the accused upon charges theretofore
18 preferred, provided, however, that the I.P. or the E.C.
19 may, if they deem advisable, in lieu of a trial before a
20 special committee, order the accused to be tried by the
21 G.L. convention. In the event the latter procedure is
22 adopted, the trial of the charges shall be governed by
23 the provisions of SEC. 4 of this Art.

Appointment of Trial Committee

24 SEC. 6. Except as otherwise provided in this Art.,
25 whenever charges have been preferred against a mem-
26 ber, the president of the L.L. shall promptly appoint a
27 trial committee of 3 or 5 members, 1 of whom shall act
28 as chairperson and 1 of whom shall act as secretary. The
29 trial committee shall conduct an investigation of the
30 charges and decide whether there is sufficient substance
31 to warrant a trial hearing being held. The arrangement

1 of the conduct of the investigation is left to the discre-
2 tion of the trial committee. If the trial committee de-
3 cides a trial hearing is warranted, the committee shall,
4 within 1 week of its determination, notify the member
5 of the charges against him/her and when and where to
6 appear for trial. The time set for trial shall allow the
7 accused a reasonable time (not less than 7 calendar days
8 after notification) to prepare his/her defense.

9 If the trial committee decides the charges should be
10 dismissed on the basis of lack of supporting evidence,
11 it will so recommend to the next regular meeting of the
12 L.L. and the L.L. shall adopt or reject the trial commit-
13 tee's recommendation. If the L.L. adopts the recom-
14 mendation, the charges shall stand dismissed subject
15 to appeal of L.L. decisions as provided in SEC. 12 of
16 this Art. If the L.L. rejects the committee's recommen-
17 dation, the trial committee shall proceed to notify the
18 charged member and hold a trial hearing.

Appearance

19 SEC. 7. If a member fails to appear for trial when
20 notified to do so, the trial shall proceed as though the
21 member were in fact present.

Evidence

22 SEC. 8. Both the plaintiff and the defendant shall
23 have the privilege of presenting evidence and being
24 represented either in person or by a member to act as
25 his/her attorney. The trial committee shall maintain a
26 written record of the trial proceedings, including all
27 testimony and documents introduced by either the
28 plaintiff or the defendant.

Trial Procedure

1 SEC. 9.

- 2 1. Call trial committee to order.
- 3 2. Examine dues books or dues cards.
- 4 3. Clear the trial chamber of all people except the
5 trial committee, the trial reporter (who need
6 not be a member of the I.A.M.), the plaintiff
7 and his/her attorney, the defendant and his/her
8 attorney, and representatives of the G.L., if in
9 attendance.
- 10 4. The plaintiff and the defendant shall remain in
11 the trial chamber until trial is concluded, but
12 shall sit apart.
- 13 5. The chairperson shall read the charges and ask
14 the defendant if he/she is "guilty" or "not
15 guilty." If the plea is "not guilty" the trial shall
16 then proceed; if the plea is "guilty" the trial
17 committee shall conduct such further proceed-
18 ings as in its judgement are required.
- 19 6. The plaintiff or his/her attorney shall present
20 his/her case first.
- 21 7. Witnesses shall be called into the trial chamber
22 1 at a time, and will leave the trial chamber
23 upon completing their testimony, subject to re-
24 call by either the trial committee, the plaintiff,
25 the defendant, or the representatives of the
26 G.L.
- 27 8. All people giving testimony shall be required
28 to affirm that the testimony that they give shall
29 be the truth.
- 30 9. Defendant and his/her attorney shall have the
31 right to cross-examine plaintiff's witnesses.
- 32 10. Defendant's witnesses shall then be called.

- 1 11. Plaintiff and his/her attorney shall have the right
2 to cross-examine the defendant's witnesses.
- 3 12. Following the completion of cross-examina-
4 tion, the plaintiff and defendant shall be given
5 the opportunity to make a statement or sum-
6 mation of their case, with the plaintiff having
7 the first and last opportunity for remarks.
- 8 13. Before the trial committee shall begin its de-
9 liberation upon the testimony given, all people
10 except the trial committee shall leave the trial
11 chamber.

Report of Trial Committee

12 SEC. 10. The trial committee shall consider all of
13 the evidence in the case and thereafter agree upon its
14 verdict of "guilty" or "not guilty." If the verdict be that
15 of "guilty," the trial committee shall then consider and
16 agree upon its recommendation of punishment.

17 Following completion of these deliberations and
18 conclusions, the trial committee shall report at the next
19 regular meeting of the L.L. The plaintiff and the de-
20 fendant shall be promptly notified in writing, by regis-
21 tered or certified mail, by the R.S. of the decisions of
22 the L.L. with respect to the guilt or innocence of the
23 defendant and with respect to the penalty imposed if
24 the L.L. took action on the latter. The trial committee's
25 report shall be in 2 parts as follows:

- 26 1. The report shall contain a synopsis of the evi-
27 dence and testimony presented by both sides,
28 together with the findings and verdict of the
29 trial committee. After the trial committee has
30 made the necessary explanation of its intent
31 and meaning, the trial committee's verdict

- 1 with respect to guilt or innocence of the de-
2 fendant shall be submitted without debate to a
3 vote by secret ballot of the members of the
4 L.L. in attendance.
- 5 2. If the L.L. concurs with a “guilty” verdict of
6 the trial committee, the recommendation of
7 the committee as to the penalty to be imposed
8 shall be submitted in a separate report to the
9 L.L. and voted on by secret ballot of the mem-
10 bers then in attendance.

Voting on Report

11 SEC. 11. The penalty recommended by the trial
12 committee may be amended, rejected, or another pun-
13 ishment substituted therefore by a majority vote of
14 those voting on the question, except that it shall require
15 a two-thirds vote of those voting to expel the defendant
16 from membership. If the L.L. reverses a “not guilty”
17 verdict of the trial committee, the punishment to be
18 imposed shall be decided by the L.L. by a majority
19 vote of those voting on the question, except that it shall
20 require a two-thirds vote of those voting to expel the
21 defendant from membership.

22 Disqualification from holding office as a penalty for
23 misconduct as a member or officer shall be limited to 5
24 years, except as otherwise provided in SEC. 5, Art. VII.

Appeal from Decision of L.L. or D.L.

25 SEC. 12. An appeal may be taken to the I.P. from the
26 decision of a L.L. or D.L. by either the accused or the
27 party preferring charges against the accused within 30
28 days after the verdict. Such appeal must be addressed
29 to the I.P. in writing and set forth in specific detail the

1 grounds on which it is based. The appeal may also in-
2 clude any argument in support thereof which the appel-
3 lant desires to advance, but shall not include any new
4 evidence. The I.P. shall transmit to the opposing party a
5 copy of the appeal and such party shall have a period of
6 15 days to reply thereto. The I.P. shall obtain from the
7 L.L. or D.L. a complete record of the trial before the
8 L.L. or D.L. and shall make a decision based on such
9 record, which shall be final and binding unless changed
10 on further appeal as hereinafter provided.

11 The decision of the I.P. shall contain his/her findings
12 and conclusions and the penalty, if any, to be imposed.
13 Upon such an appeal, the I.P. shall have full authority
14 to affirm or to modify or reverse, in whole or in part,
15 the decision of the L.L. or D.L., or to remand the pro-
16 ceedings for further trial before the L.L. or D.L., or to
17 impose any penalty or fine which he/she deems to be
18 required, including expulsion. No party to the appeal
19 shall have a right to appear in person before the I.P.
20 However, the I.P., if he/she deems it necessary or de-
21 sirable, in connection with his/her consideration of the
22 appeal, may accord such a privilege. The I.P. shall fur-
23 nish a copy of his/her decision to each party to the ap-
24 peal by registered or certified mail.

Appeal from Decision of I.P.

25 SEC. 13. An appeal may be taken from a decision
26 of the I.P. to the E.C. by any interested party to the
27 proceedings before either the I.P., the L.L. or D.L.
28 Such appeal must be taken within 30 days from the
29 date of the I.P.'s decision and shall be made in writing
30 to the G.S.T. The appeal shall set forth in specific de-
31 tail the grounds therefore and may include any written
32 argument in support of these grounds. The G.S.T. shall

1 also notify the opposing party in charge cases or trial
2 cases of any appeal from the decision of the I.P. to the
3 E.C. and shall furnish such party with a copy thereof.
4 The opposing party shall have a period of 15 days in
5 which to file any written argument in opposition to the
6 appeal with the G.S.T. The G.S.T. shall transmit to the
7 E.C. such appeal and any written arguments in oppo-
8 sition thereto, together with the record of the proceed-
9 ings before the I.P., and the decision of the E.C. shall
10 be made upon this record and the arguments submitted
11 in connection therewith. No party to the appeal shall
12 have a right to appear in person before the E.C. How-
13 ever, the E.C., if it deems it necessary or desirable in
14 connection with its consideration of the appeal, may
15 accord such a privilege.

16 The decision of the E.C. shall be by majority vote
17 of those participating and shall be final unless changed
18 upon further appeal as hereunder provided. No mem-
19 ber of the E.C. involved in the case or who has partic-
20 ipated in the matter at earlier stages shall be entitled to
21 participate in the decision on appeal. The E.C. shall
22 have full authority to affirm or to modify or reverse, in
23 whole or in part, the decision of the I.P. or to remand
24 the proceedings for further trial before the L.L. or D.L.
25 or to impose any penalty or fine which it deems to be
26 required. The G.S.T. shall furnish a copy of the deci-
27 sion of the E.C. to each party to the appeal by regis-
28 tered or certified mail.

Appeal from Decision of E.C.

29 SEC. 14. An appeal may be made from a decision of
30 the E.C. by any party to the proceedings before the E.C.
31 to the G.L. convention. Such appeal shall be made in
32 writing to the G.S.T. within 90 days from the date of the

1 E.C.'s decision and shall set forth in specific detail the
2 grounds therefore. The appeal may include a written ar-
3 gument in support of such grounds. The G.S.T. shall
4 notify the E.C. and the opposing party of such appeal
5 and furnish them with a copy thereof. Such party may,
6 within 15 days, file with the G.S.T. a written argument
7 in opposition to the appeal. The appeal shall be referred
8 to the appeals and grievance committee of the conven-
9 tion, and the G.S.T. shall transmit to such committee the
10 record of the proceedings before the lower tribunals of
11 the I.A.M., as well as the arguments of the appellant and
12 of the opposition party.

13 The appeals and grievance committee shall, upon
14 timely request, hear both parties to the appeal in person.
15 However, no party to the appeal shall have a right to ap-
16 pear in person before the convention. The appeals and
17 grievance committee shall make a written recommenda-
18 tion to the convention based upon the record before it,
19 which shall contain its findings, conclusions, and rec-
20 ommendations as to penalty to be imposed, if any. The
21 convention may amend or reject, in whole or in part the
22 findings and recommendations of the appeals and griev-
23 ance committee and find the accused either "guilty" or
24 "not guilty." The convention may also accept or reject,
25 in whole or in part, any recommendation of the appeals
26 and grievance committee with respect to a penalty to be
27 imposed, and may itself provide a substitute penalty by
28 a majority of delegates voting on the question. Such ac-
29 tion of the convention shall be recognized and accepted
30 as final and binding on all parties.

31 Before any appeal can be taken from an E.C. deci-
32 sion, the decision and all orders of the E.C. in relation
33 thereto must be complied with by all parties concerned
34 therein; provided, however, that in the event the E.C.

1 concludes that compliance pending appeal would con-
2 stitute a substantial bar to the exercise of the right
3 thereof, compliance therewith may be waived or mod-
4 ified by the E.C.

5 No officer, member, representative, L.L., D.L., or
6 other subordinate body of the I.A.M. shall resort to any
7 court of law or equity or other civil authority for the pur-
8 pose of securing an opinion or decision in connection
9 with any alleged grievance or wrong arising within the
10 I.A.M. or any of its subordinate bodies until such party
11 shall have first exhausted all remedies by appeal or oth-
12 erwise provided in this Constitution not inconsistent
13 with applicable law for the settlement and disposition of
14 such alleged rights, grievances or wrongs. The I.P.,
15 E.C., and G.L. convention are hereby empowered to re-
16 fuse or defer consideration, or to refuse or defer or with-
17 hold decisions, in any matter pending in any court of law
18 or before any other civil authority as circumstances in
19 their judgment may warrant and justify.

Rights of Member During Appeal

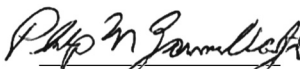
20 SEC. 15. While any member or L.L. is exercising
21 the right of appeal, the financial standing of such mem-
22 ber or L.L. shall not be impaired by refusal to accept
23 dues or per capita tax until after the E.C. has passed
24 upon the appeal.

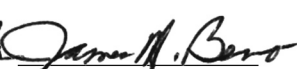
Notification to L.L. and D.L.

25 SEC. 16. Whenever appeals are taken to the I.P.,
26 E.C., a convention of the G.L. or general referendum,
27 the L.L. or D.L. involved shall be notified immedi-
28 ately.

In accordance with the provisions of SEC. 4, Art. XIX, the Committee on Law met for the purpose of considering the necessary revisions to the Constitution as a result of the propositions adopted by the delegates at the September, 2016, Grand Lodge Convention.

All necessary changes have been made in compliance with the terms of this Constitution and a check completed of the proof to be submitted for printing of the newly revised Constitution.


Philip M. Zannella, Jr.
Chairperson


James H. Beno
Secretary


Walter Gerlach

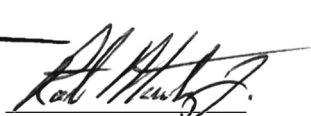

Mark Conner

Jeff Doerr

COMMITTEE ON LAW

Attest:


Gen. Secretary-Treasurer


International President

INDEX

(by Article Number and Letter)

	Page
ARTICLE I	1
Grand Lodge Structure and Powers	
ARTICLE II.....	4
Grand Lodge Conventions	
ARTICLE III	13
Grand Lodge Officers, Delegates and Committee on Law, and How Chosen	
ARTICLE IV.....	28
Delegates to the American Feder- ation of Labor and Congress of Industrial Organizations and Other Affiliations	
ARTICLE V	30
Executive Council	
ARTICLE VI.....	33
International President	
ARTICLE VII.....	40
General Secretary-Treasurer	
ARTICLE VIII.....	48
General Vice Presidents	
ARTICLE IX.....	49
Salaries	
ARTICLE X.....	50
Office and Expense Limitations	

	Page
ARTICLE XI.....	52
Business Agencies and Organizers	
ARTICLE XII.....	56
Revenue of the Grand Lodge	
ARTICLE XIII	57
Audits of Grand Lodge Accounts and	
Bonding of Grand Lodge Officers,	
Representatives and Employees	
ARTICLE XIV.....	58
Grand Lodge Pension	
ARTICLE XV	60
Death Benefits	
ARTICLE XVI.....	63
Strikes	
ARTICLE XVII	71
Affiliation with Grand Lodge	
ARTICLE XVIII.....	73
The Referendum and its Operation	
ARTICLE XIX.....	77
Revision of the Constitution by	
Convention	
ARTICLE XX	80
Undelegated Authority and Power	
ARTICLE XXI.....	81
Councils and Conferences	
ARTICLE XXII	83
District Lodges	

	Page
ARTICLE A	98
Organization of Local Lodges	
ARTICLE B	102
Local Lodge Officers and How Chosen	
ARTICLE C	107
Duties of Local Lodge Officers	
ARTICLE D	114
Government of Local Lodges	
ARTICLE E	121
Duties of Local Lodges	
ARTICLE F	123
Special Levies	
ARTICLE G.....	124
Unemployment Stamps	
ARTICLE H.....	126
Retired and Exempt Members and Life Membership Cards	
ARTICLE I (eye)	128
Membership	
ARTICLE J.....	140
Membership Classification	
ARTICLE K.....	143
Duties of Members	
ARTICLE L	146
Code	

INDEX
(Alphabetically)

	Page	Section
ABBREVIATIONS.....	(xiv)	
AFFILIATION WITH GRAND		
LODGE – Article XVII	71	
Individual Affiliations	71	1
Member Appointed Superintendent or General Foreman	72	4
Obligation, Fees and Dues.....	71	2
Subject to Constitutional Provisions.....	72	5
Transfers.....	71	3
AUDITS OF GRAND LODGE		
ACCOUNTS AND BONDING OF		
GRAND LODGE OFFICERS,		
REPRESENTATIVES AND		
EMPLOYEES – Article XIII.....		
Audits.....	57	1
Bonding.....	57	2
BUSINESS AGENCIES AND		
ORGANIZERS – Article XI.....		
Control of Business Representatives.....	53	2
Establishment and Maintenance ...	52	1
Location of Activities	55	6
Qualifications	54	4
Reports	54	5
Servicing of Local and District Lodges	53	3
CODE – Article L.....		
Appeal from Decision of E.C.	157	14
Appeal from Decision of I.P.	156	13
Appeal from Decision of L.L. or D.L.	155	12
Appearance.....	152	7

	Page	Section
Appointment of Trial Committee...	151	6
Evidence	152	8
Improper Conduct of a Member	146	3
Improper Conduct of Officers and Representatives	146	2
Improper Conduct of Officers, Representatives and Members	146	1
Notification to L.L. and D.L.	159	16
Report of Trial Committee.....	154	10
Rights of Member During Appeal .	159	15
Trial of a Member.....	150	5
Trial of Officers or Representatives	148	4
Trial Procedure	153	9
Voting on Report	155	11
 COUNCILS AND CONFERENCES		
– <i>Article XXI</i>	81	
Audits	82	4
Bylaws.....	81	2
Government.....	81	3
Purpose.....	81	1
 DEATH BENEFITS – Article XV.....		
Accumulation and Eligibility.....	60	1
Computation and Schedule of Amounts	60	2
To Whom Paid.....	61	3
 DELEGATES TO THE AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS AND OTHER AFFILIATIONS – Article IV		
Assignment of Delegates	28	2
Division of Votes.....	28	3
International President First Delegate.....	28	1
Salary.....	28	4

	Page	Section
DISTRICT LODGES – Article XXII	83	
Audits	90	10
Authority	83	4
Definition	83	1
District Lodge Assessments.....	91	11
Duties of Secretary-Treasurer	88	8
Execution and Filing of Financial and Other Reports Required by Civil Law	92	14
Furnishing Copies of Collective Bargaining Agreements	92	13
Jurisdiction	83	3
Management, Investment and Disbursement of District Lodge Funds or Property	91	12
Minimum Wage Scales.....	84	5
Nominations and Elections of District Lodge Officers and Executive Board Members.....	85	7
Purpose	83	2
Qualifications for Office.....	84	6
Representation and Revenue.....	89	9
 DUTIES OF LOCAL LODGE		
OFFICERS – Article C	107	
Auditors.....	111	7
Bonding.....	113	11
Conductor-Sentinel.....	112	9
Execution and Filing of Financial and Other Reports Required by Civil Law	113	12
Monthly Reports to the Grand Lodge.....	110	6
President.....	107	1
Recording Secretary	108	3
Salaries	112	10
Secretary-Treasurer	108	4

	Page	Section
Transfers.....	110	5
Trustees	112	8
Vice President.....	107	2
 DUTIES OF LOCAL LODGES		
– Article E.....	121	
Affiliation.....	122	6
Cooperation of Lodges	121	1
Economics	121	3
Legislative Committee.....	122	4
Minimum Wage Scales.....	121	2
Relief Committee.....	122	5
 DUTIES OF MEMBERS – Article K 143		
Associate Membership	144	7
Disorderly Conduct	144	5
Going to Work in Other Localities	143	1
Jurisdiction of Lodges	143	2
Misrepresentation	144	4
Overtime.....	143	3
Visiting Members	144	6
 EXECUTIVE COUNCIL – Article V 30		
Financing Strikes	32	4
Investment of Funds	30	3
Membership and Meetings	30	1
Powers	30	2
 GENERAL SECRETARY-		
TREASURER – Article VII.....	40	
Assistant	47	8
Audit of Local and District Lodges, Councils or Conferences.....	44	5
Bonding of Officers and Employees of Local and District Lodges, State Councils and Conferences	45	6
Deposit of Funds.....	41	3
Duties of Assistant Secretary	47	9
Duties	40	1
Grand Lodge Auditors	47	10

	Page	Section
Per Capita Tax and Fees	41	4
Receipt of Funds.....	40	2
Reports	46	7
 GENERAL VICE PRESIDENTS		
– <i>Article VIII</i>	48	
Duties	48	1
Reports and Expense Statements ...	48	2
 GOVERNMENT OF LOCAL		
LODGES – Article D	114	
Bylaws.....	114	1
Communicator	119	13
Educator	119	14
Emergency Funds	117	8
Funds and Property of Merged Lodges	118	11
Grand Lodge Control Over Property	119	12
Illegal Use of Seal	117	7
Local Lodge Seal.....	116	6
Management, Investment and Disbursement of Local Lodge Funds or Property	117	9
Order of Business	115	5
Parliamentary Laws	114	2
Regular Meetings and Quorums	114	3
Special Meetings	115	4
Voluntary Donations.....	118	10
 GRAND LODGE CONVENTIONS		
– <i>Article II</i>	4	
Committees.....	11	9
Credentials Committee	10	7
Delegates’ Expenses	10	6
Election of Delegates.....	5	3
Members on Grand Lodge Payroll Not Eligible	10	5

	Page	Section
Method of Calling Conventions.....	4	1
Order of Business	11	10
Parliamentary Laws	12	11
Qualifications of Delegates.....	8	4
Representation and Vote.....	4	2
Resolutions Committee.....	11	8
 GRAND LODGE OFFICERS, DELEGATES AND COMMITTEE ON LAW, AND HOW CHOSEN		
– Article III.....	13	
Counting the Votes	22	16
Declaration of Election	23	17
Delegates and Committees	13	2
Endorsement for Nomination.....	15	4
Filing and Publication of Endorsement	16	5
Filling Vacancies	24	20
Increasing General Vice Presidents	24	21
Inspectors of Election	19	12
Installations	24	22
Notification of Election	19	11
Number of Nominees.....	16	6
Officers.....	13	1
Place of Voting.....	18	9
Pledge to Accept Nomination.....	17	7
Preparation and Description of Ballots	17	8
Preservation of Ballots and Election Records by G.S.T.....	24	19
Qualification to Vote	19	10
Qualifications	14	3
Recall Provisions	25	23
Representation at Count.....	22	15
Second Ballot	23	18
Tabulation of Returns and Care of Ballots	21	14
Time and Method of Voting	19	13

	Page	Section
GRAND LODGE PENSION		
– <i>Article XIV</i>	58	
GRAND LODGE—STRUCTURE AND POWERS – <i>Article I</i>.....	<i>I</i>	
Eligibility.....	3	5
Government between Conventions	3	4
Government.....	2	3
Membership and Jurisdiction.....	1	2
Name and Location.....	1	1
INTERNATIONAL PRESIDENT		
– <i>Article VI</i>	33	
Assignment of Officers and Appointment of Committees.....	34	6
Chief Organizer	33	3
Dispensations – Canada.....	34	4
Duties	33	1
Grand Lodge Representatives.....	39	11
Purposes for Which a Suspension or Trusteeship May Be Established.	35	8
Relief of Canadian Membership from Certain Requirements of Landrum-Griffin Act	39	12
Report to Executive Council.....	38	10
Signing Orders.....	33	2
Special Dispensations	34	5
Supervision of Local and District Lodges, Councils and Conferences	35	7
Suspension of Local Lodges, District Lodges, Councils and Conferences, Their Officers and Representatives.....	36	9

	Page	Section
JURISDICTION OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS.....		
	(v)	
Classification of Work Included	(v)	
<i>Electric and Internal Combustion Engines and Cars</i>	<i>(ix)</i>	
<i>Marine Work.....</i>	<i>(ix)</i>	
Other Work.....	(xiii)	
LOCAL LODGE OFFICERS AND HOW CHOSEN – Article B		
	102	
Designation of Officers.....	102	1
Installations	106	5
Nomination and Election of Officers.....	104	4
Qualifications for Office.....	102	3
Terms of Officers and Vacancies in Office.....	102	2
MEMBERSHIP – Article I (eye).....		
	128	
Applications for Membership and Investigations.....	128	2
Armed Forces Withdrawal Cards...	138	18
Commencement of Membership....	131	7
Deposit of Withdrawal Cards	139	19
Dues Books or Dues Cards	133	10
Eligibility.....	128	1
Identification Letters Illegal.....	135	13
Initiation and Reinstatement Fees ..	129	4
Local Lodge Dues.....	132	8
Membership Cancelled	135	14
Non-Resident Applicants.....	129	3
Obligation by Request	131	6
Reduced Rate of Dues	132	9
Reinstatement	136	15
Rejected Applications and Expulsions	137	16

	Page	Section
Replacement of Lost or Destroyed		
Dues Books.....	133	11
Transfers.....	134	12
Universal Transfers	130	5
Withdrawal Cards.....	137	17
MEMBERSHIP CLASSIFICATION		
– <i>Article J</i>	140	
Apprentice Ratio.....	142	9
Apprentice	141	7
Completion of Apprenticeship.....	142	10
Journeyman	140	1
Machinist’s Helper	140	4
Production Worker	141	5
Reclassification	142	11
Service Worker.....	141	6
Specialist	140	3
Technician	140	2
Term of Apprenticeship.....	141	8
OFFICE AND EXPENSE		
LIMITATIONS – <i>Article X</i>	50	
Expense Allowance	50	2
General Vice Presidents’		
Headquarters.....	51	4
Hold No Other Office.....	50	1
Officers’ Expenses at Headquarters	50	3
ORGANIZATION OF LOCAL		
LODGES – <i>Article A</i>	98	
Charter Requirement.....	99	4
Definition of a Local Lodge.....	98	1
District Lodge Affiliation	101	9
Fee for Lapsed or Expelled		
Members.....	99	6
Fees	99	5
Form of Application	100	7
Granting Charter.....	101	8

	Page	Section
Restrictions.....	98	3
Who May Obtain Charters.....	98	2
PLATFORM.....	(ii)	
PREAMBLE.....	(i)	
THE REFERENDUM AND ITS		
OPERATION – Article XVIII	73	
Amendment Ballot.....	74	4
Definition	73	1
Form of Amendments.....	74	3
How Invoked	73	2
Method of Voting and Returns	75	6
Publication of Proposed Amendments.....	74	5
Publication of Votes and Amendments.....	75	7
Resubmission.....	76	10
Special Meeting of Committee on Law.....	75	8
When in Effect.....	76	9
RETIRED AND EXEMPT MEMBERS		
AND LIFE MEMBERSHIP		
CARDS – Article H.....	126	
50-Year Life Membership Gold Card.....	127	3
Dues for Retired Members.....	126	1
Exemption Cards	127	2
REVENUE OF THE GRAND		
LODGE – Article XII.....	56	
Assessments	56	2
Source of Revenue.....	56	1
REVISION OF THE CONSTITUTION		
BY CONVENTION – Article XIX. .	77	
Acceptance or Rejection of Proposed Amendments.....	78	3

	Page	Section
Compensation of Committee on Law.....	79	5
Compiling of Constitution	78	4
Meeting and Report of Committee on Law and Submission of Proposed Amendments to the Convention	77	2
Proposed Amendments	77	1
RULES OF ORDER.....	94	
SALARIES – Article IX.....	49	
SPECIAL LEVIES – Article F.....	123	
Failure to Pay Special Levies and Fines	123	1
STRIKES – Article XVI.....	63	
Approval of Strike	63	1
Declaring Off a Strike.....	65	4
Deduction for Arrearages	69	10
Handling of Forms and Reports.....	64	3
Handling Unfair Work.....	65	5
Method of Declaring Strike	63	2
Method of Payment	68	9
Organizing Fund.....	68	8
Strike Fund Strike Benefits.....	66	6
Strike Stamps.....	70	11
William W. Winpisinger Education and Technology Center.....	67	7
UNDELEGATED AUTHORITY AND POWER – Article XX.....	80	
Debate	95	5
For Local Lodges.....	94	3
Membership Bill of Rights	80	2
Motion	94	4
Privilege Questions.....	96	6
Reservations	80	1

UNEMPLOYMENT STAMPS

- <i>Article G</i>	<i>124</i>	
Conditions of Issue	124	3
Eligibility.....	124	2
Purpose.....	124	1
Violations	125	4

CHRONOLOGY OF THE GRAND LODGE CONSTITUTION

Original Constitution adopted in May, 1889, in Atlanta, GA at the 1st Convention of the United Machinists and Mechanical Engineers of America, at which time the name of the organization was changed to National Association of Machinists.

Revised by the 2nd Convention in May, 1890, in Louisville, KY.

Revised by the 3rd Convention in May, 1891 in Pittsburgh, PA, at which time the name of the organization was changed to International Association of Machinists.

Revised by the 4th Convention in May, 1892 in Chicago, IL.

Revised by the 5th Convention in May, 1893 in Indianapolis, IN.

Revised by the 6th Convention in May, 1895 in Cincinnati, OH.

Revised by the 7th Convention in May, 1897 in Kansas City, MO.

Revised by the 8th Convention in May, 1899 in Buffalo, NY.

Revised by the 9th Convention in June, 1901 in Toronto, Ont., Can.

Revised by the 10th Convention in May, 1903 in Milwaukee, WI.

Revised by the 11th Convention in Sept., 1905 in Boston, MA.

Revised by the 12th Convention in Sept., 1907 in St. Louis, MO.

Revised by the 13th Convention in Sept., 1909 in Denver, CO.

Revised by the 14th Convention in Sept. 1911 in Davenport, IA.

Revised by referendum vote in Oct. 1913.

Revised by referendum vote in Aug. 1915

Revised by the 15th Convention in June-July, 1916 in Baltimore, MD and adopted by referendum vote in Oct., 1916.

Revised by referendum vote in Jan., 1917.

Revised by referendum vote in July, 1917.

Revised by referendum vote in Jan., 1918.

Revised by referendum vote in Sept., 1918.

Revised by referendum vote in July, 1919.

Revised by referendum vote in Jan., 1920.

Revised by the 16th Convention in Sept., 1920 in Rochester, NY and adopted by referendum vote in Sept., 1920.

Revised by referendum vote in July, 1922.

Revised by the 17th Convention in Sept., 1924 in Detroit, MI and adopted by referendum vote in Nov., 1924.

Revised by referendum vote in July, 1926.

Revised by the 18th Convention in Sept., 1928 in Atlanta, GA and adopted by referendum vote in Nov., 1928.

Revised by referendum vote in July, 1930.

Revised by referendum vote in Oct., 1932.

Revised by referendum vote in Jan., 1933.

Revised by the 19th Convention in Sept., 1936 in Milwaukee, WI and adopted by referendum vote in Dec., 1936.

Revised by the 20th Convention in Sept., 1940 in Cleveland, OH and adopted by referendum vote in Dec., 1940.

Revised by referendum vote in Jan., 1942

Revised by the 21st Convention in Oct.-Nov., 1945 in New York, NY and adopted by referendum vote in Jan., 1946.

Revised by the 22nd Convention in Sept., 1948 in Grand Rapids, MI and adopted by referendum vote in Dec., 1948.

Revised by referendum vote in Jan., 1950.

Revised by the 23rd Convention in Sept., 1952 in Kansas City, MO and adopted by referendum votes in Nov., 1952 and Jan., 1953.

Revised by referendum vote in Jan., 1954.

Revised by the 24th Convention in Sept., 1956 in San Francisco, CA and adopted by referendum vote in Nov., 1956.

Revised by referendum vote in Feb., 1958.

Revised by the 25th Convention in Sept., 1960 in St. Louis, MO and adopted by referendum vote in Nov., 1960 and special referendum vote in Dec., 1961.

Revised by the 26th Convention in Sept., 1964 in Miami Beach, FL at which time the name of the organization was changed to International Association of Machinists and Aerospace Workers, and adopted by referendum vote in Nov., 1964.

Revised by referendum vote in Jan., 1966.

Revised by referendum vote in Jan., 1967.

Revised by the 27th Convention in Sept., 1968 in Chicago, IL.

Revised by referendum vote in Jan., 1970.

Revised by the 28th Convention in Sept., 1972 in Los Angeles, CA.

Revised by referendum vote in Jan., 1974.

Revised by the 29th Convention in Sept., 1976 in Hollywood, FL.

Revised by the 30th Convention in Sept., 1980 in Cincinnati, OH.

Revised by the 31st Convention in Sept., 1984 in Seattle, WA.

Revised by the 32nd Convention in April-May, 1988 in Atlanta, GA.

Revised by the 33rd Convention in Sept.-Oct., 1992 in Montreal, PQ, Can.

Revised by the 34th Convention in Sept., 1996 in Chicago, IL.

Revised by the 35th Convention in Sept., 2000 in San Francisco, CA.

Revised by the 36th Convention in Sept., 2004 in Cincinnati, OH.

Revised by the 37th Convention in Sept., 2008 in Orlando, FL.

Revised by the 38th Convention in Sept., 2012 in Toronto, ON, Can.

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