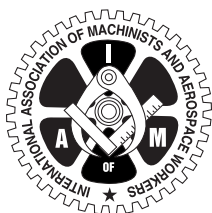


International Association of Machinists and Aerospace Workers



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

January 1, 2013

GRAND LODGE OFFICERS
INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS

International President

R. THOMAS BUFFENBARGER

General Secretary-Treasurer

ROBERT ROACH, JR.

General Vice Presidents

Dave Ritchie	Lynn D. Tucker, Jr.
Robert G. Martinez, Jr.	Philip J. Gruber
Gary Allen	Sito Pantoja
Mark Blondin	Richard P. Michalski

Grand Lodge Headquarters

MACHINISTS BUILDING

9000 Machinists Place
Upper Marlboro, MD 20772-2687

CONSTITUTION

of the

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

(Hereinafter Referred To As The I.A.M.)



Except as otherwise provided, the provisions of this Constitution shall become effective January 1, 2013.

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of the

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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-**
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5 its principal office and headquarters shall be located
6 at such place as is designated by the Executive Coun-
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Membership and Jurisdiction

8 SEC. 2. The G.L. shall consist of E.C. and the
9 representatives of L.Ls. who are duly elected, quali-
10 fied and seated as delegates in the quadrennial and
11 special conventions provided for in Art. II of this
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15 and conferences in any state, territory, or depend-
16 ency of the United States of America, and Canada.

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1 SEC. 3. The government and superintendence of
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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
12 they shall refrain from any conduct which interferes
13 with the performance by the I.A.M. or any of its
14 subordinate lodges or bodies of their obligations
15 hereunder or under any other applicable law or
16 contract, or any conduct which defeats or subverts
17 the lawfully declared and established policies and
18 objectives of the I.A.M., or which may defame it or
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20 bodies.

21 All L.Ls., D.Ls., councils and conferences may
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PREAMBLE

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

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

PLATFORM

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

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

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

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

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

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

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

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

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

9. To shorten the hours of labor to thirty per week, namely five days of six hours per day; Saturday to be a holiday. To establish the principle of paid vacations,

paid pension and paid welfare programs, and extra pay for night work and to maintain for our members a cultural standard of living guaranteed by an adequate annual income.

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

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

12. To urge the membership to vote only for and support candidates who are in favor of this platform and the following political demands: Initiative, Referendum and Recall; National or Federal Income Tax Law; National or Federal Inheritance Tax Law; National or Federal and State or Provincial Employers' Liability Law; a National Presidential and Vice Presidential Primary Law; the election of President and Vice President of the United States by a direct popular vote; all judges, without exception, to be elected by vote of the people; National or Federal Law granting pensions for old age or total disability and accident benefits; a National or Federal Health Insurance Law; public ownership of all public utilities; woman suffrage; change of the Constitution of the United States or the Constitution of Canada which now declares these subjects or questions to be unconstitutional; self-government of cities; abolition of contract system on all public work ____city, county, electoral district, state, provincial or national ____ such work to be done on the day labor plan at union wages; amendments to the Constitution of Canada to make possible uniform labour and social legislation throughout

Canada, covering all workers, whether employed by Government or by private industry, and providing for union security; a National Fair Wage Act in Canada, providing for union wages and conditions in all Government work and services and on all Government contracts, direct and indirect; a National Vacation and Holiday Act in Canada, providing for adequate vacations with pay and a minimum of eight statutory holidays; representation for Labour on all Government Boards and Commissions dealing with Labour's interests and Labour representation on the Boards of all public enterprises.

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

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

JURISDICTION OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

1 The jurisdiction of the International Association of
2 Machinists and Aerospace Workers includes, but is
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, techni-
6 cal 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
11 electric, thermic and oxyacetylene welding apparatus
12 and the adjusting of metal parts of machinery of any
13 character, whether such metal be steel, iron, brass,
14 lead, copper, aluminum, duralumin, bronze, or any
15 other substitute used therefore; as well as any person
16 who may have worked at the trade four years either
17 as a vise hand, lathe hand, planer hand, slotting
18 machine hand, shaper hand, milling machine hand,
19 horizontal or vertical boring mill hand, screw ma-
20 chine hand, operators of Gisholt, Jones and Lamson
21 and all other turret lathes, and gear cutters and all
22 other machine tools. Floor hands, machine adjust-
23 ers, millwrights or general erectors of machinery,
24 jig, die, tool and mold makers, metal pattern makers,
25 diesel oil and electric machinists. The operating of
26 electric, gas and other mechanical cranes and con-
27 veyors used in connection with machinists' work.
28 Mechanical chauffeurs who are required to make
29 repairs to their equipment. Sewing and knitting
30 machine adjusters and adjusters of all kinds of auto-

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

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

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

37 All welding, either oxyacetylene, electric, thermic,

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

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

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

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

37 The manufacture, assembly, testing, installation,

1 repair and maintenance of electrical household appli-
2 ances, electronic equipment and guidance system as
3 used on aircraft, missiles and/or space vehicles,
4 computers, and any other electric device or compo-
5 nent hereof, used to control, regulate or guide me-
6 chanical equipment of any kind.

7 The manufacture, testing, assembly, repair, mainte-
8 nance and testing of electrical components and re-
9 lated accessories, which include such units as in-
10 ductors, transformers, resistors, condensers, capaci-
11 tors, switches, relays and electronic testing equip-
12 ment now in common use, or developed in the future
13 to accomplish these tasks.

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

31 The manufacturing, installation, repairing and
32 operating of all machines making malt, cans, nails,
33 pottery, horseshoes, brick, shoes, hats, clothing,
34 pianos, organs, musical and surgical instruments,
35 tobacco, cigarettes and cigars, flour, cereals and all
36 other products where mechanical devices are neces-
37 sary for the making.

1 The manufacturing, installation and operation of all
2 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
7 engines, including locomotives, and the operating of
8 all 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
19 machinery, steering gear, winches, windlasses,
20 capstans or other devices used in handling the ship.
21 The removing and replacing of the rudder, propel-
22 ler 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
27 repairing of all valves, either steam, water, air, gas,
28 oil, or other liquids and strainers attached to hull.
29 The installation of all pipes, pipe hangers, valves,
30 and fittings for engines, boilers, ice machines,
31 evaporator plants, telemotors, air compressors, and
32 power pumps.
33 The installation of deck operating gear for all
34 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
10 coolers, except those under jurisdiction of the
11 coppersmiths.
- 12 The installation of all gratings, ladders and hand-
13 rails, port lights, ventilator operating gear and water-
14 tight 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
20 changing of insulated support brackets; lathe and
21 other machinists' work in connection with construc-
22 tion of pantographs.
- 23 The assembling, installing, inspecting, maintaining,
24 removing and overhauling of all parts of the main
25 and braking controllers with the exception of insulat-
26 ing 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.
- 34 The assembling, installing, inspecting and maintain-

1 ing of all mechanical parts of main and auxiliary
2 switches and ground switches.

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

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

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

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

32 The removing and installing of electric cab heaters
33 and the removing and applying of covers to same
34 where they are retained by cap screws or tap bolts;
35 the removing and installing of headlights, headlight
36 cages, lamp and flagstaff brackets and supports, eave
37 guards and handrails.

1 Side rods, main rod, knuckle and driving pin work.
2 Driving brake and spring rigging work. Fitting up
3 and repairs to driving and truck boxes, including
4 replacing of brasses.
5 Examining, repairing and aligning jack shafts.
6 Refitting jack shaft collars and jack shaft casing.
7 Repairing and maintaining air brake equipment and
8 air compressors.
9 Drilling, driving and truck wheels, by use of ratch-
10 ets or portable motors for hub liners. Applying
11 driving and truck wheel hub liners. Driving and
12 truck wheel tire work. Drilling, reaming and tap-
13 ping holes in cabs and frames for bolts and parts.
14 Turning and dressing journals, and all frame and
15 truck work, including stripping and rebuilding.
16 Removing and replacing main motors, including
17 gears and bearings, and shifting gears.
18 Machinists' work in connection with raising cab,
19 running out and replacing trucks and lowering cab.
20 Mallet coupler device between units.
21 Removing and replacing circulating pump and
22 motor, except pipefitters and electrical work.
23 Removing, repairing and replacing work in connec-
24 tion with water rheostats, hand pumps and lubrica-
25 tors.
26 Examining, removing, repairing and replacing
27 bearings.
28 Installing and relocating braces, stay rods, oil
29 guards, hand brakes, air ducts, sand boxes and
30 bellows under cab.
31 Whistle and bell work.
32 Installing and maintaining machinists' work in
33 connection with turbine engines, motors, pumps and
34 auxiliaries in powerhouse.
35 Repairs to air hammers, air motors, vise, floor and
36 drop pit work, as well as the handling of work
37 generally recognized as machinists' work.

1 Removing and replacing phase converters.
2 Machinists' work in connection with dismantling of
3 phase converters, such as removal of bolts, parts,
4 bearings caps, bearings and clamps.
5 Machinists' work in connection with assembling
6 phase converters, including detail parts.
7 And all other work on these engines, cars and
8 machines now covered in the general classification in
9 our Constitution.

Other Work

10 All of the foregoing, and in addition thereto any
11 other work which does now, or in the future may, as
12 industries develop, fall within the scope of our juris-
13 diction, or any other industrial or craft work as
14 determined by the Executive Council, shall constitute
15 work coming under the International Association of
16 Machinists and Aerospace Workers, and shall be
17 performed 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

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32 mitted to the I.P. for examination and necessary
33 revision and approval prior to becoming effective.

Government between Conventions

1 SEC. 4. Between conventions all executive and
2 judicial powers of the G.L. shall be vested in the
3 E.C., which shall be composed of the I.P., the
4 G.S.T., and 7 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
4 to be selected by the E.C. Notice of such conven-
5 tion shall be issued to all L.Ls. by the G.S.T. not
6 later than March 1, each convention year. The E.C.
7 will have the authority upon its own initiative to call
8 a special convention in case of an emergency, or
9 after having received the endorsement under seal of
10 at least 20% of all L.Ls., not more than 15 of which
11 are located in any 1 state, province or territory,
12 submit a call for a special convention, and thereupon
13 the G.S.T. shall prepare a ballot and submit the
14 same through the referendum calling for a special
15 convention of the G.L. to convene at such date as
16 seems best to meet the emergency. In the event that
17 a majority of those voting, vote in favor of holding
18 a special convention, the E.C. shall, as soon as
19 practicable thereafter, select the city in which said
20 special convention shall be held.

Representation and Vote

21 SEC. 2. Each L.L. in good standing and free
22 from delinquency of any nature to the G.L. within
23 60 days prior to the convening of a G.L. convention
24 is entitled to be represented by 1 delegate at said
25 convention. (A L.L. shall not be declared ineligible

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

16 Each L.L. represented in convention by a delegate
17 is entitled to 1 vote, and all L.Ls. having a mem-
18 bership of more than 100 are entitled to 1 addi-
19 tional vote for each additional 100 members or
20 majority fraction thereof.

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

Election of Delegates

1 SEC. 3. At a meeting of each L.L. in April of
2 convention year, a nomination of delegates and
3 alternate delegates shall be held by all L.Ls. At a
4 meeting of each L.L. in May of convention year, an
5 election of delegates and alternate delegates by secret
6 ballot shall be held by all L.Ls. in the L.Ls. room
7 where the regular L.L. meetings are held, excepting
8 in those L.Ls. where circumstances require some
9 other arrangements, the L.L. may, through its by-
10 laws, provide some other methods, subject to the
11 approval of the I.P. The secretary of each L.L. shall
12 immediately thereafter forward to the G.S.T. a
13 report of the election, giving the names, card num-
14 bers and residence addresses of all delegates and
15 alternate delegates, which report shall be made upon
16 forms furnished by the G.S.T.

17 At L.L. options, provisions may be made to open
18 the polls to provide an opportunity for members
19 working irregular shifts to vote.

20 Specific information as to who is entitled to re-
21 ceive an absentee ballot as hereafter provided shall
22 also be communicated to the membership.

23 Members who reside in outlying districts more
24 than 25 miles from the designated balloting place,
25 members who are either confined because of verified
26 illness or on leave qualifying under U.S. and Cana-
27 dian family leave laws, or on vacation, or on official
28 I.A.M. business approved by the L.L. or D.L. or
29 G.L., or on an employer travel assignment, or re-
30 serve military leave, as the case may be, shall be

1 furnished absentee ballots. Members applying for an
2 absentee ballot on the basis of residing in an outlying
3 district more than 25 miles from the designated
4 balloting place, shall have their eligibility to vote by
5 absentee ballot determined by the R.S. and the S.T.
6 before the ballot is mailed. Members found not to be
7 eligible to vote by absentee ballot will be so notified
8 within 10 days of the receipt of their application.
9 Before the absentee ballots are opened and counted,
10 the inspectors of election shall determine the
11 eligibility of members to vote by that method, as
12 defined in this Sec., with the exception cited above.

13 Any member entitled to receive an absentee ballot
14 shall make written request therefore to the R.S. of
15 the L.L. by delivering in person or mailing such
16 request not later than 10 days before the election.
17 Within 48 hours after receipt of any such request,
18 the R.S. shall mail the ballot if the records of the
19 L.L. indicate that the applicant is eligible to vote in
20 the election. (In those instances where L.L. member-
21 ship records are kept and maintained by a D.L. with
22 which such L.L. is affiliated, request for an absentee
23 ballot shall be made to the appropriate D.L. officer.)

24 Members voting by absentee ballot shall execute
25 and mail their ballots in accordance with the follow-
26 ing procedure. After marking an (X) opposite the
27 names of the candidates for whom they wish to vote,
28 and after filling in the information required on the
29 detachable portion of the ballot form, the members
30 shall thereupon detach such portion of the ballot and
31 then fold and place the upper ballot portion in a plain
32 envelope without affixing any signature, number, or
33 other means of identification thereon. After being
34 securely sealed, this plain envelope shall then be
35 placed, together with the detachable stub bearing the
36 name of the member, address, lodge number and
37 card number, in an outer envelope bearing the word

1 "Ballot" on its face. After being securely sealed,
2 this envelope shall then be returned by official gov-
3 ernment mail to the R.S. of the absentee member's
4 L.L. so that it will be received by or prior to the
5 closing time of the polls specified in the notice of
6 election. The R.S. shall turn over to the inspectors
7 of election all such absentee ballots unopened.

8 L.Ls. organized in May of a convention year may
9 elect delegates and alternate delegates by secret
10 ballot during June. L.Ls. chartered on or after June
11 1 of any convention year are not entitled to represen-
12 tation in the convention.

13 The G.S.T. shall prepare and forward a complete
14 list of all duly elected delegates and alternate dele-
15 gates with their respective addresses to all L.Ls. not
16 less than 30 days prior to the opening of the conven-
17 tion.

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

21 Should a delegate or alternate delegate be unable
22 to serve as such, the L.L. may elect the successor by
23 secret ballot at any meeting prior to the convening of
24 the convention, and the secretary of such L.L. shall
25 forthwith notify the G.S.T. of the change.

26 Whenever a special convention of the G.L. has
27 been called, the G.S.T. shall rearrange the dates for
28 the election of delegates, etc., in strict accordance
29 with the provisions of this Art., to meet the emer-
30 gency necessitating the holding of the convention.

Qualifications of Delegates

31 SEC. 4. Delegates to G.L. conventions must have
32 been in continuous good standing in the L.L. from
33 which they hold credentials for at least 1 year
34 prior to their nomination except where, in the case of

1 a D.L. having multiple L.Ls. within a single em-
2 ployer, membership within such D.L. shall apply
3 (this qualification shall not be required of a delegate
4 from a L.L. chartered less than 1 year prior to the
5 convention or a member working at the trade trans-
6 ferred to a L.L. with the approval of the I.P. or
7 E.C.); free from delinquencies of any nature to any
8 L.L., D.L., or G.L., and at the time of nomination
9 and for 6 months prior thereto, working at the trade.

10 The qualification "working at the trade" shall not
11 apply to members who are salaried full-time employ-
12 ees of any L.L., D.L., or G.L., a council, confer-
13 ence, the A.F.L.C.I.O. or the C.L.C., nor shall it
14 apply to members who experienced a layoff during
15 the 6-month period prior thereto, or to members who
16 have been unable to obtain employment at the trade
17 because of a strike, lockout, discrimination or tem-
18 porary physical disability, or to members who are
19 retired on pension and paying full dues, whether or
20 not they hold a retirement card or an exemption
21 card.

22 Whenever the term "good standing" is used with
23 reference to a member in this Constitution, it shall
24 mean any person who has fulfilled the requirements
25 for membership as prescribed herein and who has
26 not voluntarily withdrawn therefrom, become ineligi-
27 ble for continued membership, or been suspended or
28 expelled as provided in this Constitution or in the
29 bylaws of subordinate lodges approved as required
30 under this Constitution. Members who fail to pay
31 their dues, assessments, or other fees within the
32 periods required by this Constitution or the bylaws
33 of the L.L. or D.L. will be subject to automatic
34 cancellation of membership. Members who are not
35 in good standing are not entitled to any voice or vote
36 or participation in any of the affairs of the G.L. or
37 any of its subordinate bodies except as otherwise

1 permitted under this Constitution. Whenever the
2 term "good standing" is used with reference to a
3 L.L., D.L., council or conference of the I.A.M., it
4 shall mean any such body which is not delinquent in
5 the payment of any per capita tax and fees as pre-
6 scribed in this Constitution or which is not under
7 suspension, and which is otherwise in compliance
8 with all requirements of this Constitution pertaining
9 to such bodies.

Members on Grand Lodge Payroll Not Eligible

10 SEC. 5. No member shall serve as a delegate to
11 a G.L. convention who is, during the time of the
12 convention, on the payroll of the G.L.

Delegates' Expenses

13 SEC. 6. The transportation of 1 delegate from
14 each L.L. in continuous good standing with the G.L.
15 for 1 year prior to the convening of the conven-
16 tion, who is accepted and seated in the convention as
17 a delegate, shall be paid by the G.L., so long as
18 such transportation is arranged for and provided by
19 the travel agency designated by the G.L. L.Ls.
20 whose delegates travel on passes shall be entitled to
21 round-trip transportation for 1 delegate from the
22 place where the L.L. is located to the place where
23 the convention is held, upon presentation of the bill
24 of the L.L. therefore.

Credentials Committee

25 SEC. 7. The E.C. shall act as the committee on
26 credentials at all conventions of the G.L. and shall
27 meet within 4 days next preceding the convening of

1 the convention to consider all matters affecting the
2 qualifications of delegates, including the financial
3 standing of L.Ls. with the G.L., and shall thereafter
4 report its findings and recommendations to the con-
5 vention.

Resolutions Committee

6 SEC. 8. At least 15 days before the convening of
7 any convention of the G.L., the I.P. shall appoint 5
8 duly elected and qualified delegates to such conven-
9 tion as a resolutions committee. The 5 delegates so
10 appointed may, on the authority of the I.P., be called
11 in not more than 7 days before the convention con-
12 venes for the purpose of considering such resolutions
13 as may properly come before the convention, and
14 shall report their findings and recommendations to
15 the convention as early as the business of the con-
16 vention will permit.

17 For the faithful performance of their duties each
18 member of the resolutions committee shall receive
19 \$50.00 per day, together with actual and necessary
20 hotel expenses, for the time engaged prior to the
21 convening of the convention and after arrival at the
22 convention city.

Committees

23 SEC. 9. The I.P. shall appoint a committee on
24 rules for each convention of the G.L. All commit-
25 tees necessary for conducting the business of the
26 convention, not otherwise provided for, may be
27 appointed by the E.C., subject to the approval of the
28 convention.

Order of Business

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

Parliamentary Laws

- 12 SEC. 11. The parliamentary law of this G.L.
13 shall be as set forth in this Constitution. Robert's
14 Rules of Order will apply to questions not covered
15 thereby.

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

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

Delegates and Committees

12 SEC. 2. Three delegates to the A.F.L.C.I.O., 1 dele-
13 gate to the C.L.C. and 5 members of the Committee
14 on Law, 1 of whom shall be from Canada, shall
15 be elected concurrently with the G.L. officers,
16 and additional delegates to the A.F.L.C.I.O.
17 shall be assigned in accordance with Sec. 2,
18 Art. IV. The A.F.L.C.I.O. delegates shall be
19 elected only by the membership of all L.Ls. other
20 than those chartered in Canada and the C.L.C. dele-
21 gate shall be elected by members of L.Ls. chartered
22 in Canada. These delegates and committeemen shall
23 not be considered 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.,
7 or G.L., and otherwise eligible under provisions of
8 applicable civil law; provided, however, that any
9 member whose dues are subject to withholding by
10 his/her employer for payment to his/her L.L., D.L.,
11 or G.L. pursuant to his/her voluntary authorization
12 under a collective bargaining agreement shall not be
13 declared ineligible to be a candidate for office by
14 reason 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 next pre-
21 ceding their nomination. Salaried officers or em-
22 ployees of L.Ls., D.Ls., or G.L. and the
23 A.F.L.C.I.O. or C.L.C. are excepted from this
24 provision, provided such employment and other
25 employment at the trade, skill or profession, sepa-
26 rately or jointly, has been continuous during the 12
27 months next preceding their nomination. The quali-
28 fication "working at the trade, skill or profession at
29 the time and for 1 year next preceding their nomi-
30 nation," shall not be required of or apply to mem-
31 bers who have been unable to obtain employment as

1 a result of a strike, lockout, discrimination, or tem-
2 porary physical disability. No incumbent or non-
3 incumbent candidate for an elected G.L. office will
4 be eligible to seek such office if by reason of age
5 he/she would not be able to serve at least 2 full years
6 of such term before he/she would be required to
7 retire.

Endorsement for Nomination

8 SEC. 4. On January 1, 2005, and January 1 of
9 every 4th year thereafter, the G.S.T. shall issue a
10 circular to all L.Ls. calling for endorsements of
11 nominees for all G.L. officers, 3 delegates to the
12 A.F.L.C.I.O., delegate to the C.L.C. and members
13 of the Committee on Law, which circular shall be
14 accompanied by proper forms for the return of
15 endorsements for nomination by L.Ls.

16 After the receipt of said circular, and at the last
17 regular meeting in January, of which meeting notice
18 shall be served upon members by shop bulletin,
19 mail or otherwise, L.Ls. may, by a majority
20 vote of those voting, endorse for nomination 1
21 candidate for I.P., 1 candidate for G.S.T., and 5
22 candidates for the Committee on Law. L.Ls. char-
23 tered other than in Canada may, by majority vote of
24 those voting, endorse for nomination 6 candidates for
25 G.V.P. and 3 candidates for A.F.L.C.I.O.
26 delegates. L.Ls. chartered in Canada may, by ma-
27 jority vote of those voting, endorse for nomination
28 one candidate for G.V.P. and 1 candidate for
29 C.L.C. delegate. On or before 12 o'clock midnight,
30 January 31, the R.S. of each L.L. shall forward to

1 the G.S.T. by registered or certified mail a correct
2 list of all endorsements for nomination and the of-
3 fices for which the members are endorsed, together
4 with their lodge numbers and card numbers, upon
5 the forms provided therefore.

6 A failure to nominate the required number of
7 candidates shall invalidate the nomination or endorse-
8 ment for that office, committee or delegation.

Filing and Publication of Endorsement

9 SEC. 5. All such endorsements for nomination
10 for G.L. officers, delegates and committees must be
11 on file in the office of the G.S.T. by 12 o'clock
12 noon, February 8; and the G.S.T. shall thereafter
13 tabulate the same and cause the full and complete
14 tabulation to be published in the next issue of THE
15 JOURNAL no later than March 1, showing the L.Ls.
16 making the endorsements, the members endorsed,
17 the offices for which the members are endorsed, and
18 designating the members who are thereby chosen as
19 nominees under the provisions of Sec. 6 of this Art.

Number of Nominees

20 SEC. 6. From the endorsements received from
21 L.Ls., there shall be selected for each elective posi-
22 tion the 2 candidates receiving the highest number of
23 endorsements, and the 2 so selected shall constitute
24 the candidates on the final ballot.

Pledge to Accept Nomination

25 SEC. 7. On or before February 12, the G.S.T.
26 shall, by registered or certified letter, notify all

1 candidates who have received the endorsement of 25
2 different L.Ls., except in Canada where the endorse-
3 ment from 20 L.Ls. with representation from at least
4 3 different provinces, of that fact; and candidates so
5 notified shall, within 10 days after receipt of notifi-
6 cation, inform the G.S.T. by registered or certified
7 mail of their acceptance or declination of the en-
8 dorsements for nomination, together with a statement
9 that they are duly qualified under the provisions of
10 this Constitution, which statement shall be certified
11 by the S.T. of the L.L. of which the candi-
12 date is a member, or certified by the G.S.T. On
13 failure of candidates to comply with this provision,
14 it shall be the duty of the G.S.T. to strike their
15 names from the list, and to at once notify the candi-
16 date or candidates receiving the next greatest number
17 of endorsements of any declination that has been
18 received or of the failure of any candidate to accept.

Preparation and Description of Ballots

19 SEC. 8. After the foregoing provisions have been
20 complied with, the G.S.T. shall, not later than 12
21 o'clock noon, March 15, prepare the ballots and
22 have printed thereon the names of all eligible candi-
23 dates, together with the number of the lodges of
24 which they are respectively members, said names to
25 be arranged in order according to the number of en-
26 dorsements received by each candidate for the office
27 stated.

28 All ballots shall bear the seal of the G.L., and be
29 so arranged that voters may designate their choice by
30 marking an (X) opposite the names of those for
31 whom they wish to record their votes. Ballots shall
32 be perforated so that the bottom portion thereof, on

1 which the member voting shall fill in his/her name,
2 address, lodge number and card number, may be
3 detached after checking prior to the member casting
4 the ballot. The ballot shall remain unidentified and
5 unmarked in order to preserve its secrecy except for
6 the (X) placed opposite the names of those for whom
7 the member wishes to record his/her vote, and shall
8 be executed in accordance with the instructions
9 thereon.

10 The G.S.T. shall supply L.Ls. with a sufficient
11 number of such ballots on or before April 1, and no
12 other ballots shall be used. He/She shall furnish
13 tally sheets in duplicate, upon which shall be
14 tabulated the votes of the members of the L.L. One
15 tally sheet shall be retained by the R.S. of the L.L.
16 and 1 shall be returned to the G.S.T.

Place of Voting

17 SEC. 9. The election of G.L. officers, the Com-
18 mittee on Law, delegates to the A.F.L.C.I.O., dele-
19 gates to the C.L.C. or other bodies with which the
20 I.A.M. is or may be affiliated shall be held on the
21 1st or only regular meeting of each L.L. in April, in
22 the L.L. room where the regular L.L. meetings are
23 held, excepting in those L.Ls. where circumstances
24 require some other arrangement, the L.L. may,
25 through its bylaws, provide other methods subject to
26 the approval of the I.P.

Qualification to Vote

27 SEC. 10. Only members who are in good stand-
28 ing pursuant to the provisions of this Constitution
29 shall be allowed to vote at any election.

Notification of Election

1 SEC. 11. Not less than 15 days prior to the time
2 when the elections specified in Sec. 9 of this Art. are
3 to be held, notice of the time and place, by letter or
4 by authorized publication or by other dependable
5 regularly used means of communication, shall be
6 mailed to each member qualified to vote at his/her
7 last known home address.

8 Absentee ballots shall be issued and voted in
9 accordance with the provisions set forth in Sec. 3,
10 Art. II.

Inspectors of Election

11 SEC. 12. At the last regular meeting in March,
12 2005, and the last regular meeting in March of every
13 4th year thereafter, each L.L. shall elect 3 members
14 as inspectors of election who shall receive, record
15 and count the vote of the members. In case 1 or
16 more of said inspectors are unable to act, then the
17 president shall fill the vacancy by appointment.

Time and Method of Voting

18 SEC. 13. Votes shall be received by the inspec-
19 tors of election from the opening to the closing of
20 voting on the day of the 1st or only regular meeting
21 of the L.L. in the month of April, and at no other
22 meeting in April. Provisions must be made to accom-
23 modate members who are working nights, and in
24 order that all may have an opportunity to record
25 their vote, the balloting may begin as early as 6 A.M.

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

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

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

28 The G.S.T. shall mail a notice of the time and
29 place of the election and a ballot to the last known
30 home address of each member directly affiliated with
31 the G.L. within the time limitations prescribed for
32 L.Ls. in Sec. 11 of this Art. Such affiliated members

1 may vote by executing and returning their respective
2 ballots in accordance with the procedure as set forth
3 in Sec. 3, Art. II, for the execution and return of
4 absentee ballots by L.L. members. The G.L.
5 election tellers shall count and report the same in the
6 detailed statement required under Sec. 16 of this Art.

Tabulation of Returns and Care of Ballots

7 SEC. 14. The inspectors of election of each L.L.,
8 with such assistance as the L.L. may deem neces-
9 sary, shall, upon the close of the polls, proceed to
10 count the votes cast for each office separately, tabu-
11 late the results of each such office in duplicate on the
12 tally sheets and, within 120 hours from the close of
13 the polls, forward 1 copy thereof, together with all
14 ballots cast, to the G.L. election tellers, in care of
15 the G.S.T., by registered or certified mail. The
16 ballots and tally sheets shall be mailed in special
17 containers or envelopes, to be furnished by the
18 G.S.T., and plainly marked to designate their con-
19 tents. These packages and envelopes shall only be
20 opened in the presence of 3 G.L. election tellers.
21 Ballots and tally sheets not mailed within 120 hours
22 after the close of the polls shall not be counted. The
23 duplicate copy of the tally sheets shall be placed in
24 the hands of the R.S. of the L.L. to be spread upon
25 the records of the L.L. in such manner as to publish
26 the results of the election for each office involved
27 separately. The perforated register slips containing
28 the name, address, lodge number and card number of
29 each member voting, and any other election records
30 not forwarded to the G.S.T., shall be retained by the
31 L.L. for a period of 1 year and shall be surren-
32 dered to the G.L. election tellers if required and
33 ordered by them.

Representation at Count

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

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

Counting the Votes

21 SEC. 16. The G.S.T. shall be custodian of all
22 ballots and tally sheets, and shall, after the G.L.
23 election tellers are duly organized and on their de-
24 mand, surrender, unopened and in their original
25 containers, all ballots and tally sheets.

26 The G.L. election tellers shall meet at the G.L.
27 offices on May 1, and proceed with the count. The
28 G.L. election tellers shall have full charge of the
29 counting of the ballots, assisted by such help as they
30 may require, to be furnished by the G.S.T. They
31 shall have power to adopt rules to govern their work,
32 hear complaints, make adjustments, and render

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

Declaration of Election

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

Second Ballot

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

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

26 SEC. 19. The G.S.T. shall preserve for 1 year
27 all ballots and all other election records in his/her
28 possession pursuant to the foregoing procedure.

Filling Vacancies

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

Increasing General Vice Presidents

10 SEC. 21. Notwithstanding the provisions of Secs.
11 1 and 4 of this Art., should the I.A.M. experience
12 an increase in membership through plant expan-
13 sions, organizing or mergers with other organiza-
14 tions which would warrant an increase in the num-
15 ber of G.V.Ps., from 7 to 8 or 9 G.V.Ps., the E.C.
16 shall have the authority to institute such increase.

Installations

17 SEC. 22. G.L. officers shall be installed by the
18 I.P., or his/her deputy, and they shall assume the
19 duties of their respective offices July 1, following
20 their election, or as soon thereafter as the result is
21 made known; provided, that each officer shall qualify
22 within 10 days after being notified to appear for
23 installation.

Recall Provisions

24 SEC. 23. A L.L. in good standing with the G.L.
25 may propose the recall of any 1 or more of the

1 G.L. officers, the Committee on Law, and delegates
2 to the A.F.L.C.I.O. and the C.L.C. by filing with
3 the G.S.T. a petition for the recall of such officer or
4 officers, together with the endorsements thereof
5 under the seal of at least 15% of the L.Ls. in good
6 standing with the G.L., not more than 15 of which
7 shall be located in any 1 state, province or terri-
8 tory. Every petition for a recall must contain a
9 clear, concise statement of the specific charges
10 against such officer or officers upon which the pro-
11 ceeding is based. All circulars issued by a L.L. for
12 the purpose of securing the endorsements of other
13 L.Ls. must be identical as to content and form,
14 including the endorsement form attached thereto.
15 All such circulars shall bear the date of issuance, be
16 made returnable to the L.L. issuing same and depos-
17 ited by such L.L. with the G.S.T. within 45 days
18 after the date thereof.

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

30 In the event the officer or officers whose recall is
31 sought declines to defend the charges and resigns
32 from office, thereby creating a vacancy or vacancies,
33 said vacancy or vacancies shall be filled by an ap-
34 pointment or appointments by the E.C. not later than
35 60 days after the occurrence of such vacancy or
36 vacancies. Those members appointed to fill the

1 unexpired terms of office shall meet all eligibility
2 requirements of the Constitution pertaining to candi-
3 dates for the office to which they are appointed.

4 In the event the officer or officers whose recall is
5 sought opposes the recall, the G.S.T. shall, on the
6 1st of the month next following, issue a circular to all
7 L.Ls. calling for endorsements of nominees for
8 the office or offices held by the officer or officers
9 whose recall is sought. The selection of candidates
10 and the election, and the tabulating and counting of
11 the votes, except as hereinafter modified, shall pro-
12 ceed in accordance with the election laws set forth,
13 substituting the name of such months as may be
14 necessary to hold an interim election in place of
15 those months specified in other Secs. of this Art.

16 Unless the officer whose recall is sought lacks the
17 necessary qualifications or files a written declination
18 with the G.S.T., his/her name shall be printed upon
19 the official ballot together with the name of the one
20 other candidate who has received at least 25 endorse-
21 ments and the greatest number of endorsements as
22 candidate for nominee for that office. Should the
23 officer whose recall is sought decline to be a candi-
24 date or lack the necessary qualifications, then the
25 names of 2 members who have each received at least
26 25 endorsements and greatest and next greatest
27 number of endorsements, respectively, as candidates
28 for nominee for such office, shall be printed upon
29 the official ballot as candidates for such office.

30 The candidate for any office who received the
31 greatest number of votes in any recall election shall
32 be promptly notified of his/her election by the
33 G.S.T. If the officer whose recall is sought is not
34 elected, his/her tenure of office shall terminate 15
35 days after the result of the election is announced and
36 the newly elected officer shall thereupon assume the
37 duties of the office.

ARTICLE IV**DELEGATES TO THE AMERICAN
FEDERATION OF LABOR AND CONGRESS
OF INDUSTRIAL ORGANIZATIONS
AND OTHER AFFILIATIONS****International President First Delegate**

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

4 If the I.P. cannot attend, the E.C. shall name the
5 chairperson of the delegation. When only one
6 delegate is permitted, if possible or proper, the I.P.
7 shall be the delegate; if not possible or proper, then
8 the 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
11 assign the proper number of delegates permitted
12 under the laws of the organization involved and
13 direct them to represent the I.A.M.

Division of Votes

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

Salary

1 SEC. 4. Delegates to conventions of affiliated
2 bodies shall receive \$50.00 per day or an amount
3 equal to 8 hours' pay at the delegate's rate, which-
4 ever is greater, as compensation for time spent in
5 attending 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 chair-
3 person and the G.S.T. shall be the secretary of the
4 E.C. Meetings shall be called by the chairperson
5 from time to time as the affairs of the I.A.M. require
6 consideration by the E.C., and meetings must be
7 called by him/her upon request from a majority of
8 the officers composing the E.C.

Powers

9 SEC. 2. Between conventions all executive and
10 judicial 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. XX, and the power to require
14 reports from any officer or officers of a L.L., D.L.,
15 or the G.L., or to suspend and/or remove any such
16 officer 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.
20 All investments of G.L. funds, made upon the order

1 of the E.C., shall be in the name of the G.L., so that
2 no amounts can be withdrawn therefrom without the
3 signatures of the I.P., the G.S.T., and a G.V.P.,
4 upon an order to which the seal of the G.L. is at-
5 tached. The E.C. may withdraw investments, nego-
6 tiate loans upon securities belonging to the G.L., and
7 sell such securities as the needs of the G.L. may
8 require; but no such withdrawals, sales, or transfers
9 shall be negotiated without the authority of the E.C.
10 evidenced by the signatures of the I.P., the G.S.T.,
11 and a G.V.P., upon which the seal of the G.L. is
12 attached.

13 G.L. funds shall be invested in such securities or
14 other investments deemed to be in the best interests
15 of the I.A.M. in which a prudent person or a person
16 acting in a fiduciary capacity would invest under the
17 circumstances. Such investments may include United
18 States Government bonds or notes, state and munic-
19 ipal bonds supported by the general income of the
20 state or municipality, Canadian Government bonds,
21 Certificates of Deposit insured by the Federal De-
22 posit Insurance Corporation, corporate stocks, bonds
23 and securities listed on the principal stock exchanges.

24 Except as otherwise provided in this Constitution,
25 or authorized by any resolutions adopted by G.L.
26 conventions, or resolutions of the E.C. between
27 conventions pursuant to authority herein granted, all
28 expenditure and disbursement of funds and property
29 of the I.A.M. shall be in accordance with its estab-
30 lished practices, customs and procedures, including
31 but not limited to, expenses for charitable, educa-
32 tional, legislative, economic, political, social and
33 cultural purposes in the interest and for the benefit of
34 the I.A.M. and its members.

1 The funds, property, or assets of the G.L. shall
2 not be loaned or appropriated for any other than the
3 legitimate purposes of the I.A.M.

Financing Strikes

4 SEC. 4. The E.C. may draw upon G.L. funds to
5 finance any strike or lockout.

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

1 SEC. 1. The I.P. shall preside at meetings of the
2 G.L. He/She shall serve as chairperson of the E.C.
3 He/She shall preserve order, and in cases where the
4 vote is equally divided in a convention or a meeting
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
7 policies, rules and regulations approved by the E.C.
8 and bylaws of L.Ls. and D.Ls. approved by the I.P.,
9 and decide questions of order and usage and
10 constitutional questions, subject, however, to an
11 appeal as 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
15 temporarily waive or alter such laws and policies of
16 the I.A.M. as may be necessary to effectuate such
17 mergers 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
22 the G.L. and shall have full control of all G.L.Rs.
23 and of all organizing. He/She shall provide suitable

1 literature for organizing purposes and have the au-
2 thority when conditions warrant to appoint G.L.Rs.
3 and assign them to such localities and for such par-
4 ticular terms and duties as shall be for the best inter-
5 ests of the I.A.M., all of which shall be subject to
6 the approval of the E.C.

Dispensations ----- Canada

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

Special Dispensations

12 SEC. 5. The I.P. shall have the authority to grant
13 special dispensation to waive or reduce dues, G.L.
14 per capita tax, initiation and/or reinstatement fees in
15 existing L.Ls. for special cases where organizing
16 activities are in progress or are contemplated, for
17 such periods of time as he/she may determine.
18 The I.P. shall also have the authority to grant
19 special dispensation to waive or reduce dues, G.L.
20 per capita tax, initiation and/or reinstatement fees in
21 newly organized bargaining units for a period of
22 time, but not to exceed the duration of the 1st negoti-
23 ated collective bargaining agreement.

Assignment of Officers and Appointment of Committees

1 SEC. 6. The I.P. shall assign the elected G.V.Ps.
2 to such territories or industries as are necessary to
3 promote the best interests of the I.A.M. as provided
4 in Sec. 1, Art. VIII.

5 He/She shall also appoint all officers pro tem or
6 committees not otherwise provided for, and may
7 deputize other members to perform any of the duties
8 of his/her office, except that during his/her absence
9 from G.L. Headquarters he/she shall, if he/she deems
10 it necessary, designate 1 of the elected G.L.
11 officers to exercise the authority of his/her office.

Supervision of Local and District Lodges, Councils and Conferences

12 SEC. 7. The I.P. shall have the general supervi-
13 sion, direction and control of all L.Ls., D.Ls., coun-
14 cils and conferences and the officers thereof.

15 The I.P. shall have authority to place under his/her
16 direct supervision, direction and control any L.L.,
17 D.L., council or conference when he/she determines
18 that the good and welfare of this Association or the
19 membership is placed in jeopardy for any of the
20 reasons set forth in Sec. 8 of this Art., pending
21 approval of the E.C.

Purposes for Which a Suspension or Trusteeship May Be Established

22 SEC. 8. A suspension or trusteeship of a L.L.,
23 D.L., council or conference may be imposed when-
24 ever the I.P. has or receives information which leads

1 him/her to believe that such organization: (1) is
2 violating the Constitution, the laws, policies, rules and
3 regulations of the G.L., or the bylaws of such L.L.,
4 D.L., council or conference approved by him/her or
5 the E.C.; (2) is endangering the good and welfare of
6 the organization or the membership; (3) is being oper-
7 ated in such a manner as to jeopardize the interests
8 of the I.A.M. or its subordinate bodies; or (4) if the
9 I.P. believes that such action is necessary for the
10 purpose of: (a) correcting financial malpractice; (b)
11 assuring the performance of collective bargaining
12 agreements or other duties of the bargaining repre-
13 sentative; (c) preventing any action which is disrupt-
14 tive of, or interferes with, the performance of obliga-
15 tions of other members or subordinate bodies under
16 collective bargaining agreements; (d) restoring demo-
17 cratic procedures; or (e) carrying out the legitimate
18 objectives of this Union.

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

19 SEC. 9(a). Whenever the I.P. determines that
20 any of the circumstances described in Sec. 8 exist,
21 he/she may appoint a temporary Trustee to take charge
22 and control over the affairs of such subordinate
23 body. All officers and representatives shall be
24 suspended without pay pending their appointment by
25 the temporary Trustee to serve as Deputy Assistants.
26 In the event that an officer or elected representative is
27 not so appointed, he/she shall be served with specific
28 charges and all procedural protections provided by

1 Art. L. In the event that any Art. L proceeding
2 results in a verdict of not guilty, such officer or
3 elected representative shall be reimbursed for lost
4 salary and benefits. A suspension under this provision
5 shall operate only to suspend the right of such person
6 to occupy any office or position or perform any of the
7 functions thereof, but all other membership rights
8 shall remain unaffected unless and until he/she has
9 been served with charges and tried and convicted in
10 accordance with the procedures set forth in Art. L.

11 At the time of the appointment, the I.P. shall issue a
12 notice setting forth his/her reasons for believing that
13 such action is necessary and setting a
14 time and place for a hearing for the purpose of
15 determining whether such Trusteeship shall be
16 continued or dissolved. Such hearing shall commence
17 within thirty (30) days of the imposition of the
18 Trusteeship, but in no event shall the subordinate
19 body be given less than ten (10) days notice of the
20 hearing date to prepare its response to the issues
21 identified in the I.P.'s notice.

22 (b). In the case of hearings conducted pursuant to
23 this Art., the I.P. shall appoint a trial committee
24 composed of uninvolved members of the I.A.M.
25 Hearings shall be conducted in accordance with the
26 procedures set forth in Art. L, to the extent
27 possible. The trial committee shall have the author-
28 ity to promulgate procedural rules to ensure an
29 orderly hearing and to protect the rights of all partic-
30 ipants. The representative of the I.P. shall present
31 his/her case in support of the Trusteeship first.
32 Officers or former officers of the subordinate body
33 shall have the opportunity to express their views
34 concerning the Trusteeship. The trial committee

1 shall have the authority to restrict testimony to the
2 issues set forth in the I.P.'s notice and, at its
3 discretion, to such related matters as are relevant to
4 the issue of whether the maintenance of a
5 Trusteeship is warranted.

6 The trial committee shall render a recommendation
7 as to whether the Trusteeship should be continued
8 within sixty (60) days of the completion of the hear-
9 ing. The I.P. shall issue a decision within fifteen
10 (15) days after receipt of such recommendation and
11 the decision shall be promptly transmitted to the
12 subordinate body. Appeals, if any, from determina-
13 tions following such hearings shall be taken to the
14 E.C., in accordance with the requirements of Sec.
15 13, Art. L. In the event the I.P. or E.C. decides to
16 dissolve a Trusteeship already imposed and to restore
17 the subordinate body to self-government, any officers
18 who may have been removed by the Trustee and
19 whose term of office has not expired, shall be rein-
20 stated to the positions which they held at the
21 commencement of the Trusteeship; provided that
22 he/she has not been convicted of having violated any
23 provision of this Constitution or applicable bylaws,
24 pursuant to proceedings under Art. L. The time
25 requirements set forth in this Sec. shall not be
26 mandatory but are only directory.

27 (c). The Trustee shall act under the supervision of
28 the I.P. He/She shall be authorized to take full
29 charge of the affairs of the subordinate body, and to
30 take such other actions as in his/her judgment are
31 necessary for the preservation of the subor-
32 dinate body and to accomplish the purposes for
33 which the Trusteeship was imposed.

34 (d) Upon imposition of a Trusteeship, the former
35 officers of the subordinate body shall turn over all

1 monies, books, records and properties of the subor-
2 dinate body to the Trustee, who shall make an ac-
3 counting of same. The Trustee shall pay all out-
4 standing claims, if funds are sufficient. If the funds
5 are not sufficient, he/she shall first satisfy any
6 obligations owed to the G.L. under this Constitution
7 and then settle the most worthy claims, as his/her
8 judgment dictates, unless otherwise directed by the
9 I.P.

Report to Executive Council

10 SEC. 10. Whenever the I.P. submits, through
11 correspondence, any question to the members of the
12 E.C. for their decision, he/she shall notify them, and
13 all other parties in interest, of the decision of the
14 E.C. immediately upon receipt thereof.

Grand Lodge Representatives

15 SEC. 11. G.L.Rs. appointed by the I.P. under
16 authority of Sec. 3 of this Art. shall be members in
17 continuous good standing for at least 5 years imme-
18 diately prior to their appointment, free from delin-
19 quencies of any nature to any L.L., D.L., or the
20 G.L. They shall also qualify under Sec. 5, Art. I.

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

21 SEC. 12. To the extent permitted by civil law,
22 the I.P., with the approval of the E.C., is authorized
23 to grant administrative relief to the Canadian mem-
24 bership from certain objectionable provisions of this
25 Constitution which were inserted solely because of
26 the requirements of the Labor-Management Report-
27 ing and Disclosure Act of 1959, commonly called
28 the 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
4 proceedings 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 meeting
7 are approved. He/She shall conduct all correspondence
8 in the name of the G.L., excepting correspondence
9 dealing with the duties and responsibilities of the office
10 of the I.P., and be subject to the directions of the E.C.
11 Whenever necessary he/she may visit any L.L. or D.L.
12 for the purpose of instructing the officers in the
13 performance of their duties. He/She shall assume
14 responsibility regarding the issuance of Veteran
15 Badges. He/She shall have the general supervision of
16 the business of his/her office and, upon request, shall
17 submit his/her books of account together with all
18 papers, files, documents, etc., in his/her possession for
19 the inspection of the E.C. and the certified public
20 accountant. He/She shall also codify and index the
21 various articles and sections of this Constitution.

Receipt of Funds

22 SEC. 2. The G.S.T. shall receive all funds paid to
23 the G.L. from all sources and distribute same to the
24 credit of the accounts for which they are intended.
25 District lodges, local lodges not affiliated with a full
26 service district lodge, and unaffiliated local lodges, at
27 their option, may elect to have all monthly membership
28 dues and fees collected by the G.S.T. Initiation and
29 reinstatement fees will be reconciled with the D.L. and/or
30 L.L. The G.S.T. shall distribute the appropriate amounts
31 from the monthly dues and fees collected to the D.L.s
32 and L.L.s. He/She shall keep a systematically arranged

1 book account between the G.L. and each L.L.
2 He/She shall, upon request of any L.L., furnish a
3 copy of the expense account of any paid
4 representative of the G.L. for the period specified by
5 such L.L., provided such request does not include a
6 period prior to the next preceding G.L. audit.

Deposit of Funds

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

Per Capita Tax and Fees

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

Monthly per capita tax for all members:

25 Effective January 1, 2009, the monthly per capita
26 tax due G.L. shall be equal to the per capita tax in
27 effect for 2008 plus \$4.00 plus the percentage increase
28 in the weighted average on a union-wide basis of one
29 hour's earnings of each L.L. member in effect on the
30 31st day of August 2008. Notwithstanding any
31 contrary language in Article XXII, Section 9, district
32 lodges which are over the minimum D.L. per capita
33 may not add any part of this \$4.00 to their per capita
34 tax without specific authorization from the
35 membership and in accordance with D.L. bylaws.

1 Effective January 1, 2011, the monthly per capita
2 tax due G.L. shall be increased by \$2.00 plus the
3 average of the percentage increase in the Consumer
4 Price Index for Urban Wage Earners and Clerical
5 Workers (CPI-W) as published by the U.S.
6 Department of Labor's Bureau of Labor Statistics and
7 the Canadian Consumer Price Index as published by
8 Statistics Canada. The "not seasonally adjusted"
9 indices will be used. Notwithstanding any contrary
10 language in Article XXII, Section 9, district lodges
11 which are over the minimum D.L. per capita may not
12 add any part of this \$2.00 to their per capita tax
13 without specific authorization from the membership
14 and in accordance with D.L. bylaws.

15 Effective January 1, 2012, and each January 1
16 thereafter, the monthly per capita tax due G.L. shall
17 be increased by the percentage increase in the CPI
18 indices as described above.

19 Ninety percent (90%) of the regular G.L. per capita
20 tax or the reduced G.L. per capita tax, whichever is
21 the lower, shall be allocated to the General Fund. Ten
22 percent (10%) of the regular G.L. per capita tax or the
23 reduced G.L. per capita tax, whichever is the lower,
24 shall be allocated to the Strike Fund.

1 Benefits from the Strike Fund shall be paid in
2 accordance with Sec. 6, Art. XVI.

3 **Monthly dues for G.L. affiliation**

4 **..... determined by the E.C.**

5 **Unemployment stamp..... \$ 1.00**

6 **Permanent retirement card for all**

7 **members..... \$10.00**

8 **Initiation or reinstatement per capita tax. \$10.00**

9 **Reinstatement per capita tax when dues**

10 **books or dues cards are issued by G.S.T.**

11 **(Secs. 5, 15, and 19, Art. I) \$10.00**

12 **G.L. initiation or reinstatement fee**

13 **..... determined by the E.C.**

14 Upon receipt of per capita tax, accompanied by
15 the report of any L.L., the G.S.T. shall furnish
16 stamps as receipts, in proportion to the number of
17 initiations, reinstatements and number of months'
18 dues paid. He/She shall also keep a record of all
19 members affiliated with G.L.

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

30 The G.S.T. is authorized to discontinue the fore-
31 going use of the dues book and dues stamps and
32 substitute therefore a more modern means, and/or
33 more automated methods, of identification and verifi-
34 cation of membership standing when in his/her
35 judgment such changes are feasible and practicable
36 and after approval by the E.C. The G.S.T. is also
37 authorized to adopt more modern procedures for
38 reporting the payment of per capita taxes when, in
39 his/her judgment, such technology is practicable and
40 after approval by the E.C.

1 Those L.Ls. on a dues book system will remain on
2 that system for identification and verification of
3 membership standing, unless a L.L. takes formal
4 action requesting a change to the dues card system,
5 and advises the G.S.T. over the signature of the R.S.
6 and the seal of the L.L. Any L.L. changing from
7 the dues book system to the dues card system shall
8 not be permitted to return to the dues book system.

Audit of Local and District Lodges, Councils or Conferences

9 SEC. 5. The G.S.T. shall audit the books of any
10 L.L., D.L., council or conference whenever in
11 his/her opinion such an audit is advisable; such
12 audits shall include health and welfare funds,
13 insurance or benefit funds, building associations,
14 etc., which are operated in the interests of the
15 members or administered and directed under the
16 control of the L.L., D.L., council or conference, and
17 he/she shall from time to time appoint, with the
18 approval of the E.C., such auditors as may be
19 necessary to carry on this work.

20 Upon demand therefore by the G.S.T., the officers
21 of any L.L., D.L., council or conference shall forth-
22 with surrender and turn over to the G.S.T. or to an
23 auditor whom he/she may designate, all books,
24 vouchers, bills, receipts and records of such L.L.,
25 D.L., council or conference. Any L.L., D.L.,
26 council or conference or officer thereof, who refuses
27 to comply with the provisions of this Sec. shall be
28 liable to suspension or expulsion by the E.C. The
29 G.S.T. in cases of chronic lodge indebtedness and/or
30 failure to file forms as required by this Constitution,
31 may require that membership dues be remitted
32 directly to G.L. for such time as he/she deems
33 appropriate. The G.S.T. shall distribute the
34 appropriate amounts from the monthly dues and fees
35 collected to the D.L.s and L.L.s.

1 Officers of L.Ls., D.Ls., councils or conferences,
2 who shall be found to be indebted to any such body
3 by reason of any shortage of funds, accounts or
4 securities entrusted to them, shall immediately be
5 suspended from office and thereafter be permanently
6 disqualified from holding any office or representing
7 members of the I.A.M. in any capacity, provided,
8 however, that the E.C. shall have authority to
9 reinstate such former officer to full membership
10 rights, including the right to hold office and
11 represent other members, for good cause and where
12 permitted by law.

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

13 SEC. 6. The G.S.T. shall, with the approval of
14 the E.C., arrange with a recognized bonding com-
15 pany for the issuing of bonds in the amount of
16 \$10,000 to be paid for by the G.L. providing cover-
17 age for all officers and employees of, as well as such
18 other individuals as are required by law or G.L.
19 Policy to be bonded in connection with each L.L.,
20 D.L., state council or conference. The G.S.T. may
21 take advantage of long-term bonding and premium
22 discounts. Where coverage in a greater amount
23 than \$10,000 is required by law or G.L. Policy, the
24 G.S.T., using as a base current audit reports, will
25 arrange for the issuance of such required bonds, and
26 the bonding company will bill the L.L., D.L., state
27 council or conference for the premiums of such
28 excess amounts. Where additional coverage of

1 people is required by law or G.L. policy, and such
2 people are not already covered by the bonds
3 obtained by the G.L. in the amount of \$10,000 as
4 aforesaid, such bonds shall be obtained and paid for
5 by the L.L., D.L., state council or conference
6 involved.

7 Each L.L., D.L., state council or conference shall
8 be notified by the G.S.T. of the name and address of
9 the bonding company selected to handle bonds ar-
10 ranged by the G.L. in accordance with the forego-
11 ing. Any L.L., D.L., state council or conference
12 desirous of covering its officers, employees or other
13 people in an amount greater than that herein re-
14 quired, shall arrange with such company to obtain
15 such additional bonds and pay the premiums there-
16 fore.

Reports

17 SEC. 7. Decisions rendered by the I.P. or by the
18 E.C., whether through correspondence or in regular
19 session, shall be published in full by the G.S.T. in
20 the next monthly pamphlet containing itemized state-
21 ment of receipts and expenditures provided for in
22 Sec. 2 of this Art.; and he/she shall perform such
23 other duties as may be required of him/her by the
24 laws, customs and usages of this Constitution.

Assistant

25 SEC. 8. The G.S.T. shall appoint an assistant
26 secretary, who must be a member, and employ such
27 other help as may be necessary to perform the work
28 of his/her office, subject to the approval of the E.C.

Duties of Assistant Secretary

1 SEC. 9. The assistant secretary shall perform all
2 duties assigned to him/her by the G.S.T., and in the
3 absence of that official, shall have supervision of the
4 office.

Grand Lodge Auditors

5 SEC. 10. G.L.As. appointed by the G.S.T. under
6 authority of Sec. 5 of this Art. shall be members in
7 continuous good standing for at least 5 years imme-
8 diately prior to their appointment, free from delin-
9 quencies of any nature to any L.L., D.L. or the
10 G.L. They shall also qualify under Sec. 5, Art. I.
11 They shall perform such services as may be required
12 of them by the G.S.T.

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

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

Reports and Expense Statements

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

ARTICLE IX**SALARIES**

1 SEC. 1. For the faithful performance of their
 2 duties, the G.L. officers listed below shall be paid
 3 annual salaries in 52 equal weekly installments per
 4 year 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 Wage
 15 Earners and Clerical Workers (CPI-W) as published
 16 by the U.S. Department of Labor's Bureau of Labor
 17 Statistics and the Canadian Consumer Price Index as
 18 published by Statistics Canada. The "not seasonally
 19 adjusted" indices will be used.

20 Salaries of G.L.Rs. and G.L.As. are subject to
 21 adjustment 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
3 duties of the office, shall accept any office or other
4 position from any other organization or institution
5 unless it is such as will advance the common inter-
6 ests of the working classes, nor shall any member of
7 any L.L. hold membership in any other organization
8 inimical 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
11 the Committee on Law, G.L.Rs. and G.L.As., shall
12 be allowed actual and necessary transportation and
13 hotel expenses when away from home on official
14 business, subject to the approval of the E.C. During
15 each week all elected and appointed officers and
16 appointed representatives shall file with the I.P. an
17 itemized account of their expenses while on official
18 business of 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

1 their headquarters, and these officers shall be al-
2 lowed expenses provided in Sec. 2 of this Art.
3 where the performance of their official assignments
4 requires them to reside in a hotel in the Washington,
5 D.C. area.

General Vice Presidents' Headquarters

6 SEC. 4. All other G.V.Ps. shall be assigned to a
7 home headquarters and no hotel expenses shall be
8 allowed when stationed at such designated headquar-
9 ters.

ARTICLE XI

BUSINESS AGENCIES AND ORGANIZERS

Establishment and Maintenance

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

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

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

21 All D.Ls. or L.Ls. employing 1 or more busi-
 22 ness representatives, general chairpersons or
 23 organizers shall pay at least the minimum.

24 The I.P. may give special dispensation to L.Ls. or
 25 D.Ls. that financially cannot meet the minimum
 26 salaries and who request that no increase be given to
 27 business representatives, general chairpersons or
 28 organizers. This dispensation may be granted once
 29 yearly.
 30

Control of Business Representatives

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

Servicing of Local and District Lodges

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

Qualifications

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

Reports

26 SEC. 5. All business representatives, general
27 chairpersons and organizers shall file periodic
28 reports of their activities. The frequency, content
29 and form of the reports shall be determined by
30 the I.P.

Location of Activities

1 SEC. 6. The work of all business representatives
2 shall be confined to the railroad, airline, industry, or
3 locality for which they are respectively elected,
4 unless otherwise ordered by the I.P. or the E.C.
5 While on special service, business representatives
6 shall be paid their actual hotel and transportation
7 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
4 income from the publication of THE JOURNAL,
5 interest, investments, and such special assessments
6 as may be levied from time to time.

Assessments

7 SEC. 2. Whenever in the opinion of the E.C.
8 additional funds over and above the regular income
9 are necessary to carry on the work of the G.L., the
10 E.C. shall recommend the levying of a special as-
11 sessment and the G.S.T. shall prepare a ballot and
12 submit the same for approval of the members in
13 good standing voting in a secret ballot referendum.
14 If a majority of members voting in said referendum
15 vote in favor of the assessment, it shall become
16 effective and a lawful charge payable by each mem-
17 ber on the date specified by the E.C. Monies re-
18 ceived through a G.L. assessment shall be used only
19 for the purpose specified on the ballot submitted to
20 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
2 E.C. shall employ a bonded certified public account-
3 tant (the amount of bond to be determined by the
4 E.C.) who will proceed in the 3rd week in January
5 of each year to examine and make a complete audit
6 of the books and accounts of the G.L. covering the
7 12 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
10 the 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
15 employees who handle funds or property of the
16 G.L., or of a trust in which the G.L. is interested,
17 shall be bonded prior to assuming office or employ-
18 ment positions in such amounts as may be required
19 by the E.C. in compliance with applicable law, the
20 expense of which bonding shall be borne by the
21 G.L.; provided, however, that neither the I.P. nor
22 the G.S.T. shall be bonded in an amount less than
23 \$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 eligible
6 business representatives, general chairpersons and
7 G.L. approved organizers of L.Ls. and D.Ls., and
8 all people employed by L.Ls. and D.Ls. on or after
9 December 31, 1960, in a full-time capacity as elected
10 president, secretary, dispatcher or organizer or like
11 office or position as determined by the trustees.

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

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

1 SEC. 4. The Pension Plan established by this Art.
2 shall be funded by such periodic contributions as the
3 E.C. deems appropriate. All funds contributed herein
4 shall be placed in a separate trust fund to be adminis-
5 tered by the trustees. The required contribution to
6 the pension fund by the L.Ls. or D.Ls. will be col-
7 lected by the G.S.T. in the form of a deduction from
8 the amount of the G.L.'s monthly contribution to-
9 ward the salary of all approved business representa-
10 tives, general chairpersons and organizers.

11 Where the G.L. does not make a monthly contri-
12 bution to the salary of the positions covered by this
13 pension fund, each L.L. and D.L. shall contribute
14 the required monthly amount. The G.S.T. shall
15 collect such contributions. Contributions shall be
16 paid on a monthly basis to the G.S.T.

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

ARTICLE XV

DEATH BENEFITS

Accumulation and Eligibility

1 SEC. 1. Effective April 1, 1961, good standing
 2 members of the I.A.M. shall cease to accumulate
 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
 8 further benefits shall accrue. Death benefits are
 9 payable upon the death of an eligible member who
 10 was initiated 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,
 15 exclusive of years for which retirement stamps were
 16 issued.

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

19	Years of Continuous	
20	Creditable Membership	Death
21	Before April 1, 1961	Benefit
22	Less than 3 years	None
23	3 years	\$ 50.00
24	5 years	75.00
25	7 years	100.00
26	9 years	125.00
27	11 years	150.00
28	13 years	175.00

1	15 years	200.00
2	17 years	225.00
3	18 years	250.00
4	19 years	275.00
5	20 years	300.00

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

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

To Whom Paid

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

- 23 Wife or husband
- 24 Child or children
- 25 Parent or parents
- 26 Brothers and sisters

27 In the absence of next of kin, as outlined herein,
 28 the member may designate a beneficiary on a form
 29 provided for that purpose.

30 In the event a member is not survived by any next
 31 of kin in the categories set forth above and has not
 32 designated a beneficiary on a form provided for that
 33 purpose, or in the event the member is survived by
 34 more than 1 next of kin in the applicable category,

1 the G.L., at its option, may pay the death benefit to
2 the deceased member's estate, and in the case of the
3 member being survived by more than 1 next of kin
4 in the applicable category, such payment shall be
5 made on behalf of all next of kin in the applicable
6 category.

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

10 When the burial of a deceased member is not
11 arranged by the member's relatives or friends, the
12 member's L.L., or any other L.L. in the locality,
13 may arrange for the funeral and interment and be
14 reimbursed therefore by the G.L. from such mem-
15 ber's accumulated death benefit. Any surplus
16 remaining in a member's account after payment of
17 funeral expenses shall be held by the G.L. subject to
18 proper claim therefore.

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

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

Method of Declaring Strike

14 SEC. 2. Whenever a controversy arises over
15 conditions of employment between members and
16 their employers, the L.L. having the greatest number
17 of members involved shall call a meeting of all
18 members directly affected to decide by secret ballot
19 upon a course of action. A majority of those present
20 and voting on the question shall decide.

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

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

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

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

Handling of Forms and Reports

1 SEC. 3. Where agreements covering members of
2 our Association are through the D.L., all forms and
3 reports required pursuant to this Art. may be signed
4 by the officers of the D.L. involved, in order to
5 expedite the handling and processing of the necessary
6 forms and reports by the E.C. and I.P.

Declaring Off a Strike

7 SEC. 4. A proposal to settle or declare off an
8 existing strike must be presented at a regular or
9 called meeting of a L.L., or a meeting of the mem-
10 bers affected (as the case may be), and decided by
11 majority vote, by secret ballot, of the members
12 involved. Whenever the E.C. decides that it is
13 unwise to continue an existing strike, it may order
14 all members who have ceased work in connection
15 therewith to resume work, and thereupon and there-
16 after all strike benefits shall cease, except that the
17 I.P., with the consent of the E.C., may continue the
18 relief in special deserving cases.

Handling Unfair Work

19 SEC. 5. Whenever work performed by members
20 engaged in an authorized strike is transferred by the
21 struck employer to another facility or employer,
22 members employed in such other facility or place of
23 employment may be ordered by the L.L. or by the
24 D.L. to cease performing such work or cease work-
25 ing at such places of employment, subject to applica-
26 ble law. All such orders are subject to approval by

1 the E.C. before members complying therewith are
2 entitled to strike benefits. In the event the members
3 refuse to cease work as herein described, the I.P.,
4 with the approval of the E.C., may order said mem-
5 bers to cease work until the dispute is satisfactorily
6 adjusted, or until ordered to return to work by the
7 E.C.

Strike Fund Strike Benefits

8 SEC. 6. Effective January 1, 2001, and
9 each January 1 thereafter, 10% of each month's per
10 capita tax transmitted to G.L. shall be allocated to
11 the Strike Fund. This fund shall not be used for any
12 other purpose except as specified herein. Benefits
13 shall be paid from this strike fund in accordance with
14 the following provisions:

15 When \$5,000,000 has accumulated in the strike
16 fund, members who have continuous good standing
17 for at least 3 months and who have ceased work on
18 account of a grievance approved by the E.C., shall
19 receive benefits from the fund. Beginning on
20 January 1, 2005, strike benefits shall be in the amount
21 of \$150.00 per week.

22 Whenever the balance in the Strike Fund exceeds
23 \$150,000,000, strike benefits shall increase to \$175
24 per week. Whenever the balance in the Strike Fund
25 exceeds \$175,000,000, strike benefits shall increase
26 to \$200 per week. Thereafter, each increase of
27 \$25,000,000 in the Strike Fund balance shall increase
28 strike benefits by \$25.00 per week in the manner
29 described above. Any decrease in the Strike Fund
30 balance shall result in a decrease in benefits to the
31 previous level, but not below \$150.00 per week. All
32 the remaining terms of Article XVI, Section 6 remain
33 in effect.

1 No benefits shall be paid unless the strike extends
2 over a period of more than 2 weeks. Thereafter,
3 benefit payments shall accrue commencing with the
4 3rd week. Strike benefits shall continue to be paid
5 through the last day of the week in which the strike
6 terminates.

7 Members on strike, but not at the time entitled to
8 benefits because of lacking the 3 months' member-
9 ship required herein, shall be entitled to receive
10 benefits as soon as they have been in good standing
11 for 3 months.

12 Notwithstanding this provision, new members or
13 individuals who were members at the time of layoff
14 and reinstated upon recall may begin receiving bene-
15 fits in accordance with the provisions of this Sec.

16 Payment of benefits from this strike fund shall be
17 discontinued whenever the balance in the fund is
18 reduced to a level of \$1,000,000, based on checks
19 issued and/or to be issued, in which event the E.C.
20 shall authorize the payment of strike donations out of
21 the General Fund in accordance with the organiza-
22 tion's laws and policies and as provided for in Sec.
23 4, Art. V, of this Constitution. Strike benefit pay-
24 ments shall not be resumed from the strike fund until
25 it again accumulates \$5,000,000.

26 Whenever strike sanction is granted, the L.L.
27 and/or D.L. will be notified of the number of mem-
28 bers eligible to receive benefits and the amount of
29 weekly benefits that will be paid.

30 As the occasion requires, the G.S.T. will advise
31 the L.Ls. and D.Ls. of the financial condition of the
32 strike fund and, whenever possible, shall project the
33 probable strike benefit amount to be paid at least 4
34 weeks in advance.

**William W. Winpisinger Education
and Technology Center**

1 SEC. 7. The investment income from the strike
2 fund shall be used for the operation of the William
3 W. Winpisinger Education and Technology Center.
4 Only the amount necessary for the actual operation
5 of the education center will be used. All other
6 investment income from the strike fund will revert to
7 the strike fund.

Organizing Fund

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

Method of Payment

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

24 Whenever a strike has been ordered or approved
25 by the G.L., each member eligible to receive bene-
26 fits shall sign the strike record weekly, or indicate
27 his/her presence weekly, using automated methods
28 that have been approved by the E.C. From the

1 names appearing on the strike record the secretary of
2 the L.L. shall make up a roll showing the names of
3 the members on strike.

4 After the roll has been approved by the signatures
5 of the president, S.T., and R.S. of the L.L.,
6 it shall be forwarded to the G.S.T., who, after exam-
7 ination, shall return the same, together with a check
8 or checks, as the case may be, of the G.L. covering
9 the amount of any benefits paid, which check or
10 checks shall be drawn payable to the individual
11 member properly entitled to such benefits, or at the
12 option of the G.S.T.'s office, a blanket check made
13 payable to the president, S.T., and R.S. of
14 the L.L.

15 Each member receiving a benefit from the G.L.
16 must receipt for same upon the duplicate roll pro-
17 vided, or by automated methods that have been
18 approved by the E.C., after which the secretary shall
19 return 1 copy of said roll to the G.S.T. for the
20 files of the G.L., and place 1 copy in the L.L.
21 files. Except in cases where the distance and time
22 required for the transportation of the mail makes the
23 rule impracticable, the G.S.T. shall not forward a
24 check covering subsequent benefits before the re-
25 ceipted roll for the previous week has been received
26 by him/her. Where circumstances may require, a
27 L.L. will have the option to pay strike benefits at
28 satellite strike headquarters, with the approval of the
29 I.P. No claim for any benefits under the provisions
30 of this Sec. shall be considered or allowed unless
31 presented to the G.S.T. within 30 days from the date
32 on which said benefits were due.

33 No benefits shall be paid to members who fail to
34 meet the requirements for the receipt of strike bene-
35 fits.

Deduction for Arrearages

1 SEC. 10. Whenever a member claiming strike
2 benefits is in arrears for dues or assessments, the
3 L.L. shall deduct from such benefits an amount
4 sufficient to pay all such arrearages.

Strike Stamps

5 SEC. 11. Members who have ceased work on
6 account of a grievance approved by the E.C. are
7 entitled to receive strike stamps free of cost, cover-
8 ing the period during which they are without em-
9 ployment, upon complying with the provisions of
10 Sec. 3, Art. G, and conforming to such other re-
11 quirements as may be instituted for the good and
12 welfare of those involved by the L.L. of which they
13 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
6 officer or G.L. representative who receives the
7 application, and the application, together with an
8 initiation or reinstatement fee as determined by the
9 E.C., shall be forwarded to the G.S.T., who shall
10 enter the applicant's name upon the record of indi-
11 vidual affiliations of the G.L. and issue a dues book
12 or dues card to the member. All such members shall
13 pay monthly dues 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
17 notify 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
19 general foreman or a superintendent, or who obtains
20 employment outside the trade or industry, may
21 affiliate directly with the G.L.

Subject to Constitutional Provisions

- 1 SEC. 5. All provisions of this Constitution shall,
- 2 insofar as they are applicable, apply to and be bind-
- 3 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
6 referendum 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 Constitu-
13 tion, submitting any grievances that may arise, and
14 proposing appeals from the decisions of the E.C., by
15 submitting same to the G.S.T. after having first
16 received endorsements thereto under the seal of not
17 less than 10% of all L.Ls. in good standing, not
18 more than 10 of which are located in any 1 state,
19 province or territory.

20 In order to enable the G.S.T. to comply with the
21 law, a period of 45 days from date of issue of the
22 proposed amendments shall be allowed to secure
23 endorsements. All endorsements received after that
24 period 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
6 designation 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 autho-
9 rizing the necessary changes in this Constitution.
10 (The word "amendment" wherever used in this
11 Constitution, shall apply to any and all portions and
12 sections of this Constitution.)

Amendment Ballot

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

Publication of Proposed Amendments

24 SEC. 5. Proposed amendments to this Constitu-
25 tion must be published in an edition of THE JOUR-
26 NAL prior to submission through the referendum as
27 provided in Sec. 4 hereof.

Method of Voting and Returns

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

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

Publication of Votes and Amendments

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

Special Meeting of Committee on Law

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

When in Effect

1 SEC. 9. Amendments so adopted shall become
2 operative and in force upon the 1st day of the quarter
3 succeeding the publication of the vote, and no
4 amendments shall be submitted which provide that
5 the same shall be immediately effective and in force.

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

Resubmission

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

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

1 SEC. 1. One hundred fifty days before the con-
2 vening of any convention of the G.L., the G.S.T.
3 shall notify all L.Ls. to elect a committee on the
4 revision of this Constitution. All proposed amend-
5 ments to this Constitution that come before any L.L.
6 shall be referred to this committee for consideration
7 and recommendation, and upon the approval of any
8 such proposed amendment by the L.L., the commit-
9 tee on revision of this Constitution shall forward the
10 same to the G.S.T. at least 90 days prior to the
11 convening of the convention. All such proposed
12 amendments shall be compiled, printed in the form
13 of a circular, and mailed by him/her to each L.L. 30
14 days before the convening of the convention.

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

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

20 SEC. 2. The Committee on Law shall meet at the
21 place where the convention is to be held at least 7
22 days prior to convening for the purpose of consider-
23 ing all amendments proposed by L.Ls. under the
24 provisions of Sec. 1 of this Art. The findings and

1 recommendations of the Committee on Law shall be
2 reported to the convention as soon as practicable,
3 after the convening thereof, for acceptance or rejection
4 by the accredited delegates in attendance.

Acceptance or Rejection of Proposed Amendments

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

Compiling of Constitution

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

Compensation of Committee on Law

26 SEC. 5. The members of the Committee on Law
27 shall receive the sum of \$50.00 per day when engaged
28 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.

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

1 SEC. 1. Councils or conferences may be estab-
2 lished and chartered by the G.L. in states, territories or
3 provinces for the purpose of promoting 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
7 councils or conferences shall not infringe upon the
8 jurisdiction of L.Ls., D.Ls., or G.L., and shall
9 operate within the provisions of this Constitution.
10 All L.Ls. established for 1 or more years shall
11 maintain membership in the appropriate state council
12 unless granted dispensation by the I.P. in special
13 cases.

Bylaws

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

Government

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

Audits

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

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

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

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

1 SEC. 1. A D.L. is a delegate body made up of
2 representatives duly elected from the L.Ls. within
3 the railroad or air transport system, industry, or
4 locality 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
11 protection, harmonious action, and close cooperation
12 in all matters relating to the trade.

Jurisdiction

13 SEC. 3. The jurisdiction of all D.Ls. shall be
14 determined 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
19 control of all L.Ls. within their jurisdiction, subject
20 to the approval, however, of the G.L. Effective
21 January 1, 2006, all dues and assessments of the

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

Minimum Wage Scales

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

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

Qualifications for Office

25 SEC. 6. Any member in good standing who is
26 not barred from holding union office by applicable
27 civil law, or ineligible therefore under applicable
28 provisions of this Constitution, is qualified for elec-
29 tion as a D.L. officer provided that such member has

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

Nominations and Elections of District Lodge Officers and Executive Board Members

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

1 Officers of D.Ls. shall include any member,
2 however designated or titled, who performs the
3 functions customarily associated with the terms
4 president, vice president, secretary-treasurer, and
5 trustee. Among the duties of the president, in
6 concurrence with the Directing Business
7 Representative or Directing General Chairperson,
8 shall be the responsibility to appoint a D.L.
9 Communicator and a D.L. Educator, who shall
10 perform the duties set forth in Art. C, Secs. 10 and 11
11 respectively.

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

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

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

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

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

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

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

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

Duties of Secretary-Treasurer

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

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

1 A D.L. may computerize the financial record
2 keeping functions, provided the L.L. owns or leases
3 its equipment. Before eliminating a manual system,
4 the office of the G.S.T. and the financial officer of
5 the L.L. must meet to determine that the anticipated
6 system will produce the necessary reports for the
7 I.A.M. audits and any required government reports.

8 In reporting people whose membership is
9 cancelled on the rolls, the report shall show whether
10 there are any unpaid fines or D.L. assessments
11 charged against the person's account. Unless the
12 report states otherwise, the cause for such
13 cancellation of membership shall be considered to be
14 the nonpayment of dues and they may be again
15 reinstated as provided for in Sec. 15, Art. I.

16 The S.T. shall receive from the G.S.T. dues
17 stamps in proportion to the per capita tax paid upon
18 each monthly report.

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

22 S.Ts. receiving dues from members working under
23 the jurisdiction of another L.L. shall immediately
24 notify the secretary of the L.L. under whose
25 jurisdiction the member is working, with full
26 particulars as to name, card number, etc.

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

Representation and Revenue

1 SEC. 9. Each D.L. shall determine the propor-
2 tion and method of representation therein of L.Ls.
3 within its jurisdiction, and the revenues to be col-
4 lected from said L.Ls. to maintain and carry on the
5 work of the D.L. All such revenues shall be col-
6 lected by the S.Ts. of the L.Ls. and for-
7 warded to the D.L. officers authorized to receive the
8 same. Bonds shall be obtained by D.Ls. in compli-
9 ance with the requirements of Sec. 6, Art. VII.

10 The minimum per capita tax to D.Ls. shall be an
11 amount equal to 40% of the per capita tax paid to the
12 G.L. rounded to the nearest 5¢. D.Ls. which
13 are over the minimum D.L. per capita tax as com-
14 puted above, automatically will be entitled to receive
15 on January 1 of each year an increase equal to the
16 amount by which the minimum D.L. per capita tax
17 increases under the above-mentioned formula.

18 D.Ls. collecting revenue or receiving financial
19 assistance shall render semiannual statements of
20 receipts and disbursements to each L.L. within its
21 jurisdiction and at the close of each 6 months' period
22 shall forward to the I.P. a complete report on forms
23 provided for that purpose.

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

Audits

1 SEC. 10. Each D.L. shall semiannually make, and
2 submit to the G.S.T., G.V.P., and each affiliated
3 L.L., on forms furnished by G.L., a copy of an
4 audit of its financial accounts. D.Ls. may employ a
5 bonded certified public accountant to audit or assist
6 the auditing committee in preparing the audit. How-
7 ever, no such accountant shall be permitted to de-
8 velop bookkeeping procedures in the lodges contrary
9 to provisions of this Constitution or policies estab-
10 lished by G.L. for handling this work.

District Lodge Assessments

11 SEC. 11. In case of emergency, D.Ls. may levy
12 assessments upon members of affiliated L.Ls. within
13 their respective jurisdiction.

14 Assessments shall not be levied, however, until
15 the same are approved by a two-thirds vote of all
16 members in the D.L. in attendance and voting by
17 secret ballot at a summoned meeting of their respec-
18 tive L.Ls. affiliated with the D.L., of which meeting
19 notice has been served to members in writing, by
20 mail or otherwise, at least 7 days before the meeting.
21 In case the vote for assessment is carried by a two-
22 thirds vote and date set for collection, the same shall
23 thereupon become a lawful charge and all members
24 of L.Ls. affiliated with the D.L. are liable for the
25 assessments, and the same shall be collected as
26 provided in Sec. 1, Art. F. Suitable plans should be
27 arranged by the D.L., whereby the L.Ls. and mem-
28 bers are provided with proper receipts for assess-
29 ments paid.

1 Initiation fees, reinstatement fees, dues and fines
2 shall constitute a legal liability by a member to the
3 D.L. Cost of litigation arising from charges against
4 a member by reason of these liabilities shall consti-
5 tute a legal debt payable by such member.

**Management, Investment and Disbursement of
District Lodge Funds or Property**

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

9 Expenditures or contemplated expenditures in
10 violation of this Sec. shall be cause for any action
11 deemed necessary by a G.L. officer to fully protect
12 such funds, property or assets of the D.L.

13 D.L. funds shall be invested in such securities or
14 other investments deemed to be in the best interests
15 of the I.A.M. in which a prudent person or a person
16 acting in a fiduciary capacity would invest under the
17 circumstances. Such investments may include
18 United States Government bonds or notes, state and
19 municipal bonds supported by the general income of
20 the state or municipality, Canadian Government
21 bonds, Certificates of Deposit insured by the Federal
22 Deposit Insurance Corporation, corporate stocks,
23 bonds and securities listed on the principal stock
24 exchanges.

Furnishing Copies of Collective Bargaining Agreements

1 SEC. 13. In the case of any collective bargaining
2 agreement between a D.L. and an employer, the
3 D.L. shall insure that a copy of any such agreement
4 is forwarded to each constituent L.L. which has
5 members directly affected by such agreement, and
6 shall also cause to be maintained at the D.L. head-
7 quarters copies of any agreements made by it or
8 received from G.L., available for inspection upon
9 request by any member or employee whose rights
10 are affected thereunder.

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

11 SEC. 14. The president, R.S., and S.T. of each
12 D.L. shall execute and cause to be filed all
13 financial and other reports on behalf of the D.L. and
14 affiliated L.Ls. which may be required by applicable
15 civil law to be prepared and signed by presidents,
16 secretaries and/or S.Ts. of such labor organizations.
17 Such D.L. officers shall also make available the
18 information contained in such reports to the
19 membership of the L.Ls. affiliated with such D.L. in
20 such form and manner as shall constitute compliance
21 with legal requirements. The R.S. and the S.T. shall
22 also maintain records on the matters required to be
23 contained in said reports in such detail and for the
24 periods required by applicable law.

RULES OF ORDER**For Local Lodges**

- 1 1. On motion, the regular order of business may
2 be suspended by a two-thirds vote of the meeting at
3 any time to dispose of anything urgent.
- 4 2. All motions (if requested by the chair) or
5 resignations 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
13 officer must be seconded, and the mover as well as
14 the seconder must rise and be recognized by the
15 chair.
- 16 6. Any member having made a motion can with-
17 draw it by consent of his/her second; but a motion
18 once debated cannot be withdrawn except by a
19 majority vote.
- 20 7. A motion to amend an amendment shall be in
21 order, but no motion to amend an amendment to an
22 amendment shall be permitted.
- 23 8. A motion shall not be subject to debate until it
24 has been stated by the chair.

Debate

- 1 9. When a member wishes to speak he/she shall
2 rise and respectfully address the chair and, if
3 recognized by the chair, he/she shall be entitled to
4 proceed.
- 5 10. If 2 or more members rise to speak at the
6 same time, the chair shall decide who is entitled to
7 the floor.
- 8 11. Each member when speaking shall confine
9 himself/herself to the question under debate, and
10 avoid all personal, indecorous or sarcastic language.
- 11 12. No member shall interrupt another while
12 speaking except to a point of order, and he/she shall
13 definitely state the point and the chair shall decide
14 the same without debate.
- 15 13. If a member, while speaking, is called to
16 order, he/she shall take his/her seat until the point of
17 order is decided, when, if declared in order, he/she
18 may proceed.
- 19 14. If any member shall feel personally aggrieved
20 by a decision of the chair, he/she may appeal to the
21 body from the decision.
- 22 15. When an appeal is made from the decision of
23 the chair, the vice president shall then act as
24 chairperson; said appeal shall then be stated by the
25 chairperson to the meeting in these words: "Shall the
26 decision of the chair be sustained as the decision of
27 this lodge?" The member then will have the right to
28 state the grounds of appeal, and the chair will give
29 reasons for his/her decision; thereupon the members
30 will proceed to vote on the appeal without further
31 debate, and it shall require a majority to sustain an
32 appeal.

- 1 16. No member shall speak more than once on
2 the same subject until all the members desiring the
3 floor shall have spoken, nor more than twice without
4 unanimous consent, nor more than 5 minutes at any
5 one time without consent of a two-thirds vote of all
6 members present.
- 7 17. The presiding officer shall not speak on any
8 subject unless he/she retires from the chair, except
9 on points of order, and in case of a tie he/she shall
10 have the deciding vote. Should the presiding officer
11 retire from the chair to speak on any subject before
12 the lodge, he/she shall not return to the chair until
13 that subject matter is properly disposed of.

Privilege Questions

- 14 18. When a question is before the meeting, no
15 motion shall be in order except:
- 16 (1) To adjourn
 - 17 (2) To lay on the table
 - 18 (3) For the previous question
 - 19 (4) To postpone to a given time
 - 20 (5) To refer or commit
 - 21 (6) To amend
- 22 and these motions shall have precedence in the order
23 herein arranged. The first 3 of these motions are not
24 debatable.
- 25 19. If a question has been amended, the question
26 on the amendment has been amended, the question
27 on the amendment has been offered, the question
28 shall then be put as follows:
- 29 (1) Amendment to the amendment
 - 30 (2) Amendment
 - 31 (3) Original proposition
- 32 20. When a question is postponed indefinitely, it
33 shall not come up again except by a two-thirds vote.

- 1 21. A motion to adjourn shall always be in order
2 except:
- 3 (1) When a member has the floor
 - 4 (2) When members are voting
- 5 22. Before putting a question to vote the presid-
6 ing officer shall ask: "Are you ready for the
7 question?" Then it shall be open for debate. If no
8 member rises to speak, the presiding officer shall
9 then put the question in this form: "All in favor of
10 this motion say 'aye'," and after the affirmative vote
11 is expressed: "Those of the contrary opinion say
12 'no'." After the vote is taken he/she shall announce
13 the result in this manner: "It seems to be carried (or
14 lost); it is carried (or lost), and so ordered."
- 15 23. Before the presiding officer declares the vote
16 on a question, any member may ask for a division of
17 the house. Then the chair is duty bound to comply
18 with the request, a standing vote shall then be taken,
19 and the secretary shall count the same.
- 20 24. When a question has been decided, it can be
21 reconsidered by a majority vote of those present.
- 22 25. A motion to reconsider must be made by a
23 member and seconded by another member, both of
24 whom must have previously voted with the majority.
- 25 26. A member being ordered to take his/her seat
26 3 times by the chair, without heeding, shall be de-
27 barred from participating in any further business at
28 that session.
- 29 27. All questions, unless otherwise provided,
30 shall be decided in accordance with Robert's Rules
31 of Order.

ARTICLE A**ORGANIZATION OF LOCAL LODGES****Definition of a Local Lodge**

1 SEC. 1. A L.L. shall consist of not less than 35
2 people in any locality, qualified for membership and
3 organized under a charter issued by the G.L. (*This*
4 *shall not apply to L.Ls. chartered prior to January 1,*
5 *1957.*)

Who May Obtain Charters

6 SEC. 2. In localities where there are a sufficient
7 number of machinists, die sinkers, die or tool mak-
8 ers, aerospace workers, electronic workers, automo-
9 bile, heavy duty or aircraft machinists and mechan-
10 ics, specialists, production workers, service, trans-
11 portation, office, clerical, technical, professional,
12 machinists' helpers, and other classifications of
13 employees falling within the jurisdiction of the
14 I.A.M. in any 1 or more divisions of the trade,
15 separate L.Ls. may be organized for the benefit of
16 those employed in the respective divisions.

17 In localities where there is not a sufficient number
18 employed in any 1 division, a mixed L.L. may be
19 organized, with a membership employed in all
20 divisions 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.
23 until such D.L. has been consulted, and in the event
24 of failure to reach an agreement, the E.C. shall be
25 required to render a decision as to whether such

1 charter shall be granted or not.

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

Charter Requirement

7 SEC. 4. Every application for a charter for the
8 organization of a L.L. must be signed by a least 35
9 applicants who possess the qualifications for mem-
10 bership and are working in a locality where there are
11 a sufficient number employed to maintain a L.L.

Fees

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

Fee for Lapsed or Expelled Members

21 SEC. 6. Whenever people whose membership in
22 the I.A.M. has been cancelled apply for charter
23 membership in a L.L. in process of organization, it
24 shall be the duty of the G.L.R. to collect the re-
25 quired fees from such people and forward same, to-
26 gether with their applications, to the G.S.T., who, upon
27 ascertaining that there are no unpaid fines or
28 assessments against them, shall prepare their dues

1 books or dues cards and credit the amount paid into
2 the G.L.

Form of Application

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

18 "The undersigned residents of (place) _____,
19 (State) _____, believing the International
20 Association of Machinists and Aerospace Workers to
21 be well calculated to improve our intellectual and
22 social conditions and promote our economic well-
23 being and advancement, respectfully petition the
24 International Association of Machinists and Aero-
25 space Workers to grant us a charter to open a new
26 lodge, to be located in the City (or Town) of _____,
27 County of _____, State of _____. We pledge our-
28 selves individually and collectively to be governed
29 by the Constitution, laws, rules and usages of the
30 International Association of Machinists and Aero-
31 space Workers. The Lodge desires to be recognized
32 as _____ Lodge."

Granting Charter

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

District Lodge Affiliation

9 SEC. 9. All L.Ls. shall belong to a D.L. where
10 applicable.

ARTICLE B**LOCAL LODGE OFFICERS
AND HOW CHOSEN****Designation of Officers**

1 SEC. 1. Officers of a L.L. shall consist of a
2 president, vice president, recording secretary,
3 secretary-treasurer, conductor-sentinel, and a board
4 of trustees 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
8 their bylaws that terms of office for all officers shall
9 be for 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
18 prescribed by the L.L. and set forth in its bylaws,
19 after approval by the I.P.

Qualifications for Office

1 SEC. 3. Any member in good standing in a L.L.
2 who is not barred from holding union office by
3 applicable civil law or ineligible therefore as provided
4 in this Sec. or elsewhere in this Constitution is
5 qualified for election to L.L. office, provided that such
6 member also meets the requirements of the L.L.
7 bylaws.

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

18 Any member transferred as a result of action by
19 the I.P. or E.C. in consolidation of L.L.s. or transfer
20 of jurisdiction to another L.L., who has been a
21 member of the I.A.M. for 1 year, shall not be
22 required to be a member of the L.L. to which
23 transferred for at least 1 year, as herein provided,
24 to be eligible to hold elected office in said L.L.

25 Any member whose dues are subject to withhold-
26 ing by an employer for payment to the L.L., pursu-
27 ant to his/her authorization therefore as provided in a
28 collective bargaining agreement, shall not be de-
29 clared ineligible to vote or be a candidate for office
30 in the L.L. by reason of any alleged delay or default
31 in the payment of such withheld dues provided,
32 however, that such member is not otherwise delin-
33 quent in payment of dues.

1 L.Ls. may, through their bylaws, provided approval
2 has been granted by the I.P., require a
3 member to attend up to 50% of the regular lodge
4 meetings held during the 12-month period ending the
5 date of close of nominations in order to qualify as an
6 officer or delegate. Members who are confined
7 because of verified illness, on vacation, on
8 official I.A.M. business approved by the L.L., D.L.,
9 or G.L., working for an employer on regular or
10 travel assignment, or on reserved military leave at
11 the time the L.L. meeting is held, shall be excused
12 from attending L.L. meetings.

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

Nomination and Election of Officers

16 SEC. 4. At its 1st meeting in November (or 1st
17 meeting in September at the option of the L.L.)
18 every three years, each L.L. shall nominate a
19 president, vice president, recording secretary,
20 secretary-treasurer, conductor-sentinel, and 3 mem-
21 bers of the board of trustees (provided such
22 officers' terms of office have expired). A member
23 may only be nominated and run for 1 office.

24 Not less than 60 days prior to the time when the
25 elections specified in this Sec. are to be held, notice
26 of the time and place, of both the nominations and
27 election, together with an application for an absentee
28 ballot, shall by letter or by authorized
29 publication or by other dependable regularly used
30 means of communication, be mailed to each
31 member qualified to vote at his/her last known home

1 address. The notice must specify who is entitled to
2 receive an absentee ballot. The requirement to send
3 such notices by mail does not apply to L.Ls. in
4 Canada.

5 At its 1st meeting in December (or 1st meeting in
6 October at the option of the L.L.) every 3 years,
7 each L.L. shall elect the aforesaid officers by secret
8 ballot vote of its members in good standing, following
9 the procedure required for such voting as set forth in
10 Art. III. No member shall be entitled to hold more
11 than 1 office at the same time.

12 The L.L. may by majority vote decide in advance
13 and give notice that the candidates who receive the
14 highest vote for their respective offices shall be
15 declared elected. In all other cases, a majority of all
16 votes cast shall be required for election.

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

31 Ballots cast for candidates not nominated in
32 conformity with these provisions (write-ins) shall not
33 be tabulated.

1 Balloting shall take place in the L.L. room where
2 regular L.L. meetings are held, excepting in those
3 L.Ls. where circumstances require some other
4 arrangement, the L.L. may, through its bylaws,
5 provide other methods, subject to the approval of the
6 I.P. When, in the I.P.'s sole judgment, extraordinary
7 circumstances so require, the I.P. may review and
8 modify L.L. election procedures as necessary to
9 provide the membership of a L.L., not working in a
10 central geographic location, the ability to participate
11 in such election.

12 In the conduct of all elections, the president shall,
13 at least 60 days prior to the election, appoint at least 3
14 tellers to assist in conducting the election in a fair and
15 impartial manner. Each candidate for office shall be
16 entitled, upon written request, to appoint 1 observer
17 who shall be permitted to be present at the
18 polls and at the counting of the ballots.

19 The R.S. of the L.L., or such other officer as
20 may be designated by the L.L., shall preserve for
21 1 year the ballots and all other records pertaining
22 to the election.

23 Selection by the L.L. of optional alternative dates
24 in this Sec. does not alter the constitutional require-
25 ment providing that the installation of L.L. officers
26 shall take place at the 1st meeting of the L.L. in
27 January, as required by Sec. 5 of this Art.

Installations

28 SEC. 5. The installation of officers shall take
29 place at the 1st meeting of the L.L. in January,
30 unless otherwise approved by the I.P. The ceremony
31 of installation shall be conducted by an officer or
32 representative of the I.A.M.

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

1 SEC. 1. The president shall preside at all meet-
2 ings of the L.L.; decide all questions or disputes not
3 controlled by laws of the I.A.M.; countersign orders
4 and 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
7 obligation to new members; enforce the laws of the
8 I.A.M. applicable to L.L.s. and members; and perform
9 such other duties as may be required by this
10 Constitution and, in case of a tie, shall cast the
11 deciding vote.

Vice President

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

Recording Secretary

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

Secretary-Treasurer

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

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

1 and submit the books to the auditing committee
2 of the L.L. semiannually (at the close of June and
3 December).

4 At the end of each month, the S.T. shall complete
5 the monthly report form in duplicate, furnished by
6 the G.S.T., send the original report to the G.S.T.,
7 and remit an amount equal to the per capita tax
8 called for by the report. The monthly report shall
9 include a correct statement of the number of mem-
10 bers on the books of the L.L. and shall set forth in
11 detail all additions made and subtractions from the
12 membership roll, together with a list of members
13 who have been expelled and individuals whose
14 applications have been rejected, with the reason
15 therefore.

16 A L.L. may computerize the financial record
17 keeping functions, provided the L.L. owns or leases
18 its equipment. Before eliminating a manual system,
19 the office of the G.S.T. and the financial officer of
20 the L.L. must meet to determine that the anticipated
21 system will produce the necessary reports for the
22 I.A.M. audits and any required government reports.

23 In reporting people whose membership is cancel-
24 led on the rolls, the report shall show whether there
25 are any unpaid fines or D.L. assessments charged
26 against the person's account. Unless the report
27 states otherwise, the cause for such cancellation of
28 membership shall be considered to be the nonpay-
29 ment of dues and they may be again reinstated as
30 provided for in Sec. 15, Art. I.

31 The S.T. shall receive from the G.S.T. dues
32 stamps in proportion to the per capita tax paid upon
33 each monthly report.

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

5 S.Ts. receiving dues from members working
6 under the jurisdiction of another L.L. shall immedi-
7 ately notify the secretary of the L.L. under whose
8 jurisdiction the member is working, with full particu-
9 lars as to name, card number, etc.

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

Transfers

14 SEC. 5. When accepting members by transfer,
15 the S.T. shall enter the date and particulars of such
16 transfer in the member's dues book and shall imme-
17 diately execute a transfer notice on the official
18 notification of transfer forms furnished by the G.L.
19 and send the original copy to the S.T.
20 affected, with a copy to the G.S.T.

21 If a member of a machinists' helpers L.L. trans-
22 fers and reclassifies as an apprentice in a machinists
23 L.L., that fact should be stated in the notice pro-
24 vided for in this Sec.

Monthly Reports to the Grand Lodge

25 SEC. 6. Upon the receipt of reinstatement or
26 initiation fees, or dues, the S.T. shall place the
27 regular stamps received from the G.L. for that
28 purpose in the dues book of the member making the

1 payment, and shall cancel the stamps with the
2 regulation canceling stamp, showing date of payment
3 and L.L. number.

4 The report of the S.T. shall be signed by the
5 president of the L.L., bear the impression of the L.L.
6 seal and shall be forwarded to the G.S.T. immediately
7 after the close of the month's business.
8 A check to cover the monthly report of the L.L.
9 must accompany the report. Should the report of the
10 S.T. fail to reach the G.S.T. before the expiration of
11 the month following the month reported, the G.S.T.
12 shall thereupon notify the president of such L.L. of
13 its suspension.

Auditors

14 SEC. 7. There shall be an auditing committee of 3.
15 They shall be nominated and elected by the L.L., at
16 the same time L.L. officer elections are held and for
17 the same term. Officers of the L.L. are not eligible for
18 election as members of the committee.

19 The committee shall semiannually (at the close of
20 June and December), proceed with the work of
21 examining the books and accounts of the L.L. for the
22 preceding period. They shall call on the S.T. for the
23 duplicate financial statement, from which they shall
24 proceed to take off a statement of the stamps used
25 during the term they are about to examine, and
26 tabulate the same on forms furnished by the G.S.T.

27 The auditing committee shall render its report on a
28 form furnished for that purpose by the G.S.T., and
29 send a copy to the G.L. The report of the committee
30 must be countersigned by the trustees of the L.L.
31 Should 1 or more of the auditors fail to be in
32 attendance, the trustees shall proceed with the work as
33 though all of the committee were present.

1 A L.L. may at its discretion employ a certified
2 public accountant to audit or assist the auditing
3 committee in auditing the books. However, no such
4 accountant shall be permitted to develop bookkeeping
5 procedures in the lodge contrary to provisions of this
6 Constitution or policies established by G.L. for
7 handling this work.

Trustees

8 SEC. 8. The board of trustees shall have charge of
9 all property belonging to the L.L.; shall see that all of
10 the books are properly kept, and at the time of the
11 semiannual audit shall assist the auditing committee in
12 the examination of all books and accounts and verify
13 the report of the auditing committee by attaching their
14 signatures thereto. Should the work of auditing the
15 books of the L.L. be delayed on account of the failure
16 of 1 or more of the trustees to be in attendance, the
17 auditors shall proceed to carry on the work in the
18 same manner as though all of the trustees were
19 present. The trustees shall be liable to the G.L. for all
20 funds and other property of the L.L. under their
21 control.

Conductor-Sentinel

22 SEC. 9. The conductor-sentinel shall examine all
23 people present prior to the opening of all meetings of
24 the L.L. for the purpose of ascertaining whether any
25 are in attendance who are not entitled to remain, and
26 shall report to the president all those present who are
27 in arrears for dues. The conductor-sentinel shall
28 answer all alarms at the door, report the same, and
29 admit all who are entitled to admission.

Communicator

1 SEC. 10. The L.L. president shall appoint a
2 communicator who, in accordance with the official
3 directives, policies, and programs of the G.L., will use
4 the latest forms of information technology to
5 communicate with the L.L. membership about their
6 work and family lives.

Educator

7 SEC. 11. The L.L. president shall appoint an
8 educator to assist in carrying out the official
9 directives, policies, and programs of the G.L., and any
10 other education and training programs approved by
11 the G.L. and related to educating and training the L.L.
12 membership on all issues affecting workers and their
13 families.

Salaries

14 SEC. 12. In no case shall the salaries of L.L.
15 officers be paid by dues stamps, but all such pay-
16 ments shall be made by check.

Bonding

17 SEC. 13. L.Ls. shall obtain bonds in compliance
18 with the provisions of Sec. 6, Art. VII.

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

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

ARTICLE D**GOVERNMENT OF LOCAL LODGES****Bylaws**

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

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

Parliamentary Laws

13 SEC. 2. The rules of order governing parliamen-
14 tary procedure shall be printed in this Constitution,
15 and no other rules shall apply.

Regular Meetings and Quorums

16 SEC. 3. L.Ls. at their option shall hold 1
17 regular meeting each month or 2 regular meetings
18 each month. L.L. bylaws, properly adopted, shall
19 specify the number of regularly scheduled meetings
20 to be held each month. L.Ls. may, by membership
21 action, cancel meetings in the months of July and
22 August. The Executive Board of the L.L. shall be

1 authorized to transact any normal and necessary
2 business during these months.

3 L.L. members shall determine how many members
4 constitute a quorum governed by the minimum
5 requirements that follow:

6 L.Ls. with less than 500 members, not less than 5
7 members; L.Ls. with more than 500 members but
8 less than 1500, not less than 15 members; L.Ls. with
9 more than 1500 members, not less than 25 members.

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

Special Meetings

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

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

Order of Business

25 SEC. 5. The order of business for each L.L. shall
26 be as follows:

27 1. Pledge to Flag.

- 1 2. Roll call of officers and noting of absentees.
- 2 3. New applications.
- 3 4. Report of committees on applications and
- 4 acting on same.
- 5 5. Initiations.
- 6 6. Reading of minutes and acting on same.
- 7 7. Installation of officers.
- 8 8. Examination and introduction of visiting
- 9 members.
- 10 9. Reports of S.T., including receipts and
- 11 disbursements, since the close of last meeting.
- 12 10. Communications, bills, etc.
- 13 11. Reports of committees.
- 14 12. Report on organizing activities.
- 15 13. Anything for the good of the I.A.M. and
- 16 discussion of subjects of an economic nature.
- 17 14. Unfinished business.
- 18 15. New business. Election of officers.
- 19 16. Reports of sick and disabled members and of
- 20 relief committees.
- 21 17. Reports of members out of work and posi-
- 22 tions vacant.
- 23 18. Adjournment.

Local Lodge Seal

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

Illegal Use of Seal

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

Emergency Funds

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

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

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

Management, Investment and Disbursement of Local Lodge Funds or Property

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

25 Expenditures or contemplated expenditures in

1 violation of this Sec. shall be cause for any action
2 deemed necessary by a G.L. officer to fully protect
3 such funds, property or assets of the lodge.

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

Voluntary Donations

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

Funds and Property of Merged Lodges

25 SEC. 11. Whenever 2 or more L.Ls., with G. L.
26 approval, merge or consolidate, the funds, charter,
27 seal and working stock of stamps of the L.L. which
28 is, or the L.Ls. which are, being discontinued shall
29 be sent to G.L. and any other property and the L.L.

1 books should be turned over to the L.L. with which
2 said L.L. or L.Ls. merge or consolidate. After the
3 accounts of the merged L.Ls. are balanced, such
4 assets as remain shall be returned by the G.L. to the
5 L.L. created by such merger or consolidation. The
6 same procedure shall apply in those cases where
7 L.Ls. are merged by the I.P. with the approval of
8 the E.C. for the purpose of consolidating operations.

Grand Lodge Control Over Property

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

ARTICLE E**DUTIES OF LOCAL LODGES****Cooperation of Lodges**

1 SEC. 1. In cities where more than 1 L.L.
2 exists, delegates from all such L.Ls. should meet at
3 least once a month for the purpose of considering
4 matters affecting the welfare of the I.A.M., and shall
5 report the results of such meeting to their respective
6 L.Ls. Every effort shall be made to secure harmoni-
7 ous cooperation 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
10 employed as machinery erectors, and members shall
11 not accept work as machinery erectors under the
12 minimum wage established for the locality wherein
13 they are employed.

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

Economics

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

Legislative Committee

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

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
15 same.

Affiliation

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

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

- 1 SEC. 1. Fines or other levies within the author-
2 ity of a L.L. to make shall be due within 30 days
3 after levied. If not paid within that time, the
4 S.T. shall notify those in arrears in writing, by
5 registered mail, at the last known address, with copy
6 of same to the G.S.T. Should they fail to make
7 payment within 60 days from the date of such
8 written notice, their membership may be cancelled
9 regardless of the date to 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
5 issued to members who are on vacation or engaged
6 in any business or profession outside of the trade.
7 Unemployment stamps shall be issued to members
8 pursuant to the provisions of Sec. 3 of this Art., at
9 a minimum charge of \$2.00 per month; \$1.00 to be
10 transmitted to the G.L., the remainder to be retained
11 by the L.L.

Conditions of Issue

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

22 They shall register their names and addresses in
23 the out-of-work book or communicate with the
24 S.T., or business representative of the L.L.

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

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

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

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

Violations

15 SEC. 4. Members who violate any of the provi-
16 sions of this Art., or who obtain unemployment
17 stamps by false pretenses or misrepresentations of
18 the facts, shall be guilty of misconduct and subject to
19 charges, trial and penalty therefore as provided in
20 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
2 employment, either with or without pension, may be
3 issued a retirement card at a cost of \$10.00 at the
4 time of retirement. Such retirement card shall cover
5 all succeeding years providing the holders of such
6 cards report to their L.L. annually, not later than
7 March 1 of each year, advising the L.L. of their
8 current mailing address. Failure to report by March
9 1 of each year will cause recall of their retirement
10 card. L.Ls. shall have the option to use their own
11 reasonable method of advising retirees of this report-
12 ing requirement. The card is valid as long as the
13 holder also remains on retirement and complies with
14 all applicable provisions of the I.A.M. Constitution.
15 Death benefits of members maintaining membership
16 by the use of retirement cards shall be preserved as
17 of the date the first retirement stamp or card was
18 issued, but in no case shall the benefits increase,
19 subject to the provisions as set forth in Art. XV.

20 Any member with a retirement card, who returns
21 to active employment, shall immediately notify the
22 S.T., or business representative and again start
23 paying regular monthly dues. A member who
24 obtains a retirement card by false pretenses or
25 continues to retain his/her retirement card status while

1 employed and fails to pay regular dues shall have
2 his/her retirement card cancelled automatically, and
3 the S.T. of the L.L. shall immediately notify the
4 G.S.T.'s office of the cancellation.

Exemption Cards

5 SEC. 2. Members who have been in continuous
6 good standing for 30 years and have become so
7 afflicted or disabled as to prevent them from actively
8 working at the trade, or who have been discriminated
9 against for their activities as organizers, business
10 representatives, or other official work, and are in
11 consequence unable to obtain employment, or mem-
12 bers who have been continuously in good standing
13 for 30 years, shall upon leaving the trade and upon
14 request therefore be granted cards exempting them
15 from further payment of dues and assessments. The
16 issuing of such exemption cards shall not deprive
17 members of accumulated death benefits, subject to
18 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
25 issuance of the Life Membership Gold Card, with
26 no further increase in benefits, subject to the provi-
27 sions as set forth in Art. XV.

ARTICLE I**MEMBERSHIP****Eligibility**

1 SEC. 1. Any employee engaged or connected
2 with work of the machinists' trade, die sinker, die or
3 tool maker, aerospace workers, electronic workers,
4 automobile, truck, heavy duty equipment mechanic,
5 aircraft machinists or mechanic, flight attendant and
6 other service workers, professional, production,
7 service, transportation, office, clerical, technical,
8 welder, specialist, woodworker, health services
9 worker, shipbuilder, machinists' helper, helper-
10 apprentice, or apprentice working in any
11 industry may be admitted to membership upon
12 paying the required fee and assuming the obligation
13 of the I.A.M., and provided further that said appli-
14 cant 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. Except as otherwise provided in Sec.7 of
18 this Art., every application for membership shall be
19 presented to a L.L. in writing by a member, and
20 shall state the name, residence, date and place of
21 birth, occupation and place of employment of the
22 applicant. If a majority of those present consent, the
23 L.L. may vote upon an application for membership

1 at the same meeting at which the applicant is pro-
2 posed; otherwise, the application for membership
3 shall be referred to a committee of 3 members, 2 of
4 whom shall be appointed by the president and 1 of
5 whom shall be appointed by the vice president. The
6 committee shall investigate the eligibility of the
7 applicant and report thereon at the next regular
8 meeting of the L.L., whereupon a “yea” and “nay”
9 vote will be taken upon the question of the admission
10 of the applicant to membership. A majority vote of
11 those voting on the question shall be necessary to
12 elect the applicant to membership. An application
13 once rejected shall not again be voted on until after
14 the expiration of 6 months.

Non-Resident Applicants

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

Initiation and Reinstatement Fees

24 SEC. 4. The minimum initiation and reinstatement
25 fees for each L.L. shall not be less than the
26 regular monthly dues of the L.L. Whenever in-
27 creases in the established rates of initiation or rein-
28 statement fees of a L.L. are proposed, they shall be

1 adopted only after approval by majority vote of the
2 members of the L.L. in good standing, voting by
3 secret ballot at a general or special membership
4 meeting and after reasonable notice upon the ques-
5 tion.

Universal Transfers

6 SEC. 5. When the I.A.M. agrees to a reciprocal
7 transfer agreement with another international union,
8 transfers shall only become effective when a mem-
9 ber's dues in that organization have been paid for the
10 2 months immediately prior to the date of transfer.

11 Application for transfer into a L.L. of the I.A.M.
12 must be made within 30 days after accepting employ-
13 ment, and upon presentation of documentary evi-
14 dence of goodstanding membership in such union
15 and the payment of a \$10.00 fee plus the current
16 month's dues, the applicant, if qualified and accepted
17 in accordance with the provisions of this Constitu-
18 tion, will be initiated or reinstated into membership
19 without the payment of the customary initiation or
20 reinstatement fee.

21 Whenever a person eligible under the provisions of
22 this Sec. accepts employment and thereby becomes
23 eligible for membership, and fails to apply for
24 membership in the manner herein provided for, said
25 transfer will not be effected and the member shall be
26 initiated or reinstated in the usual manner.

27 The L.L. accepting such transfer and membership
28 application will handle the transaction as a regular
29 initiation or reinstatement and, upon formal lodge
30 approval, the S.T. will issue a dues book or
31 dues card containing an initiation or reinstatement
32 stamp, properly cancelled in the regular manner, and
33 report the initiation or reinstatement on the next
34 regular monthly report, with full information of such
35 transfer.

1 If a former member of the I.A.M. applied for
2 universal transfer into a L.L. other than the 1
3 he/she was formerly a member of, the applicant will
4 pay the required \$10.00 fee plus the current month's
5 dues. In this case, the membership application and a
6 \$10.00 fee will be forwarded to the G.S.T. for
7 issuing the dues book or dues card.
8 Applicants for universal transfer must meet the
9 eligibility requirements as provided for in Sec. 1 of
10 this Art.

Obligation by Request

11 SEC. 6. Candidates elected in 1 L.L. may be
12 initiated in another L.L., but good and sufficient
13 reasons must be given in writing to the L.L. in
14 which the candidates were elected before said L.L.
15 can grant permission for their initiation in another
16 L.L. The permission herein referred to shall be in
17 writing, signed by the secretary and president and
18 attested by the seal of the L.L. by which they were
19 elected, and addressed to the L.L. where they are to
20 be initiated.

Commencement of Membership

21 SEC. 7. Membership shall begin on the date of
22 initiation or last reinstatement, which shall be re-
23 corded in the dues book or dues card. An initiation
24 or reinstatement stamp shall be placed in the square
25 for the month in which the member was initiated or
26 last reinstated and dues shall begin the following
27 month.

28 In those L.L.s. where the obligation of membership
29 is printed on the application for membership and said
30 application is signed and presented to the L.L. with
31 the required initiation fee or reinstatement fee or an
32 appropriate dues checkoff card, that applicant's
33 membership shall conditionally commence immedi-
34 ately, subject to clearance by the G.S.T. that there

1 are no charges, fines or levies outstanding in the
2 official records of that office, and also subject to
3 clearance by the G.S.T. that the applicant has not
4 been expelled from this union.

5 In those cases where the G.S.T. submits an
6 adverse report on the applicant, such conditional
7 membership shall be automatically cancelled and the
8 applicant's initiation fee or reinstatement fee shall be
9 remitted to the applicant by the properly authorized
10 financial officer.

Local Lodge Dues

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

14 Except as otherwise required by this Sec., in all
15 other cases, any changes in the established rates of
16 dues proposed by a L.L. shall be adopted only after
17 approval by a majority vote of the members of the
18 L.L. in good standing in attendance and voting by
19 secret ballot at a general or special membership
20 meeting and after reasonable notice upon the ques-
21 tion.

22 Upon payment of dues, members shall receive a
23 dues stamp from the S.T. as a receipt for
24 each month's dues so paid, which stamp shall be
25 affixed in the dues books or dues cards of the
26 members and cancelled by the S.T. as
27 provided in Sec. 6, Art. C.

28 At no time shall L.L. dues be rebated to a mem-
29 ber who attends a meeting where, to do so, would
30 result in the dues of a member actually paid or
31 checked-off to fall below the established minimum
32 dues rate of the L.L.

Reduced Rate of Dues

1 SEC. 9. Members who secure employment within
2 the jurisdiction of any other trade union affiliated
3 with the A.F.L.C.I.O., and who are required to
4 become members of such other trade union, may
5 retain their membership in the I.A.M. by paying
6 such reduced rate of dues as may be stipulated by the
7 L.L. of which they are members. Such L.L. shall,
8 however, pay full per capita tax to the G.L. on all
9 such members.

Dues Books or Dues Cards

10 SEC. 10. Except as otherwise provided in Sec. 4,
11 Art. VII, all members shall have dues books or dues
12 cards of uniform appearance, which shall bear
13 numbers designated by the G.L. and shall be fur-
14 nished free of charge by the S.T., who shall
15 purchase all dues books or dues cards from the
16 G.S.T.

17 All dues books shall contain spaces for the affix-
18 ing and cancellation of stamps, for recording the
19 payment of assessments and for noting transfers.
20 Such dues books shall contain spaces for the descrip-
21 tion, identification and signature of the owner and
22 the designation of the branch of the trade in which
23 the owner is most proficient, and a page containing
24 a statement of G.L. benefits. Space shall also be
25 provided for the insertion of the Congressional or
26 Assembly District, Legislative Assembly or Parlia-
27 mentary Constituency of the member.

28 The dues book or dues card when properly
29 stamped and bearing the seal of the L.L. shall serve
30 all purposes for the identification of the owner and
31 shall be received as evidence of standing in the
32 I.A.M. The dues book or dues card may be en-
33 hanced by automated methods for identification and
34 verification of membership standing, subject to the
35 approval of the E.C.

Replacement of Lost or Destroyed Dues Books

1 SEC. 11. When the loss or destruction of a dues
2 book is satisfactorily proved by a member, the S.T.,
3 upon payment of a fee of 25¢ to be retained
4 by the L.L., shall make out a new book which shall
5 have affixed on the inside cover a certificate of
6 exchange or loss.

Transfers

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

1 shall become members of the L.L. to which they
2 transfer upon approval of the transfer by the L.L.
3 The S.T. shall execute a transfer notice and
4 immediately send the original copy of the transfer
5 notice to the S.T. affected, with a copy to
6 the G.S.T.
7 Any D.L. experiencing problems with this method
8 of transferring membership funds and/or records
9 may, upon request, be granted needed dispensation
10 from the I.P.

Identification Letters Illegal

11 SEC. 13. Except as otherwise provided in Sec. 4,
12 Art. VII, no letter or paper of identification other
13 than the regular dues book or dues card shall be
14 issued by any S.T. or other officer of a L.L.
15 to any member, except for the purpose of showing
16 the standing of such member on the books of the
17 L.L. or in reply to an inquiry received under the seal
18 of some other L.L.

Membership Cancelled

19 SEC. 14. As used in this Constitution, delin-
20 quency is defined as the failure of a member to pay
21 his/her dues, fines, assessments or special levies
22 within the current month except as otherwise provided
23 in this Constitution.
24 Delinquency for 2 months in the payment of dues
25 or special levies, or delinquency arising from the
26 application of Sec. 4, Art. C, shall automatically
27 cancel membership and all rights, privileges and
28 benefits incident thereto. The period of good-standing
29 membership of members whose membership has been

1 cancelled for delinquency or other cause shall date
2 from their last reinstatement, as shown by the G.L.
3 records, and their rights, privileges and benefits under
4 the provisions of this Constitution shall attach and
5 date from their last reinstatement, as though they had
6 never before held membership in the I.A.M.

Reinstatement

7 SEC. 15. Any person whose membership has
8 been cancelled may be reinstated to membership, but
9 the application for reinstatement must be made to the
10 L.L. under whose jurisdiction the applicant is work-
11 ing, and the regular reinstatement fee of such L.L.
12 must be paid.

13 If the application for reinstatement is filed in the
14 L.L. wherein the applicant's original membership
15 was cancelled and the application is approved, said
16 L.L. shall immediately issue a dues book or dues
17 card containing a reinstatement stamp properly
18 cancelled, which transaction shall be entered on the
19 monthly report of said L.L. in the same manner as
20 initiations are entered.

21 When the application for reinstatement is filed in
22 a L.L. other than that by which the applicant's
23 membership was cancelled, then the application,
24 after having been approved by the L.L. receiving the
25 same, shall be forwarded by the S.T. of said
26 L.L., together with a fee of \$10.00, to the G.S.T.
27 Upon receipt of said application, the G.S.T. will
28 issue a dues book or dues card containing a reinstatement
29 stamp properly cancelled, and forward same to
30 the S.T. of the L.L. from which the applica-
31 tion was received, and shall thereupon transfer the
32 reinstated member to such L.L.

1 If the membership of the person applying for
2 reinstatement was cancelled for cause other than
3 nonpayment of dues, or if there are any unpaid fines,
4 or L.L., D.L., or G.L special levies, the reinstatement
5 shall not be effected, nor shall the dues book or
6 dues card be issued until said causes are removed
7 and the fines and special levies are either remitted or
8 paid in full. All applications for reinstatement shall
9 then take the usual course.

10 The foregoing provisions shall not apply to
11 people whose membership was cancelled in lapsed,
12 suspended, expelled or disbanded L.Ls. All such
13 people working in a locality where a L.L. exists
14 may be reinstated by the G.L. upon making applica-
15 tion therefore and paying the reinstatement fee
16 charged by the nearest L.L., which fee shall not be
17 less than the regular monthly dues of the L.L. The
18 L.L. shall forward the application for reinstatement,
19 together with a fee of \$10.00, to the G.S.T.

Rejected Applications and Expulsions

20 SEC. 16. Each L.L. shall keep for future refer-
21 ence a correct list of all people whose membership
22 has been cancelled and all applications that have been
23 rejected. Expelled people and rejected appli-
24 cants cannot again apply for membership until after
25 the expiration of 6 months from the date of said
26 expulsion or rejection.

Withdrawal Cards

1 SEC. 17. Any member who leaves the trade
2 because of illness, or obtains employment outside the
3 trade or industry, or because of furthering education,
4 or obtains a supervisory position above the rank of
5 working foreman, or because of circumstances over
6 which the member has no control is compelled, as a
7 condition of employment, to join another labor
8 organization, and upon complying with the condi-
9 tions hereinafter set forth, may be issued a with-
10 drawal card by and with the approval of the L.L. in
11 which membership is held.

12 Application for withdrawal card, accompanied by
13 a fee of \$1.00, 50¢ of which is to remain in the
14 L.L. treasury and the balance to be remitted to
15 G.L., shall be made to the S.T. of the L.L.
16 who, after the application has been approved by the
17 L.L., shall issue same, bearing the L.L. seal on a
18 form designed and supplied by the G.L.

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

22 People discontinuing their membership by accept-
23 ing withdrawal cards will not be entitled to any
24 benefits or permitted to attend meetings or participate
25 in any of the business of the I.A.M. They shall not
26 violate any of the laws or decisions of the G.L. or
27 L.L. under penalty of having their withdrawal cards
28 cancelled. Any person who holds a withdrawal
29 card and holds a position above working foreman
30 will have said withdrawal card automatically re-
31 voked if he/she crosses a sanctioned picket line of the
32 shop where he/she is employed.

Armed Forces Withdrawal Cards

1 SEC. 18. Members who enter the Armed Forces
2 of the United States or Canada may apply for an
3 Armed Forces withdrawal card to the S.T.
4 of the lodge of which he/she is a member. Applica-
5 tions for Armed Forces withdrawal cards shall be
6 completed by the S.T. and forwarded to the
7 G.S.T. for processing. The cards shall be issued by
8 the G.L.

9 Members who are issued Armed Forces with-
10 drawal cards shall receive credit for time spent in
11 such service toward veteran badges should they
12 resume membership in the I.A.M. upon discharge
13 from the service. They shall not violate any of the
14 laws or decisions of the G.L. or L.L. under penalty
15 of having their withdrawal cards cancelled. No fee
16 in connection with the timely deposit of an Armed
17 Forces withdrawal card or the issuing of the dues
18 book or dues card shall be collected from the mem-
19 ber. Armed Forces withdrawal cards must be
20 deposited with the L.L. within 30 days following
21 return to work.

Deposit of Withdrawal Cards

22 SEC. 19. Any person holding a withdrawal card
23 who obtains employment at the trade or within the
24 industry or otherwise becomes eligible for member-
25 ship, subject to the exceptions provided herein, must,
26 within 30 days after again becoming eligible for
27 membership under the jurisdiction of a L.L., fill out
28 a membership application and deposit the withdrawal
29 card and a \$10.00 fee and the current month's dues.
30 The L.L. receiving the withdrawal card and the
31 membership application will handle the transaction as

1 a regular reinstatement, and upon formal lodge
2 approval, the S.T. will issue a dues book or
3 dues card containing a reinstatement stamp properly
4 cancelled.

5 If the withdrawal card was issued in a L.L. other
6 than the 1 in which it is being presented, the
7 membership application and a \$10.00 fee shall be
8 forwarded to the G.S.T. for issuing of the dues book
9 or dues card.

10 Whenever the holder of a withdrawal card
11 accepts employment and thereby becomes eligible for
12 membership and fails to deposit the card in the
13 manner herein provided for, such withdrawal card
14 is automatically cancelled and the S.T. of the
15 L.L. with which the card should have been deposited
16 will immediately notify the G.S.T.'s office of the
17 cancellation.

ARTICLE J**MEMBERSHIP CLASSIFICATION****Journeyman**

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

Technician

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

Specialist

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

Machinist's Helper

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

Production Worker

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

Service Worker

13 SEC. 6. A service worker is a person who is
14 employed in any supportive or operative service
15 function connected with the work outlined in the
16 jurisdictional portion of this Constitution.

Apprentice

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

21 A helper-apprentice is a person who having been
22 a member for at least 1 year and having worked at
23 least 1 year as a machinist's helper has thereafter

1 engaged himself/herself to an employer to serve 4
2 years in learning the trade as set forth in Secs. 1 and 2
3 of this Art.

Term of Apprenticeship

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

Apprentice Ratio

8 SEC. 9. Every shop which employs 3 journey-
9 men may have 1 apprentice.
10 Further apportionment shall be based on 1
11 additional apprentice for every 8 journeymen em-
12 ployed in the specific journeyman classification to be
13 apprenticed. The number of helper-apprentices shall
14 at no time exceed the number of regular indentured
15 apprentices in any shop, unless otherwise provided for
16 in the collective bargaining agreement.

Completion of Apprenticeship

17 SEC. 10. Apprentices upon the completion of
18 their apprenticeship shall receive not less than the
19 minimum rate of pay for journeymen in the locality
20 where they are employed, unless otherwise provided
21 for in the collective bargaining agreement.

Reclassification

1 SEC. 11. Helpers who engage themselves to
2 employers as apprentices shall within 5 days thereaf-
3 ter present their dues books or dues cards to the S.T.
4 of the L.L. having jurisdiction over the journeymen in
5 the shop where employed. The S.T. shall thereafter
6 notify the G.S.T., who shall reclassify the members as
7 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
5 jurisdiction 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, con-
11 tract, automobile, tool and die makers, aerospace,
12 electronic, and any other duly chartered L.Ls. exist,
13 people working at the several branches of the trade
14 must become members at the request of the L.L.
15 having jurisdiction over the class of work in which
16 they are employed, provided that said L.L. has a
17 contract or agreement with the employer covering
18 the people claimed.

Overtime

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

Misrepresentation

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

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

Disorderly Conduct

11 SEC. 5. Members entering the L.L. room while
12 under the influence of intoxicating drinks, or who
13 are guilty of using indecent or profane language
14 therein, shall be excluded therefrom upon order of
15 the presiding officer and shall be subject to penalty
16 of reprimand, fine, suspension or expulsion after
17 charges and trial as provided in Art. L. Members, if
18 guilty of habitual drunkenness or conduct disgraceful
19 to themselves or associates, shall be subject to the
20 penalty of expulsion from the membership after
21 charges and trial.

Visiting Members

22 SEC. 6. A member, upon visiting another L.L.,
23 shall be admitted upon passing a satisfactory exami-
24 nation.

Associate Membership

1 SEC. 7. Any people who come under I.A.M.
2 constitutional jurisdiction, except those represented
3 by the I.A.M., or any of its subordinate L.Ls. or
4 D.Ls., upon complying with the conditions hereinaf-
5 ter set forth, may make application for associate
6 membership through the G.L.

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

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

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

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

1 SEC. 1. The I.A.M. respects the rights and
2 privileges of its members, officers, and represent-
3 atives and takes these rights very seriously.
4 Accordingly, Art. L contains due process guarantees
5 and safeguards to protect all members, officers, and
6 representatives 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 represent-
10 ative or representative of a L.L. or D.L. which shall
11 warrant a reprimand, removal from office and/or
12 disqualification from holding office for not more
13 than 5 years (except as otherwise provided in
14 Art. VII, Sec. 5), suspension from office, or any
15 lesser penalty or any combination of these penalties
16 as the evidence may warrant:

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

Improper Conduct of a Member

1 SEC. 3. The following actions or omissions shall
2 constitute misconduct by a member which shall
3 warrant a reprimand, fine, suspension and/or expul-
4 sion from membership, or any lesser penalty or any
5 combination of these penalties as the evidence may
6 warrant after written and specific charges and a full
7 hearing as hereinafter provided:

8 Refusal or failure to perform any duty or obli-
9 gation imposed by this Constitution; the established
10 policies of the I.A.M.; the valid decisions and
11 directives of any officer or officers thereof; or, the
12 valid decisions of the E.C. or the G.L. convention.

13 Attempting, inaugurating, or encouraging seces-
14 sion from the I.A.M.; advocating or encouraging
15 or attempting to inaugurate any dual labor move-
16 ment; or supporting movements or organizations
17 inimical to the interest of the I.A.M. or its estab-
18 lished laws and policies.

19 Acquiring membership by false pretense, misrep-
20 resentation, or fraud.

21 Accepting employment in any capacity in an
22 establishment where a strike or lockout exists as
23 recognized under this Constitution, without permis-
24 sion. *(In Canada, however, resignation shall not*
25 *relieve a member of his/her obligation to refrain from*
26 *accepting employment at the establishment for the*
27 *duration of the strike or lockout if the resignation*
28 *occurs during the period of the strike or lockout or*
29 *within 14 days preceding its commencement. Where*
30 *observance of a primary picket line is required, any*
31 *resignation tendered during the period that the picket*

1 *line is maintained, or within 14 days preceding its*
2 *establishment, shall not become effective as a resig-*
3 *nation during the period the picket line is main-*
4 *tained, nor shall it relieve a member of his/her*
5 *obligation to observe the primary picket line for its*
6 *duration.)*

7 Actions constituting a violation of the provisions
8 of this Constitution, or any action which would
9 constitute a violation of the L.L. bylaws.

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

13 Any other conduct unbecoming a member of the
14 I.A.M., provided, however, that any charge of such
15 conduct shall specifically set forth the act or acts or
16 omissions alleged to constitute such offense.

Trial of Officers or Representatives

17 SEC. 4. A charge of misconduct may be made
18 against any officer or representative of a L.L., D.L.,
19 council or conference, by any member in writing to
20 the proper officer of the body involved with a copy
21 of such charges to the I.P. Such charges shall set
22 forth the specific actions or omissions allegedly
23 constituting the misconduct. The I.P. may determine
24 that fairness to the accused and the best interests of
25 the I.A.M. require a trial before a special committee
26 designated by the I.P. for that purpose or before the
27 convention of the G.L. In the event the I.P. refers
28 the charges to trial before a special committee or
29 before the convention of the G.L., the matter shall
30 be heard and decided in accordance with the following
31 procedures:

1 The I.P. will appoint a special trial committee,
2 which will first conduct a preliminary investigation to
3 determine whether or not there is sufficient substance
4 to warrant a formal trial being held. If the trial
5 committee finds the charges should be dismissed, it
6 will so advise the I.P., who will then notify both
7 plaintiff and defendant. This decision is subject to
8 appeal as provided in Sec. 12 of this Art.

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

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

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

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

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

Trial of a Member

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

24 It is the duty of any member who has information
25 as to conduct of a member covered by Sec. 3 of this
26 Art. to immediately prefer charges in writing against
27 such member by filing the same with the president of
28 the L.L. of which the accused is a member. Such
29 charges shall set forth the specific actions or omis-
30 sions allegedly constituting the misconduct. The
31 president of the L.L. with whom the charges are
32 filed shall supply a copy to the accused and forthwith

1 proceed to bring the accused to trial under the
2 provisions of Secs. 6 - 11 of this Art., except
3 that the I.P. may, when he/she deems such action
4 necessary in order to provide a fair trial or to protect
5 the best interests of the I.A.M., direct that the accused
6 be tried either by a special committee designated for
7 that purpose or by the G.L. convention. In the
8 event the latter procedure is adopted, the trial of
9 the charges shall be governed by the provisions
10 of Sec. 4 of this Art.

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

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

27 If said L.L. fails or refuses for 15 days thereafter
28 to proceed as ordered by the I.P., then the I.P. shall
29 notify the accused and the L.L. of which the accused
30 is a member, of the time and place, when and where
31 a special committee will meet for the purpose of
32 hearing evidence and trying the accused upon
33 charges theretofore preferred, provided, however,
34 that the I.P. or the E.C. may, if they deem advis-
35 able, in lieu of a trial before a special committee,

1 order the accused to be tried by the G.L. convention.
2 In the event the latter procedure is adopted, the trial
3 of the charges shall be governed by the provisions of
4 Sec. 4 of this Art.

Appointment of Trial Committee

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

22 If the trial committee decides the charges should
23 be dismissed on the basis of lack of supporting
24 evidence, it will so recommend to the next regular
25 meeting of the L.L. and the L.L. shall adopt or
26 reject the trial committee's recommendation. If the
27 L.L. adopts the recommendation, the charges shall
28 stand dismissed subject to appeal of L.L. decisions
29 as provided in Sec. 12 of this Art. If the L.L.

1 rejects the committee's recommendation, the trial
2 committee shall proceed to notify the charged mem-
3 ber and hold a trial hearing.

Appearance

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

Evidence

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

Trial Procedure

14 SEC. 9.
15 1. Call trial committee to order.
16 2. Examine dues books or dues cards.
17 3. Clear the trial chamber of all people
18 except the trial committee, the trial re-
19 porter (who need not be a member of the
20 I.A.M.), the plaintiff and his/her attorney,
21 the defendant and his/her attorney, and
22 representatives of the G.L., if in attendance.
23 4. The plaintiff and the defendant shall
24 remain in the trial chamber until trial is
25 concluded, but shall sit apart.

- 1 5. The chairperson shall read the charges and
2 ask the defendant if he/she is “guilty” or
3 “not guilty.” If the plea is “not guilty”
4 the trial shall then proceed; if the plea is
5 “guilty” the trial committee shall conduct
6 such further proceedings as in its judge-
7 ment are required.
- 8 6. The plaintiff or his/her attorney shall
9 present his/her case first.
- 10 7. Witnesses shall be called into the trial
11 chamber 1 at a time, and will leave the
12 trial chamber upon completing their testi-
13 mony, subject to recall by either the trial
14 committee, the plaintiff, the defendant, or
15 the representatives of the G.L.
- 16 8. All people giving testimony shall be
17 required to affirm that the testimony that
18 they give shall be the truth.
- 19 9. Defendant and his/her attorney shall have
20 the right to cross-examine plaintiff’s wit-
21 nesses.
- 22 10. Defendant’s witnesses shall then be
23 called.
- 24 11. Plaintiff and his/her attorney shall have the
25 right to cross-examine the defendant’s
26 witnesses.
- 27 12. Following the completion of cross-ex-
28 amination, the plaintiff and defendant
29 shall be given the opportunity to make a
30 statement or summation of their case,
31 with the plaintiff having the first and last
32 opportunity for remarks.
- 33 13. Before the trial committee shall begin its
34 deliberation upon the testimony given, all
35 people except the trial committee shall
36 leave the trial chamber.

Report of Trial Committee

1 SEC. 10. The trial committee shall consider all of
2 the evidence in the case and thereafter agree upon its
3 verdict of "guilty" or "not guilty." If the verdict be
4 that of "guilty," the trial committee shall then
5 consider and agree upon its recommendation of
6 punishment.

7 Following completion of these deliberations and
8 conclusions, the trial committee shall report at the
9 next regular meeting of the L.L. The plaintiff and
10 the defendant shall be promptly notified in writing,
11 by registered or certified mail, by the R.S. of the
12 decisions of the L.L. with respect to the guilt or
13 innocence of the defendant and with respect to the
14 penalty imposed if the L.L. took action on the latter.
15 The trial committee's report shall be in 2 parts as
16 follows:

- 17 1. The report shall contain a synopsis of the
18 evidence and testimony presented by both
19 sides, together with the findings and
20 verdict of the trial committee. After the
21 trial committee has made the necessary
22 explanation of its intent and meaning, the
23 trial committee's verdict with respect to
24 guilt or innocence of the defendant shall
25 be submitted without debate to a vote by
26 secret ballot of the members of the L.L.
27 in attendance.
- 28 2. If the L.L. concurs with a "guilty" ver-
29 dict of the trial committee, the recom-
30 mendation of the committee as to the
31 penalty to be imposed shall be submitted
32 in a separate report to the L.L. and
33 voted on by secret ballot of the members
34 then in attendance.

Voting on Report

1 SEC. 11. The penalty recommended by the trial
2 committee may be amended, rejected, or another
3 punishment substituted therefore by a majority vote of
4 those voting on the question, except that it shall
5 require a two-thirds vote of those voting to expel the
6 defendant from membership. If the L.L. reverses a
7 “not guilty” verdict of the trial committee, the
8 punishment to be imposed shall be decided by the
9 L.L. by a majority vote of those voting on the
10 question, except that it shall require a two-thirds vote
11 of those voting to expel the defendant from member-
12 ship.

13 Disqualification from holding office as a penalty
14 for misconduct as a member or officer shall be
15 limited to 5 years, except as otherwise provided in
16 Sec. 5, Art. VII.

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

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

1 such record, which shall be final and binding unless
2 changed on further appeal as hereinafter provided.
3 The decision of the I.P. shall contain his/her
4 findings and conclusions and the penalty, if any, to be
5 imposed. Upon such an appeal, the I.P. shall have
6 full authority to affirm or to modify or reverse, in
7 whole or in part, the decision of the L.L. or D.L., or
8 to remand the proceedings for further trial before
9 the L.L. or D.L., or to impose any penalty or fine
10 which he/she deems to be required, including
11 expulsion. No party to the appeal shall have a right to
12 appear in person before the I.P. However, the I.P., if
13 he/she deems it necessary or desirable, in connection
14 with his/her consideration of the appeal, may accord
15 such a privilege. The I.P. shall furnish a copy of
16 his/her decision to each party to the appeal by
17 registered or certified mail.

Appeal from Decision of I.P.

18 SEC. 13. An appeal may be taken from a deci-
19 sion of the I.P. to the E.C. by any interested party
20 to the proceedings before either the I.P., the L.L. or
21 D.L. Such appeal must be taken within 30 days
22 from the date of the I.P.'s decision and shall be made
23 in writing to the G.S.T. The appeal shall set
24 forth in specific detail the grounds therefore and may
25 include any written argument in support of these
26 grounds. The G.S.T. shall also notify the opposing
27 party in charge cases or trial cases of any appeal
28 from the decision of the I.P. to the E.C. and shall
29 furnish such party with a copy thereof. The oppos-
30 ing party shall have a period of 15 days in which to
31 file any written argument in opposition to the appeal

1 with the G.S.T. The G.S.T. shall transmit to the
2 E.C. such appeal and any written arguments in
3 opposition thereto, together with the record of the
4 proceedings before the I.P., and the decision of the
5 E.C. shall be made upon this record and the argu-
6 ments submitted in connection therewith. No party
7 to the appeal shall have a right to appear in person
8 before the E.C. However, the E.C., if it deems it
9 necessary or desirable in connection with its consid-
10 eration of the appeal, may accord such a privilege.

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

Appeal from Decision of E.C.

25 SEC. 14. An appeal may be made from a deci-
26 sion of the E.C. by any party to the proceedings
27 before the E.C. to the G.L. convention. Such appeal
28 shall be made in writing to the G.S.T. within 90
29 days from the date of the E.C.'s decision and shall
30 set forth in specific detail the grounds therefore. The
31 appeal may include a written argument in support of

1 such grounds. The G.S.T. shall notify the E.C. and
2 the opposing party of such appeal and furnish them
3 with a copy thereof. Such party may, within 15
4 days, file with the G.S.T. a written argument in
5 opposition to the appeal. The appeal shall be re-
6 ferred to the appeals and grievance committee of
7 the convention, and the G.S.T. shall transmit to such
8 committee the record of the proceedings before the
9 lower tribunals of the I.A.M., as well as the argu-
10 ments of the appellant and of the opposition party.

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

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

1 appeal would constitute a substantial bar to the
2 exercise of the right thereof, compliance therewith
3 may be waived or modified by the E.C.

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

Rights of Member During Appeal

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

Notification to L.L. and D.L.

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

In accordance with the provisions of Sec. 4, Art. XIX, the Committee on Law met for the purpose of considering the necessary revisions to the Constitution as a result of the propositions adopted by the delegates at the September, 2012, Grand Lodge Convention.

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



Philip M. Zannella, Jr.
Chairperson



Ellen Arbogast
Secretary



Stan Pickthall




James H. Beno



Jeff Doerr

COMMITTEE ON LAW

Attest:



Gen. Secretary-Treasurer



International President

INDEX

	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.....	27
Delegates to the American Feder-	
ation of Labor and Congress of	
Industrial Organizations and Other	
Affiliations	
ARTICLE V	29
Executive Council	
ARTICLE VI.....	32
International President	
ARTICLE VII.....	39
General Secretary-Treasurer	
ARTICLE VIII	47
General Vice Presidents	
ARTICLE IX.....	48
Salaries	
ARTICLE X.....	49
Office and Expense Limitations	

	Page
ARTICLE XI.....	51
Business Agencies and Organizers	
ARTICLE XII.....	55
Revenue of the Grand Lodge	
ARTICLE XIII	56
Audits of Grand Lodge Accounts	
and Bonding of Grand Lodge	
Officers, Representatives and	
Employees	
ARTICLE XIV.....	57
Grand Lodge Pension	
ARTICLE XV	59
Death Benefits	
ARTICLE XVI.....	62
Strikes	
ARTICLE XVII.....	70
Affiliation with Grand Lodge	
ARTICLE XVIII.....	72
The Referendum and its Operation	
ARTICLE XIX.....	76
Revision of the Constitution by	
Convention	
ARTICLE XX.....	78
Undelegated Authority and Power	

	Page
ARTICLE XXI.....	79
Councils and Conferences	
ARTICLE XXII.....	81
District Lodges	
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.....	113
Government of Local Lodges	
ARTICLE E.....	119
Duties of Local Lodges	
ARTICLE F.....	121
Special Levies	
ARTICLE G.....	122
Unemployment Stamps	
ARTICLE H.....	124
Retired and Exempt Members and Life Membership Cards	
ARTICLE I (eye).....	126
Membership	

	Page
ARTICLE J	139
Membership Classification	
ARTICLE K.....	143
Duties of Members	
ARTICLE L	146
Code	

INDEX

	Page	Section
ABBREVIATIONS	(xiv)	
AFFILIATION WITH GRAND		
LODGE - Article XVII.....	70	
Individual Affiliations	70	1
Member Appointed Superintendent or General Foreman	70	4
Obligation, Fees and Dues.....	70	2
Subject to Constitutional Provisions.....	71	5
Transfers	70	3
AUDITS OF GRAND LODGE		
ACCOUNTS AND BONDING OF		
GRAND LODGE OFFICERS,		
REPRESENTATIVES AND		
EMPLOYEES – Article XIII.....	56	
Audits.....	56	1
Bonding	56	2
BUSINESS AGENCIES AND		
ORGANIZERS – Article XI.....	51	
Control of Business Representatives	52	2
Establishment and Maintenance	51	1
Location of Activities	54	6
Qualifications.....	53	4
Reports.....	53	5
Servicing of Local and District Lodges	52	3
CODE – Article L.....	146	
Appeal from Decision of E.C.	158-160	14
Appeal from Decision of I.P.....	157-158	13

	Page	Section
Appeal from Decision of LL or DL.....	156-157	12
Appearance	153	7
Appointment of Trial Committee	152-153	6
Evidence	153	8
Improper Conduct of a Member	147-148	3
Improper Conduct of Officers, Representatives and Members	146	1
Improper Conduct of Officers and Representatives.....	146	2
Notification to L.L. and D.L.....	160	16
Report of Trial Committee	155	10
Rights of Member During Appeal.....	160	15
Trial of a Member.....	150-152	5
Trial of Officers or Represen- tatives.....	148-150	4
Trial Procedure	153-154	9
Voting on Report	156	11
 COUNCILS AND		
CONFERENCES – Article XXI.....	79	
Audits.....	80	4
Bylaws	79	2
Government	79	3
Purpose	79	1
 DEATH BENEFITS – Article XV.....		
Accumulation and Eligibility.....	59	1
Computation and Schedule of Amounts.....	59-60	2
To Whom Paid.....	60-61	3

	Page	Section
DELEGATES TO THE AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS AND OTHER		
AFFILIATIONS – Article IV.....	27	
Assignment of Delegates	27	2
Division of Votes.....	27	3
International President First Delegate	27	1
Salary	28	4
 DISTRICT LODGES – Article XXII.....	 81	
Audits.....	89	10
Authority.....	81-82	4
Definition.....	81	1
District Lodge Assessments.....	89-90	11
Duties of Secretary-Treasurer.....	86-87	8
Execution and Filing of Financial and Other Reports Required by Civil Law	91	14
Furnishing Copies of Collective Bargaining Agreements	91	13
Jurisdiction.....	81	3
Management, Investment and Dis- bursement of District Lodge Funds or Property	90	12
Minimum Wage Scales.....	82	5
Nominations and Elections of Dis- trict Lodge Officers and Executive Board Members	83-86	7
Purpose	81	2
Qualifications for Office.....	82-83	6
Representation and Revenue	88	9

	Page	Section
DUTIES OF LOCAL LODGE		
OFFICERS – Article C	105	
Auditors	109-110	7
Bonding	111	13
Communicator	111	10
Conductor-Sentinel.....	110	9
Educator.....	111	11
Execution and Filing of Financial and Other Reports Required by Civil Law	112	14
Monthly Reports to the Grand Lodge	108-109	6
President	105	1
Recording Secretary	106	3
Salaries.....	111	12
Secretary-Treasurer	106-108	4
Transfers	108	5
Trustees.....	110	8
Vice President.....	105	2
DUTIES OF LOCAL LODGES – Article E.....		
LODGES – Article E.....	119	
Affiliation	120	6
Cooperation of Lodges	119	1
Economics	119	3
Legislative Committee.....	120	4
Minimum Wage Scales.....	119	2
Relief Committee.....	120	5
DUTIES OF MEMBERS – Article K		
DUTIES OF MEMBERS – Article K	143	
Associate Membership	145	7
Disorderly Conduct.....	144	5
Going to Work in Other Localities	143	1

	Page	Section
Jurisdiction of Lodges	143	2
Misrepresentation	144	4
Overtime	143	3
Visiting Members	144	6
EXECUTIVE COUNCIL – Article V....	29	
Financing Strikes	31	4
Investment of Funds	29-31	3
Membership and Meetings	29	1
Powers	29	2
GENERAL SECRETARY-		
TREASURER – Article VII.....	39	
Assistant.....	45	8
Audit of Local and District Lodges, Councils or Con- ferences.....	43-44	5
Bonding of Officers and Em- ployees of Local and District Lodges, State Councils and Conferences	44-45	6
Deposit of Funds.....	40	3
Duties.....	39	1
Duties of Assistant Secretary.....	46	9
Grand Lodge Auditors	46	10
Per Capita Tax and Fees	40-43	4
Receipt of Funds.....	39-40	2
Reports	45	7
GENERAL VICE		
PRESIDENTS – Article VIII.....	47	
Duties.....	47	1
Reports and Expense Statements.....	47	2

	Page	Section
GOVERNMENT OF LOCAL		
LODGES – Article D.....	113	
Bylaws	113	1
Emergency Funds	116	8
Funds and Property of Merged Lodges	117-118	11
Grand Lodge Control Over Property	118	12
Illegal Use of Seal.....	116	7
Local Lodge Seal	115	6
Management, Investment and Disbursement of Local Lodge Funds or Property	116-117	9
Order of Business	114-115	5
Parliamentary Laws	113	2
Regular Meetings and Quorums	113-114	3
Special Meetings.....	114	4
Voluntary Donations.....	117	10
GRAND LODGE		
CONVENTIONS – Article II.....	4	
Committees	11	9
Credentials Committee	10-11	7
Delegates' Expenses	10	6
Election of Delegates.....	6-8	3
Members on Grand Lodge Payroll Not Eligible.....	10	5
Method of Calling Conventions	4	1
Order of Business	12	10
Parliamentary Laws	12	11
Qualifications of Delegates	8-10	4
Representation and Vote.....	4-5	2
Resolutions Committee.....	11	8

	Page	Section
GRAND LODGE OFFICERS, DELEGATES AND COMMITTEE ON LAW, AND HOW CHOSEN – Article III.....	13	
Counting the Votes	22-23	16
Declaration of Election	23	17
Delegates and Committees	13	2
Endorsement for Nomination	15-16	4
Filing and Publication of		
Endorsement	16	5
Filling Vacancies	24	20
Increasing General Vice Presidents.....	24	21
Inspectors of Election	19	12
Installations.....	24	22
Notification of Election	19	11
Number of Nominees.....	16	6
Officers	13	1
Place of Voting	18	9
Pledge to Accept Nomination.....	16-17	7
Preparation and Description of		
Ballots	17-18	8
Preservation of Ballots and Election Records by G.S.T.	23	19
Qualification to Vote	18	10
Qualifications.....	14-15	3
Recall Provisions	24-26	23
Representation at Count.....	22	15
Second Ballot.....	23	18
Tabulation of Returns and Care		
of Ballots.....	21	14
Time and Method of Voting	19-21	13
GRAND LODGE PENSION – Article XIV	57	

	Page	Section
GRAND LODGE STRUCTURE AND POWERS – Article I		
	<i>1</i>	
Eligibility	3	5
Government	2	3
Government between Conventions.....	3	4
Membership and Jurisdiction.....	1	2
Name and Location.....	1	1
 INTERNATIONAL		
PRESIDENT – Article VI.....		
	32	
Assignment of Officers and Appointment of Committees.....	34	6
Chief Organizer	32-33	3
Dispensations—Canada	33	4
Duties	32	1
Grand Lodge Representatives.....	38	11
Purposes for Which a Suspension or Trusteeship May Be Established.....	34-35	8
Relief of Canadian Membership from Certain Requirements of Landrum-Griffin Act	38	12
Report to Executive Council.....	38	10
Signing Orders	32	2
Special Dispensations	33	5
Supervision of Local and District Lodges, Councils and Conferences	34	7
Suspension of Local Lodges, District Lodges, Councils and Conferences, Their Officers and Representatives	35-38	9

	Page	Section
JURISDICTION OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS		
	(v)	
Classification of Work Included.....	(v)	
Other Work	(xiii)	
LOCAL LODGE OFFICERS AND HOW CHOSEN – Article B		
	100	
Designation of Officers	100	1
Installations.....	104	5
Nomination and Election of Officers	102-104	4
Qualifications for Office.....	101-102	3
Terms of Officers and Vacancies in Office.....	100	2
MEMBERSHIP – Article I (eye).....		
	126	
Applications for Membership and Investigations.....	126-127	2
Armed Forces Withdrawal Cards	137	18
Commencement of Membership	129-130	7
Deposit of Withdrawal Cards	137-138	19
Dues Books or Dues Cards	131	10
Eligibility	126	1
Identification Letters Illegal	133	13
Initiation and Reinstatement Fees.....	127-128	4
Local Lodge Dues.....	130	8
Membership Cancelled	133-134	14
Non-Resident Applicants.....	127	3
Obligation by Request	129	6
Reduced Rate of Dues	131	9
Reinstatement	134-135	15
Rejected Applications and Expulsions.....	135	16

	Page	Section
Replacement of Lost or Destroyed Dues Books.....	132	11
Transfers	132-133	12
Universal Transfers.....	128-129	5
Withdrawal Cards	136	17
 MEMBERSHIP		
CLASSIFICATION – Article J.....	139	
Apprentice	140-141	7
Apprentice Ratio	141	9
Completion of Apprenticeship.....	141	10
Journeyman.....	139	1
Machinist’s Helper	140	4
Production Worker	140	5
Reclassification.....	142	11
Service Worker	140	6
Specialist.....	139	3
Technician	139	2
Term of Apprenticeship.....	141	8
 OFFICE AND EXPENSE		
LIMITATIONS – Article X.....	49	
Expense Allowance	49	2
General Vice Presidents’ Headquarters	50	4
Hold No Other Office	49	1
Officers’ Expenses at Headquarters	49-50	3
 ORGANIZATION OF LOCAL		
LODGES – Article A.....	96	
Charter Requirement.....	97	4
Definition of a Local Lodge	96	1
District Lodge Affiliation	99	9
Fee for Lapsed or Expelled Members...	97-98	6

	Page	Section
Fees.....	97	5
Form of Application	98	7
Granting Charter	99	8
Restrictions	96-97	3
Who May Obtain Charters.....	96	2
PLATFORM.....	(ii)	
PREAMBLE.....	(i)	
THE REFERENDUM AND ITS		
OPERATION – Article XVIII.....	72	
Amendment Ballot.....	73	4
Definition.....	72	1
Form of Amendments.....	73	3
How Invoked	72	2
Method of Voting and Returns	74	6
Publication of Proposed Amendments	73	5
Publication of Votes and Amendments.....	74	7
Resubmission.....	75	10
Special Meeting of Committee on Law	74	8
When in Effect.....	75	9
RETIRED AND EXEMPT MEMBERS AND LIFE MEMBERSHIP		
CARDS – Article H.....	124	
50-Year Life Membership Gold Card	125	3
Dues for Retired Members	124-125	1
Exemption Cards	125	2

	Page	Section
REVENUE OF THE GRAND		
LODGE – Article XII.....	55	
Assessments.....	55	2
Source of Revenue.....	55	1
REVISION OF THE CONSTITUTION		
BY CONVENTION – Article XIX.....	76	
Acceptance or Rejection of Pro- posed Amendments.....	77	3
Compensation of Committee on Law	77	5
Compiling of Constitution.....	77	4
Meeting and Report of Commit- tee on Law and Submission of Proposed Amendments to the Convention.....	76-77	2
Proposed Amendments.....	76	1
RULES OF ORDER	92	
Debate.....	93-94	
For Local Lodges.....	92	
Motion	92	
Privilege Questions.....	94-95	
SALARIES – Article IX.....	48	
SPECIAL LEVIES – Article F	121	
Failure to Pay Special Levies and Fines.....	121	1
STRIKES – Article XVI.....	62	
Approval of Strike	62	1
Declaring Off a Strike.....	64	4
Deduction for Arrearages	69	10

	Page	Section
Handling of Forms and Reports.....	64	3
Handling Unfair Work.....	64-65	5
Method of Declaring Strike	62-63	2
Method of Payment	67-68	9
Organizing Fund	67	8
Strike Fund Strike Benefits.....	65-66	6
Strike Stamps	69	11
William W. Winpisinger Education and Technology Center.....	67	7
 UNDELEGATED AUTHORITY		
AND POWER – Article XX.....	78	
Reservations.....	78	1
 UNEMPLOYMENT		
STAMPS – Article G.....	122	
Conditions of Issue	122-123	3
Eligibility	122	2
Purpose	122	1
Violations.....	123	4

CHRONOLOGY OF THE GRAND LODGE CONSTITUTION

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Revised by referendum vote in Oct. 1913.

Revised by referendum vote in Aug. 1915

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

Revised by referendum vote in Jan., 1917.

Revised by referendum vote in July, 1917.

Revised by referendum vote in Jan., 1918.

Revised by referendum vote in Sept., 1918.

Revised by referendum vote in July, 1919.

Revised by referendum vote in Jan., 1920.

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

Revised by referendum vote in July, 1922.

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

Revised by referendum vote in July, 1926.

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

Revised by referendum vote in July, 1930.

Revised by referendum vote in Oct., 1932.

Revised by referendum vote in Jan., 1933.

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

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

Revised by referendum vote in Jan., 1942

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

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

Revised by referendum vote in Jan., 1950.

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

Revised by referendum vote in Jan., 1954.

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

Revised by referendum vote in Feb., 1958.

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

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

Revised by referendum vote in Jan., 1966.

Revised by referendum vote in Jan., 1967.

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

Revised by referendum vote in Jan., 1970.

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

Revised by referendum vote in Jan., 1974.

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

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

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

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

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

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

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

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

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

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