

**BYLAWS
of the
INTERNATIONAL
LONGSHOREMEN'S ASSOCIATION
Local No. 24**



Houston, Texas

Adopted April 1, 1983
Amended March 1998
Amended December 1998
Amended December 2007
Amended March 2022
Amended September 2022

OFFICER'S LIST 2022-2025

GABRIEL GARZA
President

JOSE M. TREVINO
1st Vice President

VICTOR J. BASS
2nd Vice President

CALVIN J. MACKIE
1st Business Agent

JUAN QUINTANILLA
2nd Business Agent

ANTHONY VASQUEZ JR.
3rd Business Agent

MONICA K. WILSON
4th Business Agent

KEVIN WATKINS
Secretary Treasurer / Recording Secretary

CARLOS A. LARA
Personnel Director

BRIAN DRUMGO JORGE AGUILAR
SERGIO HINOJOSA STANLEY DOBBINS JR.
Executive Board

DANTE BERNAL
Relief Business Agent #1

STANLEY DOBBINS JR.
Relief Business Agent #2

JUAN A. PEÑA

JOHNNY R. WHITE
Auditors

VERNON D. HUNTER

CRAIG V. THOMAS
Chaplain

PATRICK N. MAMOU
Custodian

BYLAWS
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BYLAWS

LOCAL NO. 24, I.L.A. *

(Amended as of September 2022)

ARTICLE I.

Name

SECTION 1. This organization shall be known as Local 24 of the International Longshoremen's Association.

SECTION 2. The charter of this Local Union shall not be surrendered so long as a minimum of ten (10) members in good standing desire that the organization continue.

ARTICLE II.

Object and Purpose

The object of this Local Union is to unite within the Local Union all workers employed in the trades and industries under its jurisdiction; to improve their wages and hours of work; to increase the job security and to better the working and living conditions of its members; to establish and maintain collective bargaining; to promote the best interest of its members and their families; to secure and promote laws for the benefit of its members and labor generally; to promote welfare programs; to instill the spirit of patriotism and devotion to country among its members, their families, and within the labor movement.

ARTICLE III.

Jurisdiction

The Local Union shall have jurisdiction to organize, admit to membership, and represent all classes of persons specified, described, or referred to in Article III of the Constitution of the International Longshoremen's Association, as amended at the 50th Convention, July 17-22, 1999, or as said Constitution may be hereafter amended. The geographical jurisdiction of this Local Union shall be Harris County, Texas, and vicinity.

ARTICLE IV.

Membership

SECTION 1. Any worker who is employed in a trade, industry, or occupation within the jurisdiction of the ILA. shall be eligible to apply for membership after working a minimum of 700 hours in a contract year within the jurisdiction of Local 24 and shall be admitted to membership

* It is understood that references herein to the male gender, such as "he," "him," or "man" are for the purposes of brevity only and shall be understood to include the corresponding terms and are without regard to gender.

without regard to race, age, sex, citizenship, ethnic origin, religion, or religious affiliation thirty (30) days after application unless just cause can be shown for rejection of the application.

SECTION 2. Before an applicant is admitted to membership, the Local must review his/her application to verify that the applicant has met the membership eligibility requirements set forth in the ILA Constitution and in these bylaws.

SECTION 3. All applications must be accompanied by the initiation fee.

SECTION 4. If an individual fails to earn 700 hours in a contract year within the jurisdiction of Local 24, he/she shall be subject to expulsion from membership in Local 24 as set forth in Article XV (Discipline) of these Bylaws.

ARTICLE V.

Officers

SECTION 1. By secret ballot, this Local shall elect among its members in good standing the following officers:

1. President
2. 1st Vice President
3. 2nd Vice President
4. 1st Business Agent
5. 2nd Business Agent
6. 3rd Business Agent
7. 4th Business Agent
8. Secretary Treasurer/Recording Secretary
9. Personnel Director
10. Executive Board Members (4)

SECTION 2. The Executive Board shall consist of the following:

1. President
2. 1st Vice President
3. 2nd Vice President
4. 1st Business Agent
5. 2nd Business Agent
6. 3rd Business Agent
7. 4th Business Agent
8. Secretary Treasurer/Recording Secretary
9. Personnel Director
10. Executive Board Members (4)

SECTION 3. The following “non-officers” shall be elected by secret ballot among the members in good standing:

1. Auditors (3)
2. Chaplain
3. Janitor
4. Contract Committee (3)
5. Relief Business Agent 1
6. Relief Business Agent 2

SECTION 4. All officers and elected “non-officers” positions shall be elected for a term of three years. The Executive Board shall have the authority to eliminate the position of Personnel Director at the end of the term of office and combine that position with the office of Secretary Treasurer when the Executive Board is of the opinion that the financial condition of the Local requires such action. Further, if necessary, the Executive Board shall then have authority to eliminate the positions of Second Vice President and/or Janitor and the end of the term of office when the Executive Board is of the opinion that the financial condition of the Local requires such action. In the event the elimination of one or more of these positions becomes necessary, they must be eliminated in the order set forth herein.

ARTICLE VI.

Duties of Officers

PRESIDENT

SECTION 1. The President shall be the principal executive officer of the Local.

SECTION 2. The President shall preside at all meetings of the Local and the Executive Board.

SECTION 3. The President shall countersign all checks that have been signed by the Secretary/Treasurer.

SECTION 4. The President may employ and discharge office personnel and temporary special organizers with the approval of the Executive Board. The salary of such office personnel and organizers is to be set by the Executive Board.

SECTION 5. The President shall enforce the provisions of the I.L.A. Constitution and of these Bylaws.

SECTION 6. The President shall by virtue of office be chair of the Contract Committee and appoint and be an ex-officio member of all other committees.

SECTION 7. By virtue of his/her office, the President shall be a delegate to the ILA and South Atlantic and Gulf Coast District Conventions.

SECTION 8. The President shall have such other and further powers as are enumerated in these Bylaws and as are usual to the President's office.

VICE PRESIDENTS

SECTION 1. The Vice Presidents shall settle problems in the field.

SECTION 2. The Vice Presidents shall assist the President.

SECTION 3. The First Vice President will serve in the absence of the President; followed by the Second Vice President in the absence of the First Vice President.

SECTION 4. The First Vice President by virtue of office will serve on the Contract Committee.

SECTION 5. The Vice Presidents shall perform any duties delegated to the Vice Presidents by the President or Executive Board.

SECRETARY TREASURER/RECORDING SECRETARY

SECTION 1. The Secretary Treasurer/Recording Secretary shall collect and receive all monies paid to the Local and deposit them in its name in such bank or government securities as the Executive Board may direct.

SECTION 2. The Secretary Treasurer/Recording Secretary shall sign all checks drawn upon this Local.

SECTION 3. The Secretary Treasurer/Recording Secretary shall keep true and accurate accounts of all the Secretary Treasurer transactions and shall make a report thereon to the Auditing Committee, the Executive Board, and the Local.

SECTION 4. The Secretary Treasurer/Recording Secretary shall pay all the regular expenses of the Local and such additional expenses as may be approved by the membership.

SECTION 5. The Secretary Treasurer/Recording Secretary shall have charge of the Local seal.

SECTION 6. The Secretary Treasurer/Recording Secretary shall have such further powers as are usual to the Secretary/Treasurer's office.

SECTION 7. The Secretary Treasurer/Recording Secretary shall perform any other duties assigned to the Secretary Treasurer/Recording Secretary by the President and the Executive Board.

SECTION 8. The Secretary Treasurer/Recording Secretary shall keep correct minutes of all meetings of this Local. The Secretary Treasurer/Recording Secretary shall make the Secretary

Treasurer/Recording Secretary's books, records, and papers available for examination at such times as the President, the Executive Board, or the membership shall direct. At the expiration of the Secretary Treasurer/Recording Secretary's term of office, the Secretary Treasurer/Recording Secretary shall deliver to the Secretary Treasurer/Recording Secretary's successor all property the Secretary Treasurer/Recording Secretary may have in the Secretary Treasurer/Recording Secretary's care and custody belonging to the Local. All Local property shall remain on the premises unless otherwise ordered or permitted by the President, the Executive Board, or the membership. All documents are to remain in the Secretary Treasurer/Recording Secretary's custody, and none of the Local's records are to be moved from the premises without the knowledge of the Secretary Treasurer/Recording Secretary and President.

SECTION 9. By virtue of his/her office, the Secretary Treasurer/Recording Secretary shall be a delegate to the ILA and South Atlantic and Gulf Coast District conventions.

SECTION 10. The Secretary Treasurer/Recording Secretary shall have such further powers as are usual to the Recording Secretary's office.

PERSONNEL DIRECTOR

SECTION 1. The Personnel Director shall keep an up-to-date membership roster, and keep the Hiring Hall classification records, i.e., administer seniority sections of the Hiring Hall Procedure.

SECTION 2. The Personnel Director shall issue all membership identification cards, and I.L.A. pins.

SECTION 3. The Personnel Director shall make preparations for election in the Local according to Article IX of these Bylaws: (a) mail and post all notices of election; (b) make preparation with printers for ballots; and (c) any other needs concerning elections. When the Personnel Director's position is up for re-election, the Executive Board shall appoint from the body an election judge who will carry out the duties set forth in this Section 3.

SECTION 4. The Personnel Director shall process all charges, i.e., receiving of charges, notice of hearing before the Executive Board and filing of records of the findings in the individual's personnel folder.

SECTION 5. The Personnel Director shall perform any other duties assigned to the Personnel Director by the President and the Executive Board.

BUSINESS AGENTS

The Business Agent shall have the authority to perform the duties of the Business Agent's office as outlined in the Hiring Hall Procedure, and/or other such duties as may be designated by the President and/or Local.

AUDITING COMMITTEE

SECTION 1. The Auditing Committee shall examine the accounts of the Secretary/Treasurer at least once every three (3) months and report the condition of same, in writing, to the body.

SECTION 2. The committee shall examine all bills referred to them by the Local and report upon same.

SECTION 3. The committee shall examine and audit all accounts of all committees and report to the Local on same.

SECTION 4. The books and accounts of the Local shall be audited at least annually by a Certified Public Accountant appointed by the Executive Board, where the income of the Local is more than \$5,000.00 annually.

ELECTED "NON-OFFICERS"

SECTION 1. CHAPLAIN: The Chaplain shall have the duty to open and close the membership meetings with prayer.

SECTION 2. JANITOR: The Janitor shall have the duty to clean and maintain to Union Hall and surrounding property of the Local and to report to the President any repairs or necessary modification that require outside assistance.

SECTION 3. RELIEF BUSINESS AGENTS: The Relief Business Agents shall assist in performing the duties of the Business Agent's office as scheduled and determined by the President.

SECTION 4. CONTRACT COMMITTEE: The Contract Committee shall represent Local 24 in matters related to collective bargaining as determined by the Executive Board.

ARTICLE VII.

The Executive Board

SECTION 1. The Executive Board shall be the highest governing authority within this Local between its meetings.

SECTION 2. It shall exercise general supervision over the property and affairs of this Local.

SECTION 3. It shall have such further powers as are necessary or appropriate to effectuate the power granted to it by the International Constitution and by these Bylaws.

SECTION 4. A majority of the members of the Executive Board shall constitute a quorum for the transaction of business, and decisions of the Executive Board shall be made by the concurring vote of a majority of all its members present.

ARTICLE VIII.

Bonding of Officers

Before entering upon his/her duties, the Secretary/Treasurer and any other officer, representative, or employee of this Local who handles or holds funds or property of this Local shall execute a bond to provide protection against loss by reason of acts of fraud or dishonesty, either on his part directly or through connivance with others, in an amount and in a form as required by law. The premiums on all bonds and insurance shall be paid by this Local.

ARTICLE IX.

Nomination and Election of Officers

SECTION 1. Nominations of officers and elected “non-officers” shall take place at the first regular meeting in November of election years.¹ Such nomination and meeting shall be held on written notice and shall be at least fifteen (15) days prior to the election. Nominations shall be made for officers and non-officers in the order in which such officers are set forth in Article V, Section 1 and Section 3 hereof.

SECTION 2. Written notice of the election must be given to each member at least fifteen (15) days prior to such election by mailing such notice to each member at his last-known home address. The notice of nominations referred to in Section 1 of this Article and the notice of election referred to in this section may be combined into one notice so long as the following conditions are met:

- (a) the notice must specify the office(s) to be filled by election;
- (b) the notice must specify the time and place for nominations to be made and the proper procedure for submitting nominations;
- (c) such notice must be mailed to each member at his/her last-known home address within a reasonable time before nominations are held; and
- (d) the notice must specify the time and place of the election.

SECTION 3. The election shall be by secret ballot. Members must present their membership identification cards at all elections, and only members in good standing will be permitted to vote. Each candidate is permitted to have an observer at each polling area and at each ballot counting station. An observer must be a member in good standing of the ILA and does not

¹ In 2022, the nominations shall take place at a special meeting in March. The nominations meeting for the next election cycle shall take place in November 2024.

have the right to count the ballots. The observers shall receive no compensation from the Local. The results of the election for each position shall be published separately. All election records, including the ballots, shall be maintained by the Local for at least one (1) year.

SECTION 4. Members on retirement or withdrawal shall not be permitted to vote or run for office.

SECTION 5. Newly elected officers shall be installed before the first regularly scheduled meeting subsequent to the election.

SECTION 6. There shall be no write-in votes permitted.

SECTION 7. In the event of a vacancy in office by reason of death, resignation, removal, or otherwise, the unexpired term, if less than six (6) months, shall be filled by appointment of the Executive Board. If the unexpired term exceeds six (6) months, then the vacancy shall be filled by special election. Such special election shall be by secret ballot held on at least fifteen (15) days' written notice to the members. The newly elected official(s) shall be sworn in and take office immediately.

SECTION 8. In any election provided for by these Bylaws, for offices other than the four Executive Board Members, delegates to conventions, and Contract Committee, if no candidate receives a majority of the votes cast for the office, a run-off election shall be conducted between the two candidates receiving the highest number of votes. The time and place of the run-off election, if any is needed under this section, shall be announced at the same time and in the same manner as announcement of the original election.

SECTION 9. In any election for the four Executive Board Member positions where there are more than fourteen nominees, a run-off election shall be conducted among the ten (10) candidates receiving the highest number of votes, and the four (4) candidates receiving the highest number of votes in such run-off election shall be deemed elected. If there are fewer than fifteen (15) nominees for the Executive Board Member positions, no run-off election shall be necessary, and the four (4) candidates receiving the highest number of votes shall be deemed elected.

SECTION 10. In any election provided by the Bylaws for positions on the Contract Committee or delegates to a convention, the candidates who receive the highest number of votes shall be deemed elected.

SECTION 11. For any position in which the winner cannot be determined because of a tie vote, a run-off election for the position shall be held to determine the winner.

ARTICLE X.

Eligibility for Office

SECTION 1. No person shall be eligible for office in the Local unless he/she complies with the requirements specified in Article XIII of the International Constitution.

SECTION 2. Any foreman shall not be eligible to run for office unless he/she resigns from his/her position.

ARTICLE XI.

Salaries and Expenses

SECTION 1. The regular salary and fringe benefits and expense allowance, if any, to be received by the officers shall originally be fixed by the membership. Future salaries of the officers will be increased or decreased by the same percentage of increase or decrease received by the longshore workers covered by the Master Contract between the ILA and USMX.

SECTION 2. Those members who are not salaried officers shall upon a decision of a majority of the members in good standing present and voting at a meeting of the membership, be reimbursed for the time lost from work on account of union business and shall be reimbursed for expenses expended on account of union business.

ARTICLE XII.

Delegates to the Convention

SECTION 1. This Local shall be represented by delegates to the I.L.A. and its subordinate body conventions. Delegates shall be elected in the manner provided in Article IX hereof. In years in which the International Convention is held, the delegates to the District Convention shall also serve as delegates to the International Convention.

SECTION 2. The representatives of the Local at such conventions and the compensation to be paid to them, if any, shall be determined by the membership, as the occasion requires. The number of delegates shall be limited to the Local 24 voting strength as outlined in the International Constitution and/or the District Constitution.

SECTION 3. The President and Secretary-Treasurer/Recording Secretary shall, by virtue of their office, serve as delegates and representatives of the Local to the I.L.A. and subordinate body conventions.

ARTICLE XIII.

Meetings

SECTION 1. Regular meetings of the local shall be held on the 2nd Wednesday of each month at twelve o'clock noon (12:00 pm).

SECTION 2. Special meetings may be called by the President or a majority of the Executive Board on at least three (3) days' notice.

SECTION 3. Special meetings of the Executive Board may be called by the President or any three (3) members of the Executive Board.

SECTION 4. Fifty (50) members shall constitute a quorum for the transaction of business at all meetings of the Local.

ARTICLE XIV.

Dues, Revenues, and Funds

SECTION 1. The initiation fee for this Local shall be \$125.00, but in no event less than that provided for in the International Constitution and shall be non-refundable.

SECTION 2. The dues for this Local shall be \$20 per year.

SECTION 3. Any member who is thirty (30) days or more in arrears in the payment of dues shall be, automatically and without notice, suspended from all rights and privileges of membership. Any member who is eighty (80) days or more in arrears in the payment of dues shall be given written notice that failure to pay within ten (10) days shall mean automatic expulsion; and upon his failure to pay within such ten (10) days, he/she shall be, automatically and without further notice, expelled and dropped from the Local.

SECTION 4. Assessments shall not be levied except by majority vote by secret ballot of the members in good standing voting at a general or special membership meeting, after reasonable notice of the intention to vote upon such question, or by majority vote of the members in good standing voting in a membership referendum conducted by secret ballot.

SECTION 5. Any member failing to pay assessments as and when due shall be subject to discipline as hereinafter provided. Nothing in these Bylaws shall limit the right of the I.L.A. or any of its subdivisions, including this Local, to enforce the provisions of any collective bargaining agreement relating to the non-payment of dues or to take disciplinary action for such non-payment as hereinafter provided.

SECTION 6. Any member of this Local who has been suspended or expelled for the non-payment of dues or assessments may be reinstated only upon the payment of all monies due at the time of his suspension or expulsion, together with his initiation fee, if expelled, and such additional indebtedness for dues and assessments as accrued during the period of his expulsion unless otherwise ordered by the Local with the approval of the International Secretary/Treasurer.

SECTION 7. Increases in initiation fees or dues shall be made by a majority vote by secret ballot of the members in good standing at a general or special meeting if after fifteen (15) days notice of the intention to vote such, or by a majority vote of members in good standing voting in a membership referendum conducted by secret ballot.

ARTICLE XV.

Discipline

SECTION 1. The term “discipline” when used in this section shall include, without limitation, a fine, removal from office or job, disqualification to run for office, or suspension or expulsion from membership.

SECTION 2. Any member, officer, or representative of this Local shall be subject to discipline who is found guilty, after notice of and opportunity for hearing upon charges as provided for in this Article, of violating any provision of these Bylaws, the Constitution and Bylaws of the District Council if any, or any decision of this Local, the District Council, the Executive Council, or District Organization or of dishonesty, misconduct, or conduct detrimental to the welfare of this Local or the International.

SECTION 3. Subject to the provisions of this Article, the Executive Board shall have power to discipline any member, officer, or representative of this Local whom it finds guilty of any conduct specified in Section 2.

SECTION 4. Proceedings under this Article may be initiated by any member of this Local by filing written charges specifying the acts or conduct with which the accused is charged with the Personnel Director. The Personnel Director shall promptly transmit a copy thereof to the accused at his last-known address, together with written notice of the time and place of the hearing thereon, which shall be held not less than five (5) days after the date of notice.

SECTION 5. Hearings on charges shall be held by the Executive Board or by a committee appointed by the Executive Board to hear and report the evidence to the Executive Board for a final decision. The accused shall be afforded a full and fair hearing and shall have the right to appear at such hearing, produce and cross-examine witnesses, file statements, and be represented by any member of the I.L.A. in good standing designated by him/her for that purpose. Upon completion of the hearing a decision shall be rendered by the Executive Board in writing, which decision shall be served by the Secretary-Treasurer/Recording Secretary upon the accused and the accuser. In any case where the accused or the accuser is a member of the Executive Board, the accused or the accuser, as the case may be, shall not sit on the Board and the remaining members of the Board shall have power to act.

SECTION 6. Hearings may be held on any charge notwithstanding the failure of the accused, after being given notice pursuant to the provisions of this Article, to appear thereat.

SECTION 7. A member who has been expelled from this Local pursuant to the provisions of this Article may be reinstated to membership by vote of the membership.

SECTION 8. Appeals may be taken from any decision rendered pursuant to this Article in accordance with Article XIX of the International Constitution.

ARTICLE XVI.

Adoption and Amendment of Bylaws

SECTION 1. These Bylaws shall become the official Bylaws of the Local upon approval by the International President.

SECTION 2. An amendment to these Bylaws may be proposed by the Executive Board or any one hundred members in good standing by submitting same, in writing and signed by said proposers, to the President and the Secretary Treasurer/Recording Secretary, at least seven (7) days prior to the Executive Board meeting. The Secretary Treasurer/Recording Secretary shall read the proposed amendment at the next regular meeting of the Local. No action shall be taken on such proposal until the succeeding regular meeting of the Local, or a special meeting called for such purpose, at which time the proposed amendment shall be presented for a vote of the members to be held by written, secret ballot. A written copy of the proposed amendment shall be sent to all members prior to said meeting. Approval by a two-thirds vote of the members shall be required for adoption. In the case of any amendment increasing dues or initiation fees, at least fifteen (15) days' notice of the meeting to vote on such amendment shall be given to all members.

ARTICLE XVII.

Property of the Local

All Officers and elected non-officers of the Local at the expiration of their term of office shall surrender to their successors all books, money, or other property of the Local that may be in their possession.

ARTICLE XVIII.

Order of Business

- First: Calling of meeting to order.
- Second: Roll call of officers.
- Third: Reading of minutes of last regular or special meeting.
- Fourth: Report of officers.
- Fifth: Reading of communications and bills.
- Sixth: Report of committees.
- Seventh: Balloting for candidate.
- Eighth: Initiation.
- Ninth: Proposing for membership.
- Tenth: Unfinished business.
- Eleventh: New business.
- Twelfth: Good and welfare.
- Thirteenth: Adjournment.

ARTICLE XIX.

Rules of Order

SECTION 1. On motion the regular order of business may be suspended by two-thirds vote of the meeting at any time to dispose of any urgent business.

SECTION 2. All resolutions and resignations shall be submitted in writing if so requested by the Secretary.

SECTION 3. Any conversation by whispering or otherwise that is calculated to disturb a member while speaking or hinder the transaction of business shall be deemed a violation of order.

SECTION 4. All questions of a parliamentary nature not provided for in these rules shall be decided by Robert's Rules of Order.

SECTION 5. A motion to be entertained by the Presiding Officer must be seconded, and the mover as well as the seconder must rise to be recognized by the chair. It shall be reduced to writing at the request of the Secretary.

SECTION 6. In presenting a motion, a brief statement of its object may be made, but no discussion of its merits shall be admitted until the question is stated by the chair.

SECTION 7. Any member having made a motion can withdraw it by consent of its seconder, but a motion once debated cannot be withdrawn except by unanimous consent.

SECTION 8. A motion to amend an amendment shall be in order, but no Motion to amend an amendment to an amendment shall be permitted.

SECTION 9. Any member may call for the division of a question where the sense will admit thereof.

SECTION 10. A motion shall not be subject to debate until it has been stated by the chair.

SECTION 11. When a member wishes the floor, he shall rise and respectfully address the chair; and if recognized by the chair, he/she shall be entitled to the floor.

SECTION 12. If two or more members rise to speak at the same time, the chair shall decide which is entitled to the floor.

SECTION 13. Each member, when speaking, shall confine himself/herself to the question under debate and avoid all personal and indecorous language.

SECTION 14. No member shall interrupt another while speaking except to a point of order, and he/she shall definitely state the point, and the chair shall decide the same without debate.

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

SECTION 16. If any member shall feel himself/herself aggrieved by the decision of the chair, he/she may appeal to the Local from the decision.

SECTION 17. When an appeal is made from the decision of the chair, said appeal shall be stated by the chairman to the meeting in these words: "Shall the decision of the chair be sustained as the decision of the meeting." The member will then have the right to state the grounds of appeal, and the chair will give the reason for his decision; thereupon, the Local will proceed to vote on the appeal without further debate.

SECTION 18. No member shall speak more than once on the same subject until all members desiring the floor shall have spoken, nor more than twice without consent, nor for more than five minutes without permission from the chair.

SECTION 19. The Presiding Officer shall not speak on any subject except points of order and appeals from the decision of the chair. He/She shall have a vote on all questions before the meeting, and in case of a tie vote the question at issue shall be declared lost.

SECTION 20. When a question is before the meeting, no motion shall be in order except:

- 1) to adjourn;
- 2) to lay on the table;
- 3) for the previous question;
- 4) to postpone to a given time;
- 5) to refer or to commit;
- 6) to amend;

and these several motions shall have precedence in order herein arranged.

SECTION 21. The following are not debatable:

- 1) to adjourn;
- 2) to lay on the table;
- 3) to read a document or paper.

SECTION 22. When a previous question is moved and seconded, it shall be put in this form: "Shall the main question now be put?" If this is carried, all further motions, amendments, and debates shall be excluded, and the question put without delay.

SECTION 23. If a motion has been amended the question on the amendment shall be put first. If more than one amendment has been offered, the question shall be put as follows:

- 1) amendment to the amendment;
- 2) amendment;

3) original proposition.

SECTION 24. When a question is postponed indefinitely, it shall not come up again except by unanimous consent.

SECTION 25. A motion to adjourn shall always be in order except:

- 1) when a motion is before the house;
- 2) when a member has the floor;
- 3) when the members are voting;
- 4) when it has been decided to take the previous question;
- 5) when the delegates from affiliated Unions desire to make a report.

SECTION 26. Before putting a question to vote the Presiding Officer shall ask: "Is the Local ready for the question?" Then it shall be opened for debate. If no member rises to speak, the Presiding Officer shall then put the question, and after the vote is taken, he/she shall immediately announce the results.

SECTION 27. When the Presiding Officer has commenced taking a vote, no further debate or remarks shall be allowed, unless a mistake has been made, in which case the mistake shall be rectified, and the Presiding Officer shall recommence taking the vote.

SECTION 28. Before the Presiding Officer declares the vote on a question, any member may ask for a division of the house, and the chair is duty bound to comply with the request, and a standing vote shall be taken.

SECTION 29. Every member present shall vote on all questions before the Local unless personally interested or excused by the Local.

SECTION 30. When a question has been decided it can be reconsidered only at the same meeting night or on the next regular meeting night.

SECTION 31. A motion to reconsider must be made and seconded by two members who voted with the majority.

SECTION 32. Roll call shall be granted upon the request of fifteen (15) members.

SECTION 33. The President may, at his discretion, appoint any number of members in good standing whose duty it shall be to assist the President in keeping order at meetings and to report to the President all those who violate the rules and regulations of the organization and/or who have failed to observe the decorum necessary for the conduct of a proper meeting of this organization.

PICKET DUTY PROGRAM

of

INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, LOCAL NO. 24

Pursuant to the membership, the I.L.A. Local No. 24 Executive Board imposes a picket duty requirement for all members of the Local Union. Failure to participate in picket duty assignments will be considered conduct detrimental to the welfare of the Local Union. The picket duty will rotate and will be administered by the Personnel Director.

Members who miss their assigned picket duty are subject to fines pursuant to Article XV of the Local Union Bylaws and Article XVIII of the Constitution of the International Longshoremen's Association. The member shall be subject to a fine of \$25.00 for each missed picket duty assignment. The Executive Board may consider mitigating factors in assessing the penalty. Established excuses are worker's compensation, benefits from the PV&W, or death in the family. Additionally, the Executive Board will consider other legitimate excuses.

Members are not eligible to work during the time they are scheduled to walk picket duty. Anyone working on an I.L.A. job while scheduled to walk picket duty will be subject to a fine of the net amount made on that job.

A member's failure to participate in the picket duty program as assigned shall be considered conduct detrimental to the welfare of this Local Union and subject to discipline. The provisions of Article XV of the Local Union Bylaws apply. The member is entitled to a hearing and to all elements of due process as prescribed by the Local Union Bylaws and the Constitution of the International Longshoremen's Association.