

BAY AREA FREELANCE ASSOCIATION

I.A.T.S.E. Local 119

**Television Technicians and Production Personnel
Of Northern California**

Est. 1993 / 2002

International Alliance of Theatrical Stage Employees

Moving Picture Technicians, Artists and Allied Crafts

Of the United States: its Territories and Canada

A.F.L.-C.I.O.



CONSTITUTION and BY-LAWS

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PLEDGE

I, the undersigned, as a condition of my membership in BAFA / Local No.119 and in the International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists and Allied Crafts of the United States, its territories and Canada, do solemnly pledge myself to accept and abide by the provisions of the Constitution and By-Laws of this Local and of the Alliance, as now in force and as hereafter legally amended, and hereby express my consent to be governed thereby in the conduct of my trade and in my relationship with this Local and the Alliance. I solemnly pledge myself not to resort to legal proceedings against this Local and the Alliance for any grievance, but first to seek my remedies within this Local and the Alliance, before resorting to any other tribunals.

Signature of Member

Bay Area Freelance Association

I.A.T.S.E. Local No. 119

INSTALLATION OF OFFICERS

I, (Full name), do hereby pledge my word of honor to perform the duties of my office as set forth in the constitution and by-laws of this union to the best of my ability and to bear true allegiance to the international alliance. At the close of my official term, I solemnly promise that I shall deliver to my successor in office all books, paper and property of this union and of the international alliance which may be in my possession. To these promises I pledge you my word, fully realizing that to violate this pledge is to stamp me a person unworthy of trust.

(Installing Officer): You have obligated yourself to faithfully and to the best of your ability discharge the duties of your office. You will now proceed to your station and perform the duties of that office and so conduct yourself as to be worthy of the trust reposed in you.

CONSTITUTION

ARTICLE I

Name, Affiliation and Jurisdiction

Section 1. The name of this organization shall be Bay Area Freelance Association / Local Union No. 119, International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its territories and Canada, AFL-CIO (hereinafter called the "Local").

Section 2. This Local has been established and exists by virtue of a Charter issued by the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its territories and Canada, AFL-CIO (hereinafter called the "Alliance" or "International") and pursuant to the Constitution and By-Laws of the International.

Section 3. Jurisdiction of this Local shall embrace the jurisdiction set forth in the Charter granted, and thereafter amended, and as more fully defined in Article XVIII, Section 9 and 10 of the International Constitution.

(In this Constitution and By — Laws, wherever the masculine pronoun appears, it includes the feminine pronoun.)

ARTICLE II

Objects

Section 1. This Local is dedicated to the principles of trade unionism. Its objects are to unite all workers within its jurisdiction for the following purposes:

(a) To improve their wages and hours of work, to increase their job Security and to better their working conditions.

(b) To advance their economic, social and cultural interests.

(c) To establish peaceful and harmonious relations between its members and their employers, and to increase the stability of the industry.

(d) To promote and support democracy and free trade unionism.

(e) To engage in such other activities as may be necessary or proper to strengthen the labor movement and to extend the process of collective bargaining throughout all trades and industries.

Section. 2. This Local shall endeavor to accomplish the foregoing purposes by organizing the unorganized, educating its membership, negotiating collective bargaining agreements with employers, Securing progressive legislation, and by all other appropriate means within the International.

ARTICLE III

Membership

Section 1. QUALIFICATIONS FOR MEMBERSHIP

(a) No person shall be eligible either to membership or to retain membership in this Local who shall be a member of any organization having for its aim or purpose the overthrow, by force, of the Constitution and Government of the United States or Canada.

(b) Any member who shall, upon trial, be found to lack any of the qualifications for membership in this Local, shall forthwith be expelled and shall surrender all rights and privileges as such member, including death benefits and other property rights, if any, in the assets of this Union; and any member, so expelled, shall be subject to rules regarding reinstatement.

(c) Any person applying for membership in this Local must be of good moral character and reputation, and unless waived by the International for proper cause upon application by the Local, must be a resident for at least 18 months within its jurisdiction.

(d) Such applicant shall be of legal age to engage in gainful employment within the jurisdiction of this Local.

(e) There shall be no discrimination against any person in respect to membership in this Local by reason of race, color, creed, national origin, sex, age or sexual orientation.

Section 2. APPLICATION FOR MEMBERSHIP

(a) Every application for membership must be made upon the official printed form supplied by the International to the Local.

(b) The endorsement of the application by the General Secretary-Treasurer of the International must be obtained before any action is taken by the Local upon the admission of the applicant, and if endorsement is refused the applicant shall be rejected.

(c) Each application blank must be accompanied by \$500.00 initiation fee for all crafts except Utility and Board Shows, which shall be \$250.00 (to be returned if application is

rejected), and such processing fee as may be determined by the General Office. Utility and Board Show Operators will pay the full amount upon moving into other positions within the Local. This processing fee is not returnable.

(d) Any applicant who is guilty of making false statements upon the application blank shall, if admitted to membership, be expelled upon conviction and shall be thereafter denied admission to membership in this Local. Any initiation fee paid by such member shall be forfeited upon expulsion.

Section 3. EXAMINATION OF APPLICANTS

Applicants for membership may, if so decided by the Body, be required to pass satisfactory examination as to competency and qualifications. If required, such examination shall be before a Board of Examiners, consisting of or appointed by the Executive Board, and the examination shall be uniform for all applicants. The approval of the Board of Examiners is essential before further action is taken.

ARTICLE IV

Headquarters

There shall be headquarters and main office of this Local only if deemed necessary by the membership. Said headquarters and main office would be within the Local's jurisdiction.

ARTICLE V

Government

Section 1. SUPREME LAW

The International Constitution and By-Laws, as well as this Constitution and By-Laws, shall be the supreme law of this Local.

Section 2. MEMBERSHIP MEETINGS

- (a) Regular membership meetings shall be held quarterly.
- (b) All members shall be notified in writing prior to the date of the meeting.
- (c) Special meetings shall be called by the President or any three (3) members of the Executive Board, or upon written petition of no less than 10% of the membership, and no business, other than that for which such meeting is called, shall be conducted thereat.

(d) A quorum of 10% of the membership in good standing plus two officers is required to open a meeting for the transaction of lawful business.

Section. 3. EXECUTIVE BOARD MEETINGS

The Executive Board shall meet at least once every two months and at such other times as called by the President. A majority of the members of the Board shall have the power to call an Executive Board meeting. All members of the Board shall be notified in advance of such meeting. A majority of the members of the Executive Board shall constitute a quorum.

ARTICLE VI

Nomination and Election of Officers

Section 1. ELECTED OFFICERS AND ELIGIBILITY

There shall be elected to office the following officers, serving three (3) year terms:

- President
- Vice-President
- Business Representative
- Secretary-Treasurer
- Recording Secretary
 - Executive Board - to consist of President, Vice-President, Business Representative, Secretary-Treasurer and the Recording Secretary.
- Sacramento Representative
- Board Show Representative
- Sergeant-at-Arms
 - Board of Trustees -- to consist of three (3) members, the one receiving the highest vote in the election to be declared the Chairman. If vote is a tie, the President shall have the power to appoint the Chairman.
- Delegates to the International Convention shall be elected by a secret ballot vote of the membership.

(a) To be eligible for office, other than as a Delegate, a person must have been a member in good standing in this Local for a period of two years and who is not disqualified from holding office under any applicable Governmental law.

(b) Any member in good standing of this Local shall be eligible to serve as a Delegate.

Section. 2. NOMINATIONS.

(a) All nominations must be made at the regularly scheduled meeting in the month of July.

(b) A quorum at the nomination meeting is not required to proceed with nominations.

(c) After nominations have closed, the President shall appoint an Election Committee, consisting of a Judge to have charge of the proper conduct of the election and two (2) Tellers, none of whom shall be candidates, to assist. This committee shall prepare the ballots and prepare an instruction sheet on how the voters shall mark their ballots.

(d) Members shall be notified by mail of the date, time and place of the meeting at which nominations are to be taken at least fifteen (15) days in advance of such meeting. Such notice shall also state the offices to be filled by election and the manner in which nominations are to be received.

(e) No member shall be permitted to accept nomination for more than one (1) office.

(f) Incumbent officers cannot accept nomination for office other than those they currently hold, without first officially resigning from their incumbent position.

(g) Any member absent at the time of nomination can be nominated officially only if they are notified and accept the nomination.

Section. 3. ELECTION

The election shall be held every three (3) years in the month of August on the designated Election Day. At such elections, there shall be elected the Officers provided for in Article VI, Section 1, of this Constitution and By-Laws.

(a) The Election Committee shall conduct the counting of ballots in the meeting hall of the Local Union or at such other suitable place, as the membership at a Local meeting shall designate.

(b) The voting for all officers shall be conducted by Mail Referendum, not later than fifteen (15) days following the nominations at the regular membership meeting in July of the election year. The Election Committee shall mail the above matter no later than fifteen (15) days prior to the date of the election.

(c) The Election Committee shall keep a list of the members to whom ballots have been mailed.

(d) Every member must have a paid up dues card to receive an official Ballot.

(e) The Election Committee shall be empowered to formulate such rules of conduct, as they deem necessary, to preserve order and fairness during casting and counting of ballots.

(f) It shall be the duty of the Secretary-Treasurer of the Local to preserve the ballots and all other records pertaining to the election for a period of one year.

(g) The Election Committee shall provide a post office box for receipt of the ballots.

Section. 4. ELECTION DAY

(a) The Secretary-Treasurer of the Local, in conjunction with the Election Committee, shall procure the tally sheet and the ballot box.

(b) The eligibility of members to vote must be verified.

(c) If the total agrees with the tally, the Election Committee shall then proceed to the official count of the votes for different candidates. The total of each candidate's vote shall be recorded on a recapitulation sheet, which must be signed by the Election Committee members, and delivered to the President at the meeting. The President shall then read the results to the meeting and those candidates who receive the highest number of votes shall be declared elected.

(d) Any candidate shall have the right to have an observer (who must, however, be a member in good standing in the Local) present at the polls and the counting of the ballots.

(e) All reasonable requests of any candidate to distribute campaign literature by mail or otherwise, at the candidate's own expense, to the members in good standing shall be honored.

(f) Every candidate shall have the right once within thirty (30) days prior to the election to inspect (but not to copy) a list containing the names and last known address of all members of this Local who are subject to a collective bargaining agreement requiring membership in this Local as a condition of employment.

(g) Elections shall be conducted by Secret ballot. Proxy voting shall not be permissible.

(h) If absentee balloting is permitted by vote of the membership, the absentee voters shall be given written notice as to the deadline for the receipt by the Local of the absentee ballots. Absentee ballots for nominations and elections must be made available, on written request, to members who are unable to attend the meeting because they are

traveling with a show on a road card or are hospitalized or bedridden. Only those members duly nominated shall be candidates for office (write-in votes for those not duly nominated shall not be counted).

(i) If there is only one candidate for any office, the Secretary-Treasurer shall cast a unanimous ballot for that candidate and same shall dispense with the requirement of a Secret ballot vote for that office.

(j) In any election where no candidate receives 50% +1 vote of the membership voting, a runoff election shall be held between the two candidates receiving the most votes.

Section. 5. INSTALLATION

The officers elected shall be installed in August at a time and place to be determined at the previous regular meeting and shall subscribe and assent to the required pledge before entering upon the duties of their office.

ARTICLE VII

Duties of Officers

Section 1. PRESIDENT

(a) The President shall preside at all meetings of the membership and of the Executive Board and shall at all times conduct same in accordance with this Constitution and by-laws and the standing rules attached hereto. For misconduct during the course of a meeting, a member may be summarily fined in an amount not to exceed \$25 for each separate offense, or at the discretion of the President, may be summarily ejected from the meeting if his or her conduct persists in disrupting the meeting.

(b) In absence of a specific law to govern a given condition the President shall decide the matter in a spirit of fairness and equity, and such ruling shall be enforced unless changed by the Executive Board or the membership.

(c) He shall see that all officers perform their duties as prescribed by the Constitution and by-laws and shall be a member Ex-officio of all committees.

(d) He shall, with the consent of the Executive Board, use all moral and financial aid in enforcing the rules, wage scale and conditions of this Local.

(e) He shall appoint the members of all committees.

(f) If a vacancy should occur during the term of any officer of this Union, the President shall have the power to appoint a member in good standing to take his place temporarily until the vacancy shall have been filled by the membership at a by-election.

(g) The President shall also be empowered to appoint Delegates to such conventions or trade assemblies (other than those named in Article VI, Section 1 hereof) as shall be of interest and importance to this Local.

(h) In the event a vacancy occurs in the office of President, the Vice-President shall succeed to the office of President until the vacancy shall have been filled by the membership at a By-Election.

(i) By-Elections must be held within sixty (60) days after the vacancy was created.

Section. 2. VICE PRESIDENT

In the absence of the President, the Vice-President shall assume all duties of the President. In the absence of the President and Vice-President at a meeting, the attending members of the Executive Board shall select an officer of the Local to act as presiding officer.

Section. 3. BUSINESS REPRESENTATIVE

(a) The Business Representative shall assist employers in hiring members, according to the established dispatch rules, when appropriate and consistent with applicable law, when called upon to do so. He shall keep a correct list of all work given out, as well as a list of the unemployed.

(b) He shall report to the Executive Board all alleged violations by members of the laws of the Local.

(c) He shall perform such duties as ordered by the membership or by the Executive Board between membership meetings. He shall have full charge of the office of this Union, represent the Local in all dealings with employers, but shall at all times be under the supervision of the Executive Board.

(d) He shall be a member, ex-officio, of all negotiating committees. Contracts negotiated by any such committee shall be subject to ratification of the membership unless the membership has in advance empowered the Committee to conclude the contract without ratification.

(e) He shall, subject to approval of the Executive Board, hire clerical and representative staff, and retain legal counsel and other professionals, where appropriate.

Section. 4. SECRETARY-TREASURER

(a) It shall be the duty of the Secretary-Treasurer to keep a true and accurate record of all income and disbursements and all assets and liabilities of this Union.

(b) He shall deposit all money in a bank approved by the Executive Board, same to be in the name of the Local, subject to withdrawal by checks signed by himself and the President.

(c) He shall collect, all dues, fines and assessments from the members and shall report quarterly to the meeting the standing of all members.

(d) He shall report to the Executive Board all alleged violations by members of the laws of the Local.

(e) He shall perform such duties as ordered by the membership or by the Executive Board between membership meetings.

(f) He shall deliver to the Chairman of the Board of Trustees for auditing purposes all books and papers in his possession and shall attend such auditing meetings.

Section. 5. RECORDING SECRETARY

(a) It shall be the duty of the Recording Secretary to attend all meetings of the membership and of the Executive Board and, when required, of committees. He shall keep minutes, but not necessarily verbatim, of the proceedings of such meetings in a book provided for such purposes. He shall keep a duplicate copy of all correspondence and shall keep the seal in his possession.

(b) He shall provide a duplicate copy of the minutes to the President, Vice-President, Business Representative and the Secretary-Treasurer prior to the next meeting.

Section. 6. EXECUTIVE BOARD

(a) The Executive Board shall investigate all complaints of members and decide, if possible, upon all questions in dispute between employer and employee, accepting any honorable means toward an amicable settlement that may be deemed essential to the best interests of this organization.

(b) The Executive Board shall decide upon all matters referred to them by the membership and their decision shall be binding unless reversed by a majority vote of the members present at a regular or special meeting of the Local.

(c) The Executive Board shall act as a trial board of this Local unless the member elects to be tried at an open meeting as provided in Article XII, Section 14 hereof. They shall have the power to summon as a witness any members and those failing to answer may be adjudged in contempt and penalized for same by fine or suspension.

(d) The Executive Board shall supervise the affairs, membership, business and activities of the Local, including but not limited to the activities of the Business Representative and Secretary-Treasurer as set forth above. The Executive Board shall be vested with

complete authority necessary for the government of this Local, subject to this Constitution and By-Laws and that of the International.

(e) The Executive Board shall determine, guided by the principles of equity and fairness, and consistent with their fiduciary duty to the Local, hardship claims by members seeking relief, in whole or in part, through forgiveness, delayed payment, or otherwise, from their fees, dues and/or assessment obligations.

Section. 7. SACRAMENTO REPRESENTATIVE

The Sacramento Representative shall be in charge of disseminating all Local information to his constituents, collecting all information regarding his constituents and providing that information to the Executive Board.

He shall be in communication with the Labor Council of Sacramento County and/or select a member in good standing to attend and report on any meetings.

Section. 8. BOARD SHOW REPRESENTATIVE

The Board Show Representative shall be in charge of disseminating all Local information to his constituents, collecting all information regarding his constituents and providing that information to the Executive Board.

He shall work closely with the Business Representative to negotiate contracts with the various Arenas and Stadiums for the "In-house" shows. He shall work on any training or apprentice committees.

Section. 9. SERGEANT-AT-ARMS

It shall be the duty of the Sergeant-at-Arms to be present at all membership meetings and see that none but members enter the meeting hall and carry out such instructions as are given to him by the presiding officer.

He shall abide by and enforce Parliamentary procedure, as outlined in the "Standing Rules" at any and all sanctioned meetings.

Section. 10. BOARD OF TRUSTEES

The books of this Union must be audited every six (6) months by the Board of Trustees, who will make a detailed report of their finding at the next regular meeting. The Board of Trustees is charged with responsibility of seeing to it that any officers and employees of this Union who handle its funds and property are bonded to the extent and in the amount and form required by law. The expense of such bonds shall be borne by the Local. The Board of Trustees shall also be responsible for seeing to it that all books and records of the Local, used as the basis for preparing reports required by law to be filed with the

Government, are preserved for at least five (5) years from the dates such reports were filed.

Section. 11. DELEGATES TO INTERNATIONAL CONVENTION

The Delegates shall perform their duties as prescribed by the Constitution and By-laws of the International Alliance and report thereon at the next regular meeting following the Convention.

Section. 12. OTHER DELEGATES

Other delegates shall attend meetings of the Bodies or Conventions to which they are accredited and shall report thereon to the membership at the next regular meeting.

Section. 13. COMPENSATION OF OFFICERS

The designation of those officers to be compensated for their services and the amount of compensation they are to be paid shall be determined by majority vote of the membership at the regular meeting at which nominations for office is held, and once fixed, shall not be reduced during the term of office. Any proposed increase during the term of office of the compensation so fixed shall require a two-thirds favorable vote by Secret ballot of the members present at a special meeting.

ARTICLE VIII

Transfer and Reinstatement

Section 1. TRANSFER

Any member of another Local of this Alliance wishing to transfer his membership to this Local shall present his application as a new member together with a transfer card from the union of which he was a member.

Section. 2. REINSTATEMENT OF MEMBERS

Any member who has been suspended from membership shall be required to pay a reinstatement fee of \$250.00 together with all financial obligations that may have accrued against him during the period of his suspension. Any member who has been expelled shall be required to make application as a new member, and shall be governed by all conditions pertaining to same. Any member who has taken an honorary withdrawal shall

be responsible for basic dues accrued for a period TBD in order to be reinstated as a member in good standing.

ARTICLE IX

Revenues

Section 1. SPECIAL ASSESSMENTS

If at any time the Executive Board deems it necessary to acquire additional revenue, for the best interest of the Union, it shall recommend to the membership a special assessment. The special assessment shall be subject to the approval of the membership by secret ballot vote.

Section. 2. INVESTMENTS

The Executive Board, subject to the approval of the membership, shall be permitted to invest the surplus money of this Local in United States or Canadian Government bonds or other Government Securities.

Section. 3. OUT-OF-TOWN MEMBERS

Members of other Locals of the Alliance working in the jurisdiction of this Local shall pay the same percentage of weekly earnings, to this Local, as the regular members of this Local may be required to pay but they shall not be required to pay Quarterly Dues to this Local.

Section. 4. AUTHORITY TO EXPEND FUNDS

The funds of this Local shall be used to defray the proper operating expenses provided for herein and for other legitimate purposes to accomplish the objects of the Local. There shall be a limit on monies collected, as determined by the membership.

Section. 5. OFFICERS COMPENSATION

Officers of the Executive Board shall be compensated by having their quarterly dues paid out of the BAFA / IA 119 Treasury. In addition, the following officers shall be compensated as such:

President	\$ 1000 / month
Vice President	\$ 500 / mo.
Business Representative	\$ 1500 / mo.
Secretary-Treasurer	\$ 700 /mo.
Recording Secretary	\$ 500 / mo.

ARTICLE X

Good Standing

(a) Members in good standing of this Local shall enjoy all rights, privileges and benefits of this Constitution and By-Laws.

(b) Failure on the part of any member to pay any financial obligation to this Local within forty five (45) days after same became payable shall result in such member being automatically declared not in good standing. A member not in good standing shall be deprived of the right to hold office, to attend meetings and to vote. If such default continues for a period of more than six months from the date that the financial obligation first became payable and should the member fail to pay up in full his indebtedness within 10 days after written notice by certified mail of his default has been sent to him (such written notice to specify the amount due and how such amount was arrived at), the member shall be deemed automatically expelled unless prior thereto, he has been granted an extension of time to pay by the Executive Board or a vote of the membership.

(c) The term "In Good Standing" as used in this Constitution and By-Laws shall be construed to mean that the member has fully complied with all his obligations to the Local not only financially but in all other regards.

(d) Payment of any financial obligation due by a member to the Local shall be enforceable by fine, suspension or expulsion and, in addition thereto, by resort to court action. The Local may also seek to have a dues delinquent member terminated from his employment, if otherwise authorized and lawful to do so. If court action is required, the delinquent member shall also be liable to the Local for reasonable legal fees and other expenses incurred by it in connection with the suit.

ARTICLE XI

Impeachment of Officers & Discipline of Members

Refer to International Constitution and By-Laws, Article XVI

ARTICLE XII

Appeals

Section 1. RIGHT OF APPEAL

Any member aggrieved by the decision, rule, regulation, order or any other act or omission or mandate of an officer or the Executive Board of this Local may, after exhausting his remedies within the Local by appeal to the membership, appeal his case in the following order: (1) from the decision of the membership of the Local to the International President of this Alliance; (2) from the decision of the International President to the General Executive Board; (3) from the ruling of the General Executive Board to the Alliance in convention assembled and the latter body shall be the tribunal of ultimate judgment. However, in the interim, rulings of any proper tribunal of this Local or the Alliance shall be enforced pending disposal of appeal, unless a stay of the decision has, upon application, been granted. All appeals by a member to the membership of the Local must be heard within sixty (60) days of the date the appeal was filed or the member may appeal directly to the International President.

Section. 2. TIME ALLOWED FOR FILING

Appeals shall be cognizable only if filed within thirty (30) days after the decision appealed from.

Section. 3. MUST BE IN WRITING

All appeals to the International must be in writing, setting forth those facts, which the appellant shall consider entitle him to a reversal of the ruling, and signed by the appellant.

Section. 4. COPY OF APPEAL

When an appeal is taken to the International President from the decision of the Local, a copy of the appeal shall be filed with the Secretary-Treasurer of the Local. Within two weeks the Local shall forward to the International President all the records in the case. If the appeal involves a determination made after trial of charges against a member or officer, the records in the case shall include the sworn charges and the transcript of testimony or if a tape recording was made, the original unedited tape recording and a typewritten transcript thereof, the findings and sentence, and any additional matters of evidence on record. The correctness of the transcript or of the tape recording and stenographic transcript thereof and the record shall be certified by the Local under the

appropriate seal. The Local shall also answer to the appeal, setting forth reasons in support of its decision, and serve a copy of the answer on the appellant.

Section. 5. DECISIONS CONCLUSIVE

The members of the Local shall submit all their rights within the Local and the Alliance first to the determinations of their proper tribunals.

Section. 6. EXHAUSTING INTERNAL REMEDIES

The members further consent to be disciplined in the manner provided by this Constitution and By-Laws, and under no circumstances to resort to outside tribunals until all the remedies therein provided shall have been exhausted.

ARTICLE XIII

Permanency

This Local shall not dissolve itself while there are fifty percent (50%) dissenting members, nor shall this article of the Constitution be subjected to any alteration or amendment whatsoever.

ARTICLE XIV

Altering or Amending the Constitution

Alterations or amendments to this Constitution shall be made in written resolution form and have three readings at three consecutive regular meetings where a quorum is present, at the last of which same must receive the favorable vote of at least two-thirds of the members present. No such alteration or amendment shall, however, be effective until it is endorsed by the International President.

RULES OF ORDER

Order of Business

1. Opening of the meeting.
2. Roll call of officers.
3. Reading of the minutes of previous meeting.
4. Treasurer's Report.
5. Reading of communications and bills.
6. Recess for payment of dues, etc.
7. Reports of committees.
8. Unfinished business.
9. New business.
10. Good and welfare.
11. Announcement of receipts of the meeting.
12. Closing of the meeting.

BY-LAWS

Section 1. DUES AND INITIATION FEES

(a) The Dues payable by each member shall be the actual cost of stamps due to the International per Quarter, plus \$12.00 to the Local, payable in advance, plus 1.75% of the gross earnings of members from work under the Local's jurisdiction. The initiation fee shall be \$500.00 for all crafts except Board Show Operators and Utility workers who shall pay \$250.00, but may be reduced or waived by vote of the membership for organizational purposes.

(b) Board Show and Utility workers who wish to upgrade to another craft shall pay the remaining \$250.00 to do so.

(c) Members at least 65 years of age with 25 years of membership in the Alliance may at their option be declared Retired Members provided they fully cease employment under the local's jurisdiction or under the jurisdiction of any other affiliated IATSE local or the International. Retired Members shall have voice but no vote at Union meetings and shall not be eligible to hold office.

Section. 2. INCREASE IN DUES

The amount of dues provided for herein shall not be increased nor shall any special assessment be levied or increased unless approved upon Secret ballot by a majority vote of the members in good standing present at a regular or special meeting, written notice of which has been mailed to the members at least fifteen (15) days in advance

Section. 3. DISHONESTY, DRUGS OR DRUNKENNESS

Any member dismissed from his position for dishonesty, being under the influence of illegal drugs or drunkenness, upon being found guilty thereof, shall be fined no less than \$25.00.

Section. 4. MEMBERS OF COMMITTEES

Any member of a committee who shall refuse or neglect to perform his duty shall be removed by the Chairman.

Section. 5. SUMMONS

Any member who is summoned to appear at a meeting of the membership, the Executive Board or a legally appointed committee of the Local and fails to appear, after receiving due notice of same, shall be penalized to such an extent as the Local may see fit, after fair trial.

Section. 6. ADDRESS OF MEMBERS

Any member, on changing his residence, shall notify the Secretary-Treasurer immediately. Any notice sent to the last address as shown on the books of this Local shall be deemed legal and sufficient notice.

Section. 7. DONATION OF SERVICES

No member shall be permitted to donate his services gratis except by permission of the Business Representative under penalty of a fine.

Section. 8. MEMBERS DOUBLING UP

Members desiring to double up or work two shifts on any job or jobs under the jurisdiction of the local must obtain the consent of the Business Representative or be subject to charges.

Section. 9. CONDUCT UNBECOMING A MEMBER

Conduct unbecoming a member or that which is contrary to trade Unionism, or that which would bring discredit to this Local or the Alliance, shall be an offense against this Local, and upon being found guilty thereof after trial, the offending member shall be liable to such penalty as the Local may see fit.

Section. 10. ALTERATION OF BY-LAWS

No portion of these laws may be suspended, but may be amended or altered by a resolution approved by a majority of the members present at a regular or special meeting after the members have been properly notified. All changes must be approved by the International President.

THIS CONSTITUTION AND BY-LAWS PRINTED

_____, 20_____

**ENDORSED BY THE INTERNATIONAL ALLIANCE OF THEATRICAL
STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND
ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND
CANADA.**

ON THE DATE OF _____, 20_____

BY _____

ITS _____

STANDING RULES

1. No business shall be taken up except in the order prescribed, unless on motion, such irregularities shall be sanctioned by a majority of the members present.
2. No motion shall be received or laid before this Union, unless moved by two members, nor open for discussion until stated by the presiding officer. When a question is before the Union, no other motions shall be in order, except, first to adjourn; Second, to lay on the table; third, the previous question; fourth, to post-pone; fifth, to refer; sixth, to amend; which motions shall take precedence in the order in which they are arranged. The first three shall be decided without debate, unless it is proposed to postpone to a definite period, in which case it shall be debatable.
3. Resolutions, amendments to the Constitution and By-Laws and charges against officers and members, must in all cases be presented in writing, otherwise they shall not be considered.
4. The mover of any verbal proposition shall, upon the request of the chair, or two or more members, reduce it to writing.
5. Any member entitled to a vote may move for a division of the question when the sense of the same will admit it.
6. A motion to reconsider any former motion or vote shall only be made and seconded by members who voted in the majority.
7. When the reading of any paper is called for and objected to, the question shall be decided by vote.
8. A division of this Union shall be taken on any question, and recorded at the request of five members.

9. When members speak, they shall rise and address the presiding officer, confining themselves strictly to the merits of the question under consideration. A member shall not be interrupted while speaking, unless by the presiding officer, who may call to order, or admonish to a closer adherence to the subject, and to avoid all personalities. Nor shall a member be allowed to speak more than twice on the same subject without the permission of the presiding officer. When two or more members rise at once, the presiding officer shall decide who shall speak first.

10. On the call of five members for the previous question, the President shall put it in this form: "Shall the question be now put?" and until this is decided, it shall preclude all amendments to the main question and further debate shall cease.

11. The officer or member presiding in the absence of the President shall, for the time, possess all the powers and privileges vested in the President by the Constitution and By-Laws of this Union.

12. No subject of a partisan or religious nature shall at any time be admitted.

13. No person who is not a member shall be allowed at any of the meetings without the consent of this Union.

14. In the absence of a standing rule to apply to questions before the Union, recourse shall be had to Roberts Rules of Order.

15. Questions of order shall be decided by the presiding officer, or his designate; but in case of an appeal from his decision, the meeting shall determine without debate.

16. Alcoholic beverages shall not be allowed in headquarters of this Union while the meeting is in session.