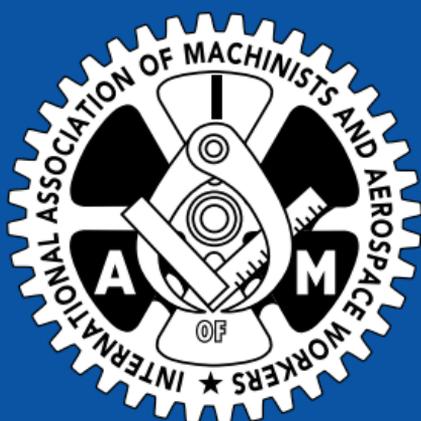


IAM



CONSTITUTION

January 1, 2025

INTERNATIONAL OFFICERS

**INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS**

International President

BRIAN BRYANT

General Secretary-Treasurer

DORA CERVANTES

General Vice Presidents

David Chartrand

Richie Johnsen

Jody Bennett

Robert "Bobby" Martinez

David Sullivan

Craig Martin

Sam Cicinelli

9000 Machinists Place
Upper Marlboro, MD 20772

CONSTITUTION

of the

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**Except as otherwise provided, the provisions
of this Constitution shall become
effective January 1, 2025.**

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 International Association of Machinists and Aerospace Workers aims:

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

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

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

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

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

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

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

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

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

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

11. To urge the membership to vote only for and support candidates who are in favor of this platform and the following political demands: the election of President and Vice President of the United States by a direct popular vote; a National or Federal Health Insurance Law; Fair trade agreements that protect workers rights; quality and affordable healthcare; retirement security benefits; strong labor law reform including protecting the right to organize; paid Family and Medical Leave laws; guaranteed safety in the workplace, hazardous duty pay and laws protecting existing jobs; amendments to the Constitution of Canada to make possible uniform labour and social legislation throughout Canada, covering all workers, whether employed by Government or by private industry, and providing for union security; a National Fair Wage Act in Canada, providing for union wages and conditions in all Government work and services and on all Government contracts, direct and indirect; a National Vacation

and Holiday Act in Canada, providing for adequate vacations with pay and a minimum of eight statutory holidays; representation for Labour on all Government Boards and Commissions dealing with Labour's interests and Labour representation on the Boards of all public enterprises.

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

JURISDICTION OF THE IAM

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

Classification of Work Included

6 Any person who has served an apprenticeship of
7 four years at the machinists' trade, or who has ac-
8 quired a fundamental knowledge of shaping, sizing,
9 turning, boring, fitting, riveting, the operating of elec-
10 tric, thermic and oxyacetylene welding apparatus and
11 the adjusting of metal parts of machinery of any char-
12 acter, whether such metal be steel, iron, brass, lead,
13 copper, aluminum, duralumin, bronze, or any other
14 substitute used therefore; as well as any person who
15 may have worked at the trade four years either as a
16 vise hand, lathe hand, planer hand, slotting machine
17 hand, shaper hand, milling machine hand, horizontal
18 or vertical boring mill hand, screw machine hand, op-
19 erators of Gisholt, Jones and Lamson and all other tur-
20 ret lathes, and gear cutters and all other machine tools.
21 Floor hands, machine adjusters, millwrights or gen-
22 eral erectors of machinery, jig, die, tool and mold
23 makers, metal pattern makers, diesel oil and electric
24 machinists. The operating of electric, gas and other
25 mechanical cranes and conveyors used in connection
26 with machinists' work. Mechanical chauffeurs who
27 are required to make repairs to their equipment.
28 Sewing and knitting machine adjusters and adjusters
29 of all kinds of automatic, semi-automatic, and self-
30 contained machinery. Fitting together and installing
31 valves of all kinds and flange work on high pressure

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

19 The manufacture and installation of all machine
20 tools. The operation of all machines used in the man-
21 ufacture of machine-finished metal parts and devices
22 and all bench and vise work pertaining thereto, and
23 all machinists' work on steam, gas, gasoline, naphtha,
24 benzol, oil, air, and water-tight work. All riveting,
25 caulking, cutting, chipping, patching, grinding, turn-
26 ing, sizing, boring, fitting, laying out, shaping and
27 drilling pertaining to machinists' work. All drilling,
28 cutting and tapping in boilers, tanks, drums, frames
29 or other structures required for engine and machinery
30 attachments, mountings, or other metal construction
31 and installation.

32 All welding, either oxyacetylene, electric, thermic,
33 unionmelt, atomic-hydrogen, carbon-arc, stud weld-
34 ing resistance, spot and flash welding or any other
35 welding art or process by which work when com-
36 pleted comprises any product or any part of any prod-

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

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

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

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

32 The manufacture, assembly, testing, installation,
33 repair and maintenance of electrical household appli-
34 ances, electronic equipment and guidance system as
35 used on aircraft, missiles and/or space vehicles, com-
36 puters, and any other electric device or component

1 hereof, used to control, regulate or guide mechanical
2 equipment of any kind.

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

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

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

34 The manufacturing, installation and operation of
35 all automatic stokers, all mechanical devices used in
36 amusement parks, all dredging machinery, and all

- 1 hoists, elevators, lower-atoms, escalators, derricks
2 and other lifting or hoisting devices.
3 The inspection of all machinery, ordnance, and en-
4 gines, including locomotives, and the operating of all
5 power machinery.
6 The manufacture, installation, repair and mainte-
7 nance of all air conditioning plants and equipment.
8 And all work connected with dynamometer cars,
9 and building, repairing, setting up, inspecting and
10 maintaining of all classes of scales.
11 The operation and repairing of towing and coaling
12 machinery in the Panama Canal Zone.

Marine Work

- 13 All marine work as follows:
14 The installing, assembling, dismantling and repair-
15 ing of all engines, pumps, dynamos, refrigerating ma-
16 chinery, steering gear, winches, windlasses, capstans
17 or other devices used in handling the ship.
18 The removing and replacing of the rudder, pro-
19 peller shaft and propeller wheel and the placing of all
20 deck fittings and mast fittings, including mast head-
21 lights.
22 The installing and repairing of all condensers,
23 evaporators, feed-water eaters, overhauling and re-
24 pairing of all valves, either steam, water, air, gas, oil,
25 or other liquids and strainers attached to hull.
26 The installation of all pipes, pipe hangers, valves,
27 and fittings for engines, boilers, ice machines, evapo-
28 rator plants, telemotors, air compressors, and power
29 pumps.
30 The installation of deck operating gear for all
31 valves.
32 The boring, facing, chasing or tapping and drilling
33 holes for bolts of all pipe flanges.

1 The bending, threading and installing of tubes in
2 boilers in which threaded tubes are used.

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

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

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

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

Electric and Internal Combustion Engines and Cars

13 The building, installing, inspecting, adjusting, main-
14 taining, removing and overhauling of pantographs and
15 trolley poles, including the building of pantograph
16 shoes and replacement of same whether the panto-
17 graph is on or off locomotive and the changing of insu-
18 lated support brackets; lathe and other machinists'
19 work in connection with construction of pantographs.

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

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

31 The assembling, installing, inspecting and main-
32 taining of all mechanical parts of main and auxiliary
33 switches and ground switches.

1 The assembling, installing, maintaining, inspecting
2 and overhauling of clutch and gear assembly on
3 motor operated rheostats. The assembling, installing,
4 inspecting, maintaining, dismantling and overhauling
5 of traction motors, blower motors, heater motors,
6 rheostat motors, air compressor motors, motor gener-
7 ator sets, axle generators, control generators and slip
8 rings (excluding field coils, insulators and electrical
9 connections); the assembling, finishing either by
10 hand or bench work, drilling, tapping, and bolting of
11 pole pieces; the dismantling, repairing and assem-
12 bling of brush holders; the drilling, tapping and re-
13 pairing of brush holder studs; the fitting of all metal
14 parts of commutators, including segments; the turn-
15 ing and machine slotting of all commutators whether
16 done in lathe or in armature housing; the pressing in
17 and out of armature shafts; the machining, repairing
18 and fitting of armature cores; the repairing and fitting
19 of all covers for motors, housings and compartments.

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

25 The grinding, filing and repairing of grids and the
26 installing and removing of grid banks, with the ex-
27 ception of making and breaking electrical connec-
28 tions.

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

35 Side rods, main rod, knuckle and driving pin work.
36 Driving brake and spring rigging work. Fitting up

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

1 Machinists' work in connection with dismantling
2 of phase converters, such as removal of bolts, parts,
3 bearings caps, bearings and clamps.

4 Machinists' work in connection with assembling
5 phase converters, including detail parts.

6 And all other work on these engines, cars and ma-
7 chines now covered in the general classification in
8 our Constitution.

Other Work

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

ABBREVIATIONS

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

A.F.L.C.I.O.	American Federation of Labor and Congress of Industrial Organizations
Art.	Article
C.L.C.	Canadian Labour Congress
C.V.P.	Canadian Vice President
E.C.	Executive Council
IA	International Auditor
IR	International Representative
G.S.T.	General Secretary-Treasurer
G.V.P.	General Vice President
R.S.	Recording Secretary
S.T.	Secretary-Treasurer
Sec.	Section

CONSTITUTION
of the
International Association of Machinists
and Aerospace Workers
(hereinafter referred to as the IAM)

ARTICLE I
INTERNATIONAL —
STRUCTURE AND POWERS

Name and Location

1 SEC. 1. This organization shall be known by the
2 title and name of “**THE INTERNATIONAL ASSO-**
3 **CIATION OF MACHINISTS AND AEROSPACE**
4 **WORKERS,**” interchangeably also formally known
5 as “IAM” and its principal office and headquarters
6 shall be located at such place as is designated by the
7 Executive Council.

Membership and Jurisdiction

8 SEC. 2. The IAM shall consist of the E.C. and the
9 representatives of Locals who are duly elected,
10 qualified and seated as delegates in the quadrennial
11 and special conventions provided for in Art. II of
12 this Constitution. It shall have power to grant char-
13 ters for the purpose of organizing, supervising, con-
14 trolling, and generally directing Locals, Districts,
15 councils and conferences in any state, territory, or

1 dependency of the United States of America, and
2 Canada.

Government

3 SEC. 3. The government and superintendence of
4 all Locals, Districts, councils and conferences, shall
5 be vested in this International as the supreme head of
6 all such Locals and Districts under its jurisdiction. To
7 it shall belong the authority to determine the customs
8 and usages in regard to all matters relating to craft.

9 It is the obligation and responsibility of every
10 member, officer, Local, District, council, conference,
11 or other subordinate body of the IAM to comply with
12 the provisions of this Constitution and the decisions
13 of the IAM officers in conformity therewith, and they
14 shall refrain from any conduct which interferes with
15 the performance by the IAM or any of its subordinate
16 Locals or Districts or bodies of their obligations here-
17 under or under any other applicable law or contract,
18 or any conduct which defeats or subverts the lawfully
19 declared and established policies and objectives of
20 the IAM, or which may defame it or any of its offi-
21 cers or members of its subordinate bodies.

22 All Locals, Districts, councils and conferences
23 may adopt bylaws supplementary to this Constitution
24 for the conduct of their subordinate internal affairs
25 and business; provided, however, that none of the
26 provisions of such bylaws shall be in conflict with
27 any of the provisions of this Constitution, duly
28 adopted resolutions, or the established policies of the
29 IAM, and must be submitted to the I.P. for examina-
30 tion and necessary revision and approval before be-
31 coming effective. Any proposed amendments, revi-

1 sions, or modifications to such bylaws shall likewise
2 be submitted to the I.P. for examination and neces-
3 sary revision and approval prior to becoming effec-
4 tive.

Government between Conventions

5 SEC. 4. Between conventions all executive and ju-
6 dicial powers of the IAM shall be vested in the E.C.,
7 which shall be composed of the I.P., the G.S.T., and
8 the G.V.Ps.

Eligibility

9 SEC. 5. Any member who advocates dual union-
10 ism or supports movements or organizations inimical
11 to the interests of the IAM or its established laws and
12 policies shall not be eligible to hold office in the
13 IAM.

ARTICLE II

INTERNATIONAL CONVENTIONS

Method of Calling Conventions

1 SEC. 1. During September or October, 2000, and
2 every 4 years thereafter, an International convention of
3 the IAM, not to exceed 7 days, shall be held in a city to
4 be selected by the E.C. Notice of such convention shall
5 be issued to all Locals by the G.S.T. not later than
6 March 1, each convention year. The E.C. will have the
7 authority upon its own initiative to call a special conven-
8 tion in case of an emergency, or after having received
9 the endorsement under impression and/or ink stamp seal
10 of at least 20% of all Locals, not more than 15 of which
11 are located in any 1 state, province or territory, submit a
12 call for a special convention, and thereupon the G.S.T.
13 shall prepare a ballot and submit the same through the
14 referendum calling for a special convention of the Inter-
15 national to convene at such date as seems best to meet
16 the emergency. In the event that a majority of those vot-
17 ing, vote in favor of holding a special convention, the
18 E.C. shall, as soon as practicable thereafter, select the
19 city in which said special convention shall be held.

Representation and Vote

20 SEC. 2. Each Local in good standing and free from
21 delinquency of any nature to the IAM within 60 days
22 prior to the convening of an International convention is
23 entitled to be represented by 1 delegate at said conven-
24 tion. (A Local shall not be declared ineligible where
25 the membership's dues are subject to withholding by

1 their employer for payment to the Local, District, or
2 International, and the employer delays or defaults in
3 said payment.) In addition thereto each Local having a
4 membership of more than 200 is entitled to an addi-
5 tional delegate for each additional 200 members or
6 majority fraction thereof. If, however, not more than 3
7 Locals, within a radius of 150 miles (241 Kilometers)
8 of each other, each having less than 100 members, so
9 desire, they may combine to send 1 delegate to repre-
10 sent them at an International convention. Such dele-
11 gate must be elected by a majority vote in each of the
12 Locals so combining, and the voting power of such
13 combined Locals shall be based upon their combined
14 membership exactly as if it were 1 Local.

15 Each Local represented in convention by a dele-
16 gate is entitled to 1 vote, and all Locals having a
17 membership of more than 100 are entitled to 1 addi-
18 tional vote for each additional 100 members or ma-
19 jority fraction thereof.

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

Election of Delegates

29 SEC. 3. At a meeting of each Local in April of con-
30 vention year, a nomination of delegates and alternate
31 delegates shall be held by all Locals. At a meeting of

1 each Local in May of convention year, an election of
2 delegates and alternate delegates by secret ballot
3 shall be held by all Locals in the Local's room where
4 the regular Local meetings are held, excepting in
5 those Locals where circumstances require some other
6 arrangements, the Local may, through its bylaws,
7 provide some other methods, subject to the approval
8 of the I.P. The secretary of each Local shall immedi-
9 ately thereafter forward to the G.S.T. a report of the
10 election, giving the names, card numbers, email ad-
11 dress and residence addresses of all delegates and al-
12 ternate delegates, which report shall be made upon
13 forms furnished by the G.S.T.

14 At Local options, provisions may be made to open
15 the polls to provide an opportunity for members
16 working irregular shifts to vote.

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

20 Members who reside in outlying areas more than
21 25 miles (40 Kilometers) from the designated ballot-
22 ing place, members who are at work during the times
23 of the local balloting, members who are either con-
24 fined because of illness or injury, or on leave qualify-
25 ing under U.S. and Canadian family leave laws, or
26 working members on vacation, retirees more than 25
27 miles (40 Kilometers) away from their residence on
28 election day, or on official IAM business approved by
29 the Local or District or International, or on an em-
30 ployer travel assignment, or reserve military leave, as
31 the case may be, shall be furnished absentee ballots.

32 Any member entitled to receive an absentee ballot
33 shall make written request therefore to the R.S. of the
34 Local by delivering in person or mailing or e-mailing

1 such request to be received by the R.S. not later than
2 15 days (21 days for Canadian Territory) before the
3 election. Consistent with a Local's bylaws, a Local
4 may also permit emailed requests for absentee ballots
5 provided it has a dedicated email address for that ex-
6 clusive purpose, and provided it includes that email
7 address in the notice of nominations and election.
8 Within 5 business days after receipt of any such re-
9 quest, or receipt of printed ballots, whichever is later,
10 the R.S. shall mail the ballot if the records of the
11 Local indicate that the applicant is eligible to vote in
12 the election. (In those instances where Local mem-
13 bership records are kept and maintained by a District
14 with which such Local is affiliated, request for an ab-
15 sentee ballot shall be made to the appropriate District
16 officer.) Members found not to be eligible to vote by
17 absentee ballot will be so notified within 5 business
18 days of receipt of their application.

19 Members voting by absentee ballot shall execute
20 and mail their ballots in accordance with the follow-
21 ing procedure. After marking an (X) opposite the
22 names of the candidates for whom they wish to vote,
23 and after filling in the information required on the de-
24 tachable portion of the ballot form, the members shall
25 thereupon detach such portion of the ballot and then
26 fold and place the upper ballot portion in a plain en-
27 velope without affixing any signature, number, or
28 other means of identification thereon. After being se-
29 curely sealed, this plain envelope shall then be
30 placed, together with the detachable stub bearing the
31 name of the member, address, Local number and card
32 number, in an outer envelope bearing the word "Bal-
33 lot" on its face. After being securely sealed, this en-
34 velope shall then be returned by official government

1 mail to the R.S. of the absentee member's Local so
2 that it will be received by or prior to the closing time
3 of the polls specified in the notice of election. The
4 R.S. shall turn over to the inspectors of election all
5 such absentee ballots unopened.

6 Locals organized in May of a convention year may
7 elect delegates and alternate delegates by secret bal-
8 lot during June. Locals chartered on or after June 1 of
9 any convention year are not entitled to representation
10 in the convention.

11 The G.S.T. shall prepare and forward a complete list
12 of all duly elected delegates and alternate delegates with
13 their respective addresses to all Locals not less than 30
14 days prior to the opening of the convention. Except as
15 otherwise specified, all references to days throughout
16 this Constitution shall refer to calendar days.

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

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

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

Qualifications of Delegates

30 SEC. 4. Delegates to International conventions
31 must have been in continuous good standing in the

1 Local from which they hold credentials for at least 1
2 year prior to their nomination except where, in the
3 case of a District having multiple Locals within a sin-
4 gle employer, membership within such District shall
5 apply (this qualification shall not be required of a del-
6 egate from a Local chartered less than 1 year prior to
7 the convention or a member working at the trade
8 transferred to a Local with the approval of the I.P. or
9 E.C.); free from delinquencies of any nature to any
10 Local, District, or International, and at the time of
11 nomination and for 6 months prior thereto, working
12 at the trade.

13 The qualification “working at the trade” shall not
14 apply to members who are salaried full-time employ-
15 ees of any Local, District, or International, a council,
16 conference, the A.F.L.C.I.O. or the C.L.C., nor shall
17 it apply to members who experienced a layoff during
18 the 6 month period prior thereto, or to members sub-
19 ject to a contested unresolved discharge, or to mem-
20 bers who have been unable to obtain employment at
21 the trade because of a strike, lockout, discrimination
22 or temporary disability, or to members who are re-
23 tired and paying full dues, whether or not they hold a
24 retirement card or an exemption card.

25 Whenever the term “good standing” is used with
26 reference to a member in this Constitution, it shall
27 mean any person who has fulfilled the requirements
28 for membership as prescribed herein and who has not
29 voluntarily withdrawn therefrom, become ineligible
30 for continued membership, or been suspended or ex-
31 pelled as provided in this Constitution or in the by-
32 laws of subordinate Locals or Districts approved as
33 required under this Constitution. Members who fail
34 to pay their dues, assessments, or other fees within

1 the periods required by this Constitution or the by-
2 laws of the Local or District will be subject to auto-
3 matic cancellation of membership. Members who are
4 not in good standing are not entitled to any voice or
5 vote or participation in any of the affairs of the IAM
6 or any of its subordinate bodies except as otherwise
7 permitted under this Constitution. Whenever the term
8 “good standing” is used with reference to a Local,
9 District, council or conference of the IAM, it shall
10 mean any such body which is not delinquent in the
11 payment of any per capita tax and fees as prescribed
12 in this Constitution or which is not under suspension,
13 and which is otherwise in compliance with all re-
14 quirements of this Constitution pertaining to such
15 bodies.

Members on International Payroll Not Eligible

16 SEC. 5. No member shall serve as a delegate to an
17 International convention who is, during the time of
18 the convention, on the payroll of the International.

Delegates' Expenses

19 SEC. 6. The transportation of 1 delegate from each
20 Local in continuous good standing with the IAM for
21 1 year prior to the convening of the convention, who
22 is accepted and seated in the convention as a dele-
23 gate, shall be paid by the IAM, so long as such trans-
24 portation is arranged for and provided by the travel
25 agency designated by the IAM. Locals whose dele-
26 gates travel on passes shall be entitled to round-trip
27 transportation for 1 delegate from the place where the

1 Local is located to the place where the convention is
2 held, upon presentation of the bill of the Local there-
3 fore.

Credentials Committee

4 SEC. 7. The E.C. shall act as the committee on cre-
5 dentials at all conventions of the International and
6 shall meet within 4 days next preceding the conven-
7 ing of the convention to consider all matters affecting
8 the qualifications of delegates, including the financial
9 standing of Locals with the IAM, and shall thereafter
10 report its findings and recommendations to the con-
11 vention.

Resolutions Committee

12 SEC. 8. At least 15 days before the convening of
13 any convention of the International, the I.P. shall ap-
14 point 5 duly elected and qualified delegates to such
15 convention as a resolutions committee. The 5 dele-
16 gates so appointed may, on the authority of the I.P.,
17 be called in not more than 7 days before the conven-
18 tion convenes for the purpose of considering such
19 resolutions as may properly come before the conven-
20 tion, and shall report their findings and recommenda-
21 tions to the convention as early as the business of the
22 convention will permit.

23 For the faithful performance of their duties each
24 member of the resolutions committee shall receive
25 \$50.00 per day, together with actual and necessary
26 hotel expenses, for the time engaged prior to the con-
27 vening of the convention and after arrival at the con-
28 vention city.

Committees

1 SEC. 9. The I.P. shall appoint a committee on rules
2 for each convention of the International. All commit-
3 tees necessary for conducting the business of the con-
4 vention, not otherwise provided for, may be ap-
5 pointed by the E.C., subject to the approval of the
6 convention.

Order of Business

- 7 SEC. 10. 1. Address by International President
8 2. Reading of Convention Call
9 3. Reading of Convention Code of
10 Conduct.
11 4. Appointment of Rules Committee
12 5. Report of Credentials Committee
13 6. Report of Rules Committee
14 7. Appointing of Other Convention
15 Committees
16 8. Reports of Committees
17 9. New Business
18 10. Closing Address of International
19 President

Parliamentary Laws

20 SEC. 11. The parliamentary law of the IAM shall
21 be as set forth in this Constitution. Robert's Rules of
22 Order will apply to questions not covered thereby.

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

1 SEC. 1. The International officers shall be an Inter-
2 national President, a General Secretary-Treasurer and
3 between 5 and 9 General Vice Presidents as deter-
4 mined by the E.C., one of whom shall be from
5 Canada, nominated and elected by the membership of
6 Locals chartered in Canada. The International Presi-
7 dent and General Secretary-Treasurer shall be nomi-
8 nated and elected by the entire membership; the re-
9 maining General Vice Presidents shall be nominated
10 and elected by the membership of all Locals other
11 than those chartered in Canada.

Delegates and Committees

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

Qualifications

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

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

Endorsement for Nomination

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

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

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

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

12 A failure to nominate the required number of eli-
13 gible candidates shall invalidate the nomination or
14 endorsement for that office, committee or delega-
15 tion.

Filing and Publication of Endorsement

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

Number of Nominees

23 SEC. 6. From the endorsements received from Lo-
24 cals that satisfy the requirement of SEC. 7, there shall
25 be selected for each elective position the 2 candidates
26 receiving the highest number of endorsements, and
27 the 2 so selected shall constitute the candidates on the
28 final ballot.

Pledge to Accept Nomination

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

Preparation and Description of Ballots

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

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

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

Qualification to Vote

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

Notification of Election

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

Representation at Count

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

1 tellers in rotation and where a candidate is unop-
2 posed, he/she shall not have the right to select a teller.
3 The 2 tellers thus selected shall employ as a 3rd
4 teller a certified public accountant who shall act as
5 chairperson of the IAM election tellers and work
6 with the company who prepared the mail ballots to
7 oversee the tallying by electronic means whenever
8 possible. The 2 IAM election tellers chosen by candi-
9 dates shall, while engaged in counting and supervis-
10 ing the IAM election returns, receive as compensa-
11 tion their regular rate of pay for the time actually en-
12 gaged in the performance of their duties, together
13 with transportation and actual hotel expenses, if re-
14 siding outside of the location of Headquarters.

Counting the Votes

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

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

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

Electronic Voting

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

Declaration of Election

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

Second Ballot

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

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

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

Filling Vacancies

4 SEC. 17. Should a vacancy or vacancies occur in
5 any International office between elections, through
6 any cause, such vacancy or vacancies shall be filled
7 by an appointment or appointments by the E.C. not
8 later than 60 days after the occurrence of such a va-
9 cancy or vacancies. Those members appointed to fill
10 the unexpired terms of office shall meet all eligibility
11 requirements of the Constitution pertaining to candi-
12 dates for the office to which they are appointed.

Numbers of General Vice Presidents

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

Installations

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

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

Recall Provisions

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

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

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

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

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

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

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

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

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

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

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

Assignment of Delegates

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

Division of Votes

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

Salary

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

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

ARTICLE V

EXECUTIVE COUNCIL

Membership and Meetings

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

Powers

9 SEC. 2. Between conventions all executive and ju-
10 dicial powers of the IAM shall be exercised by the
11 E.C. sessions of which shall have the authority to
12 propose changes in the Constitution pursuant to the
13 provisions of Art. XIX, and the power to require re-
14 ports from any officer or officers of a Local, District,
15 or the International, or to suspend and/or remove any
16 such 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 IAM.
20 All investments of IAM funds, made upon the order
21 of the E.C., shall be in the name of the IAM, so that
22 no amounts can be withdrawn therefrom without the

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

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

32 The funds, property, or assets of the International
33 shall not be loaned or appropriated for any other than
34 the legitimate purposes of the IAM.

Financing Strikes

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

Length of Service

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

ARTICLE VI

INTERNATIONAL PRESIDENT

Duties

1 SEC. 1. The I.P. shall preside at meetings of the In-
2 ternational. He/She shall serve as chairperson of the
3 E.C. He/She shall preserve order, and in cases where
4 the vote is equally divided in a convention or a meet-
5 ing of the E.C., he/she shall cast the deciding vote.
6 He/She shall enforce the laws of the IAM, its poli-
7 cies, rules and regulations approved by the E.C. and
8 bylaws of Locals and Districts approved by the I.P.,
9 and decide questions of order and usage and constitu-
10 tional questions, subject, however, to an appeal as
11 provided in the Code, Art. L.

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

Signing Orders

18 SEC. 2. The I.P. shall countersign all orders for the
19 payment of money by the International and for the
20 withdrawing of money on deposit to its account.

Chief Organizer

21 SEC. 3. The I.P. shall be the chief organizer of the
22 IAM and shall have full control of all IRs and of all

1 organizing. He/She shall provide suitable literature
2 for organizing purposes and have the authority
3 when conditions warrant to appoint IRs and assign
4 them to such localities and for such particular terms
5 and duties as shall be for the best interests of the
6 IAM, all of which shall be subject to the approval of
7 the E.C.

Dispensations – Canada

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

Special Dispensations

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

Assignment of Officers and Appointment of Committees

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

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

Supervision of Local and Districts, Councils and Conferences

8 SEC. 7. The I.P. shall have the general supervision
9 of all Locals, Districts, councils and conferences and
10 the officers thereof.

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

Purposes for Which a Suspension or Trusteeship May Be Established

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

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

**Suspension of Locals, Districts,
Councils and Conferences,
Their Officers and Representatives**

13 SEC. 9(a). Whenever the I.P. determines that any
14 of the circumstances described in SEC. 8 exist,
15 he/she may appoint a temporary Trustee to take
16 charge and control over the affairs of such subordi-
17 nate body. All officers and representatives shall be
18 suspended without pay pending their appointment by
19 the temporary Trustee to serve as Deputy Assistants.
20 In the event that an officer or elected representative is
21 not so appointed, he/she shall be served with specific
22 charges and all procedural protections provided by
23 Art. L or Article VII, SEC. 5. In the event that any
24 Art. L or Article VII, SEC. 5 proceeding results in a
25 verdict of not guilty, such officer or elected represen-
26 tative shall be reimbursed for lost salary and benefits.
27 A suspension under this provision shall operate only
28 to suspend the right of such person to occupy any of-
29 fice or position or perform any of the functions

1 thereof, but all other membership rights shall remain
2 unaffected unless and until he/she has been served
3 with charges and tried and convicted in accordance
4 with the procedures set forth in Art. L. At the time of
5 the appointment, the I.P. shall issue a notice setting
6 forth his/her reasons for believing that such action is
7 necessary and setting a time and place for a hearing
8 for the purpose of determining whether such Trustee-
9 ship shall be continued or dissolved. Such hearing
10 shall commence within thirty (30) days of the impo-
11 sition of the Trusteeship, but in no event shall the
12 subordinate body be given less than ten (10) days no-
13 tice of the hearing date to prepare its response to the
14 issues identified in the I.P.'s notice. (b). In the case of
15 hearings conducted pursuant to this Art., the I.P. shall
16 appoint a trial committee composed of uninvolved
17 members of the IAM. Hearings shall be conducted in
18 accordance with the procedures set forth in Art. L, to
19 the extent possible. The trial committee shall have the
20 authority to promulgate procedural rules to ensure an
21 orderly hearing and to protect the rights of all partici-
22 pants. The representative of the I.P. shall present
23 his/her case in support of the Trusteeship first. Offi-
24 cers or former officers of the subordinate body shall
25 have the opportunity to express their views concern-
26 ing the Trusteeship. The trial committee shall have
27 the authority to restrict testimony to the issues set
28 forth in the I.P.'s notice and, at its discretion, to such
29 related matters as are relevant to the issue of whether
30 the maintenance of a Trusteeship is warranted.

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

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

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

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

Report to Executive Council

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

International Representatives

6 SEC. 11. IRs appointed by the I.P. under authority
7 of SEC. 3 of this Art. shall be members in continuous
8 good standing for at least 5 years immediately prior
9 to their appointment, free from delinquencies of any
10 nature to any Local, District, or the International
11 They shall also qualify under SEC. 5, Art. I.

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

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

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

1 SEC. 1. The G.S.T. shall be the secretary and keep
2 correct records of all meetings of the E.C. and of all
3 conventions of the International. He/She shall cause
4 the proceedings of all meetings of the E.C. to be
5 printed in pamphlet form and mail a copy thereof to
6 each Local within 90 days from the date the minutes
7 of the meeting are approved. He/She shall conduct all
8 correspondence in the name of the IAM, excepting
9 correspondence dealing with the duties and responsi-
10 bilities of the office of the I.P., and be subject to the
11 directions of the E.C. Whenever necessary he/she
12 may visit any Local or District for the purpose of in-
13 structing the officers in the performance of their du-
14 ties. He/She shall assume responsibility regarding the
15 issuance of Veteran Badges. He/She shall have the
16 general supervision of the business of his/her office
17 and, upon request, shall submit his/her books of ac-
18 count together with all papers, files, documents, etc.,
19 in his/her possession for the inspection of the E.C.
20 and the certified public accountant. He/She shall also
21 codify and index the various articles and sections of
22 this Constitution.

Receipt of Funds

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

1 Districts, Locals not affiliated with a full service Dis-
2 trict, and unaffiliated Locals, at their option, may elect
3 to have all monthly membership dues and fees col-
4 lected by the G.S.T. Initiation and reinstatement fees
5 will be reconciled with the District and/or Local. The
6 G.S.T. shall distribute the appropriate amounts from
7 the monthly dues and fees collected to the Districts and
8 Locals. He/She shall keep a systematically arranged
9 book account between the International and each
10 Local. He/She shall, upon request of any Local, furnish
11 a copy of the expense account of any paid representa-
12 tive of the International for the period specified by such
13 Local, provided such request does not include a period
14 prior to the next preceding the International audit.

Deposit of Funds

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

Per Capita Tax and Fees

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

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

Monthly per capita tax for all members:

4 Effective January 1, 2009, the monthly per capita
5 tax due to the International shall be equal to the per
6 capita tax in effect for 2008 plus \$4.00 plus the per-
7 centage increase in the weighted average on a union-
8 wide basis of one hour's earnings of each Local mem-
9 ber in effect on the 31st day of August 2008. Notwith-
10 standing any contrary language in Article XXII, SEC.
11 9, districts which are over the minimum District per
12 capita may not add any part of this \$4.00 to their per
13 capita tax without specific authorization from the
14 membership and in accordance with District bylaws.

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

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

1 Ninety percent (90%) of the regular International
 2 per capita tax or the reduced International per capita
 3 tax, whichever is the lower, shall be allocated to the
 4 General Fund. Ten percent (10%) of the regular Inter-
 5 national per capita tax or the reduced International
 6 per capita tax, whichever is the lower, shall be allo-
 7 cated to the Strike Fund.

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

10 Effective January 1, 2023, the International shall
 11 collect an additional \$0.05 per member per month to
 12 be utilized for the IAM disaster relief program. Ef-
 13 fective January 1, 2023, the International shall collect
 14 an additional \$0.25 per member per month to be uti-
 15 lized for the International Convention Fund.

16 **Monthly dues for**

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

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

1 The G.S.T. shall furnish a uniform dues book or dues
2 card at cost to Locals in which stamps may be affixed
3 and cancelled. Dues books shall contain spaces for the
4 entering therein of transfers, assessments and the desig-
5 nation of the amount of dues charged by each Local,
6 and for the registering of votes in IAM elections. Space
7 shall also be provided for the insertion of the Congres-
8 sional or Assembly District, Legislative Assembly or
9 Parliamentary Constituency of the member.

10 The G.S.T. is authorized to discontinue the forego-
11 ing use of the dues book and dues stamps and substi-
12 tute therefore a more modern means, and/or more au-
13 tomated methods, of identification and verification of
14 membership standing when in his/her judgment such
15 changes are feasible and practicable and after approval
16 by the E.C. The G.S.T. is also authorized to adopt
17 more modern procedures for reporting the payment of
18 per capita taxes when, in his/her judgment, such tech-
19 nology is practicable and after approval by the E.C.

20 Those Locals on a dues book system will remain
21 on that system for identification and verification of
22 membership standing, unless a Local takes formal ac-
23 tion requesting a change to the dues card system, and
24 advises the G.S.T. over the signature of the R.S. and
25 the impression and/or ink stamp seal of the Local.
26 Any Local changing from the dues book system to
27 the dues card system shall not be permitted to return
28 to the dues book system.

Audit of Local and Districts , Councils or Conferences

29 SEC. 5. The G.S.T. shall audit the books of any
30 Local, District, council or conference whenever in

1 his/her opinion such an audit is advisable; such audits
2 shall include health and welfare funds, insurance or
3 benefit funds, building associations, etc., which are
4 operated in the interests of the members or adminis-
5 tered and directed under the control of the Local, Dis-
6 trict, council or conference, and he/she shall from
7 time to time appoint, with the approval of the E.C.,
8 such auditors as may be necessary to carry on this
9 work.

10 Upon demand therefore by the G.S.T., the officers
11 of any Local, District, council or conference shall
12 forthwith surrender and turn over to the G.S.T. or to
13 an auditor whom he/she may designate, all books,
14 vouchers, bills, receipts and records of such Local,
15 District, council or conference. Any Local, District,
16 council or conference or officer thereof, who refuses
17 to comply with the provisions of this SEC. shall be li-
18 able to suspension or expulsion by the E.C. The
19 G.S.T. in cases of chronic Local or District indebted-
20 ness and/or failure to file forms as required by this
21 Constitution, may require that membership dues be
22 remitted directly to the International for such time as
23 he/she deems appropriate. The G.S.T. shall distribute
24 the appropriate amounts from the monthly dues and
25 fees collected to the Districts and Locals.

26 Officers of Locals, Districts, councils or confer-
27 ences, who shall be found to be indebted to any such
28 body by reason of any shortage of funds, accounts or
29 securities entrusted to them, shall immediately be
30 suspended from office and thereafter be subject to
31 discipline, up to and including permanent disqualifi-
32 cation from holding any office or representing mem-
33 bers of the IAM in any capacity, provided, however,
34 that the E.C. shall have authority to adjust the disci-

1 pline, up to and including reinstatement of such for-
2 mer officer to full membership rights, including the
3 right to hold office and represent other members, for
4 good cause and where permitted by law.

Bonding of Locals and Districts, State Councils and Conferences

5 SEC. 6. The G.S.T. shall, with the approval of the
6 E.C., arrange with a recognized bonding company for
7 the issuing of bonds in the amount of \$15,000 to be
8 paid for by the International providing coverage for
9 each Local, District, state council or conference as
10 required by law or IAM Policy. The G.S.T. may take
11 advantage of long-term bonding and premium dis-
12 counts. Where coverage in a greater amount than
13 \$15,000 is required by law or IAM Policy, the G.S.T.,
14 using as a base current audit reports, will arrange for
15 the issuance of such required bonds, and the bonding
16 company will bill the Local, District, state council or
17 conference for the premiums of such excess amounts.
18 Where additional coverage is required by law or IAM
19 policy, such bonds shall be obtained and paid for by
20 the Local, District, state council or conference in-
21 volved.

22 Each Local, District, state council or conference
23 shall be notified by the G.S.T. of the name and ad-
24 dress of the bonding company selected to handle
25 bonds arranged by the International in accordance
26 with the foregoing. Any Local, District, state council
27 or conference desirous of coverage in an amount
28 greater than that herein required, shall arrange with
29 such company to obtain such additional bonds and
30 pay the premiums therefore.

Additional Duties

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

Assistant

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

Duties of Assistant Secretary

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

International Auditors

12 SEC. 10. IAs appointed by the G.S.T. under au-
13 thority of SEC. 5 of this Art. shall be members in
14 continuous good standing for at least 5 years immedi-
15 ately prior to their appointment, free from delinquen-
16 cies of any nature to any Local, District or the Inter-
17 national. They shall also qualify under SEC. 5, Art. I.
18 They shall perform such services as may be required
19 of them by the G.S.T.

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

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

Reports and Expense Statements

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

ARTICLE IX**SALARIES**

1 SEC. 1. For the faithful performance of their du-
2 ties, the IAM officers listed below shall be paid an-
3 nual salaries in 52 equal weekly installments per year
4 based upon the following schedule:

5	International President	
6	Effective January 1, 2001	\$180,000
7	General Secretary-Treasurer	
8	Effective January 1, 2001	\$170,000
9	General Vice Presidents	
10	Effective January 1, 2001	\$155,000

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

20 Salaries of IRs and IAs are subject to adjustment
21 by the E.C.

ARTICLE X

OFFICE AND EXPENSE LIMITATIONS

Hold No Other Office

1 SEC. 1. No officer of the IAM or of any Local or
2 District who is expected to devote full time to the du-
3 ties of the office, shall accept any office or other posi-
4 tion from any other organization or institution unless
5 it is such as will advance the common interests of the
6 working classes, nor shall any member of any Local
7 hold membership in any other organization inimical
8 to the interests of the IAM.

Expense Allowance

9 SEC. 2. IAM officers, delegates to the
10 A.F.L.C.I.O., delegates to the C.L.C., members of the
11 Committee on Law, IRs and IAs, shall be allowed ac-
12 tual and necessary transportation and hotel expenses
13 when away from home on official business, subject to
14 the approval of the E.C. During each week all elected
15 and appointed officers and appointed representatives
16 shall file with the I.P. an itemized account of their ex-
17 penses while on official business of this Organiza-
18 tion.

Officers' Expenses at Headquarters

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

1 ance of their official assignments requires them to re-
2 side in a hotel in the Washington, D.C. area.

General Vice Presidents' Headquarters

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

ARTICLE XI

BUSINESS AGENCIES AND ORGANIZERS

Establishment and Maintenance

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

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

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

22 All Districts or Locals employing 1 or more busi-
 23 ness representatives, general chairpersons or organiz-
 24 ers shall pay at least the minimum.

25 The I.P. may give special dispensation to Locals or
 26 Districts that financially cannot meet the minimum

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

Control of Business Representatives

5 SEC. 2. The I.P., with the approval of the E. C.,
6 shall discontinue the financial support of the Interna-
7 tional in any case where, in his/her or its opinion, the
8 conduct or results obtained by any business represen-
9 tative or agency are unsatisfactory. All business rep-
10 resentatives, whether they are or are not receiving fi-
11 nancial assistance from the International, are under
12 the general supervision of the I.P. The I.P. shall have
13 the authority to deputize any business representative
14 to act as a representative of the IAM and may direct
15 him/her to perform special assignments at the I.P.'s
16 direction, within or without the representative's re-
17 spective districts or localities. Business representa-
18 tives established pursuant to SEC. 3 of this Art. shall
19 remain employees of their respective Local or Dis-
20 trict while performing any such special assignment.

Servicing of Locals and Districts

21 SEC. 3. Each Local and/or District shall establish,
22 subject to approval by the E.C., a sufficient number of
23 business representatives to properly service the mem-
24 bership of the Local and/or District so that servicing
25 can be done with a minimum of International assis-
26 tance. In cases where this is not or cannot be accom-
27 plished, the E.C. can order the consolidation of a small
28 Local to ensure proper servicing of the membership

1 and, further, can order the establishment of business
2 agencies where a Local and/or District fails to do so.

Qualifications

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

Reports

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

Location of Activities

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

1 locality for which they are respectively elected, un-
2 less otherwise ordered by the I.P. or the E.C. While
3 on special service, business representatives shall be
4 paid their actual hotel and transportation expenses.

ARTICLE XII**REVENUE OF THE INTERNATIONAL****Source of Revenue**

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

Assessments

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

ARTICLE XIII

AUDITS OF INTERNATIONAL ACCOUNTS AND BONDING OF INTERNATIONAL OFFICERS, REPRESENTATIVES AND EMPLOYEES

Audits

1 SEC. 1. The G.S.T. with the approval of the E.C.
2 shall employ a bonded certified public accountant
3 (the amount of bond to be determined by the E.C.)
4 who will proceed in the 3rd week in January of each
5 year to examine and make a complete audit of the
6 books and accounts of the International 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 International, shall be published
10 over the signature and verified under oath by the cer-
11 tified public accountant.

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

Bonding

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

ARTICLE XIV**INTERNATIONAL PENSION**

1 SEC. 1. The IAM shall continue the Pension Plan
2 covering all International elective and appointive offi-
3 cers, representatives and employees (except those em-
4 ployees who are excluded from coverage under the
5 terms of their collective bargaining agreement); all
6 business representatives and general chairmen of Lo-
7 cals and Districts; all persons employed by Locals and
8 Districts, as elected president, elected secretary-treas-
9 urer, or as IAM credentialed organizer; the employees
10 of the Transportation Communications Union as set out
11 in the TCU-IAM Affiliation Agreement; and such other
12 group of employees as determined by the Trustees.

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

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

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

1 herein shall be placed in a separate trust fund to be ad-
2 ministered by the trustees. The required contribution
3 to the pension fund by the Locals or Districts will be
4 collected by the G.S.T. in the form of a deduction
5 from the amount of the International's monthly contri-
6 bution toward the salary of all approved business rep-
7 resentatives, general chairpersons and organizers.

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

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

ARTICLE XV

DEATH BENEFITS

Accumulation and Eligibility

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

Computation and Schedule of Amounts

11 SEC. 2. Effective January 1, 1965, the amount of
 12 the death benefit payable in behalf of eligible mem-
 13 bers shall be based upon the years of continuous
 14 good standing membership prior to April 1, 1961, ex-
 15 clusive of years for which retirement stamps were is-
 16 sued.

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

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

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

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

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

To Whom Paid

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

- 27 Wife or husband
- 28 Child or children
- 29 Parent or parents
- 30 Brothers and sisters

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

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

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

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

ARTICLE XVI

STRIKES

Approval of Strike

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

Method of Declaring Strike

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

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

24 Where groups of shops are classified under the ju-
25 risdiction of 1 Local, and when demands for the es-

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

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

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

Handling of Forms and Reports

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

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

Declaring Off a Strike

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

Handling Unfair Work

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

Strike Fund Strike Benefits

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

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

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

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

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

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

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

18 Whenever strike sanction is granted, the Local
19 and/or District will be notified of the number of
20 members eligible to receive benefits and the amount
21 of weekly benefits that will be paid.

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

William W. Winpisinger Education and Technology Center

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

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

Organizing Fund

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

Method of Payment

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

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

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

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

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

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

Deduction for Arrearages

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

Strike Stamps

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

ARTICLE XVII

AFFILIATION WITH INTERNATIONAL

Individual Affiliations

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

Obligation, Fees and Dues

5 SEC. 2. The applicant shall be obligated by the of-
6 ficer or International representative who receives the
7 application, and the application, together with an ini-
8 tiation 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 individ-
11 ual affiliations of the International and issue a dues
12 book or dues card to the member. All such members
13 shall pay monthly dues as determined by the E.C.

Transfers

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

Member Appointed Superintendent or General Foreman

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

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

Subject to Constitutional Provisions

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

ARTICLE XVIII

THE REFERENDUM AND ITS OPERATION

Definition

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

How Invoked

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

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

Form of Amendments

1 SEC. 3. Proposed amendments to this Constitution
2 shall be in such form as to state the substance rather
3 than the exact language of the proposed addition,
4 cancellation or change, that is, the purpose to be ac-
5 complished rather than the wording or the designa-
6 tion of certain articles or sections, and the G.S.T.
7 shall submit the same as provided in the next suc-
8 ceeding SEC. with a clause attached thereto authoriz-
9 ing 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 endorse-
15 ments thereof as required under SEC. 2 of this Art.,
16 the G.S.T. shall cause the same to be printed in the
17 form of a circular, arranged in such a manner as
18 shall allow each subject to be decided to be voted
19 upon separately and forwarded to the respective
20 Locals in sufficient numbers so that each member
21 shall have a copy at the 1st meeting of the Local
22 held in January each year following the receipt of
23 the same, except in years when International con-
24 ventions are held.

Publication of Proposed Amendments

25 SEC. 5. Proposed amendments to this Constitution
26 must be published in an edition of THE JOURNAL

1 prior to submission through the referendum as pro-
2 vided in SEC. 4 hereof.

Method of Voting and Returns

3 SEC. 6. Whenever a referendum is called by the
4 G.S.T., each Local shall notify its members of the
5 vote being called, and no ballot shall be accepted un-
6 less deposited between January 1 and 31 each year,
7 according to the call. Within 120 hours after the cast-
8 ing of the ballots the result of the vote shall be for-
9 warding to the G.S.T. on an official tally sheet, accom-
10 panied by all of the ballots.

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

Publication of Votes and Amendments

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

Special Meeting of Committee on Law

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

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

When in Effect

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

Resubmission

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

ARTICLE XIX

REVISION OF THE CONSTITUTION BY CONVENTION

Proposed Amendments

1 SEC. 1. One hundred fifty days before the conven-
2 ing of any convention of the International, the G.S.T.
3 shall notify all Locals to elect a committee on the re-
4 vision of this Constitution. All proposed amendments
5 to this Constitution that come before any Local shall
6 be referred to this committee for consideration and
7 recommendation, and upon the approval of any such
8 proposed amendment by the Local, the committee on
9 revision of this Constitution shall forward the same to
10 the G.S.T. at least 90 days prior to the convening of
11 the convention. All such proposed amendments in-
12 cluding amendments proposed by the E.C. pursuant
13 to SEC. 2, Art. V. shall be compiled, and mailed by
14 him/her to each Local 30 days before the convening
15 of the convention.

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

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

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

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

Acceptance or Rejection of Proposed Amendments

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

Compiling of Constitution

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

Compensation of Committee on Law

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

ARTICLE XX**UNDELEGATED AUTHORITY AND POWER****Reservations**

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

Membership Bill of Rights

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

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

ARTICLE XXI

COUNCILS AND CONFERENCES

Purpose

1 SEC. 1. Councils or conferences may be established
2 and chartered by the International in states, territories
3 or provinces for the purpose of promoting cooperation
4 and concerted action in the fields of education, legisla-
5 tion and public relations, human rights and health and
6 safety, provided, however, that these councils or con-
7 ferences shall not infringe upon the jurisdiction of Lo-
8 cals, Districts, or the International, and shall operate
9 within the provisions of this Constitution. All Locals
10 established for 1 or more years shall maintain mem-
11 bership in the appropriate state council unless granted
12 dispensation by the I.P. in special cases.

Bylaws

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

Government

18 SEC. 3. State councils or conferences, and the offi-
19 cers thereof, are subject to the same laws that govern
20 Locals and/or Districts and the officers thereof. All
21 councils or conferences must include provisions for
22 the announcement and enforcement of a code of con-

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

Audits

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

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

16 Any officer, employee, or representative of a coun-
17 cil or conference who handles funds and property of
18 any such body shall be bonded in such amount as
19 may be required by the G.S.T. in compliance with ap-
20 plicable law in accordance with the procedure herein-
21 before prescribed in SEC. 6, Art. VII, covering the
22 bonding of Local and District officers, representa-
23 tives and employees.

ARTICLE XXII

DISTRICTS

Definition

1 SEC. 1. A District is a delegate body made up of
2 representatives duly elected from the Locals within
3 the railroad or air transport system, industry, or local-
4 ity in which the District is established.

Purpose

5 SEC. 2. Districts shall be established and chartered
6 by the International upon railroads and airlines, in in-
7 dustries where mutual shop interests require it, and in
8 localities where 2 or more Locals exist, provided the
9 total membership is sufficient to meet all the require-
10 ments 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 Districts shall be de-
14 termined and defined by the E.C. Each Local within
15 such jurisdiction shall become affiliated with the Dis-
16 trict unless specially exempted by said District upon
17 the approval of the E.C.

Authority

18 SEC. 4. Districts shall have authority over and con-
19 trol of all Locals within their jurisdiction, subject to the

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

Minimum Wage Scales

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

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

Qualifications for Office

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

1 sions of this Constitution, is qualified for election as a
2 District officer provided that such member has 1 year
3 continuous membership and shall be working at the
4 trade as defined in SEC. 4, Art. II, for 6 months imme-
5 diately prior to nomination and also meets the require-
6 ments of the District bylaws. Districts may, through
7 their bylaws, provided approval has been granted by
8 the I.P., require a member to attend up to 50% of the
9 regular District meetings held during the 12-month
10 period ending the date of close of nominations in
11 order to qualify as an officer or delegate. Members
12 who are confined because of verified illness, or on va-
13 cation, or on official IAM business approved by the
14 Local, District or the International, or working for an
15 employer on regular or travel assignment, or reserved
16 military leave, at the time the Local meeting is held,
17 shall be excused from attending Local meetings. Offi-
18 cers and editors of District publications must satisfy
19 the requirements of SEC. 5, Art. I.

Nominations and Elections of District Officers and Executive Board Members

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

1 prescribed in the bylaws of the District involved for the
2 conduct of District secret ballot elections by Locals.

3 Officers of Districts shall include any member,
4 however designated or titled, who performs the func-
5 tions customarily associated with the terms president,
6 vice president, secretary-treasurer, and trustee.
7 Among the duties of the president, in concurrence
8 with the Directing Business Representative or Direct-
9 ing General Chairperson, shall be the responsibility
10 to appoint a District Communicator and a District
11 Educator, who shall perform the duties set forth in
12 Art. D, SECs. 14 and 15 respectively.

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

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

1 Whenever a District election is held either by se-
2 cret ballot vote of Local members or by delegate vot-
3 ing, the District may, by majority vote, decide in ad-
4 vance and give notice that the candidates who receive
5 the highest vote for their respective offices or posi-
6 tions shall be declared elected. In all other cases, a
7 majority of all votes cast will be required for a deci-
8 sion. In both cases, the president of the District shall
9 appoint 3 tellers to assist in conducting the election in
10 a fair and impartial manner.

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

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

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

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

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

1 who is authorized to perform any executive function
2 of the District and shall include members of the Dis-
3 trict executive board or similar governing body.

Duties of Secretary-Treasurer

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

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

27 A District may computerize the financial record
28 keeping functions, provided the District owns or
29 leases its equipment. Before eliminating a manual
30 system, the office of the G.S.T. and the financial offi-
31 cer of the District must meet to determine that the an-

1 ticipated system will produce the necessary reports
2 for the IAM audits and any required government re-
3 ports.

4 In reporting people whose membership is can-
5 celled on the rolls, the report shall show whether
6 there are any unpaid fines or District assessments
7 charged against the person's account. Unless the re-
8 port states otherwise, the cause for such cancellation
9 of membership shall be considered to be the nonpay-
10 ment of dues and they may be again reinstated as pro-
11 vided for in SEC. 15, Art. I.

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

15 **Monies collected by S.Ts. on behalf of the Inter-**
16 **national, as indicated on monthly reports, shall be**
17 **used for no other purpose and must accompany**
18 **the report.**

19 S.Ts. receiving dues from members working under
20 the jurisdiction of another Local shall immediately
21 notify the secretary of the Local under whose juris-
22 diction the member is working, with full particulars
23 as to name, card number, etc.

24 The S.T., 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.

Representation and Revenue

28 SEC. 9. Each District shall determine the propor-
29 tion and method of representation therein of Locals
30 within its jurisdiction, and the revenues to be col-
31 lected from said Locals to maintain and carry on the

1 work of the District. All such revenues shall be col-
2 lected by the S.Ts. of the Locals and forwarded to the
3 District officers authorized to receive the same.
4 Bonds shall be obtained by Districts in compliance
5 with the requirements of SEC. 6, Art. VII.

6 The minimum per capita tax to Districts shall be
7 an amount equal to 40% of the per capita tax paid to
8 the International rounded to the nearest 5¢. Districts
9 which are over the minimum District per capita tax
10 as computed above, automatically will be entitled to
11 receive on January 1 of each year an increase equal
12 to the amount by which the minimum District per
13 capita tax increases under the above-mentioned for-
14 mula.

15 Districts collecting revenue or receiving financial
16 assistance shall render semiannual statements of re-
17 ceipts and disbursements to each Local within its ju-
18 risdiction and at the close of each 6 months' period
19 shall forward to the I.P. a complete report on forms
20 provided for that purpose.

Audits

21 SEC. 10. Each District shall semiannually make,
22 and submit to the G.S.T., G.V.P., and each affili-
23 ated Local, on forms furnished by IAM, a copy of
24 an audit of its financial accounts. Districts may
25 employ a bonded certified public accountant to
26 audit or assist the auditing committee in preparing
27 the audit. However, no such accountant shall be
28 permitted to develop bookkeeping procedures in
29 the Districts contrary to provisions of this Consti-
30 tution or policies established by IAM for handling
31 this work.

District Assessments

1 SEC. 11. In case of emergency, Districts may levy
2 assessments upon members of affiliated Locals
3 within their respective jurisdiction.

4 Assessments shall not be levied, however, until the
5 same are approved by a two-thirds vote of all mem-
6 bers in the District in attendance and voting by secret
7 ballot at a summoned meeting of their respective Lo-
8 cals affiliated with the District, of which meeting no-
9 tice has been served to members in writing, by mail or
10 otherwise, at least 7 days before the meeting. In case
11 the vote for assessment is carried by a two-thirds vote
12 and date set for collection, the same shall thereupon
13 become a lawful charge and all members of Locals af-
14 filiated with the District are liable for the assessments,
15 and the same shall be collected as provided in SEC. 1,
16 Art. F. Suitable plans should be arranged by the Dis-
17 trict, whereby the Locals and members are provided
18 with proper receipts for assessments paid.

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

Management, Investment and Disbursement of District Funds or Property

24 SEC. 12. The funds, property or assets of Districts
25 shall not be loaned or appropriated for any other than
26 the legitimate purposes of the IAM.

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

1 deemed necessary by a IAM officer to fully protect
2 such funds, property or assets of the District.

3 District funds shall be invested in such securities
4 or other investments deemed to be in the best inter-
5 ests of the IAM in which a prudent person or a person
6 acting in a fiduciary capacity would invest under the
7 circumstances. Such investments may include United
8 States Government bonds or notes, state and municipi-
9 pal bonds supported by the general income of the
10 state or municipality, Canadian Government bonds,
11 Certificates of Deposit insured by the Federal De-
12 posit Insurance Corporation, corporate stocks, bonds
13 and securities listed on the principal stock exchanges.

Furnishing Copies of Collective Bargaining Agreements

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

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

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

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

Funds and Property of Merged Districts

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

International Control Over Property

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

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

Electronic Meetings and Voting

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

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

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

RULES OF ORDER

For Locals

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

Motion

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

Debate

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

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

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

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

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

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

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

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

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

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

Privilege Questions

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

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

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

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

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

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

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

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

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

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

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

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

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

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

ARTICLE A

ORGANIZATION OF LOCALS

Definition of a Local

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

Who May Obtain Charters

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

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

Restrictions

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

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

5 No application for a charter shall be granted which
6 proposes to separate any Local into 2 or more Locals
7 unless the application has been approved by a called
8 meeting of the Local or Localss in the locality men-
9 tioned in the application.

Charter Requirement

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

Fees

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

Fee for Lapsed or Expelled Members

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

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

Form of Application

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

23 "The undersigned residents of (place) _____,
 24 (State) _____, believing the IAM to be
 25 well calculated to improve our intellectual and social
 26 conditions and promote our economic wellbeing and
 27 advancement, respectfully petition the IAM to grant
 28 us a charter to open a new Local, to be located in
 29 the City (or Town) of _____, County
 30 of _____, State of _____.
 31 We pledge ourselves individually and collectively to

1 be governed by the Constitution, laws, rules and us-
2 ages of the IAM. The Local desires to be recognized
3 as _____.”

Granting Charter

4 SEC. 8. Every such application for a charter shall
5 be forwarded to the G.S.T., who shall submit the
6 same to the I.P. If the application is approved by the
7 I.P., he/she shall cause the charter to be granted and
8 designate a member as the representative of the Inter-
9 national to install the officers and instruct the mem-
10 bers of such Local in the principles, usages and laws
11 of the IAM.

District Affiliation

12 SEC. 9. All Locals shall belong to a District where
13 applicable.

ARTICLE B

LOCAL OFFICERS AND HOW CHOSEN

Designation of Officers

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

Terms of Officers and Vacancies in Office

5 SEC. 2. Officers of a newly organized Local shall
6 hold office until the 1st meeting in January following
7 their election. Thereafter, Locals 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 Local and who
11 concurrently holds a position as a business represen-
12 tative shall be elected for a term of 3 years.

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

Qualifications for Office

20 SEC. 3. Any member in good standing in a Local
21 who is not barred from holding union office by appli-

1 cable civil law or ineligible therefore as provided in
2 this SEC. or elsewhere in this Constitution is quali-
3 fied for election to Local office, provided that such
4 member also meets the requirements of the Local by-
5 laws and provided they are free from indebtedness of
6 any nature to any Local, District, or International;
7 provided, however, that any member whose dues are
8 subject to withholding by his/her employer for pay-
9 ment to his/her Local, District, or International pur-
10 suant to his/her voluntary authorization under a col-
11 lective bargaining agreement shall not be declared in-
12 eligible to be a candidate for office by reason of al-
13 leged delay or default in the payment of such with-
14 held dues, provided further that such member is not
15 otherwise delinquent in payment of dues.

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

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

33 Any member whose dues are subject to withhold-
34 ing by an employer for payment to the Local, pur-

1 suant to his/her authorization therefore as provided in
2 a collective bargaining agreement, shall not be de-
3 clared ineligible to vote or be a candidate for office in
4 the Local by reason of any alleged delay or default in
5 the payment of such withheld dues provided, how-
6 ever, that such member is not otherwise delinquent in
7 payment of dues.

8 Locals may, through their bylaws, provided ap-
9 proval has been granted by the I.P., require a member
10 to attend up to 50% of the regular Local meetings
11 held during the 12-month period ending the date of
12 close of nominations in order to qualify as an officer
13 or delegate. Members who are confined because of
14 verified illness, on vacation, on official IAM business
15 approved by the Local, District, or International,
16 working for an employer on regular or travel assign-
17 ment, or on reserved military leave at the time the
18 Local meeting is held, shall be excused from attend-
19 ing Local meetings.

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

Nomination and Election of Officers

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

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

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

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

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

25 Ballots cast for candidates not nominated in con-
26 formity with these provisions (write-ins) shall not be
27 tabulated. Balloting shall take place in the Local
28 room where regular Local meetings are held, except-
29 ing in those Locals where circumstances require
30 some other arrangement, the Local may, through its
31 bylaws, provide other methods, subject to the ap-
32 proval of the I.P. When, in the I.P.'s sole judgment,
33 extraordinary circumstances so require, the I.P. may
34 review and modify Local election procedures as nec-

1 essary to provide the membership of a Local, not
2 working in a central geographic location, the ability
3 to participate in such election.

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

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

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

Installations

20 SEC. 5. The installation of officers shall take place
21 at the 1st meeting of the Local in January, unless oth-
22 erwise approved by the I.P. The ceremony of installa-
23 tion shall be conducted by an officer or representative
24 of the IAM.

ARTICLE C

DUTIES OF LOCAL OFFICERS

President

1 SEC. 1. The president shall preside at all meetings
2 of the Local; decide all questions or disputes not con-
3 trolled by laws of the IAM; countersign orders and
4 checks properly drawn on or by the S.T.; appoint
5 committees not otherwise provided for; appoint an
6 educator and a communicator; administer the obliga-
7 tion to new members; enforce the laws of the IAM
8 applicable to Locals and members; and perform such
9 other duties as may be required by this Constitution
10 and, in case of a tie, shall cast the deciding vote.

Vice President

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

Recording Secretary

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

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

Secretary-Treasurer

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

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

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

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

16 In reporting people whose membership is cancelled
17 on the rolls, the report shall show whether there are any
18 unpaid fines or District assessments charged against the
19 person's account. Unless the report states otherwise,
20 the cause for such cancellation of membership shall be
21 considered to be the nonpayment of dues and they may
22 be again reinstated as provided for in SEC. 14, Art. I.

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

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

30 S.T.s receiving dues from members working under
31 the jurisdiction of another Local shall immediately
32 notify the secretary of the Local under whose juris-
33 diction the member is working, with full particulars
34 as to name, card number, etc.

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

Transfers

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

9 If a member of a machinists' helpers Local trans-
10 fers and reclassifies as an apprentice in a machinists
11 Local, that fact should be stated in the notice pro-
12 vided for in this Sec.

Monthly Reports to the International

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

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

Auditors

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

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

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

22 A Local may at its discretion employ a certified public
23 accountant to audit or assist the auditing committee in au-
24 diting the books. However, no such accountant shall be
25 permitted to develop bookkeeping procedures in the Local
26 contrary to provisions of this Constitution or policies es-
27 tablished by the International for handling this work.

Trustees

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

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

Conductor-Sentinel

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

Salaries

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

Bonding

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

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

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

ARTICLE D**GOVERNMENT OF LOCALS****Bylaws**

1 SEC. 1. Each Local may adopt its own bylaws,
2 provided that nothing is contained therein which is
3 contrary to the provisions of this Constitution, unlaw-
4 ful, or otherwise threatens the good and welfare of
5 the local. The proposed bylaws of all Locals and all
6 amendments thereafter proposed, except as to time
7 and place of meetings, shall be submitted to the I.P.
8 for examination, correction, and approval before
9 being placed into effect. The I.P. may also on his/her
10 own initiative recall and review bylaws to assure they
11 are in compliance with the requirements of this sec-
12 tion.

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

Parliamentary Laws

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

Regular Meetings and Quorums

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

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

7 Local members shall determine how many mem-
8 bers constitute a quorum governed by the minimum
9 requirements that follow:

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

14 The monthly report of the S.T. to the International
15 for the current month shall be used to set the required
16 quorum minimum for the following month.

Electronic Meetings and Voting

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

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

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

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

Special Meetings

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

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

Order of Business

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

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

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

Local Impression and/or Ink Stamp Seal

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

Illegal Use of Impression and/or Ink Stamp Seal

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

1 without permission from the Local shall be fined,
2 suspended, or expelled, at the option of the Local of
3 which they are members.

Emergency Funds

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

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

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

Management, Investment and Disbursement of Local Funds or Property

21 SEC. 10. The funds, property or assets of Locals
22 shall not be loaned or appropriated for any other than
23 the legitimate purposes of the IAM.

24 Expenditures or contemplated expenditures in vio-
25 lation of this SEC. shall be cause for any action
26 deemed necessary by an International officer to fully
27 protect such funds, property or assets of the Local.

1 Local funds shall be invested in such securities or
2 other investments deemed to be in the best interests
3 of the IAM in which a prudent person or a person act-
4 ing in a fiduciary capacity would invest under the cir-
5 cumstances. Such investments may include United
6 States Government bonds or notes, state and municipi-
7 pal bonds supported by the general income of the
8 state or municipality, Canadian Government bonds,
9 Certificates of Deposit insured by the Federal De-
10 posit Insurance Corporation, corporate stocks, bonds
11 and securities listed on the principal stock exchanges.

Voluntary Donations

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

Funds and Property of Merged Locals

20 SEC. 12. Whenever 2 or more Locals, with Inter-
21 national approval, merge or consolidate, the funds,
22 charter, impression and/or ink stamp seal and work-
23 ing stock of stamps of the Local which is, or the Lo-
24 cals which are, being discontinued shall be sent to the
25 International and any other property and the Local
26 books should be turned over to the Local with which
27 said Local or Locals merge or consolidate. After the
28 accounts of the merged Locals are balanced, such as-

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

International Control Over Property

6 SEC. 13. In case of the revocation of the charter, ex-
7 pulsion, lapsing, or disbanding of any Local for any
8 cause or reason whatsoever, it shall be the duty of the
9 R.S., acting in conjunction with the trustees, to send all
10 funds and property belonging to such Local to the
11 G.S.T. to be held by him/her, intact, for a period of at
12 least 6 months. If within that period application is
13 made therefore by at least 35 members in good stand-
14 ing in that locality, such Local shall, with the approval
15 of the E.C., be reopened and the funds and property re-
16 turned thereto. In the event that such Local is not re-
17 opened, all funds and property shall belong to and be-
18 come the property of the International. In no event
19 shall the International, without its consent, become li-
20 able for the obligations of a Local which has dissolved
21 or been dissolved or has been suspended, merged, dis-
22 banded or has otherwise forfeited its charter.

Communicator

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

Educator

1 SEC. 15. The Local president shall appoint an edu-
2 cator to assist in carrying out the official directives,
3 policies, and programs of the International, and any
4 other education and training programs approved by
5 the International and related to educating and training
6 the Local membership on all issues affecting workers
7 and their families.

ARTICLE E

DUTIES OF LOCALS

Cooperation of Locals

1 SEC. 1. In cities where more than 1 Local exists,
2 delegates from all such Locals should meet at least
3 once a month for the purpose of considering matters
4 affecting the welfare of the IAM, and shall report the
5 results of such meeting to their respective Locals.
6 Every effort shall be made to secure harmonious co-
7 operation among the Locals.

Minimum Wage Scales

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

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

Economics

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

Legislative Committee

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

Relief Committee

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

Affiliation

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

Women's Committee

18 SEC. 7. Each Local shall have a committee of
19 members to be known as the women's committee.
20 This committee shall assist in education, organizing,
21 representation and community outreach on issues
22 which will enhance the representation of women and
23 encourage participation from our sisters in the Local.

Human Rights Committee

1 SEC. 8. Each Local shall have a committee of
2 members to be known as the Human Rights Commit-
3 tee. This committee shall assist in education, organiz-
4 ing, representation and community outreach on is-
5 sues that will enhance the representation of the Local
6 in diversity, equity and inclusion matters.

Veterans' Committee

7 SEC. 9. Each Local shall have a committee of
8 members to be known as the Veterans' Committee.
9 This committee shall work in coordination with the
10 IAM International Veterans' Services Program in
11 identifying, networking and assisting IAM Military
12 Veterans in transitioning from active duty back into
13 civilian life, assist with employment opportunities in
14 IAM represented workplaces and assist with attaining
15 benefits earned during their time of official military
16 service.

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

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

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

ARTICLE G

UNEMPLOYMENT STAMPS

Purpose

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

Eligibility

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

Conditions of Issue

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

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

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

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

13 Members who have received unemployment
14 stamps shall, immediately upon securing employ-
15 ment, report to the S.T., or business representative.
16 Unemployment Stamps shall be issued for a maxi-
17 mum of 12 months, or for the length of time permit-
18 ted by the established right of return or recall, at
19 which time the member may obtain a Retirement
20 card or a Withdrawal Card through the application
21 process.

Violations

22 SEC. 4. Members who violate any of the provi-
23 sions of this Art., or who obtain unemployment
24 stamps by false pretenses or misrepresentations of
25 the facts, shall be guilty of misconduct and subject to
26 charges, trial and penalty therefore as provided in
27 Art. L of this Constitution.

ARTICLE H

RETIRED AND EXEMPT MEMBERS AND LIFE MEMBERSHIP CARDS

Dues for Retired Members

1 SEC. 1. Members who have retired from active em-
2 ployment, or retirees who are active members paying
3 full dues, either with or without pension, may continue
4 to pay full dues, or may be issued a retirement card at a
5 cost of \$15.00 at the time of retirement. Such retire-
6 ment card shall cover all succeeding years. The card is
7 valid as long as the holder also remains on retirement,
8 maintains a valid mailing address on file with the
9 G.S.T., and complies with all applicable provisions of
10 the IAM Constitution. It shall be the responsibility of
11 the retiree to notify the G.S.T. of an address change. If
12 the retiree's address remains invalid for 12 or more
13 months, the retiree will no longer be considered in
14 good standing. Death benefits of members maintaining
15 membership by the use of retirement cards shall be
16 preserved as of the date the first retirement stamp or
17 card was issued, but in no case shall the benefits in-
18 crease, subject to the provisions as set forth in Art. XV.

19 Any member with a retirement card, who returns to
20 active employment, shall immediately notify the S.T.,
21 or business representative and again start paying regu-
22 lar monthly dues. A member who obtains a retirement
23 card by false pretenses or continues to retain his/her
24 retirement card while employed and fails to pay regu-
25 lar dues shall have his/her retirement card cancelled
26 automatically, and the S.T. of the Local shall immedi-
27 ately notify the G.S.T.'s office of the cancellation.

Exemption Cards

1 SEC. 2. Members who have been in continuous
2 good standing for 30 years and have become so af-
3 flicted or disabled as to prevent them from actively
4 working at the trade, or who have been discriminated
5 against for their activities as organizers, business rep-
6 resentatives, or other official work, and are in conse-
7 quence unable to obtain employment, shall upon
8 leaving the trade and upon request therefore be
9 granted an exemption from further payment of dues
10 and assessments, provided they maintain a valid
11 mailing address on file with the G.S.T. It shall be the
12 responsibility of the exempt member to notify the
13 G.S.T. of an address change. If the exempt members'
14 address remains invalid for 12 or more months, the
15 exempt member will no longer be considered in good
16 standing. The issuing of such exemption cards shall
17 not deprive members of accumulated death benefits,
18 subject to the provisions set forth in Art. XV.

50-Year Life Membership Gold Card

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

ARTICLE I

MEMBERSHIP

Eligibility

1 SEC. 1. Any employee engaged or connected with
2 work of the machinists' trade, die sinker, die or tool
3 maker, aerospace workers, electronic workers, auto-
4 mobile, truck, heavy duty equipment mechanic, air-
5 craft machinist or mechanic, airline worker and retail
6 worker and other service workers, professional, pro-
7 duction, service, transportation, office, clerical, tech-
8 nical, welder, specialist, woodworker, health services
9 worker, shipbuilder, machinists' helper, helper-ap-
10 prentice, or apprentice, and all other workers, work-
11 ing in any industry may be admitted to membership
12 upon paying the required fee and assuming the obli-
13 gation of the IAM, and provided further that said ap-
14 plicant does not advocate dual unionism or support
15 movements or organizations inimical to the interests
16 of the IAM or its established laws and policies.

Applications for Membership and Investigations

17 SEC. 2. Every application for membership shall be
18 presented to a Local in writing or by official elec-
19 tronic application and shall state the name, residence,
20 date of birth, occupation and place of employment of
21 the applicant. If a majority of those present consent,
22 the Local may vote upon an application for member-
23 ship at the same meeting at which the applicant is
24 proposed. At the Local's choice, a Local may accept

1 membership without a vote by receipt of a completed
2 membership application and dues check-off card or
3 payment of dues and initiation fee. An application
4 once rejected shall not again be voted on until after
5 the expiration of 6 months.

Initiation and Reinstatement Fees

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

Universal Transfers

15 SEC. 4. When the IAM agrees to a reciprocal trans-
16 fer agreement with another international union, trans-
17 fers shall only become effective when a member's
18 dues in that organization have been paid for the 2
19 months immediately prior to the date of transfer. Ap-
20 plication for transfer into a Local of the IAM must be
21 made within 30 days after accepting employment, and
22 upon presentation of documentary evidence of good
23 standing membership in such union and the payment
24 of a \$15.00 fee plus the current month's dues, the ap-
25 plicant, if qualified and accepted in accordance with
26 the provisions of this Constitution, will be initiated or
27 reinstated into membership without the payment of
28 the customary initiation or reinstatement fee.

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

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

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

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

Obligation by Request

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

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

Commencement of Membership

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

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

Local Dues

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

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

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

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

Reduced Rate of Dues

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

Dues Books or Dues Cards

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

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

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

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

Replacement of Lost or Destroyed Dues Books

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

Transfers

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

1 meeting, provided, however, in cases where members
2 are initiated in Locals where the minimum initiation
3 fee prevails and transfer to a Local where a higher ini-
4 tiation fee prevails, a minimum of 6 months' continu-
5 ous good-standing membership will be required,
6 without which, at the option of the Local involved, the
7 difference in the initiation fee may be collected. The
8 failure of any Local to accept the transfer shall not de-
9 prive the member of good standing in the IAM or
10 right to employment. No accounting of arrearage dues
11 shall be required between Local, but all Local and
12 District special levies then due shall be collected and
13 forwarded to the Local or District which levied the
14 same. Should a dues book or dues card be presented
15 for the transfer of a member with 1 or more months'
16 dues paid in advance, the owner of such book or card
17 shall be entitled to transfer in regular form, and the
18 advanced dues shall remain the property of the Local
19 from which the member transferred. Members pre-
20 senting their dues books or dues cards as prescribed
21 herein shall become members of the Local to which
22 they transfer upon approval of the transfer by the
23 Local. The S.T. shall execute a transfer notice and im-
24 mediately send a copy of the transfer notice to the S.T.
25 Any District experiencing problems with this
26 method of transferring membership funds and/or
27 records may, upon request, be granted needed dispen-
28 sation from the I.P.

Identification Letters Illegal

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

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

Membership Cancelled

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

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

Reinstatement

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

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

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

18 If the membership of the person applying for rein-
19 statement was cancelled for cause other than nonpay-
20 ment of dues, or if there are any unpaid fines, or
21 Local, District, or International special levies, the re-
22 instatement shall not be effected, nor shall the dues
23 book or dues card be issued until said causes are re-
24 moved and the fines and special levies are either re-
25 mitted or paid in full. All applications for reinstate-
26 ment shall then take the usual course.

27 The foregoing provisions shall not apply to people
28 whose membership was cancelled in lapsed, sus-
29 pended, expelled or disbanded Locals. All such peo-
30 ple working in a locality where a Local exists may be
31 reinstated by the International upon making applica-
32 tion therefore and paying the reinstatement fee
33 charged by the nearest Local, which fee shall not be
34 less than the regular monthly dues of the Local. The

- 1 Local shall forward the application for reinstatement,
- 2 together with a fee of \$15.00, to the G.S.T.

Rejected Applications and Expulsions

- 3 SEC. 15. Each Local shall keep for future refer-
- 4 ence a correct list of all people whose membership
- 5 has been cancelled and all applications that have been
- 6 rejected. Expelled people and rejected applicants
- 7 cannot again apply for membership until after the ex-
- 8 piration of 6 months from the date of said expulsion
- 9 or rejection.

Withdrawal Cards

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

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

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

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

Armed Forces Withdrawal Cards

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

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

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

Deposit of Withdrawal Cards

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

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

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

ARTICLE J

MEMBERSHIP CLASSIFICATION

Journeyman/Journeyperson

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

Technician

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

Specialist

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

Machinist's Helper

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

Production Worker

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

Service Worker

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

Apprentice

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

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

Term of Apprenticeship

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

Apprentice Ratio

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

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

Completion of Apprenticeship

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

Reclassification

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

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

ARTICLE K

DUTIES OF MEMBERS

Going to Work in Other Localities

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

Jurisdiction of Locals

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

Overtime

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

Misrepresentation

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

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

Disorderly Conduct

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

Visiting Members

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

Associate Membership

22 SEC. 7. Any people who come under IAM consti-
23 tutional jurisdiction, except those represented by the

1 IAM, or any of its subordinate Locals or Districts,
2 upon complying with the conditions hereinafter set
3 forth, may make application for associate member-
4 ship through the International.

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

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

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

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

1 SEC. 1. The IAM respects the rights and privileges
2 of its members, officers, and representatives and
3 takes these rights very seriously. Accordingly, Art. L
4 contains due process guarantees and safeguards to
5 protect all members, officers, and representatives
6 from false accusations of wrongdoing.

**Improper Conduct of Officers
and Representatives**

7 SEC. 2. The following actions or omissions shall con-
8 stitute misconduct by any officer of a Local, District,
9 council or conference, or by any business representative
10 or representative of a Local or District which shall war-
11 rant a reprimand, removal from office and/or disqualifi-
12 cation from holding office for not more than 5 years (ex-
13 cept as otherwise provided in Art. VII, SEC. 5), suspen-
14 sion from office, or any lesser penalty or any combina-
15 tion of these penalties as the evidence may warrant:
16 Incompetence; negligence or insubordination in
17 the performance of official duties; or failure or re-
18 fusal to perform duties validly assigned.

Improper Conduct of a Member

19 SEC. 3. The following actions or omissions shall
20 constitute misconduct by a member which shall war-

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

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

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

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

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

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

4 Illegal voting or in any way preventing an honest
5 election to fill elective offices, posts or positions in
6 the International or any Local, District, council or
7 conference.

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

Trial of Officers or Representatives

12 SEC. 4. A charge of misconduct may be made
13 against any officer or representative of a Local, Dis-
14 trict, council or conference, by any member in writ-
15 ing within 30 days after knowledge of the most recent
16 charged incident to the proper officer of the body in-
17 volved with a copy of such charges to the I.P. Such
18 charges shall set forth the specific actions or omis-
19 sions allegedly constituting the misconduct. The I.P.
20 may determine that fairness to the accused and the
21 best interests of the IAM require a trial before a spe-
22 cial committee designated by the I.P. for that purpose
23 or before the convention of the International. In the
24 event the I.P. refers the charges to trial before a spe-
25 cial committee or before the convention of the Inter-
26 national, the matter shall be heard and decided in ac-
27 cordance with the following procedures:

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

1 dismissed prior to the hearing if they are not timely
2 filed, if the act complained of does not constitute a
3 violation subject to discipline under the Constitution,
4 or in the absence of evidence sufficient to establish
5 cause for proceeding.

6 If the trial committee finds the charges should be
7 dismissed, it will so advise the I.P., who will then no-
8 tify both plaintiff and defendant. This decision is sub-
9 ject to appeal as provided in SEC. 12 of this Art. If
10 the trial committee decides a formal trial hearing is
11 warranted, both the plaintiff and defendant shall be
12 notified of the specific charges on which they will be
13 tried, and the time and place of the trial, in writing,
14 by registered or certified mail. A trial before a special
15 trial committee shall be conducted in the locality
16 where the offense is alleged to have been committed
17 within 30 days after the mailing of such notice, pro-
18 vided, however, that all parties shall be provided suf-
19 ficient time to prepare their cases. The accused shall
20 be given full opportunity to present evidence and ar-
21 guments to refute the charges, to examine and cross-
22 examine witnesses, and may be represented by an-
23 other member of the IAM, acting 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 In-
31 ternational, the trial shall be referred to and conducted
32 by 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 appeals

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

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

13 If the charges are not tried before a special trial
14 committee or by the International Convention, then
15 the charges will be tried before the Local, District,
16 council or conference of which the accused is an offi-
17 cer or representative in accordance with the trial pro-
18 cedures prescribed in SECs. 6 – 11 of this Art.

Trial of a Member

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

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

1 shall supply a copy to the accused and forthwith pro-
2 ceed to bring the accused to trial under the provisions
3 of SECs. 6 - 11 of this Art., except that the I.P. may,
4 when he/she deems such action necessary in order to
5 provide a fair trial or to protect the best interests of the
6 IAM, direct that the accused be tried either by a spe-
7 cial committee designated for that purpose or by the
8 International convention. In the event the latter proce-
9 dure is adopted, the trial of the charges shall be gov-
10 erned by the provisions of SEC. 4 of this Art.

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

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

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

1 accused to be tried by the International 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 Art.,
6 whenever charges have been preferred against a
7 member, the president of the Local 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 an
11 investigation of the charges and decide whether there
12 is sufficient substance to warrant a trial hearing being
13 held. The arrangement of the conduct of the investi-
14 gation is left to the discretion of the trial committee.

15 If the trial committee decides a trial hearing is war-
16 ranted, the committee shall, within 1 week of its de-
17 termination, notify the member of the charges against
18 him/her and when and where to appear for trial. The
19 time set for trial shall allow the accused a reasonable
20 time (not less than 7 calendar days after notification)
21 to prepare his/her defense. If the trial committee de-
22 cides the charges should be dismissed on the basis of
23 lack of supporting evidence, it will so recommend to
24 the next regular meeting of the Local and the Local
25 shall adopt or reject the trial committee's recommen-
26 dation. If the Local adopts the recommendation, the
27 charges shall stand dismissed subject to appeal of
28 Local decisions as provided in SEC. 12 of this Art. If
29 the Local rejects the committee's recommendation,
30 the trial committee shall proceed to notify the
31 charged member and hold a trial hearing.

Appearance

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

Evidence

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

Trial Procedure

11 SEC. 9.

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

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

Report of Trial Committee

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

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

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

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

Voting on Report

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

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

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

Appeal from Decision of Local or District

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

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

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

Appeal from Decision of I.P.

13 SEC. 13. An appeal may be taken from a decision
14 of the I.P. to the E.C. by any interested party to the
15 proceedings before either the I.P., the Local or Dis-
16 trict. Such appeal must be taken within 30 days of
17 receipt of the I.P.'s decision and shall be made in
18 writing to the G.S.T. The appeal shall set forth in
19 specific detail the grounds therefore and may include
20 any written argument in support of these grounds.
21 The G.S.T. shall also notify the opposing party in
22 charge cases or trial cases of any appeal from the de-
23 cision of the I.P. to the E.C. and shall furnish such
24 party with a copy thereof. The opposing party shall
25 have a period of 15 days in which to file any written
26 argument in opposition to the appeal with the G.S.T.
27 The G.S.T. shall transmit to the E.C. such appeal and
28 any written arguments in opposition thereto, together
29 with the record of the proceedings before the I.P.,
30 and the decision of the E.C. shall be made upon this
31 record and the arguments submitted in connection

1 therewith. No party to the appeal shall have a right to
2 appear in person before the E.C. However, the E.C.,
3 if it deems it necessary or desirable in connection
4 with its consideration of the appeal, may accord such
5 a privilege.

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

Appeal from Decision of E.C.

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

1 G.S.T. shall transmit to such committee the record of
2 the proceedings before the lower tribunals of the
3 IAM, as well as the arguments of the appellant and of
4 the opposition party.

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

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

32 No officer, member, representative, Local, District,
33 or other subordinate body of the IAM shall resort to
34 any court of law or equity or other civil authority for

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

Rights of Member During Appeal

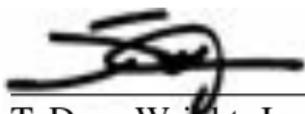
14 SEC. 15. While any member or Local is exercising
15 the right of appeal, the financial standing of such
16 member or Local shall not be impaired by refusal to
17 accept dues or per capita tax until after the E.C. has
18 passed upon the appeal.

Notification to Local and District

19 SEC. 16. Whenever appeals are taken to the I.P.,
20 E.C., a convention of the International or general ref-
21 erendum, the Local or District involved shall be noti-
22 fied immediately.

23 *In accordance with the provisions of SEC. 4, Art.*
24 *XIX, the Committee on Law met for the purpose of*
25 *considering the necessary revisions to the Constitu-*
26 *tion as a result of the propositions adopted by the del-*
27 *legates at the September, 2024, Grand Lodge Conven-*
28 *tion.*

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



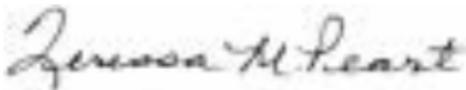
T. Dean Wright, Jr.
Chairperson



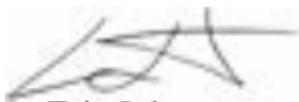
James H. Beno
Secretary



Ryan Haehnlein



Teresa Peart



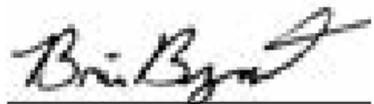
Eric Johnston

COMMITTEE ON LAW

Attest:



Gen. Secretary-Treasurer



International President

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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.

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

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

Revised by the 41st Convention in Sept., 2024 in New York, NY.

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