



CONSTITUTION AND BY-LAWS OF LOCAL 804

TELEVISION AND RADIO BROADCASTING STUDIO EMPLOYEES
OF PHILADELPHIA, PENNSYLVANIA

LOCAL 804 OF THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE
EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED
CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA
AFL-CIO, CLC

ORGANIZED NOVEMBER 1, 1946
CHARTERED NOVEMBER 25, 1946

PLEDGE

I, the undersigned, as a condition of my membership in the International Alliance of Theatrical Stage Employees and moving Picture Machine Operators of the United States and Canada, do solemnly pledge myself to accept and abide by the provisions of this Constitution and By-Laws, as now in force and as hereafter legally amended and hereby express my consent to be governed thereby in the conduct of my trade and in my relationship with the Alliance, I solemnly pledge myself not to resort to legal proceedings against the Alliance for any grievance, but to seek my remedies within the Alliance, and to be bound by the decisions of its lawful tribunals in my case.

Signature of Member

CONSTITUTION

ARTICLE 1

Section 1. Name

This Local Union shall be known as the Television and Broadcasting Studio Employees' Union, Local No. 804, of the International Alliance of Theatrical Employes, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO, CLC. Henceforth to be abbreviated - I.A.T.S.E. Local No. 804.

Section 2. Purposes

To achieve, by organized and mutual endeavor, the improvement of the social and economic conditions of the Radio and Television Broadcasting Studio Employees and those employed under such jurisdiction controlled thereby, to insure the maintenance of a fair rate of wages for services competently rendered, to assure the employment of members of this organization and to secure to ourselves by unity of action such benefits as are rightfully ours, pledging ourselves in all difficulties to accept wise, honorable and conservative mediation, that equity may be maintained.

Section 3. Membership

Eligibility for membership in this Local Union shall be restricted to residents of the United States or Canada.

Section 4. Headquarters

Out of the general funds of this Local Union shall be maintained suitable offices in the City of Philadelphia, State of Pennsylvania to be known as Headquarters I.A.T.S.E. Local No. 804

ARTICLE II**Section 1. Law**

This Constitution and By-Laws shall be the Law of this Local Union subservient only to the Supreme Law of the Constitution and By-Laws of the International Alliance of Theatrical Employes, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO, CLC.

Section 2. Quorum

The lawful business of this Local Union shall be conducted at a Regular Monthly Meeting at which no fewer than ten (10) members shall constitute a quorum.

Section 3. Time and Place of Meeting

The regular monthly meeting shall be held the third week of each month; the President shall designate the time and place. Each member shall receive at least seven (7) days notice in writing prior to the date of meeting. A member may be notified by E-Mail, which will be deemed official notice.

ARTICLE III

Section 1. Elected Officers

There shall be elected to office the following officers of this Local Union: President, Vice President, Business Manager, Financial Secretary (Treasurer), Corresponding Secretary and Recording Secretary. In addition to these, there shall be elected three (3) members to act as Board of Trustees. The one elected member receiving the highest vote shall be declared the Chairman. If the vote is a tie, the President shall have the power to appoint the Chairman.

Section 2. Tenure of Office

All elected officers shall be elected every three years at a regular election and shall continue in office until the election and installation of their successors, acceptance of resignation, or removal by impeachment. All officers may succeed themselves.

Section 3. Eligibility

None but members who have been in continuous good standing for a period of two (2) years immediately preceding the election shall be eligible to any office in this Local. No member shall be elected to office unless present during nominations, or unless his written consent to be a candidate is filed with the Secretary, at the time of nominations.

Section 4. Election

The President shall appoint an election Judge and two (2) tellers, none of whom shall be candidates.

Nominations to office shall take place at the regular meeting of April.

Members shall be notified by mail of the date, time and place of the meeting at which nominations are to be taken at least fifteen (15) days in advance of such meeting. Such notice shall also state the Offices to be filled by election and the manner in which nominations are to be received and be mailed to the member's last known address. A quorum at the nominations meeting is not required to proceed with nominations.

No member shall be nominated nor elected to more than one office in this Local Union. Balloting will be by mail as set forth in Section 6 of this article. All ballots will be in the Union office by 7:00 P.M. of the day of the regular May meeting. All members shall be notified in writing at least twenty days (20) prior to election. The officers elected shall be installed at the regular meeting in September and shall subscribe and assent to the required pledge before entering upon the duties of their office. No write-in ballots shall be permitted.

Section 5. Delegates to the Convention

The President, Vice-President and the Business Agent will be the accredited delegates to the International Convention by virtue of their election to office. If one of the above officers is unable to attend, the Financial Secretary-Treasurer will be the alternate delegate by virtue of his or election to office. The District Convention delegates will be elected at the February meeting.

Furthermore, nominations and ballots that are mailed to members must include a statement that these officers, if elected, will serve as Delegates by virtue of their office

Section 6. Balloting

Balloting will be by secret mail ballot and in accordance with the U.S. Office of Labor - Management Standards (OMS) requirements concerning "Electing Local Union officers by Mail". See Department of Labor pamphlet (DOL). All members will receive one official ballot and one unmarked envelope at least twenty (20) days before an election. All ballots must be received at the office of the Local by the time and date set by the Executive Board. Ballots must be marked and placed in unmarked envelopes provided, and this envelope must be sealed. This unmarked, sealed envelope will then be placed in another envelope with the member's name and return address on it. This envelope will be addressed to Election, Local 804, (address of Local Union Office). At the time and date set by the Executive Board, the Election Judge and two (2) tellers will open and count the ballots. Any member in good standing can be present at the time of opening and counting of the ballots.

ARTICLE IV**Section 1. President**

The President shall preside at all meetings of this Local and all meetings of the Executive Board. He/She shall at all times conduct these meetings in accordance with this Constitution and By-Laws and with parliamentary procedure as set forth in Roberts Rules of Order. In the absence of a specific law to govern a given condition, the President shall decide the matter. In a spirit of fairness and equity, such ruling shall be enforced until the next regular meeting unless changed by the Executive Board previous to the regular meeting. He/She shall see that all officers perform their duties as prescribed by the Constitution and By-Laws and shall be ex-officio of all committees.

He/She shall, with the consent of the Executive Board, use all moral and financial aid in enforcing the rules, wage scale, and conditions of Local 804.

He/She shall appoint the majority members of all committees unless otherwise instructed by the Union.

If a vacancy should occur during the term of any office of this Union, the President shall have the power to appoint a member in good standing in his place for the balance of the term.

The President shall receive \$100.00 per month for regular expenses.

Section 2. Vice President

The Vice President, together with the President, Business Manager, the Financial Secretary, Corresponding Secretary, Recording Secretary, Board of Trustees and the Shop Stewards shall comprise the Executive Board of this Local Union. In the absence of the President, the Vice President shall preside at the meetings. The Vice-President shall receive \$100.00 per month for regular expenses.

Section 3. Business Manager

The Business Manager shall be the business representative of this Local Union. It shall be his/her duty to investigate all controversies and to use all legal means to procure employment for the members of this Local. He/She shall give to this Union and the Executive Board a statement of all violations of the rules of this Union by any of its members. He/She shall perform such duties as ordered by the Executive Board between meetings. He/She shall have full charge of the office of this Union but at all times under the supervision of the Executive Board. He/She shall have the power to call upon any member of this Local Union to assist him.

The Business Manager shall receive \$100.00 per month for regular expense

ARTICLE IV

Section 4. Financial Secretary-Treasurer

It shall be the duty of the Financial Secretary-Treasurer to handle the funds and other property of this Union, to keep a true and accurate record of income and disbursements and all assets and liabilities of this Local Union. He/She shall deposit all money of this Local in a bank approved by the Executive Board and shall be subject to checks signed by himself/herself and the Chairman of the Board of Trustees. He/She shall collect, with whatever assistance he/she may require, all dues, fines and assessments from the members of this Local properly owing.

He/She shall make a quarterly report at a regular monthly meeting at which time he/she shall read the names of all delinquent members together with the account of their delinquency. He/She shall make available to the Board of Trustees all books and papers in his possession pertaining to the financial status of this Local Union that they may each make an audit of the finances of the Local annually. At the end of his elected period an audit of books shall be made by a Certified Public Accountant. Within thirty(30)days after his election to office the Financial Secretary-Treasurer shall procure a bond for the faithful discharge of his duties of a corporate surety company in an amount to be set by the Executive Board to be not less than 10% of the funds handled by him

or his predecessor during the preceding fiscal year. This bond shall be delivered to the Board of Trustees. The Financial Secretary-Treasurer shall receive \$100.00 per month for regular expenses.

Section 5.

Recording-Corresponding Secretary

It shall be the duty of the Recording / Corresponding Secretary to attend all meetings of this Local Union and of the Executive Board and to keep minutes of those meetings. It shall also be the responsibility of the Recording / Corresponding Secretary to write all correspondence of this Local Union and keep copies of the same. He shall keep the Seal in his possession and use it only as directed by the Executive Board or the President. It shall be his duty to notify all members of the Local by mail or e-mail of the time and place of each regular monthly meeting as designated by the President. Each member shall receive this written notice not less than seven (7) days prior to the time of the meeting. The Recording / Corresponding Secretary shall have ballots printed with the emblem of this Local and the names of the candidates arranged in alphabetical order, one ballot to be delivered to each member and the Seal of this organization placed on the ballot.

The Recording / Corresponding Secretary shall receive \$100.00 per month for regular expenses.

Section 6. Executive Board

The Executive Board shall decide upon all matters referred to it by this Local Union or affecting this Local Union in any way and their decision shall be binding unless reversed by a majority vote at a regular monthly meeting of this Local Union. The Executive Board shall act as a trial board of this Local unless the member wishes to be tried at an open meeting. The Executive Board shall meet at least once a month and such other times as called by the President. Majority of members of the Board shall have the power to call an Executive Board meeting. All members of the Board are to be notified in advance of such meeting.

Section 7. Board of Trustees

The Board of Trustees shall see that proper title is procured to all physical properties purchased with Union funds.

The books of the Union must be audited every year by the Board of Trustees, who shall deliver a detailed report made by a Certified Public Accountant at the next regular meeting. The Chairman of the Board of Trustees shall, with the Financial Secretary-Treasurer, sign all checks that are ordered paid by this Union and shall be bonded as may be required by law.

The Board of Trustees shall conduct all secret balloting of: Constitution and By-Laws amendments.

Section 8. Shop Stewards

There shall be an election for six (6) Shop Stewards. These elections shall be held in each Shop respectively for (1) Shop Steward. The Shops being: KYW-TV Program Department, KYW-TV Technical Department, KYW-TV News Department, WPVI-TV Program Department, WPVI-TV Technical Department and WCAU-TV Shop.

These nominations and elections shall be held in December and elected Shop Stewards will take office January 1st for a three (3) year period.

In the event that the office of Shop Steward shall become vacant for any reason, the President shall have the power to appoint a new Steward from the respective unit to fill the unexpired term.

Shop Stewards shall receive \$75.00 per month for regular expenses.

Section 9. Delegates to Central Labor Union

The Delegates shall attend meetings of the Central Labor Union and report to regular meetings of this Local.

Section 10. Delegates to International Convention

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

Section 11.

After trial, any elected officer who is absent from three (3) consecutive meetings shall automatically be removed from office unless excused by the President for legitimate reasons.

Section 12. Compensation of Officers

Designated officers with fixed compensation shall not have such compensation reduced during the term of office. Any proposed increase during the term of office of the compensation so fixed shall require a two-thirds (2/3) favorable vote by secret ballot of the members present at a special meeting.

Union Officers will be compensated at a rate of \$45.00 per hour for representing the Union in matters that require additional attention over their regular duties. All such compensation must be approved by the e-board

ARTICLE V**Section 1. Qualifications for Membership**

In addition to the requirements of Article 1, Section 3 of this Constitution, any person applying for membership in this Local Union must be of good moral character and reputation and must be of legal age to engage in employment.

Section 2. Application for Membership

Every application for membership must be made upon the official printed form supplied by the Local. Each application must bear the signature of the applicant and must be accompanied by the IATSE "International" Processing Fee, which will be returned if the application is rejected. The application shall first be referred to the General Secretary-Treasurer of the International Alliance for approval and if such approval is withheld, no further action shall be taken on the application.

If approved by the Secretary-Treasurer of the International Alliance, the application shall then be referred to the Executive Board of the Local that shall make inquiry as to the applicant's qualifications and reports it's findings at the next regular meeting. If found eligible for membership, the application shall be proposed for admission at the same regular meeting. The applicant shall not be present when his or her name is proposed. Open discussion shall be permitted and the application shall be voted upon.

A majority vote of the members present shall be required for acceptance of the applicant.

Any applicant who is guilty of making false statements upon the application shall, if he or she is admitted to membership, be expelled upon conviction and shall thereafter be denied admission to membership in this Local. Any Initiation Fee paid by such member shall be forfeited upon expulsion.

Section 3. Pledge Card

Each applicant shall subscribe to, assent to, and sign the Pledge for membership in this Local and the International Alliance.

Section 4. Withdrawal Cards

In accordance with Article Nineteen, Section 18 of the International Constitution and By-Laws, any member of this Local Union who wishes to withdraw from membership shall make a written request to the Secretary, same to be read at a regular monthly meeting and if said member is in good standing and not under charges it shall be mandatory that his request be granted

Section 5. Reinstatements or Readmission of Members

All readmissions of members who were honorably withdrawn from membership shall be admitted in accordance with Article Nineteen, Section 18 of the International Constitution and By-Laws.

Any member who was expelled from membership may only be re-admitted/re-instated in accordance with the International Constitution and By-Laws, Article Twenty-One, Section 14.

Section 6. Members of Affiliated Unions

Any member of another Local Union of this Alliance wishing to become a member of this Union shall present his application as a new member together with an honorable withdrawal or transfer card from the Union of which he was a member.

ARTICLE VI**Section 1. Dues**

- A. Dues will be payable on a quarterly basis with the first three months of the year January, February, March being the 1st. quarter, April, May, June the 2nd. Quarter, July, August, September the 3rd. quarter and October, November and December the 4th. Quarter.
- B. For members working under a Contract as full-time employees the dues rate is Fourteen and one half percent (14½%) of a member's current regular weekly base earnings per quarter. [E.g.: \$1000 (per week) *0.145=\$125.00 (per quarter)]. All remittances are to be made by check or money order to Local 804, I.A.T.S.E. Member's checks that do not clear will be charged a thirty-dollar (\$30.00) service charge.
- C. For all other members the dues payable quarterly shall be the greater of the Annual Per Capita Tax assessment plus eight dollars (\$8.00) or twelve and one-half percent (12.5%) of the member's basic weekly earnings
- For all other members the dues payable quarterly shall be the greater of the Annual Per Capita Tax assessment plus eight dollars (\$8.00) or fourteen and one-half percent (14.5%) of the member's basic weekly earning
- D. All dues are payable on the first day of the quarter.
- All members are responsible for the prompt payment of dues within the first month of each quarter. If a member does not pay within the first month of the quarter, a fine of ten (10) dollars will be levied for each month the dues are in arrears, also any members in arrears for two quarters will be considered "not in good standing" by this Local.

Any member "not in good standing" will be sent a letter by the Financial Secretary stating the amount of the delinquency and be summoned to appear before the Executive Board at the next meeting. If the member does not pay his/her arrears before or at that meeting, he/she will be suspended for non-payment of dues and his/her employer will be notified the former member is no longer eligible for employment under the terms of our contracts with union security provisions.

In case of extreme hardship, the Executive Board can, at its discretion, waive all fines and penalties.

All Remittances are to be made payable to Local 804, I.A.T.S.E.

- E.** The Financial Secretary-Treasurer will notify members working Per Diem under Dues Check-off if they do not meet the minimum quarterly obligation and they shall have thirty (30) days after that notification to remit payment.

Any member who owes monies to the Local Union after thirty(30) days will be considered delinquent and will be sent a certified letter asking that member to pay the amounts owed. If the member does not pay within thirty(30) days after receiving notice, that member will be suspended and a letter will be sent to the employer asking that person to be terminated from employment.

If a member has a hardship, he/she may request the Executive Board, at its discretion, to agree to a payment plan.

ARTICLE VI**Section 2: Assessments**

If at any time the Executive Board deems it necessary to acquire additional special revenue, for the best interest of the Union, in either regular or special meeting, giving the members twenty (20) days' notice, and if carried by a two-thirds majority of those members present, and voting by secret ballot it shall be binding upon the membership of this Union.

Section 3. Investments

The Financial Secretary-Treasurer and the Chairperson of the Board of Trustees, subject to the approval of the Executive Board, shall be permitted to invest the surplus money of this Union in first class United States Government Bonds or No-Load mutual funds that invest in government securities. Savings can also be invested in any government insured financial institution.

No member of the Local shall be permitted to profit in any way due to the placement of any investment, such as a finder's fee or commission. If such a fee is customary it should revert to the general fund of the Local.

Section 4. Initiation Fees

An Initiation Fee of seven hundred dollars (\$700.00) shall be charged to all new members.

An Initiation Fee of Two Hundred and Fifty Dollars dollars (\$250.00) shall be charged to new members of a new bargaining unit.

The fee schedule for payment of the Initiation Fee will be as follows:

Payment 1 - Three hundred dollars (\$300.00) within thirty days of the date of hire. This payment must be accompanied by an application for membership. It is understood that added to this

Payment will be any application fee(s) as charged by the International Union.

Payment 2 - Two hundred dollars (\$200.00) within sixty (60) days of the date of hire.

Payment 3 - Two hundred dollars (\$200.00) within ninety (90) days of the date of hire.

The Financial Secretary-Treasurer and President shall have the power to extend the period of time for payment of the Initiation Fee at his/her discretion, but the total of payment will not exceed more than four months (120 days) from the date of hire.

The Initiation Fee must be paid in full with ninety (90) days of the new member's hire date.

Any member who owes monies to the Local Union after ninety (90) days will be considered delinquent and will be sent a certified letter asking that member to pay the amounts owed. If the member does not pay within thirty (30) days after receiving the notice, that member will be suspended and a letter sent to the employer asking that person to be terminated from employment

If a member has a hardship, he/she must appear before the Executive Board, who at their discretion may extend the payment term for a maximum of ninety (90) days.

Section 5. Special Assessment

Any cash awards made as a result of a grievance or arbitration settlement are subject to an assessment of up to twenty-five percent (25%) as the Executive Board may see fit. This assessment is to help defray expenses. This assessment will not be made in cases involving basic salary.

ARTICLE VII

Section 1. Good Standing

All members of Local 804, who are in good standing, shall enjoy all rights, privileges, and benefits of this Constitution and By-laws.

The term "In Good Standing" as used in this Constitution and By-Laws shall be construed to mean as follows:

A. Quarterly dues paid in full including current quarter not later than thirty (30) days of same.

B. All Initiation Fees, fines or any other money legally charged against them shall be paid.

ARTICLE VIII

Impeachment of Officers

Impeachment of officers shall be in accordance with Article Sixteen of the International Constitution and By-Laws.

ARTICLE IX

Discipline of Members

Charges, trials, discipline and appeals shall conform to the provisions of Article Sixteen of in the International Constitution and By-Laws.

ARTICLE X

Actions or Suits

No member shall bring any action at law or equity against this Local without first availing themselves of the reasonable internal remedies under this Constitution and By-Laws and the Constitution and By-Laws of the International

ARTICLE XI

Any member of this Local Union who shall fail to comply with any article or Articles of this Constitution and By-Laws shall be liable to suspension.

ARTICLE XII**Permanency**

This Local Union shall not be dissolved itself while there are seven

(7) Dissenting members.

ARTICLE XIII**Altering or Amending the Constitution**

Alterations or amendments to this Constitution shall be made by a written resolution submitted by a member in good standing to the Executive Board who must see that copies of said resolution are promptly sent to all members. Voting by secret mail ballot at a time and date set by the Executive Board as described in Article III, Section 6. There should be an interval of at least twenty (20) days between reception of copies by the members and voting date. A majority of all votes will decide final acceptance or rejection of the resolution. No alteration or amendment shall go into effect until endorsed by the International President.

BY-LAWS**Section 1. Working with Non-Union Operators**

Any member working with a non-union operator shall report same to the Business Agent within 24 hours under a penalty of \$50.00 fine.

Section 2. Dishonesty or Drunkenness

Any member of this Union may be summarily dismissed from his position upon being proven guilty of dishonesty or drunkenness and thereupon be fined no less than \$50.00.

Section 3. Radical Demands and Grievances

Any member or members of this Union who shall take action of any kind whatsoever whether to strike or make radical demands upon their employers for their wages or redress of grievances, must first report the same to the Executive Board for their approval and sanction. Penalty for noncompliance shall subject the offending member to a fine of not less than one days base rate of pay.

Section 4. Members of Committees

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

Section 5. Misappropriation

Any officer or member of this Union who shall misappropriate the funds of this Union shall be fined double the misappropriation or can be expelled at the option of the Union. He shall not be permitted to hold an elected or appointed office for a period of five (5) years.

Section 6. Summons

Any member of the Union who is summoned to appear at a regular meeting of this Union, the Executive Board or a legally appointed committee and fails to appear, after receiving at least 48 hours notice of same shall be penalized to such extent as the body may see fit.

Section 7. Settlement of Difficulties

Any trouble that may arise in a station, or any strike that may be premeditated, must first be submitted to the Executive Board: then, if the said Board fails to adjust the difficulty, the Union may act, and whatever two-thirds of the members present agree upon all members must be guided by, provided that such action is with the approval and endorsement of the International Alliance.

Section 8. Address of Members

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

Section 9. Donation of Services

No member of this Union shall be permitted to donate his services gratis except by permission of the Executive Board, under penalty of a fine equivalent to the amount called for in the Local Wage Scale for that particular work.

Section 10. Meetings

Regular meetings of this Local shall be held the third week of each month. The exact time to be determined by the President. All members to be properly notified of same.

The regular meetings of this Union for July, August and December will be suspended.

Special meetings shall be called by no less than twenty (20) members and no business, other than for which the meeting is primarily called, shall be conducted.

The Executive Board, as well as the President, of this Union shall also have the power to call special meetings.

Section 11. Refusing to Cover Positions

Any member who has signed the out-of-work list, thus signifying his intention to accept a position, who shall refuse to go on a position after being instructed to do so by the Business Agent, shall have his/her name removed to the bottom of the out-of-work list. It shall be mandatory for the Business Agent to report violations of this Section.

Section 12. Conduct Unbecoming A Member

Conduct unbecoming a member of this Union or that which is contrary to trade unionism, or that which would bring discredit to this organization, shall be construed as conduct unbecoming a member and when properly brought before this body, at a regular meeting, the member, or members, shall be liable to such penalty as the body may see fit.

BY-LAWS**RULES OF ORDER**

1. Opening of the Meeting
2. Roll Call of Officers
3. Reading of the Minutes of Previous Meeting.
4. Treasurers Report
5. Reading of Communications and Bills.
6. Propositions of Candidates.
7. Reports of Committee on Candidates.
8. Balloting for Candidates.
9. Obligation (or Initiation) of Candidates.
10. Recess for Payment of Dues, etc.
11. Reports of Committees.
12. Unfinished Business.
13. New Business.
14. Good and Welfare.
15. Announcement of Receipts of the Meeting.
16. Closing of the Meeting.

STANDING RULES

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

6. A motion to reconsider any former motion or vote shall only be made and seconded by members who voted in the majority.
7. When the reading of any paper is called for and objected to, the question shall be decided by vote
8. A division of this Union shall be taken on any question and recorded at the request of five members.
9. When members speak they shall rise and address the presiding officer, confining themselves strictly to the merits of the question under consideration. A member shall not be interrupted while speaking, unless by the presiding officer, who may call to order, or admonish to a closer adherence to the subject, and to avoid all personalities. Nor shall a member be allowed to speak more than twice on the same subject without the permission of the presiding officer. When two or more members rise at once, the presiding officer shall decide who shall speak first.
10. On the call of a member for the previous question the President shall put it in this form: "Shall the question be now put?" and until this is decided it shall preclude all amendments to the main question and further debate shall cease.

Notes:



**International Alliance of Theatrical and Stage Employees
Local 804 Philadelphia Pa.**