

International Association of Machinists and Aerospace Workers



CONSTITUTION

January 1, 2023

GRAND LODGE OFFICERS

**INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS**

International President

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MACHINISTS BUILDING

9000 Machinists Place
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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, 2023.**

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 advocate for quality on-the-job training, such as registered apprenticeships to help employers gain skilled labor.

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 quality and affordable health and welfare programs under which the employee is entitled to their choice of professional services.

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

7. 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.

8. To follow the protocols of the Fair Labor Standards Act (FLSA) including paid overtime; to increase minimum wages; to establish the principle of paid vacations, paid pension and paid health and welfare programs, and extra pay for evening or weekend work and to maintain for our members a cultural standard of living guaranteed by an adequate annual income.

9. 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.

10. To educate and mobilize 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.

11. To urge the membership to vote only for and support candidates who are in favor of this platform and the following political demands: the election of President and Vice President of the United States by a direct popular vote; a National or Federal Health Insurance Law; Fair trade agreements that protect workers rights; quality and affordable healthcare; retirement security benefits; strong labor law reform including protecting the right to organize; paid Family and Medical Leave laws; guaranteed safety in the workplace, hazardous duty pay and laws protecting existing jobs; 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.

12. 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
3 not limited to, any person engaged in or connected
4 with all types of skills, trades, professions, produc-
5 tion, service, transportation, office, clerical, technical
6 and related 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 ac-
9 quired a fundamental knowledge of shaping, sizing,
10 turning, boring, fitting, riveting, the operating of elec-
11 tric, thermic and oxyacetylene welding apparatus and
12 the adjusting of metal parts of machinery of any char-
13 acter, whether such metal be steel, iron, brass, lead,
14 copper, aluminum, duralumin, bronze, or any other
15 substitute used therefore; as well as any person who
16 may have worked at the trade four years either as a
17 vise hand, lathe hand, planer hand, slotting machine
18 hand, shaper hand, milling machine hand, horizontal
19 or vertical boring mill hand, screw machine hand, op-
20 erators of Gisholt, Jones and Lamson and all other tur-
21 ret lathes, and gear cutters and all other machine tools.
22 Floor hands, machine adjusters, millwrights or gen-
23 eral erectors of machinery, jig, die, tool and mold
24 makers, metal pattern makers, diesel oil and electric
25 machinists. The operating of electric, gas and other
26 mechanical cranes and conveyors used in connection
27 with machinists' work. Mechanical chauffeurs who
28 are required to make repairs to their equipment.
29 Sewing and knitting machine adjusters and adjusters

1 of all kinds of automatic, semi-automatic, and self-
2 contained machinery. Fitting together and installing
3 valves of all kinds and flange work on high pressure
4 piping. Automobile, aircraft and moving picture ma-
5 chinery builders, and repairpersons. Technical and
6 clerical employees working in conjunction with the
7 trade, electronic technicians and related classification
8 and machinists' work in the atomic energy and aero-
9 space fields. The making, erecting, assembling, in-
10 stalling, maintaining, repairing or dismantling of all
11 or any parts thereof of all machinery, engines, motors,
12 pumps, diesel, and all other metal power devices, ei-
13 ther transmission, excavating, elevating, shooting or
14 conveying; whether driven by hand, foot, steam, elec-
15 tricity, gas, gasoline, naphtha, benzol, oil, air, water or
16 other power, including all metal appurtenances
17 thereto, composed of steel or iron, whether structural,
18 angle, T, boiler, galvanized, ornamental, cast, mal-
19 leable, bar, tube, pipe, rod, shafting, sheet or plate; or
20 of nickel, bronze, tin, lead, copper, brass, aluminum,
21 babbitt or other metal substitute therefore.

22 The manufacture and installation of all machine
23 tools. The operation of all machines used in the manu-
24 facture 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
34 metal construction and installation.

35 All welding, either oxyacetylene, electric, thermic,
36 unionmelt, atomic-hydrogen, carbon-arc, stud weld-

1 ing resistance, spot and flash welding or any other
2 welding art or process by which work when com-
3 pleted comprises any product or any part of any prod-
4 uct coming within the jurisdiction of the International
5 Association of Machinists and Aerospace Workers, or
6 the building, installation, maintaining, repairing and
7 dismantling by welding or cutting of any structure,
8 plant, refinery, conveyor, crusher, mixer, mill, ma-
9 chine, tank, container or equipment which comes
10 within the jurisdiction of the International Associa-
11 tion of Machinists and Aerospace Workers, including
12 dismantling. All lubricating devices, injectors, and
13 inspirators and parts thereof, and attachments thereto.
14 All devices used in the transmission of power except
15 electric wiring, this to include all line and counter
16 shafting, shaft hangers, sheaves, and pulleys.

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

22 The manufacture, installation and operation of all
23 printing, paper and pulp-making machinery, all brew-
24 ery machinery, including all soakers, pasteurizers,
25 bottle washers, crowning machines, bottle-filling de-
26 vices and conveyors, all factory, mill and laundry ma-
27 chinery.

28 The manufacture, testing and repair of all elec-
29 tronic and/or mechanical counting, recording and
30 correspondence devices, such as: cash registers, type-
31 writers, adding machines, sealing and addressing de-
32 vices, and all other office machinery, including the
33 testing of complete units or component units, used in
34 conjunction therewith.

35 The manufacture, assembly, testing, installation,
36 repair and maintenance of electrical household appli-

1 ances, electronic equipment and guidance system as
2 used on aircraft, missiles and/or space vehicles, com-
3 puters, and any other electric device or component
4 hereof, used to control, regulate or guide mechanical
5 equipment of any kind.

6 The manufacture, testing, assembly, repair, main-
7 tenance and testing of electrical components and re-
8 lated accessories, which include such units as induc-
9 tors, transformers, resistors, condensers, capacitors,
10 switches, relays and electronic testing equipment
11 now in common use, or developed in the future to ac-
12 complish these tasks.

13 The manufacture, repairing and maintaining of,
14 and performing of all other related jobs thereto on all
15 automobiles, trucks, busses, tractors, firearms, fire
16 engines, locomotives, hydroplanes and airplanes, in-
17 cluding all crafts and classes of air transport employ-
18 ees, agriculture machinery and mining machinery,
19 rock drills and pneumatic devices used as hand tools
20 or for the transmission of power. The manufacture,
21 installation, repairing and servicing of all ice making
22 and refrigerating machinery. The manufacture and in-
23 stallation of all abattoir, bakery and confectionery
24 machinery, textile, carding and gin machinery, refin-
25 ing machinery, and machinery used in reducing
26 plants, rock-crushing and quarry machinery, concrete
27 mixers and cement mill machinery, rolling mill and
28 steel converting machinery, loading and unloading
29 machinery and traveling roadways.

30 The manufacturing, installation, repairing and op-
31 erating of all machines making malt, cans, nails, pot-
32 tery, horseshoes, brick, shoes, hats, clothing, pianos,
33 organs, musical and surgical instruments, tobacco,
34 cigarettes and cigars, flour, cereals and all other prod-
35 ucts where mechanical devices are necessary for the
36 making.

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

6 The inspection of all machinery, ordnance, and en-
7 gines, including locomotives, and the operating of all
8 power machinery.

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

11 And all work connected with dynamometer cars,
12 and building, repairing, setting up, inspecting and
13 maintaining of all classes of scales.

14 The operation and repairing of towing and coaling
15 machinery in the Panama Canal Zone.

Marine Work

16 All marine work as follows:

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

21 The removing and replacing of the rudder, pro-
22 peller shaft and propeller wheel and the placing of all
23 deck fittings and mast fittings, including mast head-
24 lights.

25 The installing and repairing of all condensers,
26 evaporators, feed-water eaters, overhauling and re-
27 pairing of all valves, either steam, water, air, gas, oil,
28 or other liquids and strainers attached to hull.

29 The installation of all pipes, pipe hangers, valves, and
30 fittings for engines, boilers, ice machines, evaporator
31 plants, telemotors, air compressors, and power pumps.

32 The installation of deck operating gear for all
33 valves.

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

3 The bending, threading and installing of tubes in
4 boilers in which threaded tubes are used.

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

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

9 The installation of all tubes in oil heaters and cool-
10 ers, except those under jurisdiction of the copper-
11 smiths.

12 The installation of all gratings, ladders and
13 handrails, port lights, ventilator operating gear and
14 watertight doors.

Electric and Internal Combustion Engines and Cars

15 The building, installing, inspecting, adjusting,
16 maintaining, removing and overhauling of pan-
17 tographs and trolley poles, including the building of
18 pantograph shoes and replacement of same whether
19 the pantograph is on or off locomotive and the chang-
20 ing of insulated support brackets; lathe and other ma-
21 chinists' work in connection with construction of
22 pantographs.

23 The assembling, installing, inspecting, maintain-
24 ing, removing and overhauling of all parts of the
25 main and braking controllers with the exception of
26 insulating materials, leads and wires.

27 The removing, dismantling, overhauling, assem-
28 bling, installing, inspecting and maintaining of all air
29 cylinders, magnet valves, cam shafts, bearings,
30 rollers, castings, adjustment springs and metal hous-
31 ings used in the construction and operation of re-
32 verser switches, series parallel switches, transfer
33 switches, group switches and contactors.

1 The assembling, installing, inspecting and
2 maintaining of all mechanical parts of main and aux-
3 iliary switches and ground switches.

4 The assembling, installing, maintaining, inspecting
5 and overhauling of clutch and gear assembly on
6 motor operated rheostats.

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

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

29 The grinding, filing and repairing of grids and the
30 installing and removing of grid banks, with the ex-
31 ception of making and breaking electrical connec-
32 tions.

33 The removing and installing of electric cab heaters
34 and the removing and applying of covers to same
35 where they are retained by cap screws or tap bolts;
36 the removing and installing of headlights, headlight

- 1 cages, lamp and flagstaff brackets and supports, eave
2 guards and handrails.
- 3 Side rods, main rod, knuckle and driving pin work.
- 4 Driving brake and spring rigging work. Fitting up
5 and repairs to driving and truck boxes, including re-
6 placing of brasses.
- 7 Examining, repairing and aligning jack shafts. Re-
8 fitting jack shaft collars and jack shaft casing. Re-
9 pairing and maintaining air brake equipment and air
10 compressors.
- 11 Drilling, driving and truck wheels, by use of ratch-
12 ets or portable motors for hub liners. Applying driv-
13 ing and truck wheel hub liners. Driving and truck
14 wheel tire work. Drilling, reaming and tapping holes
15 in cabs and frames for bolts and parts.
- 16 Turning and dressing journals, and all frame and
17 truck work, including stripping and rebuilding.
- 18 Removing and replacing main motors, including
19 gears and bearings, and shifting gears.
- 20 Machinists' work in connection with raising cab,
21 running out and replacing trucks and lowering cab.
22 Mallet coupler device between units.
- 23 Removing and replacing circulating pump and
24 motor, except pipefitters and electrical work.
- 25 Removing, repairing and replacing work in con-
26 nection with water rheostats, hand pumps and lubri-
27 cators.
- 28 Examining, removing, repairing and replacing
29 bearings.
- 30 Installing and relocating braces, stay rods, oil
31 guards, hand brakes, air ducts, sand boxes and bel-
32 lows under cab.
- 33 Whistle and bell work.
- 34 Installing and maintaining machinists' work in
35 connection with turbine engines, motors, pumps and
36 auxiliaries in powerhouse.

1 Repairs to air hammers, air motors, vise, floor and
2 drop pit work, as well as the handling of work gener-
3 ally recognized as machinists' work.
4 Removing and replacing phase converters.
5 Machinists' work in connection with dismantling
6 of phase converters, such as removal of bolts, parts,
7 bearings caps, bearings and clamps.
8 Machinists' work in connection with assembling
9 phase converters, including detail parts.
10 And all other work on these engines, cars and ma-
11 chines now covered in the general classification in
12 our Constitution.

Other Work

13 All of the foregoing, and in addition thereto any
14 other work which does now, or in the future may, as
15 industries develop, fall within the scope of our juris-
16 diction, or any other industrial or craft work as deter-
17 mined by the Executive Council, shall constitute
18 work coming under the International Association of
19 Machinists and Aerospace Workers, and shall be per-
20 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
10 special 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
14 conferences in any state, territory, or dependency of
15 the United States of America, and Canada.

Government

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

7 It is the obligation and responsibility of every
8 member, officer, L.L., D.L., council, conference, or
9 other subordinate body of the I.A.M. to comply with
10 the provisions of this Constitution and the decisions
11 of the G.L. officers in conformity therewith, and they
12 shall refrain from any conduct which interferes with
13 the performance by the I.A.M. or any of its subordi-
14 nate lodges or bodies of their obligations hereunder
15 or under any other applicable law or contract, or any
16 conduct which defeats or subverts the lawfully de-
17 clared and established policies and objectives of the
18 I.A.M., or which may defame it or any of its officers
19 or members 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 res-
26 olutions, or the established policies of the I.A.M., and
27 must be submitted to the I.P. for examination and
28 necessary revision and approval before becoming ef-
29 fective. Any proposed amendments, revisions, or
30 modifications to such bylaws shall likewise be sub-
31 mitted to the I.P. for examination and necessary revi-
32 sion 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
4 the G.V.Ps.

Eligibility

5 SEC. 5. Any member who advocates dual union-
6 ism or supports movements or organizations inimical
7 to the interests of the I.A.M. or its established laws
8 and 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 in
8 case of an emergency, or after having received the en-
9 dorsement under impression and/or ink stamp seal of at
10 least 20% of all L.Ls., not more than 15 of which are
11 located in any 1 state, province or territory, submit a
12 call for a special convention, and thereupon the G.S.T.
13 shall prepare a ballot and submit the same through the
14 referendum calling for a special convention of the G.L.
15 to convene at such date as seems best to meet the emer-
16 gency. In the event that a majority of those voting, vote
17 in favor of holding a special convention, the E.C. shall,
18 as soon as practicable thereafter, select the city in
19 which said special convention 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-

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

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

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

Election of Delegates

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

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

12 At L.L. options, provisions may be made to open
13 the polls to provide an opportunity for members
14 working irregular shifts to vote.

15 Specific information as to who is entitled to re-
16 ceive an absentee ballot as hereafter provided shall
17 also be communicated to the membership.

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

29 Any member entitled to receive an absentee ballot
30 shall make written request therefore to the R.S. of the
31 L.L. by delivering in person or mailing such request
32 to be received by the R.S. not later than 15 days be-
33 fore the election. Within 5 business days after receipt
34 of any such request, or receipt of printed ballots,

1 whichever is later, the R.S. shall mail the ballot if the
2 records of the L.L. indicate that the applicant is eligi-
3 ble to vote in the election. (In those instances where
4 L.L. membership records are kept and maintained by
5 a D.L. with which such L.L. is affiliated, request for
6 an absentee ballot shall be made to the appropriate
7 D.L. officer.) Members found not to be eligible to
8 vote by absentee ballot will be so notified within 5
9 business days of receipt of their application.

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 of
13 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 thereupon
16 detach such portion of the ballot and then fold and
17 place the upper ballot portion in a plain envelope with-
18 out affixing any signature, number, or other means of
19 identification thereon. After being securely sealed, this
20 plain envelope shall then be placed, together with the
21 detachable stub bearing the name of the member, ad-
22 dress, lodge number and card number, in an outer enve-
23 lope bearing the word "Ballot" on its face. After being
24 securely sealed, this envelope shall then be returned by
25 official government mail to the R.S. of the absentee
26 member's L.L. so that it will be received by or prior to
27 the closing time of the polls specified in the notice of
28 election. The R.S. shall turn over to the inspectors of
29 election all such absentee ballots unopened.

30 L.Ls. organized in May of a convention year may
31 elect delegates and alternate delegates by secret bal-
32 lot during June. L.Ls. chartered on or after June 1 of
33 any convention year are not entitled to representation
34 in the convention.

1 The G.S.T. shall prepare and forward a complete
2 list of all duly elected delegates and alternate dele-
3 gates with their respective addresses to all L.Ls. not
4 less than 30 days prior to the opening of the conven-
5 tion. Except as otherwise specified, all references to
6 days throughout this Constitution shall refer to calen-
7 dar days.

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

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

16 Whenever a special convention of the G.L. has
17 been called, the G.S.T. shall rearrange the dates for
18 the election of delegates, etc., in strict accordance
19 with the provisions of this Art., to meet the emer-
20 gency necessitating the holding of the convention.

Qualifications of Delegates

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

1 G.L., and at the time of nomination and for 6 months
2 prior thereto, working at the trade.

3 The qualification "working at the trade" shall not
4 apply to members who are salaried full-time employ-
5 ees of any L.L., D.L., or G.L., a council, conference,
6 the A.F.L.C.I.O. or the C.L.C., nor shall it apply to
7 members who experienced a layoff during the 6-
8 month period prior thereto, or to members subject to
9 a contested unresolved discharge, or to members who
10 have been unable to obtain employment at the trade
11 because of a strike, lockout, discrimination or tempo-
12 rary disability, or to members who are retired and
13 paying full dues, whether or not they hold a retire-
14 ment card or an exemption card.

15 Whenever the term "good standing" is used with ref-
16 erence to a member in this Constitution, it shall mean
17 any person who has fulfilled the requirements for mem-
18 bership as prescribed herein and who has not voluntar-
19 ily withdrawn therefrom, become ineligible for contin-
20 ued membership, or been suspended or expelled as pro-
21 vided in this Constitution or in the bylaws of subordi-
22 nate lodges approved as required under this Constitu-
23 tion. Members who fail to pay their dues, assessments,
24 or other fees within the periods required by this Consti-
25 tution or the bylaws of the L.L. or D.L. will be subject
26 to automatic cancellation of membership. Members
27 who are not in good standing are not entitled to any
28 voice or vote or participation in any of the affairs of the
29 G.L. or any of its subordinate bodies except as other-
30 wise permitted under this Constitution. Whenever the
31 term "good standing" is used with reference to a L.L.,
32 D.L., council or conference of the I.A.M., it shall mean
33 any such body which is not delinquent in the payment
34 of any per capita tax and fees as prescribed in this Con-

1 stitution or which is not under suspension, and which is
2 otherwise in compliance with all requirements of this
3 Constitution pertaining to such bodies.

Members on Grand Lodge Payroll Not Eligible

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

Delegates' Expenses

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

Credentials Committee

18 SEC. 7. The E.C. shall act as the committee on cre-
19 dentials at all conventions of the G.L. and shall meet
20 within 4 days next preceding the convening of the
21 convention to consider all matters affecting the quali-
22 fications of delegates, including the financial standing
23 of L.Ls. with the G.L., and shall thereafter report its
24 findings 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 a
4 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 prop-
8 erly come before the convention, and shall report their
9 findings and recommendations to the convention as
10 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
14 hotel expenses, for the time engaged prior to the con-
15 vening of the convention and after arrival at the
16 convention city.

Committees

17 SEC. 9. The I.P. shall appoint a committee on
18 rules for each convention of the G.L. All committees
19 necessary for conducting the business of the conven-
20 tion, not otherwise provided for, may be appointed by
21 the E.C., 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. Reading of Convention Code of
25 Conduct.
26 4. Appointment of Rules Committee

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

Parliamentary Laws

9 SEC. 11. The parliamentary law of this G.L. shall
10 be as set forth in this Constitution. Robert's Rules of
11 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. The G.L. officers shall be an International
2 President, a General Secretary-Treasurer and be-
3 tween 5 and 9 General Vice Presidents as determined
4 by the E.C., one of whom shall be from Canada,
5 nominated and elected by the membership of L.Ls.
6 chartered in Canada. The International President and
7 General Secretary-Treasurer shall be nominated and
8 elected by the entire membership; the remaining
9 General Vice Presidents shall be nominated and
10 elected by the membership of all L.Ls. other than
11 those chartered in Canada.

Delegates and Committees

12 SEC. 2. Three delegates to the A.F.L.C.I.O., 1
13 delegate to the C.L.C., and 5 members of the Com-
14 mittee on Law, 1 of whom shall be from Canada,
15 shall be elected concurrently with the G.L. officers,
16 and additional delegates to the A.F.L.C.I.O. shall be
17 assigned in accordance with SEC. 2, Art. IV. The
18 A.F.L.C.I.O. delegates shall be elected only by the
19 membership of all L.Ls. other than those chartered in
20 Canada and the C.L.C. delegate shall be elected by
21 members of L.Ls. chartered in Canada. These dele-
22 gates and committeemembers shall not be consid-
23 ered as G.L. officers.

Qualifications

1 SEC. 3. Candidates for G.L. office, delegates to
2 the A.F.L.C.I.O., delegate to the C.L.C., and the
3 Committee on Law must be members who are and
4 have been in continuous good standing for at least 5
5 years immediately prior to their nomination, free
6 from indebtedness of any nature to any L.L., D.L., or
7 G.L., and otherwise eligible under provisions of ap-
8 plicable civil law; provided, however, that any mem-
9 ber whose dues are subject to withholding by his/her
10 employer for payment to his/her L.L., D.L., or G.L.
11 pursuant to his/her voluntary authorization under a
12 collective bargaining agreement shall not be de-
13 clared ineligible to be a candidate for office by rea-
14 son of alleged delay or default in the payment of
15 such withheld dues; provided, however, that such
16 member is not otherwise delinquent in payment of
17 dues. In addition thereto, they shall qualify under
18 SEC. 5, Art. I.

19 Such candidates must be working at the trade, skill
20 or profession at the time and for 1 year preceding
21 their nomination. Salaried officers or employees of
22 L.Ls., D.Ls., or G.L. and the A.F.L.C.I.O. or C.L.C.
23 are excepted from this provision, provided such em-
24 ployment and other employment at the trade, skill or
25 profession, separately or jointly, has been continuous
26 during the 1 year preceding their nomination. The
27 qualification "working at the trade, skill or profession
28 at the time and for 1 year preceding their nomina-
29 tion," shall not be required of or apply to members
30 who have been unable to obtain employment as a re-
31 sult of a strike, lockout, discrimination, contested,
32 unresolved discharge, or temporary disability.

Endorsement for Nomination

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

9 After the receipt of said circular, a special meeting
10 shall be held on the third Saturday in January from 6
11 am to 8 am, and at 6 pm to 8 pm, of which meeting
12 notice shall be served upon members by the Grand
13 Lodge by mail to their last known address. At such
14 special meeting, L.Ls. may, endorse for nomination
15 1 candidate for I.P., 1 candidate for G.S.T., and 5 can-
16 didates for the Committee on Law. L.Ls. chartered
17 other than in Canada may endorse for nomination
18 candidates for each existing United States G.V.P. po-
19 sition and 3 candidates for A.F.L.C.I.O. delegates.
20 L.Ls. chartered in Canada may endorse for nomina-
21 tion one candidate for G.V.P. and 1 candidate for
22 C.L.C. delegate. Members not able to attend the spe-
23 cial January meeting may nominate by mail if they
24 meet the requirements set out in Art. II. SEC. 3. The
25 G.L. shall provide and tabulate those absentee nomi-
26 nations and so notify the L.L.

27 In the event more than one candidate is nominated
28 for the I.P. or G.S.T. position, or more candidates for
29 the G.V.P. positions than necessary to fill all G.V.P.
30 positions, a special meeting shall be held on the last
31 Saturday in February from 6 am to 8 am, and from 6
32 pm to 8 pm to determine by plurality vote which can-

1 didates shall be nominated from the L.L. On or be-
2 fore Wednesday following the nomination meeting,
3 or the nomination endorsement meeting (if neces-
4 sary), the R.S. of each L.L. shall forward to the
5 G.S.T. by registered or certified mail a correct list of
6 all endorsements for nomination and the offices for
7 which the members are endorsed, together with their
8 lodge numbers and card numbers, upon the forms
9 provided therefore. Locals may not nominate the
10 same person for more than one office.

11 A failure to nominate the required number of eligi-
12 ble candidates shall invalidate the nomination or en-
13 dorsement for that office, committee or delegation.

Filing and Publication of Endorsement

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

Number of Nominees

21 SEC. 6. From the endorsements received from
22 L.Ls that satisfy the requirement of section 7, there
23 shall be selected for each elective position the 2 can-
24 didates receiving the highest number of endorse-
25 ments, and the 2 so selected shall constitute the can-
26 didates 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 25 L.Ls. including endorse-
4 ments in at least three separate territories or divisions,
5 except in Canada with respect to the Canadian G.V.P.
6 position, where the endorsement from 20 L.Ls. with
7 representation from at least 3 different provinces is re-
8 quired. Candidates so notified shall, within 10 days
9 after receipt of notification, inform the G.S.T. by reg-
10 istered or certified mail of their acceptance or declina-
11 tion of the endorsements for nomination, together
12 with a statement that they are duly qualified under the
13 provisions of this Constitution, which statement shall
14 be certified by the S.T. of the L.L. of which the candi-
15 date is a member, or certified by the G.S.T. Candi-
16 dates may run for only one office. Candidates nomi-
17 nated for more than one office must indicate to the
18 G.S.T. which office they intend to accept nomination
19 and which they decline. The G.S.T. shall then adjust
20 the list of nominated candidates to reflect the informa-
21 tion received from the nominated candidates. On fail-
22 ure of candidates to comply with this provision, it
23 shall be the duty of the G.S.T. to strike their names
24 from the list, and to at once notify the candidate or
25 candidates receiving the next greatest number of en-
26 dorsements by 25 or more L.L.s including endorse-
27 ments in at least three separate territories or divisions.

Preparation and Description of Ballots

28 SEC. 8. After the foregoing provisions have been
29 complied with, the G.S.T. shall prepare the mail bal-

1 lots and have printed thereon the names of all eligible
2 candidates, together with the number of the lodges of
3 which they are respectively members, said names to
4 be arranged in order according to the number of en-
5 dorsements received by each candidate for the office
6 stated.

7 One ballot shall be mailed to every eligible mem-
8 ber in good standing with instructions for filling them
9 out and returning them to a P.O. Box secured by the
10 G.S.T.

Qualification to Vote

11 SEC. 9. Only members who are in good standing
12 pursuant to the provisions of this Constitution shall
13 be allowed to vote at any election.

Notification of Election

14 SEC. 10. Not less than 15 days prior to the time
15 when the elections specified in SEC. 8 of this Art. are
16 to be held, notice of the time and location shall be
17 mailed by the G.S.T. to each member qualified to
18 vote at his/her last known home address by letter or
19 by authorized publication by Federal mail.

Representation at Count

20 SEC. 11. Each nominee for I.P. shall, on or before
21 May 1, select a member of the I.A.M. to act as his/her
22 teller. In the event that there is only 1 nominee for
23 I.P., then the 2 candidates for G.S.T. shall select the
24 tellers. The spirit of this SEC. is to be construed that
25 opposing candidates shall have the right to select the

1 tellers in rotation and where a candidate is unop-
2 posed, he/she shall not have the right to select a teller.
3 The 2 tellers thus selected shall employ as a 3rd
4 teller a certified public accountant who shall act as
5 chairperson of the G.L. election tellers and work with
6 the company who prepared the mail ballots to over-
7 see the tallying by electronic means whenever possi-
8 ble. The 2 G.L. election tellers chosen by candidates
9 shall, while engaged in counting and supervising the
10 G.L. election returns, receive as compensation their
11 regular rate of pay for the time actually engaged in
12 the performance of their duties, together with trans-
13 portation and actual hotel expenses, if residing out-
14 side of the location of Headquarters.

Counting the Votes

15 SEC. 12. The G.S.T. shall be custodian of all bal-
16 lots , and shall, after the G.L. election tellers are duly
17 organized and on their demand, surrender, unopened
18 and in their original containers, all ballots.

19 The G.L. election tellers shall meet at the G.L. of-
20 fices on the first business day on or after May 1st ,
21 and proceed with the count, in the presence of one
22 observer for each candidate who chooses to send an
23 observer at the candidate's expense. The G.L. elec-
24 tion tellers shall have full charge of the counting of
25 the ballots, assisted by such help as they may require,
26 to be furnished by the G.S.T. They shall have power
27 to adopt rules to govern their work, hear complaints,
28 make adjustments, and render decisions strictly in ac-
29 cordance with this Constitution and the policies, cus-
30 tom and usage of this Association. After they have
31 counted and tabulated the vote, they shall render a re-

1 port containing a detailed statement of the votes cast
2 in each L.L. for each office involved, together with a
3 report on all irregular or contested ballots, for the re-
4 spective candidates. This report shall be published in
5 the next issue of THE JOURNAL in such manner
6 that the results of the voting in each L.L. for each
7 such office involved is separately shown.

Electronic Voting

8 SEC. 13. Notwithstanding anything in this Article,
9 the E.C. may at its discretion implement a system of
10 electronic voting as a supplement to the voting as set
11 out in SECS. 8-12 above, to the extent permitted by
12 law.

Declaration of Election

13 SEC. 14. The nominees receiving the highest
14 number of votes for the respective offices shall be de-
15 clared duly elected by the G.L. election tellers.

Second Ballot

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

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

1 SEC. 16. The G.S.T. shall preserve for 1 year all
2 ballots and all other election records in his/her pos-
3 session pursuant to the foregoing procedure.

Filling Vacancies

4 SEC. 17. 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 cancies. Those members appointed to fill the unex-
10 pired terms of office shall meet all eligibility require-
11 ments of the Constitution pertaining to candidates for
12 the office to which they are appointed.

Numbers of General Vice Presidents

13 SEC. 18. Notwithstanding the provisions of Secs. 1
14 and 4 of this Art., should the I.A.M. experience a
15 change in membership through plant expansions or
16 closings, organizing or mergers with other organiza-
17 tions or other justification which would warrant a
18 change in the number of G.V.Ps., the E.C. shall have the
19 authority to institute such change between 5-9 G.V.Ps.

Installations

20 SEC. 19. G.L. officers shall be installed by the
21 I.P., or his/her deputy, and they shall assume the du-
22 ties of their respective offices July 1, following their

1 election, or as soon thereafter as the result is made
2 known; provided, that each officer shall qualify
3 within 10 days after being notified to appear for in-
4 stallation.

Recall Provisions

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

25 Upon receipt of the petition and endorsements for
26 recall, the G.S.T. shall notify the officer or officers
27 whose recall is sought and furnish him/her or them
28 with a correct copy of the petition and the numbers of
29 the L.Ls. appearing as endorsers thereof. Such offi-
30 cer or officers may, within 10 days thereafter, file a
31 written statement of defense, containing not more

1 than 500 words, with the G.S.T., who shall cause the
2 same to be printed and mailed to all L.Ls. concur-
3 rently with the call for the endorsements for nomi-
4 nees hereinafter provided for.

5 In the event the officer or officers whose recall is
6 sought declines to defend the charges and resigns
7 from office, thereby creating a vacancy or vacancies,
8 said vacancy or vacancies shall be filled by an ap-
9 pointment or appointments by the E.C. not later than
10 60 days after the occurrence of such vacancy or va-
11 cancies. Those members appointed to fill the unex-
12 pired terms of office shall meet all eligibility require-
13 ments of the Constitution pertaining to candidates for
14 the office to which they are appointed.

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

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

1 or lack the necessary qualifications, then the names
2 of 2 members who have each received at least 25 en-
3 dorsements and greatest and next greatest number of
4 endorsements, respectively, as candidates for nomi-
5 nee for such office, shall be printed upon the official
6 ballot as candidates for such office.

7 The candidate for any office who received the
8 greatest number of votes in any recall election shall
9 be promptly notified of his/her election by the G.S.T.
10 If the officer whose recall is sought is not elected,
11 his/her tenure of office shall terminate 15 days after
12 the result of the election is announced and the newly
13 elected officer shall thereupon assume the duties of
14 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 dele-
6 gate is permitted, if possible or proper, the I.P. shall
7 be the delegate; if not possible or proper, then the
8 E.C. shall 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
17 bodies shall receive \$50.00 per day or an amount

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

ARTICLE V

EXECUTIVE COUNCIL

Membership and Meetings

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

Powers

9 SEC. 2. Between conventions all executive and ju-
10 dicial powers of the G.L. shall be exercised by the
11 E.C. sessions of which shall have the authority to
12 propose changes in the Constitution pursuant to the
13 provisions of Art. XIX, and the power to require re-
14 ports from any officer or officers of a L.L., D.L., or
15 the G.L., or to suspend and/or remove any such offi-
16 cer or officers for 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
21 the E.C., shall be in the name of the G.L., so that no
22 amounts can be withdrawn therefrom without the sig-

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

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

32 The funds, property, or assets of the G.L. shall not
33 be loaned or appropriated for any other than the legit-
34 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.

Length of Service

3 SEC. 5. Consistent with law, any Executive Coun-
4 cilmember who has served as an Executive Coun-
5 cilmember for at least the past two years and whose
6 I.A.M. Grand Lodge pension benefit equals at least
7 \$44,000 per year must retire at the end of the month
8 in which they reach the age of 65.

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
5 of the E.C., he/she shall cast the deciding vote.
6 He/She shall enforce the laws of the I.A.M., its poli-
7 cies, rules and regulations approved by the E.C. and
8 bylaws of L.Ls. and D.Ls. approved by the I.P., and
9 decide questions of order and usage and constitu-
10 tional questions, subject, however, to an appeal as
11 provided in the Code, 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 merg-
17 ers or consolidations.

Signing Orders

18 SEC. 2. The I.P. shall countersign all orders for
19 the payment of money by the G.L. and for the with-
20 drawing 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

1 all organizing. He/She shall provide suitable litera-
2 ture for organizing purposes and have the authority
3 when conditions warrant to appoint G.L.Rs. and as-
4 sign them to such localities and for such particular
5 terms and duties as shall be for the best interests of
6 the I.A.M., all of which shall be subject to the ap-
7 proval of the E.C.

Dispensations – Canada

8 SEC. 4. The I.P. shall have the authority to estab-
9 lish the fees charged in organizing campaigns in
10 Canada to comply with Federal and Provincial laws.
11 He/She may also determine the organizing jurisdic-
12 tion in all organizing campaigns in Canada.

Special Dispensations

13 SEC. 5. The I.P. shall have the authority to grant
14 special dispensation to waive or reduce dues, G.L.
15 per capita tax, initiation and/or reinstatement fees in
16 newly organized bargaining units or in existing L.Ls.
17 or bargaining units for special cases where organiz-
18 ing activities are in progress or are contemplated or
19 for good cause, for such periods of time as he/she
20 may determine.

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
5 from G.L. Headquarters he/she shall, if he/she deems
6 it necessary, designate 1 of the elected G.L. officers
7 to exercise 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 of all L.Ls., D.Ls., councils and conferences and the
10 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.,
19 D.L., council or conference may be imposed when-
20 ever the I.P. has or receives information which leads
21 him/her to believe that such organization: (1) is vio-
22 lating the Constitution, the laws, policies, rules and
23 regulations of the G.L., or the bylaws of such L.L.,
24 D.L., council or conference approved by him/her or
25 the E.C.; (2) is endangering the good and welfare of
26 the organization or the membership; (3) is being op-

1 erated in such a manner as to jeopardize the interests
2 of the I.A.M. or its subordinate bodies; or (4) if the
3 I.P. believes that such action is necessary for the pur-
4 pose of: (a) correcting financial malpractice; (b) as-
5 suring the performance of collective bargaining
6 agreements or other duties of the bargaining repre-
7 sentative; (c) preventing any action which is disrupt-
8 tive of, or interferes with, the performance of obliga-
9 tions of other members or subordinate bodies under
10 collective bargaining agreements; (d) restoring demo-
11 cratic procedures; or (e) carrying out the legitimate
12 objectives of this Union.

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

13 SEC. 9(a). Whenever the I.P. determines that any
14 of the circumstances described in SEC. 8 exist,
15 he/she may appoint a temporary Trustee to take
16 charge and control over the affairs of such subordi-
17 nate body. All officers and representatives shall be
18 suspended without pay pending their appointment by
19 the temporary Trustee to serve as Deputy Assistants.
20 In the event that an officer or elected representative is
21 not so appointed, he/she shall be served with specific
22 charges and all procedural protections provided by
23 Art. L. In the event that any Art. L proceeding results
24 in a verdict of not guilty, such officer or elected rep-
25 resentative shall be reimbursed for lost salary and
26 benefits. A suspension under this provision shall op-
27 erate only to suspend the right of such person to oc-
28 cupy any office or position or perform any of the
29 functions thereof, but all other membership rights

1 shall remain unaffected unless and until he/she has
2 been served with charges and tried and convicted in
3 accordance with the procedures set forth in Art. L.

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

14 (b). In the case of hearings conducted pursuant to
15 this Art., the I.P. shall appoint a trial committee com-
16 posed of uninvolved members of the I.A.M. Hearings
17 shall be conducted in accordance with the procedures
18 set forth in Art. L, to the extent possible. The trial
19 committee shall have the authority to promulgate
20 procedural rules to ensure an orderly hearing and to
21 protect the rights of all participants. The representa-
22 tive of the I.P. shall present his/her case in support of
23 the Trusteeship first. Officers or former officers of the
24 subordinate body shall have the opportunity to ex-
25 press their views concerning the Trusteeship. The
26 trial committee shall have the authority to restrict tes-
27 timony to the issues set forth in the I.P.'s notice and,
28 at its discretion, to such related matters as are rele-
29 vant to the issue of whether the maintenance of a
30 Trusteeship is warranted.

31 The trial committee shall render a recommenda-
32 tion as to whether the Trusteeship should be contin-
33 ued within sixty (60) days of the completion of the
34 hearing. The I.P. shall issue a decision within fifteen

1 (15) days after receipt of such recommendation and
2 the decision shall be promptly transmitted to the sub-
3 ordinate body. Appeals, if any, from determinations
4 following such hearings shall be taken to the E.C., in
5 accordance with the requirements of SEC. 13, Art. L.
6 In the event the I.P. or E.C. decides to dissolve a
7 Trusteeship already imposed and to restore the subor-
8 dinate body to self-government, any officers who
9 may have been removed by the Trustee and whose
10 term of office has not expired, shall be reinstated to
11 the positions which they held at the commencement
12 of the Trusteeship; provided that he/she has not been
13 convicted of having violated any provision of this
14 Constitution or applicable bylaws, pursuant to pro-
15 ceedings under Art. L. The time requirements set
16 forth in this SEC. shall not be mandatory but are only
17 directory.

18 (c). The Trustee shall act under the supervision of
19 the I.P. He/She shall be authorized to take full charge
20 of the affairs of the subordinate body, and to take
21 such other actions as in his/her judgment are neces-
22 sary for the preservation of the subordinate body and
23 to accomplish the purposes for which the Trusteeship
24 was imposed.

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

Report to Executive Council

1 SEC. 10. Whenever the I.P. submits, through cor-
2 respondence, any question to the members of the
3 E.C. for their decision, he/she shall notify them, and
4 all other parties in interest, of the decision of the E.C.
5 immediately upon receipt thereof.

Grand Lodge Representatives

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

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

12 SEC. 12. To the extent permitted by civil law, the
13 I.P., with the approval of the E.C., is authorized to
14 grant administrative relief to the Canadian member-
15 ship from certain objectionable provisions of this
16 Constitution which were inserted solely because of
17 the requirements of the Labor-Management Report-
18 ing and Disclosure Act of 1959, commonly called the
19 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 corre-
9 spondence dealing with the duties and responsibili-
10 ties of the office of the I.P., and be subject to the di-
11 rections of the E.C. Whenever necessary he/she may
12 visit any L.L. or D.L. for the purpose of instructing
13 the officers in the performance of their duties.
14 He/She shall assume responsibility regarding the is-
15 suance of Veteran Badges. He/She shall have the
16 general supervision of the business of his/her office
17 and, upon request, shall submit his/her books of ac-
18 count together with all papers, files, documents, etc.,
19 in his/her possession for the inspection of the E.C.
20 and the certified public accountant. He/She shall also
21 codify and index the various articles and sections of
22 this Constitution.

Receipt of Funds

23 SEC. 2. The G.S.T. shall receive all funds paid to
24 the G.L. from all sources and distribute same to the
25 credit of the accounts for which they are intended.

1 District lodges, local lodges not affiliated with a full
2 service district lodge, and unaffiliated local lodges, at
3 their option, may elect to have all monthly member-
4 ship dues and fees collected by the G.S.T. Initiation
5 and reinstatement fees will be reconciled with the
6 D.L. and/or L.L. The G.S.T. shall distribute the ap-
7 propriate amounts from the monthly dues and fees
8 collected to the D.Ls. and L.Ls. He/She shall keep a
9 systematically arranged book account between the
10 G.L. and each L.L. He/She shall, upon request of any
11 L.L., furnish a copy of the expense account of any
12 paid representative of the G.L. for the period speci-
13 fied by such L.L., provided such request does not in-
14 clude a period prior to the next preceding G.L. audit.

Deposit of Funds

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

Per Capita Tax and Fees

23 SEC. 4. The G.S.T. shall collect per capita tax in
24 proportion to the business transacted as shown by the
25 regular monthly report of each L.L., in accordance
26 with the following rates, which include subscriptions
27 to the I.A.M.'s magazine, THE JOURNAL, which
28 will be published periodically, and the premium of

1 L.L. and D.L. officers' and employees' bonds as re-
2 quired by law or G.L. policy, up to a maximum of
3 \$15,000 as prescribed in SEC. 6 of this Art.

Monthly per capita tax for all members:

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

15 Effective January 1, 2011, the monthly per capita tax
16 due G.L. shall be increased by \$2.00 plus the average
17 of the percentage increase in the Consumer Price Index
18 for Urban Wage Earners and Clerical Workers (CPI-W)
19 as published by the U.S. Department of Labor's Bureau
20 of Labor Statistics and the Canadian Consumer Price
21 Index as published by Statistics Canada. The "not sea-
22 sonally adjusted" indices will be used. Notwithstand-
23 ing any contrary language in Article XXII, Section 9,
24 district lodges which are over the minimum D.L. per
25 capita may not add any part of this \$2.00 to their per
26 capita tax without specific authorization from the mem-
27 bership and in accordance with D.L. bylaws.

28 Effective January 1, 2012, and each January 1
29 thereafter, the monthly per capita tax due G.L. shall
30 be increased by the percentage increase in the CPI in-
31 dices as described above.

1 Ninety percent (90%) of the regular G.L. per capita
2 tax or the reduced G.L. per capita tax, whichever is
3 the lower, shall be allocated to the General Fund. Ten
4 percent (10%) of the regular G.L. per capita tax or
5 the reduced G.L. per capita tax, whichever is the
6 lower, shall be allocated to the Strike Fund.

7 Benefits from the Strike Fund shall be paid in ac-
8 cordance with SEC. 6, Art. XVI.

9 Effective January 1, 2023, the G.L. shall collect
10 an additional \$0.05 per member per month to be uti-
11 lized for the G.L. disaster relief program.

12 Effective January 1, 2023, the G.L. shall collect an
13 additional \$0.25 per member per month to be utilized
14 for the Grand Lodge Convention Fund.

15 **Monthly dues for**

16	G.L. affiliation.....determined by the E.C.	
17	Unemployment stamp	\$ 1.00
18	Permanent retirement card	
19	for all members.....	\$15.00
20	Initiation or reinstatement per	
21	capita tax	\$15.00
22	Reinstatement per capita tax when dues books	
23	or dues cards are issued by G.S.T.	
24	(Secs. 5, 15, and 19, Art. I)	\$15.00
25	G.L. initiation or	
26	reinstatement fee.....determined by the E.C.	

27 Upon receipt of per capita tax, accompanied by the
28 report of any L.L., the G.S.T. shall furnish stamps as
29 receipts, in proportion to the number of initiations,
30 reinstatements and number of months' dues paid.
31 He/She shall also keep a record of all members affili-
32 ated with G.L.

1 The G.S.T. shall furnish a uniform dues book or
2 dues card at cost to L.Ls. in which stamps may be af-
3 fixed and cancelled. Dues books shall contain spaces
4 for the entering therein of transfers, assessments and
5 the designation of the amount of dues charged by each
6 L.L., and for the registering of votes in G.L. elections.
7 Space shall also be provided for the insertion of the
8 Congressional or Assembly District, Legislative As-
9 sembly or Parliamentary Constituency of the member.
10 The G.S.T. is authorized to discontinue the forego-
11 ing use of the dues book and dues stamps and substi-
12 tute therefore a more modern means, and/or more au-
13 tomated methods, of identification and verification of
14 membership standing when in his/her judgment such
15 changes are feasible and practicable and after approval
16 by the E.C. The G.S.T. is also authorized to adopt
17 more modern procedures for reporting the payment of
18 per capita taxes when, in his/her judgment, such tech-
19 nology is practicable and after approval by the E.C.
20 Those L.Ls. on a dues book system will remain on
21 that system for identification and verification of mem-
22 bership standing, unless a L.L. takes formal action re-
23 questing a change to the dues card system, and advises
24 the G.S.T. over the signature of the R.S. and the impres-
25 sion and/or ink stamp seal of the L.L. Any L.L. chang-
26 ing from the dues book system to the dues card system
27 shall not be permitted to return to the dues book system.

Audit of Local and District Lodges, Councils or Conferences

28 SEC. 5. The G.S.T. shall audit the books of any
29 L.L., D.L., council or conference whenever in his/her
30 opinion such an audit is advisable; such audits shall

1 include health and welfare funds, insurance or benefit
2 funds, building associations, etc., which are operated
3 in the interests of the members or administered and
4 directed under the control of the L.L., D.L., council
5 or conference, and he/she shall from time to time ap-
6 point, with the approval of the E.C., such auditors as
7 may be necessary to carry on this work.

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

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

Bonding of Local and District Lodges, State Councils and Conferences

1 SEC. 6. The G.S.T. shall, with the approval of the
2 E.C., arrange with a recognized bonding company
3 for the issuing of bonds in the amount of \$15,000 to
4 be paid for by the G.L. providing coverage for each
5 L.L., D.L., state council or conference as required by
6 law or G.L. Policy. The G.S.T. may take advantage
7 of long-term bonding and premium discounts.
8 Where coverage in a greater amount than \$15,000 is
9 required by law or G.L. Policy, the G.S.T., using as a
10 base current audit reports, will arrange for the is-
11 suance of such required bonds, and the bonding
12 company will bill the L.L., D.L., state council or
13 conference for the premiums of such excess
14 amounts. Where additional coverage is required by
15 law or G.L. policy, such bonds shall be obtained and
16 paid for by the L.L., D.L., state council or confer-
17 ence 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 erage in an amount greater than that herein required,
24 shall arrange with such company to obtain such addi-
25 tional bonds and pay the premiums therefore.

Additional Duties

26 SEC. 7. He/she shall perform such other duties as
27 may be required of him/her by the laws, customs and
28 usages of this Constitution.

Assistant

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

Duties of Assistant Secretary

5 SEC. 9. The assistant secretary shall perform all
6 duties assigned to him/her by the G.S.T., and in the
7 absence of that official, shall have supervision of the
8 office.

Grand Lodge Auditors

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

ARTICLE IX

SALARIES

1 SEC. 1. For the faithful performance of their du-
 2 ties, the G.L. officers listed below shall be paid an-
 3 nual salaries in 52 equal weekly installments per year
 4 based 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
 14 increase in the Consumer Price Index for Urban
 15 Wage Earners and Clerical Workers (CPI-W) as pub-
 16 lished by the U.S. Department of Labor's Bureau of
 17 Labor Statistics and the Canadian Consumer Price
 18 Index as published by Statistics Canada. The "not
 19 seasonally 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
8 to the interests of the I.A.M.

Expense Allowance

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

Officers' Expenses at Headquarters

19 SEC. 3. The I.P., 1 G.V.P. and the G.S.T. shall
20 have Upper Marlboro, Maryland, designated as their
21 headquarters, and these officers shall be allowed ex-
22 penses provided in SEC. 2 of this Art. where the per-

1 formance of their official assignments requires them
2 to reside in a hotel in the Washington, D.C. area.

General Vice Presidents' Headquarters

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

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 agen-
 6 cies and D.Ls. and L.Ls. or D.L. organizers shall be
 7 in each case one-half of the monthly salary paid to
 8 the business representative or general chairperson,
 9 and L.L. or D.L. organizers, with the minimum and
 10 maximum amounts as follows:

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

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

1 salaries and who request that no increase be given to
2 business representatives, general chairpersons or or-
3 ganizers. This dispensation may be granted once
4 yearly.

Control of Business Representatives

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

Servicing of Local and District Lodges

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

1 order the establishment of business agencies where a
2 L.L. and/or D.L. fails to do so.

Qualifications

3 SEC. 4. Members shall not be permitted to serve
4 as business representatives unless they have been in
5 continuous good standing for at least 2 years and
6 must be working at the trade 1 year immediately
7 prior to their nomination and free from delinquencies
8 of any nature to a L.L., D.L. or the G.L. The qualifi-
9 cation "working at the trade" shall apply in the same
10 manner in which it is applied in SEC. 4, Art. II . All
11 business representatives must qualify under SEC. 5,
12 Art I. No business representative may hold any L.L.
13 or D.L. office excepting that of president of a D.L.,
14 or L.L., where no D.L. exists. A business representa-
15 tive may serve as a delegate to any affiliated body and
16 to conventions. The term of service of business repre-
17 sentatives shall be provided for in the bylaws of the
18 L.L. or D.L., but such term shall be of not less than 3
19 years nor more than 4 years.

Reports

20 SEC. 5. All business representatives, general
21 chairpersons and organizers shall file periodic reports
22 of their activities. The frequency, content and form
23 of the reports shall be determined by the I.P.

Location of Activities

24 SEC. 6. The work of all business representatives
25 shall be confined to the railroad, airline, industry, or

1 locality for which they are respectively elected, un-
2 less otherwise ordered by the I.P. or the E.C. While
3 on special service, business representatives shall be
4 paid 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
3 capita tax, initiation fees, reinstatement fees, the in-
4 come from the publication of THE JOURNAL, inter-
5 est, investments, and such special assessments as
6 may be 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
3 (the amount of bond to be determined by the E.C.)
4 who will proceed in the 3rd week in January of each
5 year to examine and make a complete audit of the
6 books and accounts of the G.L. covering the 12
7 month period ending the previous December 31.

8 A full report, including a statement of all assets
9 and liabilities of the G.L., shall be published over the
10 signature and verified under oath by the certified
11 public 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,
3 representatives and employees (except those employ-
4 ees who are excluded from coverage under the terms
5 of 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
19 with ERISA and other applicable laws.

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

1 tributed herein shall be placed in a separate trust fund
2 to be administered by the trustees. The required con-
3 tribution to the pension fund by the L.Ls. or D.Ls.
4 will be collected by the G.S.T. in the form of a deduc-
5 tion from the amount of the G.L.'s monthly contribu-
6 tion toward the salary of all approved business repre-
7 sentatives, 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 re-
11 quired 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 the
15 trustees only as needed to comply with the provisions
16 of ERISA, the Internal Revenue Code, and applicable
17 Canadian law, in consultation with the Pension Re-
18 view Committee, and subject to the approval of the
19 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
 3 death benefits pursuant to provisions of the I.A.M.
 4 Constitution in effect prior to and including March
 5 31, 1961. All death benefits which have been accu-
 6 mulated by good standing members on or before
 7 March 31, 1961, are frozen as of that date and no fur-
 8 ther benefits shall accrue. Death benefits are payable
 9 upon the death of an eligible member who was initi-
 10 ated or last reinstated 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 mem-
 13 bers shall be based upon the years of continuous
 14 good standing membership prior to April 1, 1961, ex-
 15 clusive of years for which retirement stamps were is-
 16 sued.

17 Such death benefits will be computed in accor-
 18 dance with the following schedule of amounts:

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

1	7 years	100.00
2	9 years	125.00
3	11 years	150.00
4	13 years	175.00
5	15 years	200.00
6	17 years	225.00
7	18 years	250.00
8	19 years	275.00
9	20 years	300.00

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

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

To Whom Paid

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

27 Wife or husband

28 Child or children

29 Parent or parents

30 Brothers and sisters

1 In the absence of next of kin, as outlined herein,
2 the member may designate a beneficiary on a form
3 provided for that purpose.

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

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

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

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 mem-
9 bers thereof. Any L.L. or members thereof failing to
10 comply 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 con-
14 ditions of employment between members and their
15 employers, the L.L. having the greatest number of
16 members involved shall call a meeting of all mem-
17 bers directly affected to decide by secret ballot upon
18 a course of action. A majority of those present and
19 voting 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-

1 lishment and maintenance of uniform conditions in
2 such classified groups of shops have been formulated
3 and adopted by constitutional action of the L.L., then
4 all the qualified members of the L.L. employed in
5 such a classified group of shops shall be entitled to
6 vote on strike action affecting any particular shop in
7 that classified group. The decision of the L.L. or
8 L.Ls. shall be transmitted to the employer or employ-
9 ers by the authorized representatives of the members
10 involved. If the members involved are unable to
11 reach an agreement, the R.S. shall prepare a full
12 statement and history of the matters in controversy
13 and forward the same to the I.P., who shall thereupon
14 in person or by deputy visit the L.L. where the con-
15 troversy exists and, with a member of the L.L. whose
16 members are involved, investigate the controversy
17 and if possible effect a settlement.

18 No strike shall be declared by any L.L. or the
19 members thereof without first obtaining the consent
20 of the I.P. or the E.C.

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

Handling of Forms and Reports

28 SEC. 3. Where agreements covering members of
29 our Association are through the D.L., all forms and
30 reports required pursuant to this Art. may be signed
31 by the officers of the D.L. involved, in order to expe-

1 dite the handling and processing of the necessary
2 forms and reports by the E.C. and I.P.

Declaring Off a Strike

3 SEC. 4. A proposal to settle or declare off an exist-
4 ing strike must be presented at a regular or called
5 meeting of a L.L., or a meeting of the members af-
6 fected (as the case may be), and decided by majority
7 vote, by secret ballot, of the members involved.
8 Whenever the E.C. decides that it is unwise to con-
9 tinue an existing strike, it may order all members
10 who have ceased work in connection therewith to re-
11 sume work, and thereupon and thereafter all strike
12 benefits shall cease, except that the I.P., with the con-
13 sent of the E.C., may continue the relief in special de-
14 serving cases.

Handling Unfair Work

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

Strike Fund Strike Benefits

1 SEC. 6. 10% of each month's per capita tax trans-
2 mitted to G.L. shall be allocated to the Strike Fund.
3 This fund shall not be used for any other purpose ex-
4 cept as specified herein. Benefits shall be paid from
5 this strike fund in accordance with the following pro-
6 visions:

7 When \$5,000,000 has accumulated in the strike
8 fund, members who have continuous good standing
9 for at least 3 months and who have ceased work on
10 account of a grievance approved by the E.C., shall re-
11 ceive benefits from the fund. Strike benefits shall be
12 in the amount of \$200.00 per week.

13 Whenever the balance in the Strike Fund exceeds
14 \$150,000,000, strike benefits shall increase to \$225
15 per week. Whenever the balance in the Strike Fund
16 exceeds \$175,000,000, strike benefits shall increase
17 to \$250 per week. Thereafter, each increase of
18 \$25,000,000 in the Strike Fund balance shall in-
19 crease strike benefits by \$25.00 per week in the
20 manner described above. Any decrease in the
21 Strike Fund balance shall result in a decrease in
22 benefits to the previous level, but not below
23 \$200.00 per week.

24 No benefits shall be paid unless the strike extends
25 over a period of more than 2 weeks. Thereafter, ben-
26 efit payments shall accrue commencing with the 3rd
27 week. Strike benefits shall continue to be paid
28 through the last day of the week in which the strike
29 terminates. Members on strike, but not at the time en-
30 titled to benefits because of lacking the 3 months'
31 membership required herein, shall be entitled to re-

1 ceive benefits as soon as they have been in good
2 standing for 3 months.

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

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

18 Whenever strike sanction is granted, the L.L.
19 and/or D.L. will be notified of the number of mem-
20 bers eligible to receive benefits and the amount of
21 weekly benefits that will be paid.

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

William W. Winpisinger Education and Technology Center

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

1 education center will be used. All other investment
2 income from the strike fund will revert to the strike
3 fund.

Organizing Fund

4 SEC. 8. The Organizing Fund shall be dedicated
5 to organizing activities. Expenditures from this Fund
6 will be at the discretion of the I.P. and the E.C.

Method of Payment

7 SEC. 9. The E.C. shall have the authority to au-
8 thorize the payment of benefits from the strike fund
9 to members who are out of work as a result of a strike
10 which has been properly declared pursuant to this
11 Art. in another bargaining unit of I.A.M. members.
12 The E.C. may also authorize payment of strike bene-
13 fits in any case where it determines that such pay-
14 ment is in the best interest of the I.A.M.

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

23 After the roll has been approved by the signatures
24 of the president, S.T., and R.S. of the L.L., it shall be
25 forwarded to the G.S.T., who, after examination, shall
26 return the same, together with a check or checks or
27 other form of payment (i.e. debit cards or electronic
28 funds transfer), as the case may be, of the G.L. cover-

1 ing the amount of any benefits paid, which check or
2 checks or other form of payment 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 or other form of payment made payable
6 to the president, S.T., and 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 pro-
9 vided, or by automated methods that have been ap-
10 proved by the E.C., after which the secretary shall re-
11 turn 1 copy of said roll to the G.S.T. for the files of
12 the G.L., and place 1 copy in the L.L. files. Except in
13 cases where the distance and time required for the
14 transportation of the mail makes the rule impractica-
15 ble, the G.S.T. shall not forward a check covering
16 subsequent benefits before the receipted roll for the
17 previous week has been received by him/her. Where
18 circumstances may require, a L.L. will have the op-
19 tion to pay strike benefits at satellite strike headquar-
20 ters, with the approval of the I.P. No claim for any
21 benefits under the provisions of this SEC. shall be
22 considered or allowed unless presented to the G.S.T.
23 within 30 days from the date on which said benefits
24 were due.

25 No benefits shall be paid to members who fail to
26 meet the requirements for the receipt of strike bene-
27 fits.

Deduction for Arrearages

28 SEC. 10. Whenever a member claiming strike
29 benefits is in arrears for dues or assessments, the L.L.
30 shall deduct from such benefits an amount sufficient
31 to pay 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,
5 upon complying with the provisions of SEC. 3, Art.
6 G, and conforming to such other requirements as may
7 be instituted for the good and welfare of those in-
8 volved by 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
8 or reinstatement fee as determined by the E.C., shall
9 be forwarded to the G.S.T., who shall enter the appli-
10 cant's name upon the record of individual affiliations
11 of the G.L. and issue a dues book or dues card to the
12 member. All such members shall pay monthly dues
13 as determined 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,
16 Art. K. The L.L. receiving such member shall notify
17 the G.S.T., who shall record the transfer.

Member Appointed Superintendent or General Foreman

18 SEC. 4. A member who has been appointed a gen-
19 eral foreman or a superintendent, or who obtains em-

1 ployment outside the trade or industry, may affiliate
2 directly with the G.L.

Subject to Constitutional Provisions

3 SEC. 5. All provisions of this Constitution shall,
4 insofar as they are applicable, apply to and be bind-
5 ing upon all such affiliated members.

ARTICLE XVIII

THE REFERENDUM AND ITS OPERATION

Definition

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

How Invoked

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

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

Form of Amendments

1 SEC. 3. Proposed amendments to this Constitu-
2 tion shall be in such form as to state the substance
3 rather than the exact language of the proposed addi-
4 tion, cancellation or change, that is, the purpose to
5 be accomplished rather than the wording or the des-
6 ignation of certain articles or sections, and the
7 G.S.T. shall submit the same as provided in the next
8 succeeding SEC. with a clause attached thereto au-
9 thorizing the necessary changes in this Constitu-
10 tion.

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

Amendment Ballot

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

Publication of Proposed Amendments

25 SEC. 5. Proposed amendments to this Constitu-
26 tion must be published in an edition of THE JOUR-

1 NAL prior to submission through the referendum as
2 provided in SEC. 4 hereof.

Method of Voting and Returns

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

11 The perforated register slip containing the name,
12 address, card number and L.L. number of the voter
13 shall be retained by the L.L. for 1 year after the date
14 of balloting on referendum propositions.

Publication of Votes and Amendments

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

Special Meeting of Committee on Law

23 SEC. 8. When considered necessary, the E.C. may
24 call a meeting of the Committee on Law during
25 March for the purpose of incorporation into this Con-

1 stitution such changes as have been made therein by
2 the adoption of amendments through the referendum.

When in Effect

3 SEC. 9. Amendments so adopted shall become op-
4 erative and in force upon the 1st day of the quarter
5 succeeding the publication of the vote, and no
6 amendments shall be submitted which provide that
7 the same shall be immediately effective and in force.
8 There shall not be initiated a proposal for revision
9 or cancellation of an adopted amendment to this Con-
10 stitution until after such adopted amendment has
11 been in effect for 1 year.

Resubmission

12 SEC. 10. Amendments which fail to receive the
13 majority of votes shall not again be submitted
14 through the referendum until 12 months have elapsed
15 and then only after again complying with the provi-
16 sions of this 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 pro-
8 posed amendment by the L.L., the committee on revi-
9 sion of this Constitution shall forward the same to the
10 G.S.T. at least 90 days prior to the convening of the
11 convention. All such proposed amendments includ-
12 ing amendments proposed by the E.C. pursuant to
13 SEC. 2, Art. V. shall be compiled, and mailed by
14 him/her to each L.L. 30 days before the convening of
15 the convention.

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

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

21 SEC. 2. The Committee on Law shall meet at the
22 place where the convention is to be held at least 7

1 days prior to convening for the purpose of consider-
2 ing all amendments proposed by L.Ls. and the E.C.
3 under the provisions of SEC. 1 of this Art. The find-
4 ings and recommendations of the Committee on Law
5 shall be reported to the convention as soon as practi-
6 cable, after the convening thereof, for acceptance or
7 rejection by the accredited delegates in attendance.

Acceptance or Rejection of Proposed Amendments

8 SEC. 3. After the Committee on Law reports to
9 the convention their findings and recommendations
10 on the proposed amendments, the accredited dele-
11 gates in attendance shall vote whether to accept or re-
12 ject each proposed amendment. The decision of the
13 accredited delegates in attendance shall be final and
14 the amendments adopted by them shall become effec-
15 tive and in force upon the 1st day of January follow-
16 ing adjournment of the convention.

Compiling of Constitution

17 SEC. 4. Immediately following the adjournment
18 of the convention, the Committee on Law shall re-
19 convene at a location determined by the I.P. for the
20 purpose of incorporating into the Constitution all
21 changes adopted by the accredited delegates in atten-
22 dance at the convention and to revise and correct all
23 such parts of the law as are affected by such changes
24 in order that conflict may be eliminated. The E.C.
25 and the Committee on Law are also authorized to re-
26 vise any provisions of this Constitution which may be
27 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 re-
3 served 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
18 the 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
23 shall be determined by District or Local lead-
24 ership, taking into account the convenience
25 and availability of the membership to partici-
26 pate in the 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
3 or provinces for the purpose of promoting coopera-
4 tion and concerted action in the fields of education,
5 legislation and public relations, human rights and
6 health and safety, provided, however, that these coun-
7 cils or conferences shall not infringe upon the juris-
8 diction of L.Ls., D.Ls., or G.L., and shall operate
9 within the provisions of this Constitution. All L.Ls.
10 established for 1 or more years shall maintain mem-
11 bership in the appropriate state council unless
12 granted dispensation by the 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
16 of this Constitution and must be approved by the I.P.
17 before becoming effective.

Government

18 SEC. 3. State councils or conferences, and the of-
19 ficers thereof, are subject to the same laws that gov-
20 ern L.Ls. and/or D.Ls. and the officers thereof. All
21 councils or conferences must include provisions for
22 the announcement and enforcement of a code of con-

1 duct affirming union values and prohibiting discrimi-
2 natory and harassing conduct at all meetings and
3 events.

Audits

4 SEC. 4. Each council and conference which meets
5 regularly at least semiannually shall semiannually
6 make, and submit to the G.S.T., a copy of an audit of
7 its financial accounts. Those which meet regularly
8 less frequently shall take such action annually.
9 Councils or conferences may at their discretion
10 employ a certified public accountant to audit or assist
11 the auditing committee in auditing the books. How-
12 ever, no such accountant shall be permitted to de-
13 velop bookkeeping procedures in the council or con-
14 ference contrary to provisions of this Constitution or
15 policies established by G.L. for handling this work.
16 Any officer, employee, or representative of a coun-
17 cil or conference who handles funds and property of
18 any such body shall be bonded in such amount as
19 may be required by the G.S.T. in compliance with ap-
20 plicable law in accordance with the procedure herein-
21 before prescribed in SEC. 6, Art. VII, covering the
22 bonding of L.L. and D.L. officers, representatives
23 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
3 railroad or air transport system, industry, or locality
4 in which the D.L. is established.

Purpose

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

Jurisdiction

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

15 Each L.L. within such jurisdiction shall become
16 affiliated 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 con-
19 trol of all L.Ls. within their jurisdiction, subject to

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

Minimum Wage Scales

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

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

Qualifications for Office

26 SEC. 6. Any member in good standing who is not
27 barred from holding union office by applicable civil
28 law, or ineligible therefore under applicable provi-

1 sions of this Constitution, is qualified for election as
2 a D.L. officer provided that such member has 1 year
3 continuous membership and shall be working at the
4 trade as defined in SEC. 4, Art. II, for 6 months im-
5 mediately prior to nomination and also meets the re-
6 quirements of the D.L. bylaws. D.Ls. may, through
7 their bylaws, provided approval has been granted by
8 the I.P., require a member to attend up to 50% of the
9 regular lodge meetings held during the 12-month pe-
10 riod ending the date of close of nominations in order
11 to qualify as an officer or delegate. Members who
12 are confined because of verified illness, or on vaca-
13 tion, or on official I.A.M. business approved by the
14 L.L., D.L. or G.L., or working for an employer on
15 regular or travel assignment, or reserved military
16 leave, at the time the L.L. meeting is held, shall be
17 excused from attending L.L. meetings. Officers and
18 editors of D.L. publications must satisfy the require-
19 ments of SEC. 5, Art. I.

Nominations and Elections of District Lodge Officers and Executive Board Members

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

1 prescribed in the bylaws of the D.L. involved for the
2 conduct of D.L. secret ballot elections by L.Ls.

3 Officers of D.Ls. shall include any member, how-
4 ever designated or titled, who performs the functions
5 customarily associated with the terms president, vice
6 president, secretary-treasurer, and trustee. Among
7 the duties of the president, in concurrence with the
8 Directing Business Representative or Directing Gen-
9 eral Chairperson, shall be the responsibility to ap-
10 point a D.L. Communicator and a D.L. Educator,
11 who shall perform the duties set forth in Art. D,
12 SECs. 14 and 15 respectively.

13 Subject to qualifications and eligibility requirements
14 required by applicable civil law or specified in this
15 Constitution and to such other requirements as may be
16 set forth in the bylaws of the D.L., which have been ap-
17 proved by the I.P., every member in good standing shall
18 be eligible for nomination and election to D.L. office
19 and to participate in nominations and elections of such
20 officers provided they are free from indebtedness of
21 any nature to an L.L., D.L. or G.L.; provided, however,
22 that any member whose dues are subject to withholding
23 by his/her employer for payment to his/her L.L., D.L.
24 or G.L. pursuant to his/her voluntary authorization
25 under a collective bargaining agreement shall not be
26 declared ineligible to be a candidate for office by rea-
27 son of alleged delay or default in the payment of such
28 withheld dues, provided further that such member is
29 not otherwise delinquent in payment of dues.

30 The R.S. of the D.L., or such other officer as is
31 designated in the bylaws of a D.L. for maintenance of
32 lodge records, shall preserve for 1 year all ballots,
33 minutes or other records pertaining to the election of
34 its officers.

1 Whenever a D.L. election is held either by secret
2 ballot vote of L.L. members or by delegate voting,
3 the D.L. may, by majority vote, decide in advance
4 and give notice that the candidates who receive the
5 highest vote for their respective offices or positions
6 shall be declared elected. In all other cases, a major-
7 ity of all votes cast will be required for a decision. In
8 both cases, the president of the D.L. shall appoint 3
9 tellers to assist in conducting the election in a fair and
10 impartial manner.

11 Ballots cast for candidates not nominated in con-
12 formity with these provisions (write-ins) shall not be
13 tabulated.

14 Where elections are held by secret ballot vote of
15 L.L. members, not less than 60 days prior to the time
16 when the elections are to be held, notice of the time
17 and place, of both the nominations and election, to-
18 gether with an application for an absentee ballot,
19 shall by letter or by authorized publication, be mailed
20 by federal mail to each member eligible to vote at
21 his/her last known home address. The notice must
22 specify who is entitled to receive an absentee ballot.
23 The requirement to send such notices by mail does
24 not apply to D.Ls. in Canada.

25 Absentee ballots shall be issued and voted in ac-
26 cordance with the provisions set forth in SEC. 3, Art.
27 II.

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

33 The preceding provisions of this SEC. apply, as
34 well, to any member, however designated or titled,

1 who is authorized to perform any executive function
2 of the D.L. and shall include members of the D.L. ex-
3 ecutive board or similar governing body.

Duties of Secretary-Treasurer

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

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

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

1 tem will produce the necessary reports for the I.A.M.
2 audits and any required government reports.

3 In reporting people whose membership is can-
4 celled on the rolls, the report shall show whether
5 there are any unpaid fines or D.L. assessments
6 charged against the person's account. Unless the re-
7 port states otherwise, the cause for such cancellation
8 of membership shall be considered to be the nonpay-
9 ment of dues and they may be again reinstated as pro-
10 vided for in SEC. 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.
25 XIV.

Representation and Revenue

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

1 thorized to receive the same. Bonds shall be obtained
2 by D.Ls. in compliance with the requirements of
3 SEC. 6, Art. VII.

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

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

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

Audits

22 SEC. 10. Each D.L. shall semiannually make, and
23 submit to the G.S.T., G.V.P., and each affiliated L.L.,
24 on forms furnished by G.L., a copy of an audit of its
25 financial accounts. D.Ls. may employ a bonded cer-
26 tified public accountant to audit or assist the auditing
27 committee in preparing the audit. However, no such
28 accountant shall be permitted to develop bookkeep-
29 ing procedures in the lodges contrary to provisions of
30 this Constitution or policies established by G.L. for
31 handling 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 mem-
6 bers in the D.L. in attendance and voting by secret
7 ballot at a summoned meeting of their respective
8 L.Ls. affiliated with the D.L., of which meeting no-
9 tice has been served to members in writing, by mail
10 or otherwise, at least 7 days before the meeting. In
11 case the vote for assessment is carried by a two-thirds
12 vote and date set for collection, the same shall there-
13 upon become a lawful charge and all members of
14 L.Ls. affiliated with the D.L. are liable for the assess-
15 ments, and the same shall be collected as provided in
16 SEC. 1, Art. F. Suitable plans should be arranged by
17 the D.L., whereby the L.Ls. and members are pro-
18 vided with proper receipts 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
23 a 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 than
26 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
5 of the I.A.M. in which a prudent person or a person
6 acting in a fiduciary capacity would invest under the
7 circumstances. Such investments may include
8 United States Government bonds or notes, state and
9 municipal bonds supported by the general income of
10 the state or municipality, Canadian Government
11 bonds, Certificates of Deposit insured by the Federal
12 Deposit Insurance Corporation, corporate stocks,
13 bonds and securities listed on the principal stock ex-
14 changes.

Furnishing Copies of Collective Bargaining Agreements

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

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

24 SEC. 14. The president, R.S., and S.T. of each
25 D.L. shall execute and cause to be filed all financial
26 and other reports on behalf of the D.L. and affiliated

1 L.Ls. which may be required by applicable civil law
2 to be prepared and signed by presidents, secretaries
3 and/or S.Ts. of such labor organizations. Such D.L.
4 officers shall also make available the information
5 contained in such reports to the membership of the
6 L.Ls. affiliated with such D.L. in such form and man-
7 ner as shall constitute compliance with legal require-
8 ments. The R.S. and the S.T. shall also maintain
9 records on the matters required to be contained in
10 said reports in such detail and for the periods re-
11 quired by applicable law.

Funds and Property of Merged Lodges

12 SEC. 15. Whenever 2 or more D.Ls, with G.L. ap-
13 proval, merge or consolidate, the funds, charter, im-
14 pression and/or ink seals and working stock of
15 stamps of the D.L. which is (are), being discontinued
16 shall be sent to G.L. and any other property and the
17 D.L. books should be turned over to the D.L. with
18 which said D.L. or D.Ls merge or consolidate. After
19 the accounts of the merged D.Ls are balanced, such
20 assets as remain shall be returned by the G.L. to the
21 D.L. created by such merger or consolidation. The
22 same procedure shall apply in those cases where the
23 D.L.s are merged by the I.P. with the approval of the
24 E.C. for the purpose of consolidating operations.

Grand Lodge Control Over Property

25 SEC. 16. In case of the revocation of the charter,
26 expulsion, lapsing, or disbanding of any D.L. for any
27 cause or reason whatsoever, it shall be the duty of the
28 S.T. or R.S. acting in conjunction with the trustees, to

1 send all funds and property belonging to such D.L. to
2 the G.S.T. to be held by the G.L. intact for a period of
3 at least 6 months. If within that period the E.C. shall
4 determine that the D.L. be reopened, the funds and
5 property shall be returned thereto. In the event that
6 such D.L. is not reopened, all funds and property
7 shall belong to and become the property of the G.L.
8 In no event shall the G.L., without its consent, be
9 come liable for the obligations of a D.L. which has
10 dissolved or been dissolved or has been suspended,
11 merged, disbanded or has otherwise forfeited its
12 charter.

Electronic Meetings and Voting

13 SEC. 17. Upon approval of the G.V.P., and consis-
14 tent with their By-Laws, the D.L. Executive Board
15 may decide to include a video conference option in
16 conjunction with a standard in-person meeting and
17 provided proper notice of the video option is given to
18 the membership. Special care must be taken to en-
19 sure that only members in good standing and invited
20 guests participate in the video conference option.

21 The D.L. is permitted to conduct votes on properly
22 offered motions during the hybrid in-person/video
23 meetings and provided all members in attendance, in-
24 cluding those participating by video, have an equal
25 opportunity to vote.

26 Upon approval of the G.V.P., and consistent with
27 their By-Laws, D.L.s also may conduct elections for
28 non-constitutional offices and ratifications electroni-
29 cally, where permitted by law. Again, special care
30 must be taken to ensure that only members in good
31 standing participate in these elections.

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
11 the 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 withdraw
16 it by consent of his/her second; but a motion once de-
17 bated cannot be withdrawn except by a majority vote.
- 18 7. A motion to amend an amendment shall be in
19 order, but no motion to amend an amendment to an
20 amendment shall be permitted.
- 21 8. A motion shall not be subject to debate until it
22 has been stated by the chair.

Debate

- 23 9. When a member wishes to speak he/she shall
24 rise and respectfully address the chair and, if recog-

1 nized by the chair, he/she shall be entitled to pro-
2 ceed.

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

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

8 12. No member shall interrupt another while
9 speaking except to a point of order, and he/she shall
10 definitely state the point and the chair shall decide the
11 same without debate.

12 13. If a member, while speaking, is called to order,
13 he/she shall take his/her seat until the point of order
14 is decided, when, if declared in order, he/she may
15 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 chairper-
22 son to the meeting in these words: "Shall the decision
23 of the chair be sustained as the decision of this
24 lodge?" The member then will have the right to state
25 the grounds of appeal, and the chair will give reasons
26 for his/her decision; thereupon the members will pro-
27 ceed to vote on the appeal without further debate, and
28 it 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
31 shall have spoken, nor more than twice without unan-
32 imous consent, nor more than 5 minutes at any one
33 time without consent of a two-thirds vote of all mem-
34 bers 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
7 subject 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
20 on the amendment has been amended, the question
21 on the amendment has been offered, the question
22 shall then 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
19 member and seconded by another member, both of
20 whom 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, shall
26 be decided in accordance with Robert's Rules of
27 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 or-
3 ganized under a charter issued by the G.L. (*This shall*
4 *not apply to L.Ls. chartered prior to January 1, 1957.*)

Who May Obtain Charters

5 SEC. 2 In localities where there are a sufficient num-
6 ber of machinists, die sinker, die or tool maker, aero-
7 space workers, electronic workers, automobile, truck,
8 heavy duty equipment mechanic, aircraft machinists or
9 mechanic, airline worker and retail worker and other
10 service workers, professional, production, service,
11 transportation, office, clerical, technical, welder, spe-
12 cialist, woodworker, health services worker, shipbuilder,
13 machinists' helper, helper-apprentice, or apprentice and
14 all other workers in any one or more divisions of the
15 trade, a separate L.L. may be organized for the benefit
16 of those employed in the respective divisions.

17 In localities where there is not a sufficient number
18 employed in any one division a mixed L.L. may be
19 organized with a membership employed in all divi-
20 sions of the trade.

Restrictions

21 SEC. 3. No L.L. charter shall be granted by the
22 I.P. in a locality within the jurisdiction of a D.L. until

1 such D.L. has been consulted, and in the event of fail-
2 ure to reach an agreement, the E.C. shall be required
3 to render a decision as to whether such charter shall
4 be granted or not.

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

Charter Requirement

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

Fees

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

Fee for Lapsed or Expelled Members

24 SEC. 6. Whenever people whose membership in
25 the I.A.M. has been cancelled apply for charter mem-

1 bership in a L.L. in process of organization, it shall
 2 be the duty of the G.L.R. to collect the required fees
 3 from such people and forward same, together with
 4 their applications, to the G.S.T., who, upon ascertain-
 5 ing that there are no unpaid fines or assessments
 6 against them, shall prepare their dues books or dues
 7 cards and credit the amount paid into the G.L.

Form of Application

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

23 "The undersigned residents of (place) _____,
 24 (State) _____, believing the International
 25 Association of Machinists and Aerospace Workers to
 26 be well calculated to improve our intellectual and so-
 27 cial conditions and promote our economic wellbeing
 28 and advancement, respectfully petition the Interna-
 29 tional Association of Machinists and Aerospace
 30 Workers to grant us a charter to open a new lodge, to be
 31 located in the City (or Town) of _____, County

1 of _____, State of _____. We pledge
2 ourselves individually and collectively to be gov-
3 erned by the Constitution, laws, rules and usages of
4 the International Association of Machinists and Aero-
5 space Workers. The Lodge desires to be recognized
6 as _____ Lodge.”

Granting Charter

7 SEC. 8. Every such application for a charter shall
8 be forwarded to the G.S.T., who shall submit the
9 same to the I.P. If the application is approved by the
10 I.P., he/she shall cause the charter to be granted and
11 designate a member as the representative of the G.L.
12 to install the officers and instruct the members of
13 such L.L. in the principles, usages and laws of the
14 I.A.M.

District Lodge Affiliation

15 SEC. 9. All L.Ls. shall belong to a D.L. where ap-
16 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 represen-
12 tative shall be elected for a term of 3 years.

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

1 cable civil law or ineligible therefore as provided in
2 this SEC. or elsewhere in this Constitution is quali-
3 fied for election to L.L. office, provided that such
4 member also meets the requirements of the L.L. by-
5 laws and provided they are free from indebtedness of
6 any nature to any L.L., D.L., or G.L.; provided, how-
7 ever, that any member whose dues are subject to
8 withholding by his/her employer for payment to
9 his/her L.L., D.L., or G.L. pursuant to his/her volun-
10 tary authorization under a collective bargaining
11 agreement shall not be declared ineligible to be a
12 candidate for office by reason of alleged delay or de-
13 fault in the payment of such withheld dues, provided
14 further that such member is not otherwise delin-
15 quent in payment of dues.

16 Except at the first regular election of officers, or as
17 further provided hereunder, all candidates for elective
18 office must be members of the L.L. for at least 1 year
19 at the time of nomination, and free from delinquency
20 of any nature to a L.L., D.L., or the G.L., and shall be
21 working at the trade as defined in SEC. 4, Art. II, for
22 6 months prior thereto in order to qualify for nomina-
23 tion and election. In addition, all L.L. officers and
24 editors of L.L. publications must qualify under SEC.
25 5, Art. I.

26 Any member transferred as a result of action by the
27 I.P. or E.C. in consolidation of L.Ls. or transfer of ju-
28 risdiction to another L.L., who has been a member of
29 the I.A.M. for 1 year, shall not be required to be a
30 member of the L.L. to which transferred for at least 1
31 year, as herein provided, to be eligible to hold elected
32 office in said L.L.

33 Any member whose dues are subject to withhold-
34 ing by an employer for payment to the L.L., pursuant

1 to his/her authorization therefore as provided in a col-
2 lective bargaining agreement, shall not be declared
3 ineligible to vote or be a candidate for office in the
4 L.L. by reason of any alleged delay or default in the
5 payment of such withheld dues provided, however,
6 that such member is not otherwise delinquent in pay-
7 ment of dues.

8 L.Ls. may, through their bylaws, provided ap-
9 proval has been granted by the I.P., require a member
10 to attend up to 50% of the regular lodge meetings
11 held during the 12-month period ending the date of
12 close of nominations in order to qualify as an officer
13 or delegate. Members who are confined because of
14 verified illness, on vacation, on official I.A.M. busi-
15 ness approved by the L.L., D.L., or G.L., working for
16 an employer on regular or travel assignment, or on re-
17 served military leave at the time the L.L. meeting is
18 held, shall be excused from attending L.L. meetings.

19 L.Ls. may, through their bylaws, require all offi-
20 cers to pay full dues, whether or not they hold a re-
21 tirement or exemption card.

Nomination and Election of Officers

22 SEC. 4. At its meetings in November (or 1st meet-
23 ing in September at the option of the L.L.) every
24 three years, each L.L. shall nominate a president,
25 vice president, recording secretary, secretary-treas-
26 urer, conductor-sentinel, and 3 members of the board
27 of trustees (provided such officers' terms of office
28 have expired). A member may only be nominated
29 and run for 1 office. No member shall be entitled to
30 hold more than 1 Local Lodge office at the same
31 time.

1 Not less than 60 days prior to the time when the
2 elections specified in this SEC. are to be held, notice
3 of the time and place, of both the nominations and
4 election, together with an application for an absentee
5 ballot, shall by letter or by authorized publication by
6 federal mail, be mailed to each member qualified to
7 vote at his/her last known home address. The notice
8 must specify who is entitled to receive an absentee
9 ballot. The requirement to send such notices by mail
10 does not apply to L.Ls. in Canada.

11 At its 1st meeting in December (or 1st meeting in
12 October at the option of the L.L.) every 3 years, each
13 L.L. shall elect the aforesaid officers by secret ballot
14 vote of its members in good standing, following the
15 procedure required for such voting as set forth in Art.
16 III.

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

22 Absentee ballots shall be issued and voted in ac-
23 cordance with the provisions set forth in SEC. 3, Art.
24 II:

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

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

1 ify L.L. election procedures as necessary to provide
2 the membership of a L.L., not working in a central
3 geographic location, the ability to participate in such
4 election.

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

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

16 Selection by the L.L. of optional alternative dates
17 in this SEC. does not alter the constitutional require-
18 ment providing that the installation of L.L. officers
19 shall take place at the 1st meeting of the L.L. in Janu-
20 ary, as required by SEC. 5 of this Art.

Installations

21 SEC. 5. The installation of officers shall take
22 place at the 1st meeting of the L.L. in January, unless
23 otherwise approved by the I.P. The ceremony of in-
24 stallation shall be conducted by an officer or repre-
25 sentative of 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
5 committees not otherwise provided for; appoint an
6 educator and a communicator; administer the obliga-
7 tion to new members; enforce the laws of the I.A.M.
8 applicable to L.Ls. and members; and perform such
9 other duties as may be required by this Constitution
10 and, in 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 presi-
14 dent in maintaining order; preside at all meetings in
15 the absence of the president; shall, in the absence of
16 the president, be authorized to sign vouchers, checks,
17 and other documents in his/her place and stead, sub-
18 ject to approval of the L.L.; and in case of death, re-
19 moval, or resignation of the president, shall become
20 president and serve as such until after the next regular
21 election and installation of the successor in office.

Recording Secretary

22 SEC. 3. The R.S. shall conduct correspondence
23 for, and in the name of the L.L.; present all communi-

1 cations and bills to the L.L.; and deliver such bills to
2 and for the files of the S.T.; draw all orders on the
3 S.T. when passed by the L.L. and attest the same by
4 properly signing and attaching the impression and/or
5 ink stamp seal of the L.L. thereto; prepare and sign
6 all credentials of delegates and alternate delegates to
7 conventions of the G.L. and forward duplicates
8 thereof to the G.S.T.; keep minutes of the L.L. meet-
9 ings; and perform such other duties as are required by
10 this Constitution.

Secretary-Treasurer

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

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

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

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

16 In reporting people whose membership is can-
17 celled on the rolls, the report shall show whether
18 there are any unpaid fines or D.L. assessments
19 charged against the person's account. Unless the re-
20 port states otherwise, the cause for such cancellation
21 of membership shall be considered to be the nonpay-
22 ment of dues and they may be again reinstated as pro-
23 vided for in SEC. 15, Art. I.

24 The S.T. shall receive from the G.S.T. dues stamps
25 in proportion to the per capita tax paid upon each
26 monthly report.

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

30 S.T.s receiving dues from members working under
31 the jurisdiction of another L.L. shall immediately no-
32 tify the secretary of the L.L. under whose jurisdiction
33 the member is working, with full particulars as to
34 name, card number, etc.

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

Transfers

5 SEC. 5. When accepting members by transfer, the
6 S.T. shall enter the date and particulars of such trans-
7 fer in the member's dues book and shall report the
8 same to the G.S.T.

9 If a member of a machinists' helpers L.L. transfers
10 and reclassifies as an apprentice in a machinists L.L.,
11 that fact should be stated in the notice provided for in
12 this Sec.

Monthly Reports to the Grand Lodge

13 SEC. 6. Upon the receipt of reinstatement or initi-
14 ation fees, or dues, the S.T. shall place the regular
15 stamps received from the G.L. for that purpose in the
16 dues book of the member making the payment, and
17 shall cancel the stamps with the regulation canceling
18 stamp, showing date of payment and L.L. number.

19 The report of the S.T. shall be signed by the presi-
20 dent of the L.L., bear the impression and/or ink stamp
21 of the L.L. seal and shall be forwarded to the G.S.T.
22 immediately after the close of the month's business.
23 A check to cover the monthly report of the L.L. must
24 accompany the report. Should the report of the S.T.
25 fail to reach the G.S.T. before the expiration of the
26 month following the month reported, the G.S.T. shall
27 thereupon notify the president of such L.L. of its sus-
28 pension.

Auditors

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

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

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

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

Trustees

28 SEC. 8. The board of trustees shall have charge of
29 all property belonging to the L.L.; shall see that all of

1 the books are properly kept, and at the time of the
2 semiannual audit shall assist the auditing committee
3 in the examination of all books and accounts and ver-
4 ify the report of the auditing committee by attaching
5 their signatures thereto. Should the work of auditing
6 the books of the L.L. be delayed on account of the
7 failure of 1 or more of the trustees to be in atten-
8 dance, the auditors shall proceed to carry on the work
9 in the same manner as though all of the trustees were
10 present. The trustees shall be liable to the G.L. for all
11 funds and other property of the L.L. under their con-
12 trol.

Conductor-Sentinel

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

Salaries

21 SEC. 10. In no case shall the salaries of L.L. offi-
22 cers be paid by dues stamps, but all such payments
23 shall be made by check or direct deposit.

Bonding

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

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

1 SEC. 12. The president, R.S. and S.T. of each L.L.
2 shall execute and cause to be filed all financial and
3 other reports on behalf of the L.L. which may be re-
4 quired by applicable civil law to be prepared and
5 signed by presidents, secretaries, and/or S.Ts. of
6 local unions, unless such duties are performed by the
7 D.L. S.T. Such L.L. officers shall also make available
8 the information contained in such reports to the
9 membership of their L.L. in such form and manner as
10 shall constitute compliance with legal requirements.
11 The R.S. and S.T. shall also maintain records on the
12 matters required to be contained in said reports in
13 such detail and for the periods required by applicable
14 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, unlawful,
4 or otherwise threatens the good and welfare of the
5 local. The proposed bylaws of all L.Ls. and all
6 amendments thereafter proposed, except as to time
7 and place of meetings, shall be submitted to the I.P.
8 for examination, correction, and approval before
9 being placed into effect. The I.P. may also on his/her
10 own initiative recall and review bylaws to assure they
11 are in compliance with the requirements of this sec-
12 tion.

13 The I.P., upon approving any L.L. bylaws and/or
14 amendments thereto, shall designate the date when
15 such L.L. bylaws and/or amendments shall take ef-
16 fect.

Parliamentary Laws

17 SEC. 2. The rules of order governing parliamen-
18 tary procedure shall be printed in this Constitution,
19 and no other rules shall apply.

Regular Meetings and Quorums

20 SEC. 3. L.Ls. at their option shall hold 1 regular
21 meeting each month or 2 regular meetings each
22 month. L.L. bylaws, properly adopted, shall specify

1 the number of regularly scheduled meetings to be
2 held each month. L.Ls. may, by membership action,
3 cancel meetings in the months of July and August.
4 The Executive Board of the L.L. shall be authorized
5 to transact any normal and necessary business during
6 these months.

7 L.L. members shall determine how many members
8 constitute a quorum governed by the minimum re-
9 quirements that follow:

10 L.Ls. with less than 500 members, not less than 5
11 members; L.Ls. with more than 500 members but less
12 than 1500, not less than 10 members; L.Ls. with
13 more than 1500 members, not less than 20 members.

14 The monthly report of the S.T. to the G.L. for the
15 current month shall be used to set the required quo-
16 rum minimum for the following month.

Electronic Meetings and Voting

17 Sec. 4. Upon approval of the G.V.P., and consistent
18 with their By-Laws, the L.L. Executive Board may
19 decide to include a video conference option in con-
20 junction with a standard in-person meeting and pro-
21 vided proper notice of the video option is given to the
22 membership. Special care must be taken to ensure
23 that only members in good standing and invited
24 guests participate in the video conference option.

25 The L.L. is permitted to conduct votes on properly
26 offered motions during the hybrid in-person/video
27 meetings and provided all members in attendance, in-
28 cluding those participating by video, have an equal
29 opportunity to vote.

30 Upon approval of the G.V.P., and consistent with
31 their By-Laws, L.L.s also may conduct elections for

1 non-constitutional offices and ratifications electroni-
2 cally, where permitted by law. Again, special care
3 must be taken to ensure that only members in good
4 standing participate in these elections.

Special Meetings

5 SEC. 5. Special meetings shall be called by the
6 president upon written request of 10% of the mem-
7 bers, and in L.Ls. having 100 members or less no
8 special meetings shall be called upon written request
9 of less than 10 members, regardless of the total mem-
10 bership. No less than 30% of the members petition-
11 ing for a special called meeting must be present be-
12 fore the meeting can be called to order.

13 The call for special meetings of L.Ls. shall state
14 the purpose of the meeting, and discussion and action
15 at such special meetings shall be confined to the sub-
16 ject for which the meeting was called.

Order of Business

17 SEC. 6. The order of business for each L.L. shall
18 be as follows:

- 19 1. Pledge to Flag.
- 20 2. Roll call of officers and noting of absentees.
- 21 3. New applications.
- 22 4. Report of committees on applications and act-
23 ing on same.
- 24 5. Initiations.
- 25 6. Reading of minutes and acting on same.
- 26 7. Installation of officers.
- 27 8. Examination and introduction of visiting
28 members.

- 1 9. Reports of S.T., including receipts and dis-
- 2 bursements, since the close of last meeting.
- 3 10. Communications, bills, etc.
- 4 11. Reports of committees.
- 5 12. Report on organizing activities.
- 6 13. Anything for the good of the I.A.M. and dis-
- 7 cussion of subjects of an economic nature.
- 8 14. Unfinished business.
- 9 15. New business. Election of officers.
- 10 16. Reports of sick and disabled members and of
- 11 relief committees.
- 12 17. Reports of members out of work and posi-
- 13 tions vacant.
- 14 18. Adjournment.

Local Lodge Impression and/or Ink Stamp Seal

15 SEC. 7. L.Ls. shall procure an impression and/or
16 ink stamp seal from the G.S.T., which impression
17 and/or ink stamp seal shall be made in accordance
18 with the design adopted by the G.L. The L.L. impres-
19 sion and/or ink stamp seal shall be and remain in the
20 custody of the R.S., and no paper, document, or com-
21 munication issued by the L.L. shall be valid unless it
22 bears the impression of said impression and/or ink
23 stamp seal. A special impression and/or ink stamp
24 seal marked "S.T." may be procured from the G.S.T.
25 for the exclusive use of the S.T. in the performance of
26 official duties.

Illegal Use of Impression and/or Ink Stamp Seal

27 SEC. 8. Officers or members of a L.L. who use the
28 impression and/or ink stamp seal for any purpose

1 without permission from the L.L. shall be fined, sus-
2 pended, or expelled, at the option of the L.L. of
3 which they are members.

Emergency Funds

4 SEC. 9. Each L.L. may set aside a percentage of
5 its dues to be known as an "emergency fund," which
6 fund may be used in case of emergency.

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

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

Management, Investment and Disbursement of Local Lodge Funds or Property

21 SEC. 10. The funds, property or assets of L.Ls.
22 shall not be loaned or appropriated for any other than
23 the 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
26 deemed necessary by a G.L. officer to fully protect
27 such funds, property or assets of the lodge.

1 L.L. funds shall be invested in such securities or
2 other investments deemed to be in the best interests of
3 the I.A.M. in which a prudent person or a person act-
4 ing in a fiduciary capacity would invest under the cir-
5 cumstances. Such investments may include United
6 States Government bonds or notes, state and municip-
7 al bonds supported by the general income of the state
8 or municipality, Canadian Government bonds, Certifi-
9 cates of Deposit insured by the Federal Deposit Insur-
10 ance Corporation, corporate stocks, bonds and securi-
11 ties listed on the principal stock exchanges.

Voluntary Donations

12 SEC. 11. No general appeal for financial aid shall
13 be sent out by any L.L. to other L.Ls. unless the ap-
14 peal has first been approved and countersigned by the
15 I.P. All monies appropriated for financial aid by 1
16 L.L. to another L.L. must be sent to the G.S.T., who
17 will acknowledge receipt of the same in the following
18 monthly financial statement and forward the amount
19 so paid to the L.L. for which appropriation was made.

Funds and Property of Merged Lodges

20 SEC. 12. Whenever 2 or more L.Ls., with G.L. ap-
21 proval, merge or consolidate, the funds, charter, im-
22 pression and/or ink stamp seal and working stock of
23 stamps of the L.L. which is, or the L.Ls. which are,
24 being discontinued shall be sent to G.L. and any
25 other property and the L.L. books should be turned
26 over to the L.L. with which said L.L. or L.Ls. merge
27 or consolidate. After the accounts of the merged
28 L.Ls. are balanced, such assets as remain shall be re-

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

Grand Lodge Control Over Property

6 SEC. 13. 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. In no event shall the
19 G.L., without its consent, become liable for the obli-
20 gations of a L.L. which has dissolved or been dis-
21 solved or has been suspended, merged, disbanded or
22 has otherwise forfeited its charter.

Communicator

23 SEC. 14. The L.L. president shall appoint a com-
24 municator who, in accordance with the official direc-
25 tives, policies, and programs of the G.L., will use the
26 latest forms of information technology to communi-
27 cate with the L.L. membership about their work and
28 family lives.

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Educator

SEC. 15. The L.L. president shall appoint an educator to assist in carrying out the official directives, policies, and programs of the G.L., and any other education and training programs approved by the G.L. and related to educating and training the L.L. membership 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,
2 delegates from all such L.Ls. should meet at least
3 once a month for the purpose of considering matters
4 affecting the welfare of the I.A.M., and shall report
5 the results of such meeting to their respective L.Ls.
6 Every effort shall be made to secure harmonious co-
7 operation 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 mini-
12 mum wage established for the locality wherein they
13 are employed.

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 politi-
19 cal 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
22 include 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
3 the legislative committee, which committee shall as-
4 sist in securing the enactment of legislation favorable
5 to labor. 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 G.L. Communica-
9 tions Department.

Relief Committee

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

Affiliation

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

Women's Committee

18 SEC. 7. Each L.L. shall have a committee of mem-
19 bers to be known as the women's committee. This
20 committee shall assist in education, organizing, rep-
21 resentation and community outreach on issues which
22 will enhance the representation of women and en-
23 courage participation from our sisters in the Lodge.

Human Rights Committee

1 SEC. 8. Each L.L. shall have a committee of mem-
2 bers to be known as the Human Rights Committee.
3 This committee shall assist in education, organizing,
4 representation and community outreach on issues
5 that will enhance the representation of the lodge in
6 diversity, equity and inclusion matters.

Veterans' Committee

7 SEC. 9. Each L.L. shall have a committee of
8 members to be known as the Veterans' Committee.
9 This committee shall work in coordination with the
10 I.A.M. Grand Lodge Veterans' Services Program in
11 identifying, networking and assisting I.A.M. Military
12 Veterans in transitioning from active duty back into
13 civilian life, assist with employment opportunities in
14 I.A.M. represented workplaces and assist with attain-
15 ing benefits earned during their time of official mili-
16 tary service.

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

1 SEC. 1. Fines or other levies within the authority
2 of a L.L. to make shall be due within 30 days after
3 levied. If not paid within that time, the S.T. shall no-
4 tify those in arrears in writing, by registered mail, at
5 the last known address, with copy of same to the
6 G.S.T. Should they fail to make payment within 60
7 days from the date of such written notice, their mem-
8 bership may be cancelled regardless of the date to
9 which their dues are paid.

10 Initiation fees, reinstatement fees, dues and fines
11 shall constitute a legal liability by a member to the
12 L.L. The cost of litigation arising from charges
13 against a member by reason of such liabilities shall
14 constitute a 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
12 major portion of any month (the major portion of any
13 month shall depend on the major portion of the regu-
14 lar working days in any month), and who suffer a
15 total or proportionate loss of earnings, due to separa-
16 tion from employment, layoff or furlough, or sick-
17 ness or disability, voluntary or involuntary, regardless
18 of disability benefit being received (negotiated or
19 non-negotiated), are entitled to unemployment
20 stamps for that month and are thereby excused from
21 the payment of regular dues, upon complying with
22 the following conditions:

1 They shall register their names and addresses in
2 the out-of-work book or communicate with the S.T.,
3 or business representative of the L.L. stating they are
4 unemployed, or sick or disabled, any time within a
5 two-month period. The matter of reporting is entirely
6 the member's responsibility.

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

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

13 Members who have received unemployment
14 stamps shall, immediately upon securing employ-
15 ment, report to the S.T., or business representative.

Violations

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

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 a
5 cost of \$15.00 at the time of retirement. Such retire-
6 ment card shall cover all succeeding years. The card is
7 valid as long as the holder also remains on retirement,
8 maintains a valid mailing address on file with the
9 G.S.T., and complies with all applicable provisions of
10 the I.A.M. Constitution. It shall be the responsibility
11 of the retiree to notify the G.S.T. of an address change.
12 If the retiree's address remains invalid for 12 or more
13 months, the retiree will no longer be considered in
14 good standing. Death benefits of members maintaining
15 membership by the use of retirement cards shall be
16 preserved as of the date the first retirement stamp or
17 card was issued, but in no case shall the benefits in-
18 crease, subject to the provisions as set forth in Art. XV.

19 Any member with a retirement card, who returns to
20 active employment, shall immediately notify the S.T.,
21 or business representative and again start paying regu-
22 lar monthly dues. A member who obtains a retirement
23 card by false pretenses or continues to retain his/her re-
24 tirement card while employed and fails to pay regular
25 dues shall have his/her retirement card cancelled auto-
26 matically, and the S.T. of the L.L. shall immediately
27 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, shall upon
8 leaving the trade and upon request therefore be
9 granted an exemption from further payment of dues
10 and assessments, provided they maintain a valid
11 mailing address on file with the G.S.T. It shall be the
12 responsibility of the exempt member to notify the
13 G.S.T. of an address change. If the exempt members'
14 address remains invalid for 12 or more months, the
15 exempt member will no longer be considered in good
16 standing. The issuing of such exemption cards shall
17 not deprive members of accumulated death benefits,
18 subject to the provisions set forth in Art. XV.

50-Year Life Membership Gold Card

19 SEC. 3. Members who have been in continuous
20 good standing in the I.A.M. for 50 years or more,
21 whether or not working at the trade, shall be granted
22 a 50-Year Life Membership Gold Card and shall be
23 exempted from payment of all dues and assessments.
24 Death benefits shall be preserved as of the date of is-
25 suance of the Life Membership Gold Card, with no
26 further increase in benefits, subject to the provisions
27 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 machinist or mechanic, airline worker and retail
6 worker and other service workers, professional, pro-
7 duction, service, transportation, office, clerical, tech-
8 nical, welder, specialist, woodworker, health services
9 worker, shipbuilder, machinists' helper, helper-ap-
10 prentice, or apprentice, and all other workers, work-
11 ing in any industry may be admitted to membership
12 upon paying the required fee and assuming the obli-
13 gation of the I.A.M., and provided further that said
14 applicant does not advocate dual unionism or support
15 movements or organizations inimical to the interests
16 of the I.A.M. or its established laws and policies.

Applications for Membership and Investigations

17 SEC. 2. Every application for membership shall be
18 presented to a L.L. in writing or by official electronic
19 application and shall state the name, residence, date of
20 birth, occupation and place of employment of the appli-
21 cant. If a majority of those present consent, the L.L.
22 may vote upon an application for membership at the
23 same meeting at which the applicant is proposed. At the
24 L.L.'s choice, a L.L. may accept membership without a

1 vote by receipt of a completed membership application
2 and dues check-off card or payment of dues and initia-
3 tion fee. An application once rejected shall not again be
4 voted on until after the expiration of 6 months.

Initiation and Reinstatement Fees

5 SEC. 3. The minimum initiation and reinstatement
6 fees for each L.L. shall not be less than the regular
7 monthly dues of the L.L. Whenever increases in the
8 established rates of initiation or reinstatement fees of
9 a L.L. are proposed, they shall be adopted only after
10 approval by majority vote of the members of the L.L.
11 in good standing, voting by secret ballot at a general
12 or special membership meeting and after reasonable
13 notice upon the question.

Universal Transfers

14 SEC. 4. When the I.A.M. agrees to a reciprocal
15 transfer agreement with another international union,
16 transfers shall only become effective when a mem-
17 ber's dues in that organization have been paid for the
18 2 months immediately prior to the date of transfer.
19 Application for transfer into a L.L. of the I.A.M.
20 must be made within 30 days after accepting employ-
21 ment, and upon presentation of documentary evi-
22 dence of goodstanding membership in such union
23 and the payment of a \$15.00 fee plus the current
24 month's dues, the applicant, if qualified and accepted
25 in accordance with the provisions of this Constitu-
26 tion, will be initiated or reinstated into membership
27 without the payment of the customary initiation or re-
28 instatement fee.

1 Whenever a person eligible under the provisions of
2 this SEC. accepts employment and thereby becomes
3 eligible for membership, and fails to apply for mem-
4 bership in the manner herein provided for, said trans-
5 fer will not be effected and the member shall be initi-
6 ated or reinstated in the usual manner.

7 The L.L. accepting such transfer and membership
8 application will handle the transaction as a regular
9 initiation or reinstatement and, upon formal lodge ap-
10 proval, the S.T. will issue a dues book or dues card
11 containing an initiation or reinstatement stamp, prop-
12 erly cancelled in the regular manner, and report the
13 initiation or reinstatement on the next regular
14 monthly report, with full information of such trans-
15 fer.

16 If a former member of the I.A.M. applied for uni-
17 versal transfer into a L.L. other than the one he/she
18 was formerly a member of, the applicant will pay the
19 required \$15.00 fee plus the current month's dues. In
20 this case, the membership application and a \$15.00
21 fee will be forwarded to the G.S.T. for issuing the
22 dues book or dues card.

23 Applicants for universal transfer must meet the eli-
24 gibility requirements as provided for in SEC. 1 of this
25 Art.

Obligation by Request

26 SEC. 5. Candidates elected in 1 L.L. may be initi-
27 ated in another L.L., but good and sufficient reasons
28 must be given in writing to the L.L. in which the can-
29 didates were elected before said L.L. can grant per-
30 mission for their initiation in another L.L. The per-
31 mission herein referred to shall be in writing, signed

1 by the secretary and president and attested by the im-
2 pression and/or ink stamp seal of the L.L. by which
3 they were elected, and addressed to the L.L. where
4 they are to be initiated.

Commencement of Membership

5 SEC. 6. In those L.L.'s where the membership
6 votes to accept new members, an applicant's mem-
7 bership shall conditionally commence immediately
8 upon the membership vote and payment of the initia-
9 tion fee or signature of a dues checkoff card. In L.Ls.
10 in which membership is effective when the member-
11 ship application is signed and presented to the L.L.
12 with the required initiation fee or reinstatement fee or
13 an appropriate dues checkoff card, membership shall
14 conditionally commence immediately upon the L.L.
15 receipt of the fee or checkoff card, subject to clear-
16 ance by the G.S.T. that there are no charges, fines or
17 levies outstanding in the official records of that of-
18 fice, and also subject to clearance by the G.S.T. that
19 the applicant has not been expelled from this union.

20 In those cases where the G.S.T. submits an adverse
21 report on the applicant, such conditional membership
22 shall be automatically cancelled and the applicant's
23 initiation fee or reinstatement fee shall be remitted to
24 the applicant by the properly authorized financial of-
25 ficer.

Local Lodge Dues

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

1 Except as otherwise required by this Sec., in all
2 other cases, any changes in the established rates of
3 dues proposed by a L.L. shall be adopted only after
4 approval by a majority vote of the members of the
5 L.L. in good standing in attendance and voting by se-
6 cret ballot at a general or special membership meet-
7 ing and after reasonable notice upon the question.

8 Upon payment of dues, members shall receive a
9 dues stamp from the S.T. as a receipt for each
10 month's dues so paid, which stamp shall be affixed in
11 the dues books or dues cards of the members and
12 cancelled by the S.T. as provided in SEC. 6, Art. C.

13 At no time shall L.L. dues be rebated to a member
14 who attends a meeting where, to do so, would result
15 in the dues of a member actually paid or checked-off
16 to fall below the established minimum dues rate of
17 the L.L.

Reduced Rate of Dues

18 SEC. 8. Members who secure employment within
19 the jurisdiction of any other trade union affiliated with
20 the A.F.L.C.I.O., and who are required to become
21 members of such other trade union, may retain their
22 membership in the I.A.M. by paying such reduced
23 rate of dues as may be stipulated by the L.L. of which
24 they are members. Such L.L. shall, however, pay full
25 per capita tax to the G.L. on all such members.

Dues Books or Dues Cards

26 SEC. 9. Except as otherwise provided in SEC. 4,
27 Art. VII, all members shall have dues books or dues
28 cards of uniform appearance, which shall bear num-

1 bers designated by the G.L. and shall be furnished
2 free of charge by the S.T., who shall purchase all
3 dues books or dues cards from the G.S.T.

4 All dues books shall contain spaces for the affixing
5 and cancellation of stamps, for recording the payment of
6 assessments and for noting transfers. Such dues books
7 shall contain spaces for the description, identification
8 and signature of the owner and the designation of the
9 branch of the trade in which the owner is most profi-
10 cient, and a page containing a statement of G.L. bene-
11 fits. Space shall also be provided for the insertion of the
12 Congressional or Assembly District, Legislative Assem-
13 bly or Parliamentary Constituency of the member.

14 The dues book or dues card when properly
15 stamped and bearing the impression and/or ink stamp
16 seal of the L.L. shall serve all purposes for the identi-
17 fication of the owner and shall be received as evi-
18 dence of standing in the I.A.M. The dues book or
19 dues card may be enhanced by automated methods
20 for identification and verification of membership
21 standing, subject to the approval of the E.C.

Replacement of Lost or Destroyed Dues Books

22 SEC. 10. When the loss or destruction of a dues
23 book is satisfactorily proved by a member, the S.T.,
24 upon payment of a fee of 50¢ to be retained by the L.L.,
25 shall make out a new book which shall have affixed on
26 the inside cover a certificate of exchange or loss.

Transfers

27 SEC. 11. A member may transfer to any L.L.,
28 when approved by a vote of the members in regular

1 meeting, provided, however, in cases where members
2 are initiated in L.Ls. where the minimum initiation
3 fee prevails and transfer to a L.L. where a higher ini-
4 tiation fee prevails, a minimum of 6 months' continu-
5 ous good-standing membership will be required,
6 without which, at the option of the L.L. involved, the
7 difference in the initiation fee may be collected. The
8 failure of any L.L. to accept the transfer shall not de-
9 prive the member of good standing in the I.A.M. or
10 right to employment. No accounting of arrearage
11 dues shall be required between L.Ls., but all L.L. and
12 D.L. special levies then due shall be collected and
13 forwarded to the L.L. or D.L. which levied the same.
14 Should a dues book or dues card be presented for the
15 transfer of a member with 1 or more months' dues
16 paid in advance, the owner of such book or card shall
17 be entitled to transfer in regular form, and the ad-
18 vanced dues shall remain the property of the L.L.
19 from which the member transferred. Members pre-
20 senting their dues books or dues cards as prescribed
21 herein shall become members of the L.L. to which
22 they transfer upon approval of the transfer by the L.L.
23 The S.T. shall execute a transfer notice and immedi-
24 ately send a copy of the transfer notice to the S.T.

25 Any D.L. experiencing problems with this method
26 of transferring membership funds and/or records
27 may, upon request, be granted needed dispensation
28 from the I.P.

Identification Letters Illegal

29 SEC. 12. Except as otherwise provided in SEC. 4,
30 Art. VII, no letter or paper of identification other than
31 the regular dues book or dues card shall be issued by

1 any S.T. or other officer of a L.L. to any member, ex-
2 cept for the purpose of showing the standing of such
3 member on the books of the L.L. or in reply to an in-
4 quiry received under the impression and/or ink stamp
5 seal of some other L.L.

Membership Cancelled

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

11 Delinquency for 2 months in the payment of dues
12 or special levies, or delinquency arising from the ap-
13 plication of SEC. 4, Art. C, shall automatically cancel
14 membership and all rights, privileges and benefits in-
15 cident thereto. The period of good-standing member-
16 ship of members whose membership has been can-
17 celled for delinquency or other cause shall date from
18 their last reinstatement, as shown by the G.L. records,
19 and their rights, privileges and benefits under the pro-
20 visions of this Constitution shall attach and date from
21 their last reinstatement, as though they had never be-
22 fore held membership in the I.A.M.

Reinstatement

23 SEC. 14. Any person whose membership has been
24 cancelled may be reinstated to membership, but the
25 application for reinstatement must be made to the
26 L.L. under whose jurisdiction the applicant is work-
27 ing, and the regular reinstatement fee of such L.L.
28 must be paid.

1 If the application for reinstatement is filed in the
2 L.L. wherein the applicant's original membership
3 was cancelled and the application is approved, said
4 L.L. shall immediately issue a dues book or dues card
5 containing a reinstatement stamp properly cancelled,
6 which transaction shall be entered on the monthly re-
7 port of said L.L. in the same manner as initiations are
8 entered.

9 When the application for reinstatement is filed in
10 a L.L. other than that by which the applicant's mem-
11 bership was cancelled, the L.L. shall submit to the
12 G.S.T a fee of \$15.00. Upon receipt of said applica-
13 tion, the G.S.T. will issue a dues book or dues card
14 containing a reinstatement stamp properly can-
15 celled, and forward same to the S.T. of the L.L.
16 from which the application was received, and shall
17 thereupon transfer the reinstated member to such
18 L.L.

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

28 The foregoing provisions shall not apply to people
29 whose membership was cancelled in lapsed, sus-
30 pended, expelled or disbanded L.Ls. All such people
31 working in a locality where a L.L. exists may be rein-
32 stated by the G.L. upon making application therefore
33 and paying the reinstatement fee charged by the near-
34 est L.L., which fee shall not be less than the regular

1 monthly dues of the L.L. The L.L. shall forward the
2 application for reinstatement, together with a fee of
3 \$15.00, to the G.S.T.

Rejected Applications and Expulsions

4 SEC. 15. Each L.L. shall keep for future reference
5 a correct list of all people whose membership has
6 been cancelled and all applications that have been re-
7 jected. Expelled people and rejected applicants can-
8 not again apply for membership until after the expira-
9 tion of 6 months from the date of said expulsion or
10 rejection.

Withdrawal Cards

11 SEC. 16. Any member who leaves the trade be-
12 cause of illness, or obtains employment outside the
13 trade or industry, or because of furthering education,
14 or obtains a supervisory position above the rank of
15 working foreman, or because of circumstances over
16 which the member has no control is compelled, as a
17 condition of employment, to join another labor or-
18 ganization, and upon complying with the conditions
19 hereinafter set forth, may be issued a withdrawal card
20 by and with the approval of the L.L. in which mem-
21 bership is held.

22 Application for withdrawal card, accompanied by
23 a fee of \$1.00, 50¢ of which is to remain in the L.L.
24 treasury and the balance to be remitted to G.L., shall
25 be made to the S.T. of the L.L. who, after the applica-
26 tion has been approved by the L.L., shall issue same,
27 bearing the L.L. impression and/or ink stamp seal on
28 a form designed and supplied by the G.L.

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

4 People discontinuing their membership by accept-
5 ing withdrawal cards will not be entitled to any bene-
6 fits or permitted to attend meetings or participate in
7 any of the business of the I.A.M. They shall not vio-
8 late any of the laws or decisions of the G.L. or L.L.
9 under penalty of having their withdrawal cards can-
10 celled. Any person who holds a withdrawal card and
11 holds a position above working foreman will have
12 said withdrawal card automatically revoked if he/she
13 crosses a sanctioned picket line of the shop where
14 he/she is employed.

Armed Forces Withdrawal Cards

15 SEC. 17. Members who enter the Armed Forces of
16 the United States or Canada may apply for an Armed
17 Forces withdrawal card to the S.T. of the lodge of
18 which he/she is a member. Applications for Armed
19 Forces withdrawal cards shall be reported by the S.T.
20 to the G.S.T. for processing. The cards shall be is-
21 sued by the G.L.

22 Members who are issued Armed Forces with-
23 drawal cards shall receive credit for time spent in
24 such service toward veteran badges should they re-
25 sume membership in the I.A.M. upon discharge from
26 the service. They shall not violate any of the laws or
27 decisions of the G.L. or L.L. under penalty of having
28 their withdrawal cards cancelled. No fee in connec-
29 tion with the timely deposit of an Armed Forces with-
30 drawal card or the issuing of the dues book or dues
31 card shall be collected from the member. Armed

- 1 Forces withdrawal cards must be deposited with the
- 2 L.L. within 30 days following return to work.

Deposit of Withdrawal Cards

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

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

20 Whenever the holder of a withdrawal card accepts
21 employment and thereby becomes eligible for mem-
22 bership and fails to deposit the card in the manner
23 herein provided for, such withdrawal card is automat-
24 ically cancelled and the S.T. of the L.L. with which
25 the card should have been deposited will immediately
26 notify the G.S.T.'s office of the cancellation.

ARTICLE J

MEMBERSHIP CLASSIFICATION

Journeyman/Journeyperson

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

Technician

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

Specialist

16 SEC. 3. A specialist is a person who is employed
17 in a particular branch or subdivision of the machin-
18 ists' trade, or a person who performs a particular
19 line of work commonly recognized as work con-
20 nected with the trade but requiring less general
21 knowledge of the trade than a journeyman/jour-
22 neyperson.

Machinist's Helper

1 SEC. 4. A machinist's helper is a person employed
2 in the machine or metal industry, in any of its
3 branches or subdivisions, and assigned to assist others
4 in the machinists' trade in the performance of their du-
5 ties, and who is competent to command the minimum
6 rate of wages paid in the locality where employed.

Production Worker

7 SEC. 5. A production worker is a person em-
8 ployed in mass production industry engaged in repet-
9 itive machine work, assembly work, or bench work,
10 requiring less training, experience and skill than that
11 necessary to qualify as a specialist.

Service Worker

12 SEC. 6. A service worker is a person who is em-
13 ployed in any supportive or operative service func-
14 tion connected with the work outlined in the jurisdic-
15 tional portion of this Constitution.

Apprentice

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

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

Term of Apprenticeship

1 SEC. 8. People engaging themselves to learn any
2 branch of the trade under the jurisdiction of the
3 I.A.M., as outlined in Secs. 1 and 2 of this Art., shall
4 serve an apprenticeship of 4 years.

Apprentice Ratio

5 SEC. 9. Every shop which employs 3 journey-
6 men/journeypersons may have 1 apprentice.

7 Further apportionment shall be based on 1 addi-
8 tional apprentice for every 8 journeymen/journeypersons
9 employed in the specific journeyman/jour-
10 neyperson classification to be apprenticed. The num-
11 ber of helper-apprentices shall at no time exceed the
12 number of regular indentured apprentices in any
13 shop, unless otherwise provided for in the collective
14 bargaining agreement.

Completion of Apprenticeship

15 SEC. 10. Apprentices upon the completion of their
16 apprenticeship shall receive not less than the mini-
17 mum rate of pay for journeymen/journeypersons in
18 the locality where they are employed, unless other-
19 wise provided for in the collective bargaining agree-
20 ment.

Reclassification

21 SEC. 11. Helpers who engage themselves to em-
22 ployers as apprentices shall within 5 days thereafter
23 present their dues books or dues cards to the S.T. of

1 the L.L. having jurisdiction over the
2 journeymen/journeypersons in the shop where em-
3 ployed. The S.T. shall thereafter notify the G.S.T.,
4 who shall reclassify the members as apprentices.

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, peo-
13 ple working at the several branches of the trade must
14 become members at the request of the L.L. having ju-
15 risdiction 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 work-
22 week.

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
11 under 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 habit-
17 ual drunkenness or conduct disgraceful to themselves
18 or associates, shall be subject to the penalty of expul-
19 sion 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

1 the I.A.M., or any of its subordinate L.Ls. or D.Ls.,
2 upon complying with the conditions hereinafter set
3 forth, may make application for associate member-
4 ship through the G.L.

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

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

21 Associate members shall have no rights or privi-
22 leges in the constitutional governance of the I.A.M.
23 and will not be permitted to attend meetings or par-
24 ticipate in any business of the I.A.M. This associate
25 membership shall immediately cease if and when the
26 associate member shall be represented by the I.A.M.
27 or any of its subordinate L.Ls. or D.Ls. in a collective
28 bargaining relationship. This associate membership
29 shall automatically be revoked if he/she crosses a
30 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
3 and takes these rights very seriously. Accordingly,
4 Art. L contains due process guarantees and safe-
5 guards to protect all members, officers, and represen-
6 tatives from 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 representa-
10 tive or representative of a L.L. or D.L. which shall war-
11 rant a reprimand, removal from office and/or disqualifi-
12 cation from holding office for not more than 5 years
13 (except as otherwise provided in Art. VII, SEC. 5), sus-
14 pension from office, or any lesser penalty or any com-
15 bination of these penalties as the evidence may warrant:
16 Incompetence; negligence or insubordination in
17 the performance of official duties; or failure or re-
18 fusal to 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-

1 rant a reprimand, fine, suspension and/or expulsion
2 from membership, or any lesser penalty or any com-
3 bination of these penalties as the evidence may war-
4 rant after written and specific charges and a full hear-
5 ing as hereinafter provided:

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

11 Attempting, inaugurating, or encouraging seces-
12 sion from the I.A.M.; advocating or encouraging or
13 attempting to inaugurate any dual labor movement;
14 or supporting movements or organizations inimical to
15 the interest of the I.A.M. or its established laws and
16 policies.

17 Acquiring membership by false pretense, misrep-
18 resentation, or fraud.

19 Accepting employment in any capacity in an estab-
20 lishment where a strike or lockout exists as recog-
21 nized under this Constitution, without permission.
22 *(In Canada, however, resignation shall not relieve a*
23 *member of his/her obligation to refrain from accept-*
24 *ing employment at the establishment for the duration*
25 *of the strike or lockout if the resignation occurs dur-*
26 *ing the period of the strike or lockout or within 14*
27 *days preceding its commencement. Where obser-*
28 *vance of a primary picket line is required, any resig-*
29 *nation tendered during the period that the picket line*
30 *is maintained, or within 14 days preceding its estab-*
31 *lishment, shall not become effective as a resignation*
32 *during the period the picket line is maintained, nor*
33 *shall it relieve a member of his/her obligation to ob-*
34 *serve the primary picket line for its duration.)*

1 Actions constituting a violation of the provisions
2 of this Constitution, or any action which would con-
3 stitute a violation of the L.L. bylaws.

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

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

Trial of Officers or Representatives

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

27 The I.P. will appoint a special trial committee,
28 which will first conduct a preliminary investigation to
29 determine whether or not there is sufficient substance
30 to warrant a formal trial being held. Charges shall be
31 dismissed prior to the hearing if they are not timely

1 filed, if the act complained of does not constitute a
2 violation subject to discipline under the Constitution,
3 or in the absence of evidence sufficient to establish
4 cause for proceeding. If the trial committee finds the
5 charges should be dismissed, it will so advise the I.P.,
6 who will then notify both plaintiff and defendant.
7 This decision is subject to appeal as provided in SEC.
8 12 of this Art.

9 If the trial committee decides a formal trial hearing
10 is warranted, both the plaintiff and defendant shall be
11 notified of the specific charges on which they will be
12 tried, and the time and place of the trial, in writing,
13 by registered or certified mail. A trial before a spe-
14 cial trial committee shall be conducted in the locality
15 where the offense is alleged to have been committed
16 within 30 days after the mailing of such notice, pro-
17 vided, however, that all parties shall be provided suf-
18 ficient time to prepare their cases. The accused shall
19 be given full opportunity to present evidence and ar-
20 guments to refute the charges, to examine and cross-
21 examine witnesses, and may be represented by an-
22 other member of the I.A.M., acting as his/her attor-
23 ney.

24 The special trial committee shall report its verdict
25 and recommended penalty, if guilty, in writing to the
26 I.P. The I.P. may affirm, modify, or reverse in full or
27 in part, the decision of the special trial committee, or
28 impose any penalty or fine, which he/she deems to be
29 appropriate.

30 In the case of a trial before the convention of the
31 G.L., the trial shall be referred to and conducted by
32 the appeals and grievance committee. The accused
33 shall be provided the same process and protections as
34 in a trial before a special trial committee. The ap-

1 peals and grievance committee shall submit its report
2 to the convention, which shall include its findings
3 and verdict, together with its recommendation of the
4 penalty to be imposed, if the accused is found guilty.

5 The convention may amend or reject the verdict in
6 whole or in part. If the convention concurs with a
7 guilty verdict, the recommendation of the committee
8 as to the penalty may be amended or rejected in
9 whole or in part and/or another penalty substituted by
10 a majority vote of those delegates voting on the ques-
11 tion. Such action of the convention shall be final and
12 binding on all parties.

13 If the charges are not tried before a special trial
14 committee or by the G.L. Convention, then the
15 charges will be tried before the L.L., D.L., council or
16 conference of which the accused is an officer or rep-
17 resentative in accordance with the trial procedures
18 prescribed in Secs. 6 – 11 of this Art.

Trial of a Member

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

23 It is the duty of any member who has information
24 as to conduct of a member covered by SEC. 3 of this
25 Art. to prefer charges in writing against such member
26 within thirty 30 days after he or she has knowledge of
27 the most recent incident by filing the same with the
28 president of the L.L. of which the accused is a mem-
29 ber. Such charges shall set forth the specific actions
30 or omissions allegedly constituting the misconduct.
31 The president of the L.L. with whom the charges are

1 filed shall supply a copy to the accused and forthwith
2 proceed to bring the accused to trial under the provi-
3 sions of Secs. 6 - 11 of this Art., except that the I.P.
4 may, when he/she deems such action necessary in
5 order to provide a fair trial or to protect the best inter-
6 ests of the I.A.M., direct that the accused be tried ei-
7 ther by a special committee designated for that pur-
8 pose or by the G.L. convention. In the event the latter
9 procedure is adopted, the trial of the charges shall be
10 governed by the provisions of SEC. 4 of this Art.

11 In the event the president or the president and other
12 officers of the L.L. are involved in the charges filed,
13 the next ranking officer shall preside, as herein set
14 forth. In the application of this Sec., the order of rank-
15 ing of officers shall be as set forth in SEC. 1, Art. B.

16 In the event that any L.L., or the members thereof,
17 fail to proceed as prescribed herein, then any officer
18 or representative, or member, may file written
19 charges against such member or members with the
20 I.P. Upon the receipt of such charges, the I.P. shall
21 forward 1 copy thereof to the accused and 1 copy to
22 the president of the L.L. of which the accused is a
23 member, together with an order commanding said
24 L.L. to proceed to place the accused on trial under the
25 provisions of this Art.

26 If said L.L. fails or refuses for 15 days thereafter to
27 proceed as ordered by the I.P., then the I.P. shall no-
28 tify the accused and the L.L. of which the accused is
29 a member, of the time and place, when and where a
30 special committee will meet for the purpose of hear-
31 ing evidence and trying the accused upon charges
32 theretofore preferred, provided, however, that the I.P.
33 or the E.C. may, if they deem advisable, in lieu of a
34 trial before a special committee, order the accused to

1 be tried by the G.L. convention. In the event the lat-
2 ter procedure is adopted, the trial of the charges shall
3 be governed by the provisions of SEC. 4 of this Art.

Appointment of Trial Committee

4 SEC. 6. Except as otherwise provided in this Art.,
5 whenever charges have been preferred against a
6 member, the president of the L.L. shall promptly ap-
7 point a trial committee of 3 or 5 members, 1 of whom
8 shall act as chairperson and 1 of whom shall act as
9 secretary. The trial committee shall conduct an in-
10 vestigation of the charges and decide whether there is
11 sufficient substance to warrant a trial hearing being
12 held. The arrangement of the conduct of the investi-
13 gation is left to the discretion of the trial committee.
14 If the trial committee decides a trial hearing is war-
15 ranted, the committee shall, within 1 week of its de-
16 termination, notify the member of the charges against
17 him/her and when and where to appear for trial. The
18 time set for trial shall allow the accused a reasonable
19 time (not less than 7 calendar days after notification)
20 to prepare his/her defense.

21 If the trial committee decides the charges should
22 be dismissed on the basis of lack of supporting evi-
23 dence, it will so recommend to the next regular meet-
24 ing of the L.L. and the L.L. shall adopt or reject the
25 trial committee's recommendation. If the L.L. adopts
26 the recommendation, the charges shall stand dis-
27 missed subject to appeal of L.L. decisions as pro-
28 vided in SEC. 12 of this Art. If the L.L. rejects the
29 committee's recommendation, the trial committee
30 shall proceed to notify the charged member and hold
31 a trial hearing.

Appearance

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

Evidence

4 SEC. 8. Both the plaintiff and the defendant shall
5 have the privilege of presenting evidence and being
6 represented either in person or by a member to act as
7 his/her attorney. The trial committee shall maintain a
8 written record of the trial proceedings, including all
9 testimony and documents introduced by either the
10 plaintiff or the defendant.

Trial Procedure

11 SEC. 9.

- 12 1. Call trial committee to order.
- 13 2. Examine dues books or dues cards.
- 14 3. Clear the trial chamber of all people except
15 the trial committee, the trial reporter (who
16 need not be a member of the I.A.M.), the
17 plaintiff and his/her attorney, the defendant
18 and his/her attorney, and representatives of
19 the G.L., if in attendance.
- 20 4. The plaintiff and the defendant shall remain
21 in the trial chamber until trial is concluded,
22 but shall sit apart.
- 23 5. The chairperson shall read the charges and
24 ask the defendant if he/she is "guilty" or "not
25 guilty." If the plea is "not guilty" the trial
26 shall then proceed; if the plea is "guilty" the

- 1 trial committee shall conduct such further
2 proceedings as in its judgement are required.
- 3 6. The plaintiff or his/her attorney shall present
4 his/her case first.
- 5 7. Witnesses shall be called into the trial cham-
6 ber 1 at a time, and will leave the trial cham-
7 ber upon completing their testimony, subject
8 to recall by either the trial committee, the
9 plaintiff, the defendant, or the representatives
10 of the G.L.
- 11 8. All people giving testimony shall be required
12 to affirm that the testimony that they give
13 shall be the truth.
- 14 9. Defendant and his/her attorney shall have the
15 right to cross-examine plaintiff's witnesses.
- 16 10. Defendant's witnesses shall then be called.
- 17 11. Plaintiff and his/her attorney shall have the
18 right to cross-examine the defendant's wit-
19 nesses.
- 20 12. Following the completion of cross-examina-
21 tion, the plaintiff and defendant shall be given
22 the opportunity to make a statement or sum-
23 mation of their case, with the plaintiff having
24 the first and last opportunity for remarks.
- 25 13. Before the trial committee shall begin its de-
26 liberation upon the testimony given, all peo-
27 ple except the trial committee shall leave the
28 trial chamber.

Report of Trial Committee

- 29 SEC. 10. The trial committee shall consider all of
30 the evidence in the case and thereafter agree upon its
31 verdict of "guilty" or "not guilty." If the verdict be

1 that of “guilty,” the trial committee shall then con-
2 sider and agree upon its recommendation of punish-
3 ment.

4 Following completion of these deliberations and
5 conclusions, the trial committee shall report at the
6 next regular meeting of the L.L. The plaintiff and the
7 defendant shall be promptly notified in writing, by
8 registered or certified mail, by the R.S. of the deci-
9 sions of the L.L. with respect to the guilt or inno-
10 cence of the defendant and with respect to the penalty
11 imposed if the L.L. took action on the latter. The trial
12 committee’s report shall be in 2 parts as follows:

- 13 1. The report shall contain a synopsis of the evi-
14 dence and testimony presented by both sides,
15 together with the findings and verdict of the
16 trial committee. After the trial committee has
17 made the necessary explanation of its intent
18 and meaning, the trial committee’s verdict
19 with respect to guilt or innocence of the de-
20 fendant shall be submitted without debate to a
21 vote by secret ballot of the members of the
22 L.L. in attendance.
- 23 2. If the L.L. concurs with a “guilty” verdict of
24 the trial committee, the recommendation of
25 the committee as to the penalty to be imposed
26 shall be submitted in a separate report to the
27 L.L. and voted on by secret ballot of the
28 members then in attendance.

Voting on Report

29 SEC. 11. The penalty recommended by the trial
30 committee may be amended, rejected, or another
31 punishment substituted therefore by a majority vote

1 of those voting on the question, except that it shall re-
2 quire a two-thirds vote of those voting to expel the
3 defendant from membership. If the L.L. reverses a
4 “not guilty” verdict of the trial committee, the pun-
5 ishment to be imposed shall be decided by the L.L.
6 by a majority vote of those voting on the question,
7 except that it shall require a two-thirds vote of those
8 voting to expel the defendant from membership.

9 Disqualification from holding office as a penalty
10 for misconduct as a member or officer shall be lim-
11 ited to 5 years, except as otherwise provided in SEC.
12 5, Art. VII.

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

13 SEC. 12. An appeal may be taken to the I.P. from
14 the decision of a L.L. or D.L. by either the accused or
15 the party preferring charges against the accused
16 within 30 days after the verdict. Such appeal must be
17 addressed to the I.P. in writing and set forth in spe-
18 cific detail the grounds on which it is based. The ap-
19 peal may also include any argument in support
20 thereof which the appellant desires to advance, but
21 shall not include any new evidence. The I.P. shall
22 transmit to the opposing party a copy of the appeal
23 and such party shall have a period of 15 days to reply
24 thereto. The I.P. shall obtain from the L.L. or D.L. a
25 complete record of the trial before the L.L. or D.L.
26 and shall make a decision based on such record,
27 which shall be final and binding unless changed on
28 further appeal as hereinafter provided.

29 The decision of the I.P. shall contain his/her find-
30 ings and conclusions and the penalty, if any, to be im-
31 posed. Upon such an appeal, the I.P. shall have full

1 authority to affirm or to modify or reverse, in whole
2 or in part, the decision of the L.L. or D.L., or to re-
3 mand the proceedings for further trial before the L.L.
4 or D.L., or to impose any penalty or fine which
5 he/she deems to be required, including expulsion.
6 No party to the appeal shall have a right to appear in
7 person before the I.P. However, the I.P., if he/she
8 deems it necessary or desirable, in connection with
9 his/her consideration of the appeal, may accord such
10 a privilege. The I.P. shall furnish a copy of his/her
11 decision to each party to the appeal by registered or
12 certified mail.

Appeal from Decision of I.P.

13 SEC. 13. An appeal may be taken from a decision
14 of the I.P. to the E.C. by any interested party to the
15 proceedings before either the I.P., the L.L. or D.L.
16 Such appeal must be taken within 30 days of receipt
17 of the I.P.'s decision and shall be made in writing to
18 the G.S.T. The appeal shall set forth in specific detail
19 the grounds therefore and may include any written ar-
20 gument in support of these grounds. The G.S.T. shall
21 also notify the opposing party in charge cases or trial
22 cases of any appeal from the decision of the I.P. to the
23 E.C. and shall furnish such party with a copy thereof.
24 The opposing party shall have a period of 15 days in
25 which to file any written argument in opposition to
26 the appeal with the G.S.T. The G.S.T. shall transmit
27 to the E.C. such appeal and any written arguments in
28 opposition thereto, together with the record of the
29 proceedings before the I.P., and the decision of the
30 E.C. shall be made upon this record and the argu-
31 ments submitted in connection therewith. No party

1 to the appeal shall have a right to appear in person be-
2 fore the E.C. However, the E.C., if it deems it neces-
3 sary or desirable in connection with its consideration
4 of the appeal, may accord such a privilege.

5 The decision of the E.C. shall be by majority vote
6 of those participating and shall be final unless
7 changed upon further appeal as hereunder provided.
8 No member of the E.C. involved in the case or who
9 has participated in the matter at earlier stages shall be
10 entitled to participate in the decision on appeal. The
11 E.C. shall have full authority to affirm or to modify or
12 reverse, in whole or in part, the decision of the I.P. or
13 to remand the proceedings for further trial before the
14 L.L. or D.L. or to impose any penalty or fine which it
15 deems to be required. The G.S.T. shall furnish a copy
16 of the decision of the E.C. to each party to the appeal
17 by registered or certified mail.

Appeal from Decision of E.C.

18 SEC. 14. An appeal may be made from a decision
19 of the E.C. by any party to the proceedings before the
20 E.C. to the G.L. convention. Such appeal shall be
21 made in writing to the G.S.T. within 90 days from the
22 date of the E.C.'s decision and shall set forth in spe-
23 cific detail the grounds therefore. The appeal may in-
24 clude a written argument in support of such grounds.
25 The G.S.T. shall notify the E.C. and the opposing
26 party of such appeal and furnish them with a copy
27 thereof. Such party may, within 15 days, file with the
28 G.S.T. a written argument in opposition to the appeal.
29 The appeal shall be referred to the appeals and griev-
30 ance committee of the convention, and the G.S.T.
31 shall transmit to such committee the record of the

1 proceedings before the lower tribunals of the I.A.M.,
2 as well as the arguments of the appellant and of the
3 opposition party.

4 The appeals and grievance committee shall, upon
5 timely request, hear both parties to the appeal in
6 person. However, no party to the appeal shall have
7 a right to appear in person before the convention.
8 The appeals and grievance committee shall make a
9 written recommendation to the convention based
10 upon the record before it, which shall contain its
11 findings, conclusions, and recommendations as to
12 penalty to be imposed, if any. The convention may
13 amend or reject, in whole or in part the findings and
14 recommendations of the appeals and grievance com-
15 mittee and find the accused either "guilty" or "not
16 guilty." The convention may also accept or reject, in
17 whole or in part, any recommendation of the ap-
18 peals and grievance committee with respect to a
19 penalty to be imposed, and may itself provide a sub-
20 stitute penalty by a majority of delegates voting on
21 the question. Such action of the convention shall be
22 recognized and accepted as final and binding on all
23 parties.

24 Before any appeal can be taken from an E.C. deci-
25 sion, the decision and all orders of the E.C. in relation
26 thereto must be complied with by all parties con-
27 cerned therein; provided, however, that in the event
28 the E.C. concludes that compliance pending appeal
29 would constitute a substantial bar to the exercise of
30 the right thereof, compliance therewith may be
31 waived or modified by the E.C.

32 No officer, member, representative, L.L., D.L., or
33 other subordinate body of the I.A.M. shall resort to
34 any court of law or equity or other civil authority for

1 the purpose of securing an opinion or decision in
2 connection with any alleged grievance or wrong aris-
3 ing within the I.A.M. or any of its subordinate bodies
4 until such party shall have first exhausted all reme-
5 dies by appeal or otherwise provided in this Constitu-
6 tion not inconsistent with applicable law for the set-
7 tlement and disposition of such alleged rights, griev-
8 ances or wrongs. The I.P., E.C., and G.L. convention
9 are hereby empowered to refuse or defer considera-
10 tion, or to refuse or defer or withhold decisions, in
11 any matter pending in any court of law or before any
12 other civil authority as circumstances in their judg-
13 ment may warrant and justify.

Rights of Member During Appeal

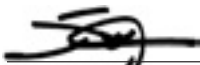
14 SEC. 15. While any member or L.L. is exercising
15 the right of appeal, the financial standing of such
16 member or L.L. shall not be impaired by refusal to
17 accept dues or per capita tax until after the E.C. has
18 passed upon the appeal.

Notification to L.L. and D.L.

19 SEC. 16. Whenever appeals are taken to the I.P.,
20 E.C., a convention of the G.L. or general referendum,
21 the L.L. or D.L. involved shall be notified immedi-
22 ately.

23 *In accordance with the provisions of SEC. 4, Art.*
24 *XIX, the Committee on Law met for the purpose of*
25 *considering the necessary revisions to the Constitu-*
26 *tion as a result of the propositions adopted by the del-*
27 *egates at the October, 2022, Grand Lodge Conven-*
28 *tion.*

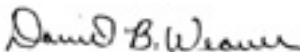
1 *All necessary changes have been made in compli-*
 2 *ance with the terms of this Constitution and a check*
 3 *completed of the proof to be submitted for printing of*
 4 *the newly revised Constitution.*



T. Dean Wright, Jr.
Chairperson



James H. Beno
Secretary



Dave Weaver



Tania Canniff



Andrew Sandberg

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	25
Delegates to the American Feder- ation of Labor and Congress of Industrial Organizations and Other Affiliations	
ARTICLE V	27
Executive Council	
ARTICLE VI	30
International President	
ARTICLE VII	37
General Secretary-Treasurer	
ARTICLE VIII	45
General Vice Presidents	
ARTICLE IX	46
Salaries	
ARTICLE X	47
Office and Expense Limitations	

	Page
ARTICLE XI	49
Business Agencies and Organizers	
ARTICLE XII	53
Revenue of the Grand Lodge	
ARTICLE XIII.....	54
Audits of Grand Lodge Accounts and Bonding of Grand Lodge Officers, Representatives and Employees	
ARTICLE XIV	55
Grand Lodge Pension	
ARTICLE XV.....	57
Death Benefits	
ARTICLE XVI	60
Strikes	
ARTICLE XVII	68
Affiliation with Grand Lodge	
ARTICLE XVIII.....	70
The Referendum and its Operation	
ARTICLE XIX	74
Revision of the Constitution by Convention	
ARTICLE XX.....	77
Undelegated Authority and Power	
ARTICLE XXI	78
Councils and Conferences	
ARTICLE XXII	80
District Lodges	

	Page
ARTICLE A.....	96
Organization of Local Lodges	
ARTICLE B.....	100
Local Lodge Officers and How Chosen	
ARTICLE C.....	105
Duties of Local Lodge Officers	
ARTICLE D.....	112
Government of Local Lodges	
ARTICLE E.....	120
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.....	144
Duties of Members	
ARTICLE L.....	147
Code	

INDEX

(Alphabetically)

	Page	Section
Affiliation		
Individual.....	68	1
Local Lodge affiliation with District Lodge, <i>see</i> Local Lodges	99	9
Local Lodge affiliation with labor councils, <i>see</i> Local Lodges, Duties of	121	6
Member Appointed Superintendent or General Foreman	68	4
Obligation, Fees and Dues.....	68	2
Subject to Constitution	69	5
Transfers	68	3
With Grand Lodge, <i>see</i> Grand Lodge.....	68	
Apprenticeship		
Apprentice Ratio, <i>see</i> Local Lodges, Membership Classification	142	9
Completion of Apprenticeship, <i>see</i> Local Lodges, Membership Classification	142	10
Membership Classification, <i>see</i> Local Lodges, Membership Classification	140	
Terms of Apprenticeship, <i>see</i> Local Lodges, Membership Classification	142	8
Assistant Secretary to the GST, <i>see</i> General Secretary-Treasurer....		
	44	8

	Page	Section
Duties, <i>see</i> General Secretary-Treasurer	37	1
Audits		
of District Lodges, <i>see</i> District Lodges, Audits	87	10
of Grand Lodge Accounts	54	1
of Lodges, Councils or Conferences, <i>see</i> General Secretary-Treasurer .	41	5
Bonding		
of Local Lodges, <i>see</i> Local Lodges, Bonding.....	110	11
of Lodges, Councils or Conferences, <i>see</i> General Secretary-Treasurer.	43	6
of Grand Lodge Officers, Representatives and Employees..	54	2
Business Agents		
Control of.....	50	2
Location	51	6
Qualifications.....	51	4
Reports.....	51	5
Salaries.....	49	1
Servicing of Lodges.....	50	3
Bylaws		
of Councils and Conferences, <i>see</i> Councils and Conferences, Bylaws	78	2
of Local Lodges, <i>see</i> Local Lodges, Bylaws	112	1
Credentials Committee,		
<i>see</i> Convention	10	7

	Page	Section
Committees		
Appointment of, <i>see</i> International		
President	31	6
Committee on Law	13	2
Convention Committees, <i>see</i>		
Convention.....	11	9
Credentials Committee, <i>see</i>		
Convention.....	10	7
Human Rights Committee, <i>see</i>		
Local Lodges, Duties of.....	122	8
Legislative Committees, <i>see</i>		
Local Lodges, Duties of.....	121	4
Resolutions Committee, <i>see</i>		
Convention.....	11	8
Relief Committee, <i>see</i> Local		
Lodges, Duties of.....	121	5
Trial Committee, <i>see</i> Local		
Lodges, Code	153	6
Veterans' Committee, <i>see</i> Local		
Lodges, Duties of.....	122	9
Committee on Law		
Compensation of, <i>see</i> Constitution.	76	5
Election of, <i>see</i> Grand Lodge		
Officers	13	2
Meeting and Report, <i>see</i>		
Convention.....	74	2
Qualifications of, <i>see</i> Grand		
Lodge Officers	14	3
Special Meeting, <i>see</i> Referendum..	72	8
Constitution		
Acceptance or Rejection of		
Proposed Amendments	75	3

	Page	Section
Affiliates subject to, <i>see</i>		
Affiliation	69	5
Amendments to during non- convention years, <i>see</i>		
Referendum	71	4
Compensation of Committee on Law	76	5
Compiling of.....	75	4
Meeting and Report of Committee on Law	74	2
Proposed Amendments	74	1
Conventions		
Acceptance or Rejection of Proposed Amendments, <i>see</i>		
Constitution	75	3
Credentials Committee	10	7
Committees.....	11	9
Election of Delegates.....	5	3
Expenses of Delegates.....	10	6
Meeting and Report of Committee on Law, <i>see</i> Constitution	74	2
Method of Calling.....	4	1
Order of Business	11	9
Parliamentary Laws	12	11
Proposed Constitutional Amendments, <i>see</i> Constitution .	74	1
Qualifications of Delegates	8	4
Representation and Voting.....	4	2
Resolutions Committee.....	11	8
Councils and Conferences		
Audits of.....	79	4
<i>see also</i> General Secretary-Treasurer		

	Page	Section
Bylaws	78	2
Government	78	3
Purpose	78	1
Supervision of, <i>see</i> International President	32	7
Death Benefits		
Accumulation.....	57	1
Computation	57	2
Eligibility	57	1
Schedule.....	57	2
To Whom Paid	58	3
Delegates		
To AFL-CIO	13	2
To CLC	13	2
To Conventions, <i>see</i> Conventions ..	5	3
Dispensations		
Canada, <i>see</i> International President	31	4
Special, <i>see</i> International President	31	5
District Lodges		
Audits	87	10
<i>see also</i> General Secretary Treasurer		
Assessments.....	88	11
Authority.....	80	4
Copies of Collective Bargaining Agreements.....	89	13
Definition.....	80	1
Duties of Secretary Treasurer	85	8
Electronic Meetings and Voting....	91	17
Financial and Other Reports	89	14

	Page	Section
Funds and property	90	15
Grand Lodge control over property	90	16
Jurisdiction.....	80	3
Local Lodge affiliation with, <i>see</i> Local Lodges	121	6
Minimum Wage Scales	81	5
Nominations and Elections of Officers and Executive Board Members	82	7
Purpose	80	2
Qualifications for Office.....	81	6
Representation and Revenue	86	9
Supervision of, <i>see</i> International President	32	7
Suspension of, <i>see</i> International President	33	9(a)
 Dues and Fees		
for Affiliation, <i>see</i> Affiliation, Obligation, Fees and Dues.....	68	2
Initiation, <i>see</i> Local Lodges, Membership	129	3
for Local Lodge Membership, <i>see</i> Local Lodges, Membership	128	2
Reinstatement, <i>see</i> Local Lodges, Membership	135	14
for Retired Members, <i>see</i> Local Lodges, Retired and Exempt Members	126	1
 Dues Books or Cards		
Armed Forces Withdrawal Card, <i>see</i> Local Lodges, Membership	138	17

	Page	Section
Deposit of Withdrawal Card, <i>see</i> Local Lodges, Membership	139	18
for Local Lodges, <i>see</i> Membership, Dues Books or Dues Cards	132	9
Withdrawal Card, <i>see</i> Local Lodges, Membership	137	16
Electronic Meetings and Voting		
for District Lodges, <i>see</i> District Lodges	91	17
for Local Lodges, <i>see</i> Local Lodges	113	4
Executive Council		
Funds	27	3
Length of Service	29	5
Membership	27	1
Powers	27	2
General Secretary-Treasurer		
Assistant	44	8
Audits of Lodges Councils or Conferences	41	5
Bonding of Lodges Councils or Conferences	43	6
Duties	37	1
Election of, <i>see</i> Grand Lodge, Election of Officers	13	1
Funds	37	2
Per Capita Tax and Fees	38	4
General Vice Presidents		
Duties	45	1
Election of, <i>see</i> Grand Lodge, Election of Officers	13	1
Expense Statements	45	2

	Page	Section
Reports.....	45	2
Grand Lodge		
Affiliation With.....	68	1
Assessments.....	53	2
Ballots.....	17	8
Control over property	90	16
of Local Lodges, <i>see</i> Local Lodges, Grand Lodge Control Over Property, Government of	90	16
of District Lodges, <i>see</i> District Lodges, Grand Lodge Control Over Property	90	16
Election of Officers	13	1
Government of.....	2	3
Grand Lodge Representatives.....	36	11
Grand Lodge Auditors, <i>see</i> General Secretary-Treasurer.....	44	10
Installation of Officers.....	21	19
Membership and Jurisdiction.....	1	1
Nominations of Officers	15	4
Office and Expense Limitations ...	47	3
Pension	55	1
Qualifications of Officers	14	3
Recall of Officers.....	22	20
Revenue	53	1
Human Rights Committee, <i>see</i> Local Lodges, Duties of	122	8
Impression and/or Ink Stamp Seal		
Illegal use of, <i>see</i> Local Lodges, Government of.....	115	8
for Local Lodges, <i>see</i> Local Lodges, Government of.....	115	7

	Page	Section
International President		
Appointment of Committees	31	6
Assignment of Officers.....	31	6
Dispensations.....	31	5
Duties.....	30	1
Election of, <i>see</i> Grand Lodge, Election of Officers	13	1
Orders	30	2
Reports to Executive Council.....	36	10
Supervision of Lodges, Conferences, and Councils	32	7
Landrum-Griffin Act.....	36	12
Legislative Committees,		
<i>see</i> Local Lodges, Duties of	121	4
Local Lodges		
Code.....	147	
Appeal from Decision of LL or DL.....	157	12
Appeal from Decision of IP.....	158	13
Appeal from Decision of EC	159	14
Appearance	154	7
Appointment of Trial Committee	153	6
Evidence	154	8
Improper Conduct of a Member.	147	3
Improper Conduct of Officers, Representatives and Members	147	1
Improper Conduct of Officers and Representatives	147	2
Notification to LL and DL.....	161	16

	Page	Section
Report of Trial Committee.....	155	10
Rights of Member during		
Appeal.....	161	15
Trial of a Member.....	151	5
Trial of Officers or		
Representatives.....	149	4
Trial Procedure.....	154	9
Voting on Report.....	156	11
Duties of Local Lodge.....	120	
Affiliation with		
Labor Councils.....	121	6
Cooperation.....	120	1
Economics.....	120	3
Human Rights Committee.....	122	8
Legislative Committee.....	121	4
Minimum wage scales.....	120	2
Relief Committee.....	121	5
Veterans' Committee.....	122	9
Women's Committee.....	121	7
Duties of Local Lodge Officers....	105	
Auditors.....	109	7
Bonding.....	110	11
Conductor-Sentinel.....	110	9
Financial and other reports.....	111	12
Monthly Reports to the Grand		
Lodge.....	108	6
President.....	105	1
Recording Secretary.....	105	3
Salaries.....	110	10
Secretary-Treasurer.....	106	4
Transfers.....	108	5
Trustees.....	109	8
Vice President.....	105	2

	Page	Section
Duties of Members	144	
Associate Membership	145	7
Disorderly Conduct.....	145	5
Jurisdiction of Lodges	144	2
Misrepresentation	145	4
Overtime	144	3
Visiting Members	145	6
Work in other Localities	144	1
Government of.....	112	
Bylaws	112	1
Communicator	118	14
Donations.....	117	11
Educator.....	119	15
Electronic Meetings and Voting.	113	4
Emergency Funds	116	9
Grand Lodge Control over		
Property	118	13
Impression and/or Ink Stamp		
Seal	115	7
Local Lodge funds or property .	117	12
Order of Business	114	6
Parliamentary Laws	112	2
Regular Meetings and		
Quorums	112	3
Special Meetings.....	114	5
Membership	128	
Applications and Investigations .	128	2
Armed Forces Withdrawal Card .	138	17
Cancellation	135	13
Commencement.....	131	6
Deposit of Withdrawal Card.....	139	18
Dues Books or Dues Cards.....	132	9
Eligibility	128	1

	Page	Section
Expulsion.....	137	15
Identification Letters.....	134	12
Initiation and Reinstatement		
Fees.....	129	3
Local Lodge Dues.....	131	7
Obligation by Request.....	130	5
Reduced Rate of Dues.....	132	8
Reinstatement.....	135	14
Rejected Application.....	137	15
Transfers.....	133	11
Universal Transfers.....	129	4
Withdrawal Card.....	137	16
Membership Classification.....	140	
Apprentice.....	141	7
Apprentice Ratio.....	142	9
Completion of Apprenticeship..	142	10
Journeyman/Journeyperson.....	140	1
Machinist's Helper.....	141	4
Production Worker.....	141	5
Reclassification.....	142	11
Service Worker.....	141	6
Specialist.....	140	3
Technician.....	140	2
Terms of Apprenticeship.....	142	8
Officers.....	100	
Designation.....	100	1
Installation of.....	104	5
Nomination and Election of.....	102	4
Qualifications.....	100	3
Terms and Vacancies.....	100	2
Organization Of.....	96	
Application.....	98	7
Charters.....	96	2

	Page	Section
Definition.....	96	1
District Lodge Affiliation	99	9
Fee for lapsed or expelled members.....	97	6
Fees.....	97	5
Restrictions	96	3
Retired and Exempt Members	126	
Dues	126	1
Exemption Cards	127	2
Life Membership Cards	127	3
Special Levies.....	123	
Supervision of, <i>see</i> International President.....	32	7
Suspension of, <i>see</i> International President.....	33	9(a)
Unemployment Stamps.....	124	
Conditions.....	124	3
Eligibility	124	2
Purpose	124	1
Violations.....	125	4
 Membership		
Bill of Rights	77	2
Duties of, <i>see</i> Local Lodges, Duties of Members	145	7
Eligibility, in General	128	1
for Local Lodges, <i>see</i> Local Lodges, Membership	131	6
Reservation of Authority and Power to	77	1
 Officers		
of District Lodge, <i>see</i> District Lodges	81	6

	Page	Section
of Grand Lodge, <i>see</i> Grand Lodge	13	1
of Local Lodge, <i>see</i> Local Lodges	100	1
Organizing		
Chief Organizer, <i>see</i> International President	30	3
Fund, <i>see</i> Strikes.....	65	8
Per Capita Tax and Fees, <i>see</i> General Secretary-Treasurer....		
	38	4
Referendum		
Amendment Ballot.....	71	4
Definition.....	70	1
Effect	73	9
Form of Amendments	71	3
How invoked.....	70	2
Publication of Amendments.....	71	5
Resubmission.....	73	10
Special Meeting of Committee on Law	72	8
Voting.....	72	6
Relief Committee, <i>see</i> Local Lodges, Duties of		
	121	5
Resolutions Committee, <i>see</i> Convention		
	11	8
Rules of Order	92	
Salaries		
of Business Agents	49	1
of District Lodge Officials, <i>see</i> District Lodges	81	5

	Page	Section
of Grand Lodge Officers.....	46	1
of Local Lodge Officials, <i>see</i> Local Lodges	120	2
Strikes		
Approval of.....	60	1
Declaring	60	2
Deductions for Arrearages	66	10
Financing of.....	63	6
Forms and Reports.....	61	3
Fund and Benefits	63	6
Handling Unfair Work	62	5
Investment Income of Fund.....	64	7
Organizing	65	8
Payment	65	9
Stamps	67	11
Suspensions		
of Conferences	33	9(a)
of Councils.....	33	9(a)
of District Lodges	33	9(a)
<i>see also</i> International President of Local Lodges	33	9(a)
<i>see also</i> International President		
Trial Committee		
Appointment of, <i>see</i> Local Lodges, Code.....	153	6
Report of Trial Committee, <i>see</i> Local Lodges, Code	155	10
Trial Procedure, <i>see</i> Local Lodges, Code	154	9
Veterans' Committee, <i>see</i> Local Lodges, Duties of		
	122	9

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 Dav-
enport, 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 De-
troit, 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 At-
lanta, 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 Mil-
waukee, 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.

Revised by the 39th Convention in Sept., 2016 in Chicago, IL.

Revised by the 40th Convention in Oct., 2022 in Las Vegas, NV.

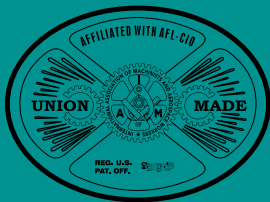
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UNION LABEL



GRAND LODGE

International Association of Machinists and Aerospace Workers

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