

CONSTITUTION

AND

BY-LAWS

**Mid-Atlantic Studio Mechanics and Broadcast Technicians
Local No. 487**

International Alliance of Theatrical Stage Employees,
Moving Picture Technicians, Artists and Allied Crafts
Of The United States, Its Territories and Canada

Printed 14 January 2022

PLEDGE

I, THE UNDERSIGNED, AS A CONDITION OF MY MEMBERSHIP IN THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES, 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.

Dated _____

Signature of Member

City and State _____

Local Number _____

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- CONSTITUTION -

I.A.T.S.E. Local No. 487

ARTICLE ONE

Name, Affiliation and Jurisdiction

Section 1. The name of this organization shall be the Mid-Atlantic Studio Mechanics and Broadcast Technicians Local Union No. 487, International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories, and Canada. AFL-CIO (hereinafter called the "Local").

Section 2. This Local has been established and exists by virtue of a charter issued by the IATSE, (hereinafter called the "Alliance" or "International") and pursuant to the Constitution and By-Laws of the International.

Section 3. Jurisdiction of this Local shall embrace the jurisdiction set forth in the charter granted by the International, VIZ; Maryland, Washington, D.C., Delaware (West of Route 13), Virginia.

ARTICLE TWO

Objectives

Section 1. This Local is dedicated to the principles of trade unionism. Its objectives are to unite all workers within its jurisdiction for the following purposes:

- A. To improve their wages and hours of work, to increase their job security and to better their working conditions.
- B. To advance their economic, social and cultural interests.
- C. To establish peaceful and harmonious relations between its members and their employers, and to increase the stability of the industry.
- D. To assure full employment.
- E. To promote and support democracy and free trade unionism.
- F. To engage in such other activities as may be necessary or proper to strengthen the labor movement and to extend the process of collective bargaining throughout all trades and industries.

Section 2. This Local shall endeavor to accomplish the foregoing purposes by organizing the unorganized, educating its membership, negotiating collective bargaining agreements with

employers, securing progressive legislation and by all other appropriate means within the International.

ARTICLE THREE

Membership

Section 1. QUALIFICATIONS FOR MEMBERSHIP

No person shall be eligible to membership or to retain membership in this Local who shall be a member of any organization having for its aim or purpose the overthrow, by force, of the Constitution and Government of the United States or Canada.

Any member who shall, upon trial, be found to lack any of the qualifications for membership in this Local, shall forthwith be expelled and shall surrender all rights and privileges as such member, including death benefits and other property rights, if any, in the assets of this union; and no member, so expelled, shall ever be eligible to reinstatement thereafter.

Any person applying for membership in this Local must be of good moral character and reputation, and unless waived by the International for proper cause upon application by the Local, must have been a resident within its jurisdiction for at least eighteen months preceding their application.

Such applicant shall be of legal age to engage in gainful employment within the jurisdiction of this Local.

There shall be no discrimination against any person in respect to membership in this Local by reason of race, color, creed, ethnicity, national origin, sex or age, marital status, sexual orientation, gender identity, pregnancy, childbirth, medical related condition, weight, immigration status or disability.

Section 2. APPLICATION FOR MEMBERSHIP

Requests for applications for membership must be in writing to the Local and every application for membership must be made in duplicate upon the official printed form supplied by the International to Local No. 487.

The Local may at its option approve prospective members subject to a favorable endorsement by the General Secretary-Treasurer of the Alliance and if the endorsement is refused the application shall be rejected.

Each application blank must be accompanied by the initiation fee of one thousand dollars (\$1,000.00) (to be returned if application is rejected) and such non-returnable processing fees as may be determined by the International Office. Applicant has the right to request time payment subject to approval of the body at a regular membership meeting. (Terms: Three hundred dollars (\$300.00) initial down payment with 12 months to pay the balance of seven hundred dollars

(\$700.00) payable in four (4) quarterly payments or one hundred seventy-five dollars (\$175.00) each.)

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

Section 3. EXAMINATION OF APPLICANTS

Every applicant for membership may, at the option of the Local Union, be required to pass a satisfactory examination as to their competency and qualifications. Such examination if given, must be before a Board of Examiners selected by the Local Union and the examination must be uniform as to all applicants to such Local Union.

Section 4. CLASSIFICATION OF MEMBERSHIP

There shall be two classifications of membership; Studio Mechanic and Broadcast Technician. Prospective members shall designate their classification upon submission of their application.

Section 5. - MEMBERSHIP REQUIREMENTS

Along with the required Application, Authorization for Representation, Authorization for Work Dues Deduction, Information Sheet and Benefit Funds Census Card Applicants must provide the following documentation:

1. Proof of Residency

Provide copies of Proof of Residency within the Local 487 geographical jurisdiction (Maryland, Virginia, Washington, D.C. and Delaware, West of Rt 13.). The three required documents to verify residency are the following:

- a. A valid Driver's License or State ID from a state in the jurisdiction of Local 487
 - b. A utility (gas, electric, phone, cable, internet) or credit card bill or bank statement issued within 60 days of the application with the Applicant's name and local address on it.
 - c. AND ONE of the following three documents:
 1. Voter Registration Card
 2. A renter's lease of verifiable note with contact information from a property owner proving residence at a property in the jurisdiction of Local 487
 3. Homeownership documents for a property within the jurisdiction
2. A verifiable resume with a minimum of two listed references with contact information.

Applicants will be processed once:

1. All required completed documents must be received to be considered by the Executive Board at its regular monthly meetings.
2. Once complete, the Applicant's paperwork will be reviewed by the Executive Board for recommendation to the Membership, and then voted on by the General Membership.
3. An Applicant's documents will not be considered complete and eligible for review by the Executive Board and Membership until the Applicant has completed any Craft entrance examination required of New Applicants.

ARTICLE FOUR

Headquarters

The headquarters and main office of this Local shall be within the Greater Metropolitan Baltimore area at such place as may be designated by the Local.

ARTICLE FIVE

Government

Section 1. SUPREME LAW

The International Constitution and By-Laws, as well as this Constitution and By-Laws, shall be the supreme law of this Local.

Section 2. MEMBERSHIP MEETINGS

Regular meetings shall be held once each month on a date and time to be determined to be in the best interest of the membership. At least 15 days notice will be given via regular mail, email and on the Local 487 website as to date, time, place and agenda.

These regular monthly meetings shall be held in the geographical regions, listed below, in the following order.

Maryland, D.C., Virginia (north of Fredericksburg), Western Delaware-
January, March, May, July, September November
Virginia -
February, April, June, August, October, December

For the purposes of a quorum of 15 (fifteen) members in good standing are required to open and continue a meeting for the transaction of lawful business.

Special meetings shall be called by the President on petition of no less than the amount of members required for a quorum at a regular meeting. No business, other than that for which such meeting was called, shall be conducted thereat.

A majority of the Executive Board as well as the President shall also have the power to call special meetings.

Reasonable written notice shall be given for a Special Meeting.

Section 3. EXECUTIVE BOARD MEETINGS

The Executive Board shall meet before each General Membership Meeting and at such other times as called by the President. A majority of the members of the Board shall have the power to call an Executive Board Meeting. All members of the Board shall be notified in advance of such meeting. A majority of the members of the Executive Board shall constitute a quorum.

Section 4. VIDEO AND/OR AUDIO CONFERENCING OF MEETINGS (MEMBERSHIPS, E-BOARD, COMMITTEES, ETC.)

Meetings may be linked by video and/or audio conference. In the event of technical interruption (loss of video and/or audio connection between venues), the presiding officer will allow a reasonable amount of time for reconnection. If reconnection has failed after a reasonable amount of time is given, the regular order of business will continue at the presiding officer's location as long as a quorum is still maintained.

ARTICLE SIX

Nomination and Election of Officers

Section 1. ELECTED OFFICERS AND ELIGIBILITY

There shall be elected to office the following officers, viz.:

President	- Localwide Nomination and Election
Vice Presidents	- Regional Nomination and Localwide Election
Business Manager	- Localwide Nomination and Election
Secretary-Treasurer	- Localwide Nomination and Election

Each region shall be represented by a Vice-President nominated from such region and elected Localwide.

Each region shall be entitled to one Vice-President

The Vice-Presidents must be residents of the region of nomination. Regions within the geographical jurisdiction of Local 487 are delineated as outlined in Article Five, Section Two.

Regional/Broadcast Executive Board Members- Regional Nomination and Regional Election/ Broadcast Technicians

Each region shall be represented by two Regional Executive Board Members, nominated and elected from such region.

The Broadcast Technicians shall be represented by one (1) Executive Board Member, nominated and elected by Broadcast Technicians only.

The Regional Members of the Executive Board shall be residents of the region of nomination and the Broadcast Representative shall be a Broadcast Technician.

Executive Board - To consist of President, (2) Vice Presidents, Business Manager, Secretary-Treasurer, and the Regional & Broadcast Executive Board members.

Board of Trustees - Localwide Nomination and Election

Board of Trustees shall consist of three members, the one receiving the highest vote in the election to be declared the Chairman. If the vote is a tie, the President shall have the power to appoint the Chairman.

Delegates to the International Convention and Other I.A.T.S.E. Assemblies

- The Business Manager by virtue of office shall be the first Delegate, the President by virtue of office shall be the second Delegate and the Secretary-Treasurer by virtue of office the third Delegate.

Additional Delegates - Localwide Nomination and Election

AFL-CIO Delegates - Appointed by President

To be eligible for office, other than as a Delegate, a person must have been a member in continuous good standing in this Local for a period of two (2) years and who is not disqualified from holding office under any applicable Governmental Law.

Any member in good standing of this Local shall be eligible to serve as a Delegate. The Business Manager, the President and Secretary-Treasurer shall automatically by virtue of their office be Delegates to International and District Conventions.

The above named officers shall not be eligible to hold more than one elective office (except in the absence of any officer, a member of the Executive Board shall be permitted to serve pro tem) the office of Delegate excluded.

Section 2. NOMINATIONS

All nominations must be made at the regularly scheduled meeting in the month of March of the election year.

Members shall be notified of the date, time, and place of the meeting at which the 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 the nominations are to be received. A quorum at the nomination meeting is not required to proceed with nominations.

Nomination may be made from the floor at the regular March meeting. Additionally, members names may be placed in nomination by members in good standing by certified mail or by hand received by the Secretary-Treasurer prior to the opening of nominations.

If nominated for an office, a member shall be required prior to the close of nominations for such office, to accept or decline the nomination in person or by a letter of intent.

After nominations have closed the President shall appoint a judge and two (2) tellers, none of whom shall be candidates, to have charge of the proper conduct of the election.

Section 3. ELECTIONS

Election of officers will be held every three (3) years by secret ballot as soon as practical after nominations. Delivering secret ballots not later than fifteen (15) days before the Election.

All candidates will be listed on the ballot under the heading of the office for which they are nominated. The order of the listing shall be alphabetical.

Only those members duly nominated shall be candidates for office: write-in votes shall not be counted.

If there is only one candidate for any office, the Secretary-Treasurer shall cast a unanimous ballot for that candidate and same shall dispense with the requirement of a secret ballot vote for that office.

The candidates receiving the highest number of votes shall be declared elected. In the event two or more candidates are tied for election, a runoff election shall be conducted.

Section 4. CANDIDATES

The candidates for election will each be permitted to appoint one (1) watcher. These watchers are to serve without compensation.

All reasonable requests of any candidate to distribute campaign literature by mail or otherwise, at the candidate's own expense, to the members in good standing shall be honored.

Every candidate shall have the right once within thirty (30) days prior to the election to inspect (but not to copy) a list containing the names and last known addresses of all members of this Local.

Section 5. METHOD OF ELECTION

Balloting shall be by secret electronic pursuant to the rules of the LMRDA and the Department of Labor and funds shall be provided for this from the general fund.

The eligibility of members to vote must be verified, by a paid-up current Union Card before the start of tallying the Ballots.

Counting of ballots shall take place the day of the election or the following workday. The results of the election shall not be made known to anyone prior to the proper order of business at the regular April membership meeting, or any regular membership meeting after a by-election has taken place.

Section 6. INSTALLATION OF OFFICERS

Installation of officers shall take place at the regular May meeting of the election year immediately following the disposition of the minutes of the previous meeting and announcement of the election results. All said officers shall subscribe and assent to the required pledge before entering upon the duties of their office.

Elected officers shall continue in office until the election and installation of their successors, acceptance of resignations or removal by impeachment.

ARTICLE SEVEN

Duties and Compensation of Officers

Section 1. PRESIDENT

The President shall work in conjunction with and under the direction of the Executive Board of this Union.

The President shall see that all officers perform their duties as prescribed by the Constitution and By-Laws and shall be a member ex-officio of all committees.

The President shall do all other things necessary to the proper and efficient conduct of the office and the promotion of the welfare of this Union. The President shall, with the consent of the Executive Board, use all moral and financial aid in enforcing the rules, wage scales and conditions of this Local.

If a vacancy should occur during the term of any officer of this Union, the President shall have the power to appoint a member in good standing to fill the vacancy temporarily until the vacancy shall have been filled by the membership at a by-election. However, if a vacancy occurs within six (6) months of the triennial nomination, the President shall fill the vacancy, by appointment, for the remainder of the term vacated.

In the event a vacancy occurs in the office of the President, a Vice President shall succeed to the office of President until the vacancy shall have been filled by the membership at a

by-election. However, if the vacancy occurs within six (6) months of the biennial nomination, the Vice President shall fill the vacancy for the remainder of the term vacated.

The Vice President representing the largest regional membership shall succeed to the office of President upon a vacancy within that office. Any dispute as to regional membership size will immediately be resolved by the Executive Board.

By-elections must be held, in accordance with the constitution, Article Six, within ninety (90) days after the vacancy was created.

The President shall preside at all meetings of this Union and at all meetings of the Executive Board, and in both assemblies the President shall be without vote except in the event of a tie. The President shall use the prerogative of a member to cast ballots for the election of officers and members, the Local alone to decide ties in these elections.

The President shall at all times conduct the meetings in strict accordance with the Constitution, By-Laws and standing rules of this Union and parliamentary law as set forth in "Robert's Rules of Order" (revised). 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, and such ruling shall be enforced unless changed by vote of Executive Board or the membership.

The President shall appoint a Sergeant-of-Arms and assistants as needed for any meetings.

The President, to maintain order may dismiss and have ejected from a meeting any disorderly member(s), and may levy reasonable fines for repeated infractions.

The President shall appoint the members of all committees.

The President is the chief executive officer of the local and represents the membership of the local between General Membership Meetings and/or Executive Board Meetings.

The President and/or Business Manager may sign contracts, but all contracts must be submitted to both officers for review.

The President shall countersign bank checks issued by the Secretary-Treasurer of this Union in satisfaction of its proper and legal debts, in accordance with Article Ten, Section 6.

Section 2. VICE PRESIDENT

It shall be the duty of the Vice President to work under the direction of the President for all duties of that office, and in the absence of the President carry out those duties with full authority.

Section 3. SECRETARY-TREASURER

The Secretary-Treasurer shall be responsible for the handling of all records and correspondence of this Union.

It shall be the duty of the Secretary-Treasurer to attend all meetings of the membership and of the Executive Board and to keep minutes, but not necessarily verbatim, of the proceedings of such meetings, and make a proper report thereof to each succeeding regular meeting of this Union. The Secretary-Treasurer shall keep a duplicate copy of all correspondence and shall be responsible for the seal.

The Secretary-Treasurer shall be responsible for the handling of all finances of this Union.

It shall be the duty of the Secretary-Treasurer to keep a true and accurate record of all income and disbursements and all assets and liabilities of this Union.

The Secretary-Treasurer shall deposit all money in a bank approved by the Executive Board, same to be in the name of the Local, subject to withdrawal by checks signed by the Secretary-Treasurer and one of two properly authorized officers of this Union.

The Secretary-Treasurer shall collect all dues, fines and assessments from the members and shall report to each membership meeting the standing of all members.

The Secretary-Treasurer shall pay by check all bills authorized for payment by the Union in accordance with Article Ten, Section 6.

The Secretary-Treasurer shall surrender to the Chairman of the Board of Trustees for inspection purposes all books and papers of the Secretary-Treasurer and shall attend such inspection meetings.

Section 4. BUSINESS MANAGER

It shall be the duty of the Business Manager to use every honorable means to procure employment for the members of the Union. The Business Manager shall visit places of employment and see that all laws of this Local are enforced. All members must obey the Business Manager's orders in all strikes and lockouts. The Business Manager shall report regularly on all matters referred to the Business Manager and also on all violations of the laws of this Local by its members and any member of the I.A.T.S.E. and M.P.M.O.

The Business Manager shall perform such duties as ordered by the membership or by the Executive Board between membership meetings. The Business Manager shall have full charge of the office of this Union, represent the Local in all dealings with Employers, but shall at all times be under the supervision of the Executive Board.

The Business Manager shall be a member, ex-officio, of all negotiating committees. Contracts negotiated by any such committee shall be subject to ratification of the Executive Board unless the committee has, in advance, been empowered by the Executive Board to conclude the contract without ratification.

Section 5. EXECUTIVE BOARD MEMBERS

In the event the President, Vice President, and the Business Manager are absent from any meeting any member of the Executive Board or a member shall call the meeting to order and conduct an election by majority vote, for the President Pro-Tem.

When any Executive Board member or officer of this Local is absent from three (3) consecutive meetings, regular or executive, except for sickness, injury, valid work requirement, or with the permission of the President or the Executive Board, that office shall automatically become vacant and a by-election in accordance with Article 6 and Article 7, Section 1, shall be held to fill the resulting vacancy. Any member who has been removed from office because of non-attendance will not be eligible for any office until one (1) year has elapsed from the date of removal from office.

Section 6. BOARD OF TRUSTEES

The Board of Trustees shall consist of three members elected at the regular election. The Chairman of the Board of Trustees shall call meetings of the Board as required. They shall take possession of the books of the Secretary-Treasurer on the fifteenth of the month following the payment of dues at the end of the second and fourth fiscal quarters and return a signed report as to their condition at the next regular meeting. The Board of Trustees shall cause to have a Certified Public Accountant audit the books of the Local at the end of the fiscal year and present a report of such audit to the membership of the Local, the expense of such audit to be borne by the Local.

The Board of Trustees is charged with the responsibility of seeing to it that any officers and employees of this Union who handle its funds and property are bonded to the extent and in the amount and form required by law. The expense of such bonds shall be borne by the Local. They shall have custody of the bonds of all bonded officers and employees.

The Board of Trustees shall also be responsible for seeing to it that all books and records of the Local, used as the basis for preparing reports required by law to be filed with the Government, are preserved for at least five years from the date such reports were filed.

Members of the Executive Board shall not be eligible to serve as financial trustees of the Local.

Section 7. DELEGATES TO THE INTERNATIONAL CONVENTION AND OTHER I.A.T.S.E. ASSEMBLIES

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

By virtue of their offices the Business Agent, President and Secretary-Treasurer, in that order, shall be the first attending Delegates to any International Convention or I.A.T.S.E. Assembly.

Other Delegates - The highest number of additional Delegates to any convention shall be nominated at the March meeting and elected in the April meeting preceding the I.A.T.S.E. convention. At least a month prior to any convention the Executive Board shall recommend for approval by the membership of the Local the number of Delegates and the number of votes per Delegate sent to such convention. For special conventions without a month's prior notice, the Executive Board shall approve the number of Delegates and the number of votes per Delegate to such convention.

Section 8. DELEGATES TO AFL-CIO

Shall be appointed by the President with the approval of the Executive Board.

Section 9. SERGEANT-AT-ARMS

The Sergeant-At-Arms appointed by the Chair shall have charge of the door and admit only members in good standing, and the Sergeant-At-Arms shall examine the cards of all members at the door. Members without cards must be vouched for by the Secretary-Treasurer. No others shall be admitted except by special permission being granted by this Union in meeting assembled. Under the direction of the presiding officer the Sergeant-At-Arms shall assist the presiding officer in maintaining order at the meetings, enforcing compliance with the rules and regulation of this Local, and carrying out such instructions as are given by the presiding officer.

Section 10. COMPENSATION OF OFFICERS

- a. The designation of those officers to be compensated for their services and the amount of compensation they are to be paid shall be determined by majority vote of the membership at the regular meeting immediately preceding the meeting at which nominations for office are held and once fixed shall not be reduced during the term of office. Any proposed increase during the term of office of the compensation so fixed shall require a two-thirds favorable vote by secret ballot of the members present at a regular meeting where prior written notice has been given. Such increase shall not be reduced for the remainder of the term of office.
- b. At least a month prior to any convention, the Executive Board shall recommend for approval by the membership of the Local the amount of compensation each Delegate will receive for attending such convention.

ARTICLE EIGHT

The Executive Board

The Executive Board shall consist of those officers stipulated in Article Six, Section 1. The President shall be Chairman of the Executive Board. The Executive Board shall, as promptly as possible after its installation into office, convene and the Chairman with the approval of the Executive Board shall select a date, time and place for the next Executive Board Meeting. This procedure shall be followed at subsequent Executive Board Meetings. A majority of the members of the Executive Board shall constitute a quorum for the legal transaction of business.

The Executive Board shall investigate all complaints of members and decide, if possible, upon all questions in dispute between employee and employer, accepting any honorable means toward an amicable settlement that may be deemed essential to the best interests of this Union.

The Executive Board shall also decide on all matters referred to them by the Local and the decision of the Board shall be binding in all cases, unless reversed by a two-thirds vote of the Local in regular meeting assembled. The Executive Board shall transact and supervise all business of this Local. between regular meetings, and their actions shall be binding, subject to the approval of the Local at the time of their regular meeting.

After the Executive Board has taken cognizance of any charges, the President shall appoint a trial board consisting of two (2) members of the Executive Board and three rank and file members to sit as the trial body in accordance with Articles Twelve and Thirteen.

Any member aggrieved by the decision, rule, regulation, order or any other act or omission or mandate of an officer or the Executive Board of this Local may appeal in the following order: (1) from an officer's decision to the Executive Board; (2) from the Executive Board's decision to the Union in meeting assembled; (3) from the Union's decision to the International President of the I.A.T.S.E.; (4) from the I.A.T.S.E. President to General Executive Board; (5) from the General Executive Board to the I.A.T.S.E. and M.P.M.O. of the United States and Canada in convention assembled and the latter body shall be the tribunal of ultimate judgment. Appeals shall be cognizable only if filed within thirty (30) days after receipt of the decision by the aggrieved. They must be submitted in writing and be personally signed by the appellant. However, in the interim rulings of any proper tribunal of this Local or the Alliance shall be enforced pending disposal of appeal, unless a stay of the decision has, upon application, been granted. All appeals by a member to the membership of the Local must be heard within sixty (60) days of the date the appeal was filed or the member may appeal directly to the International President.

ARTICLE NINE

Transfer and Reinstatement

Section 1. TRANSFER

Any member of another Local of this Alliance wishing to transfer his or her membership to this Local shall present his or her application as a new member together with a transfer card from the Local of which he or she is a member. Any applicant for transfer shall fulfill all obligations of Article III of this Constitution and By-Laws.

Section 2. TRANSFER REQUIREMENTS

Transfers into IATSE Local 487 will only be accepted from IATSE locals that represent motion picture technicians and craftspeople in the crafts that Local 487 represents.

In addition to the IATSE Transfer request card from their home local, Transfer Applicants must provide the following documentation:

1. Proof of Residency

Provide copies of Proof of Residency within the Local 487 geographical jurisdiction (Maryland, Virginia, Washington, D.C. and Delaware, West of Rt 13.). The three required documents to verify residency are the following:

- a. A valid Driver's License or State ID from a state in the jurisdiction of Local 487
- b. A utility (gas, electric, phone, cable, internet) or credit card bill or bank statement issued within 60 days of the Transfer application with the Transfer Applicant's name and local address on it.
- c. AND ONE of the following three documents:
 1. Voter Registration Card
 2. A renter's lease *or* verifiable note with contact information from a property owner proving residence at a property in the jurisdiction of Local 487.
 3. Homeownership documents for a property within the jurisdiction

2. Transfer Applicant personal information sheet and all required forms consistent with new applicants, which currently include:

1. Authorization for Representation
 2. Authorization for Work Dues Deduction
 3. Census Card
3. Verifiable resume with a minimum of two listed references with contact information. The resume must indicate a minimum of 30 days of work in the craft(s) in which the Transfer Applicant is applying.
4. Fifty percent (50%) of the current IATSE Local 487 initiation fee
 5. IATSE Local 487 dues for the remainder of the calendar year
 6. A Verification Letter from the applicant's home Local's Business Manager or Secretary listing the crafts/classifications in which they worked or are listed in their home local.

Transfer applicants will be processed the same as New Applicants:

1. All required completed transfer documents must be received to be considered by the Executive Board at its regular monthly meetings.

2. Once complete, the Transfer Applicant's paperwork will be reviewed by the Executive Board for recommendation to the membership, and then voted on by the General Membership.
3. A Transfer Applicant's documents will not be considered complete and eligible for review by the Executive Board and Membership until the Transfer Applicant has completed any Craft entrance examination required of New Applicants.

Section 2. REINSTATEMENT OF MEMBERS

Any member who has been expelled shall be required to make application as a new member, and shall be governed by all conditions pertaining to same.

ARTICLE TEN

Revenues

Section 1. DUES AND INITIATION FEES

The Dues payable by each member, shall be the minimum required amount sufficient to cover The International per capita cost of the Local, plus ten dollars (\$10.00) per Quarter, payable in advance, plus Four per cent (4%) work assessment, of the earnings of members from work, under the Local's jurisdiction, due and payable thirty days after earned and received. At the end of each fiscal year, the Reserve Account shall be reviewed by the Executive Board and the Trustees of the Local and the balance certified. The work assessment for the current fiscal year shall then be established as follows:

- when the Reserve Account balance reaches \$500,000.00, the work assessment shall be reduced by .5%, to 3.5%;
- when the Reserve Account balance reaches \$750,000.00, the work assessment shall be reduced by .25%, to 3.25%;
- when the Reserve Account balance reaches \$1,000,000.00, the work assessment shall be reduced by .25%, to 3%.

In the event that revenues do not exceed the approved budget, in any fiscal year, the work assessment for the current year shall be increased by .25%. If the revenue deficit exceeds the approved budget by more than 25%, the work assessment for the current year shall be increased by .5%. The work assessment shall not be more than 4%, at any time.

The initiation fee shall be one thousand dollars (\$1,000.00) but may be reduced or waived by vote of the Executive Committee for organizational purposes. The membership will be notified of any reduction or waiver at the next regular meeting and by the newsletter.

There shall be a late fee of five dollars (\$5.00) for each quarterly stamps purchased later than the 10th day of January, April, July, and October.

Members at least 65 years of age with 25 years of membership in the Alliance may at their option be declared Retired Members. Retired Members shall have voice but no vote at Union meetings and shall not be eligible to hold office.

Section 2. SPECIAL ASSESSMENTS

If at any time the Executive Board deems it necessary to acquire additional revenue, for the best interests of the Union, it shall recommend to the membership a special assessment, which must be approved by secret ballot by majority vote of the members in good standing by referendum.

Section 3. INCREASES OR REDUCTIONS IN DUES

The amount of dues provided for in Section One herein shall not be increased or reduced unless approved upon secret ballot by a majority vote of the members in good standing by referendum.

Section 4. INVESTMENTS

The Executive Board, subject to the approval of the membership, shall be permitted to invest the surplus money of this Local in United States, or other Government securities, stocks, bonds, instruments of debt, money market funds, mutual stock and bond funds, real estate, or other legitimate investment instruments.

Section 5. OUT-OF-TOWN MEMBERS

Members of other Locals of the Alliance and individuals of the Bargaining Unit working in the contractual jurisdiction of this Local shall pay the same percentage of weekly earnings as the regular members of this Local may be required to pay but they shall not be required to pay Quarterly Dues to this Local.

Section 6. AUTHORITY TO EXPEND FUNDS

The funds of this Local shall be used to defray the proper operating expenses provided for herein and for other legitimate purposes to accomplish the objectives of the Union.

Section 7. BROADCAST TECHNICIAN DUES AND INITIATION FEES

Notwithstanding the provisions of Article Three Section 2, Application for Membership and Article Ten, Section 1, Dues and Initiation Fees, members classified as Broadcast Technicians shall upon application submit an Initiation Fee of \$750.00. The work assessment payable by each member for earnings from work performed under the jurisdiction of broadcast contracts shall be one percent (1%). All other financial obligations shall be the same as those applying to Studio Mechanic members.

Section 8. BROADCAST TECHNICIANS EMPLOYED AS STUDIO MECHANICS

Broadcast Technicians are prohibited from working as Studio Mechanics until they change their classification by paying the difference in initiation fee and work assessment. Depending upon the workload in the Local in motion picture, television and commercial production, the Executive Board may allow Broadcast Technicians to work as Studio Mechanics on a temporary project by project basis without changing classification. Under such circumstances the four percent (4%) work assessment shall apply.

ARTICLE ELEVEN

Good Standing

Members in good standing of this Local shall enjoy all rights, privileges and benefits of this Constitution and By-Laws.

Failure on the part of any member to pay any financial obligations to this Local within three (3) days after notification shall result in such member being automatically declared not in good standing. A member not in good standing shall be deprived of the right to hold office, to vote or attend meetings (except to exercise the right of appeal). If such default continues for a period of more than six months from the date of notification of when the financial obligation first became payable, and should the member fail to pay up in full any indebtedness within ten (10) days after written notice by certified mail of the default (such written notice to specify the amount due and how such amount was arrived at), the member shall be deemed automatically expelled unless prior thereto, the member has been granted an extension of time to pay by vote of the Executive Board.

The term "In Good Standing" as used in this Constitution and By-Laws shall be construed to mean that member(s) have fully complied with all obligations to the Local not only financially but in all other regards.

Payment of any financial obligation due by a member to the Local shall be enforceable by fine or expulsion and, in addition thereto, by resort to court action. If court action is required, the delinquent member shall also be liable to the Local for reasonable legal fees and other expenses incurred by it in connection with the suit.

ARTICLE TWELVE

Discipline of Members

Section 1. GROUNDS

In addition to the penalties expressly provided under the various sections of this Constitution and By-Laws, any member who shall breach his duty as a member by violation of the express provisions of the Constitution and By-Laws of this Local or of the Alliance or by such conduct as is detrimental to the advancement of the purposes which this Local or the Alliance pursues, or as

would reflect discredit upon this Local or the Alliance, shall be subject to discipline in the manner set forth in the sections following. Any officer of this Local may be impeached for a violation of their official duties or for any infringement of the Constitution and By-Laws.

Section 2. FAIR TRIAL

Nothing in the provision of this Constitution and By-Laws shall be construed to deprive a member charged with a violation thereof of the right to a fair trial whereby his guilt or innocence may be determined, with the exception that a member who has defaulted in the payment of any dues, fees, fines, or assessments lawfully imposed under this Constitution and By-Laws, shall not be entitled to stand trial, but shall be punished summarily as this Constitution and By-Laws provide.

Section 3. CHARGES

All charges against a member for a violation of the provisions of this Constitution or By-Laws must be in writing, in the form of a sworn affidavit, reciting clearly the offenses charged, the name of the accused, the time, place, and nature of the violation, the section or sections of this Constitution or By-Laws alleged to have been violated, over the signature of the accuser, together with a statement of the names of all witnesses to the offense charged who shall be known to the accuser.

Section 4. PENALTY FOR PREFERRING FALSE CHARGES

If false charges shall be maliciously preferred against any member, the person or persons preferring such charges shall be fined Two Thousand, Five Hundred Dollars (\$2,500.00), the fine to be imposed upon the acquittal of the member accused, plus the expenses of the proceeding.

Section 5. CHARGES FILED IN DUPLICATE

Charges shall be filed in duplicate, but only the original need bear the seal of the Notary Public before whom the affidavit was sworn.

Section 6. TO WHOM PREFERRED AND WHEN

Charges shall be filed with the Secretary-Treasurer of the Local within sixty (60) calendar days after the offense becomes known or should have become known to the person making the charge. If the Secretary-Treasurer of the Local is charged, the charges may be filed with any other officer of the Local not under charges.

Section 6A. CHARGES AGAINST A LOCAL OFFICER

Charges shall be filed with the Secretary of this Local. If cognizance is taken of the charges, the Executive Board may, if it deems it necessary or advisable, temporarily suspended the accused from the office and suspend further payment-of salary to him or them, pending the outcome of the trial. The President shall in that event make suitable provisions for the efficient

discharge of the duties of the accused during the suspension period. If the Secretary-Treasurer is charged, the charges may be filed with any other officer of the Local not under charges.

If the accused was temporarily suspended from office pending the outcome of the trial, and they are not found guilty after the trial, they shall be immediately reinstated to office with pay for the period they were under suspension.

Whenever an officer of the Local as against whom charges are preferred is temporarily suspended from office, such officer shall be entitled to a trial no later than thirty days after the date of their suspension. In absence of extenuating circumstances, failure of the Local to comply with the forgoing requirement shall result in dismissal of the charges by the International President.

Section 7. WITHDRAWAL OF CHARGES

After charges have been filed with the Secretary-Treasurer they shall not be withdrawn unless the member accused shall consent to the withdrawal.

Section 8. COGNIZANCE OF CHARGES

The Secretary-Treasurer shall refer the charges to the Executive Board which shall have the power to declare such charges cognizable or not. If the Secretary-Treasurer is charged, the charges may be filed with any other officer of the Local not under charges.

Section 9. PUBLICATION OF CHARGES

After the Executive Board has taken cognizance of the charges, they shall be read at the next regular meeting by the presiding officer. No debate or discussion shall be permitted, but the presiding officer shall request those having personal knowledge of any of the facts alleged in the charges to submit their names as witnesses to the Secretary-Treasurer of the meeting. The presiding officer shall refer the charges to the Trial Board for trial.

If no regular membership meeting is scheduled within a period of 30 days after the date cognizance of the charges is taken, or if a meeting is scheduled but no quorum is present, the charges shall then be read by the presiding officer at the meeting of the executive board of the Local, to be scheduled no later than 10 days after the end of such 30-day period.

Section 10. WAIVER OF TRIAL

If charges as required by Section 3 hereof have been filed, the accused may plead guilty and waive the holding of the trial provided he does so in written notarized and witnessed statement and has been advised in writing as to the range of penalties that may be imposed upon him by reason of such plea. If the accused wishes to plead guilty with an explanation, such explanation shall also be in written form. An accused who pleads guilty to charges shall be deemed to have waived his right on any appeal to raise any question concerning his guilt or innocence and his appeal in that event shall be limited to the question of the appropriateness of the penalty or

penalties imposed upon him. No stenographic transcript or tape recording shall be required if a plea of guilty is entered in accordance herewith.

Section 11. NOTICE

Within one week after reference of the charges, the Trial Board shall cause to be served upon the accused personally, or where this is impossible, by registered mail to his last known address, a duplicate copy of the charges, and shall notify him of the time and place appointed for the hearing thereon. Provided, that such notice shall be served upon or sent to the accused at least fifteen (15) calendar days prior to the date appointed for the hearing.

Section 12. POSTPONEMENTS

Should the accused be unable for proper cause to attend the hearing at the time and place designated, he shall, at the discretion of the Trial Board, and upon application, be granted a postponement or continuance to some place and date agreed upon.

Section 13. APPEARANCE FOR TRIAL

If the accused so desires, he may waive the right of appearing before the Trial Board for hearing upon the charges preferred against him, or may designate a fellow member as counsel to appear for him and conduct his defense. Provided, that waiver of appearance shall not be prejudicial to the accused, and the trial shall, if he fails to appear, proceed in his absence, the Board hearing all evidence and basing its decision as to the guilt of the accused solely thereon.

Section 14. TRIAL BODY

The Trial Board shall sit as a trial body to hear all the evidence upon the charges, and to determine the guilt or innocence of the accused, and if found guilty, to make recommendations as to the penalty to be imposed. If a majority of the Executive Board members have been charged, the charges may be filed with the International President who shall be empowered in that event to appoint the members of a Trial Board who may be either members of this Local or any other Local of the Alliance.

Section 15. CHALLENGES

The accused shall have the privilege of challenging the right of any member of the Board to sit upon his case, and in the event of such challenge, the other members of the Board shall pass upon its validity, sustaining it or overruling it.

Section 16. TRIAL IN OPEN MEETING

Where the accused shall be aggrieved by the ruling of the Board upon his challenge of an individual member or members, or shall challenge the entire Board for cause, he shall have the election to proceed before the Board, waiving his challenge or to demand a trial before the members of the Local in open meeting. Provided that if he elects to be tried in the last-named manner the hearing shall be conducted in the manner set forth for trials before the Board.

Section 17. HEARING

The accused shall, at the hearing upon the charges, have the right to present his defense in full, and to confront and question all witnesses and to examine all of the evidence of the case.

Section 18. MEMBER COUNSEL

The accused shall have the right to be represented by counsel, who shall be a member of this Alliance in good standing.

Section 19. WITNESSES SWORN

Whenever the accused or the Trial Board so request, the testimony of any witness must be taken under oath, to be administered by the Chairman of the Board.

Section 20. DEPOSITIONS

If a witness be unable to attend the trial, a written deposition of his testimony shall be taken in the form of an affidavit, and such portions of it as are not denied by the accused shall be admitted as evidence.

Section 21. TRANSCRIPT

A written verbatim transcript of all testimony adduced at the hearing shall be made. The Trial Board may elect to tape record the proceedings and in that event the tape must be fully and accurately transcribed in typewritten form in case of an appeal to the International President.

Section 22. REPORT OF FINDINGS

The Trial Board shall, after hearing all the evidence, render a written report of its findings as to the guilt or innocence of the accused and, if the accused be found guilty, the penalty to be imposed. A copy thereof shall be filed with the Secretary-Treasurer of the Local and a copy shall be served either personally or by certified mail on the accused within five working days. A copy of the transcript of the evidence and proceedings at the hearing shall be available for examination by the accused or his member counsel at the offices of the Local or, if so required by the accused in writing, a copy thereof shall be furnished to the accused at his or her own expense. Immediately upon the receipt of the transcript, the Local shall notify the accused in writing of its availability.

Section 23. ACTION BY MEMBERSHIP OF LOCAL UNION

At the next membership meeting of the Local but in no event sooner than twenty (20) days from the date on which the accused has been notified of the availability of the transcript the report of the Trial Board shall be submitted to the membership for appropriate action as

hereinafter provided. The transcript of the hearing shall not be read except upon motion duly seconded and carried by majority vote of the members present or if so requested by the accused or in any case under the circumstances referred to in Section 24 hereof.

Section 24. ACQUITTAL OR CONVICTION

After submission of the report, the accused, if aggrieved by the decision of the Trial Board, and any other member in attendance at the meeting, including members of the Trial Board shall be afforded an opportunity to speak either in favor of or against such decision. Upon completion of debate, the membership shall proceed to vote upon the findings of the Trial Board as to the guilt or innocence of the accused. If a majority of the members present so vote, the findings of the Trial Board shall be adopted. If the findings are not accepted the transcript shall be read unless this has been done heretofore, and the question shall be put whether the accused shall be granted a trial by the membership or whether the membership shall proceed to ballot, on the guilt of the accused. If a majority of the members present vote for the latter procedure, a ballot shall be taken on the guilt of the accused, and if two-thirds of the members present shall vote contrary to the findings of the Trial Board the findings shall stand reversed, otherwise the findings shall stand upheld.

Section 25. IMPOSITION OF PENALTIES

If the accused be found guilty of an offense for which no specific penalty is fixed by the Constitution or By-Laws, the membership shall then proceed to ballot upon the decision of the Trial Board as to the penalty to be imposed. If a majority of the members present so vote, the penalty fixed by the Trial Board shall be adopted. If a majority of the members present reject the penalty decided upon the Trial Board, the membership shall then proceed to ballot on the penalty to be imposed, the members voting to expel, suspend, fine and/or reprimand. An accused found guilty may be also assessed the costs of the trial.

When membership voting on the report of the Trial Board is completed, available remedies within the Local shall be deemed exhausted.

Section 26. WHERE TRIAL WAS BEFORE LOCAL

Where the accused is tried before the Local as provided in Section 16, the guilt or innocence of the accused shall be determined by majority vote of the members present and the penalty shall be imposed as prescribed in Section 25.

Section 27. SENTENCE REPORTED TO INTERNATIONAL PRESIDENT

A report of the sentence imposed upon an accused member shall be forwarded by the President of the Local to the International President of the Alliance for filing.

Section 28. APPEALS

Appeals may be taken from decisions upon charges against members of this Alliance in the manner provided by Article Thirteen of this Constitution. Members shall exhaust all remedies by

appeal within this Alliance and shall be bound by the decisions of its tribunals as to all their rights.

Section 29. RETALIATION

The Local prohibits retaliation against any individual who reports harassment, discrimination or participates in an investigation of such conduct.

Retaliation against an individual for reporting harassment, discrimination or for participating in an investigation of a claim of harassment or discrimination is a serious violation of the Local and, like harassment or discrimination itself, will be subject to disciplinary action.

Following such a report, there shall be no retaliation against the individual who made the report or participants in the investigation, during or following the investigation.

Retaliation may include loss of work, demotion, denial of promotion, reduction in pay, exclusion from receiving information pertaining to the Local 94 other conduct that creates a hostile work environment.

ARTICLE THIRTEEN

Appeals

Section 1. RIGHT OF APPEAL

Any member aggrieved by the decision, rule, regulation, order or any other act or omission or mandate of an officer of the Executive Board of this Local may, after exhausting his remedies within the Local by appeal to the membership, appeal his case in the following order: (1) from the decision of membership of the Local to the International President of this Alliance; (2) from the decision of the International President to the General Executive Board; (3) from the ruling of the General Executive Board to the Alliance in convention assembled and the latter body shall be the tribunal of ultimate judgment. However in the interim, rulings of any proper tribunal of this Local or the Alliance shall be enforced pending disposal of appeal, unless a stay of the decision has, upon application, been granted. All appeals by a member to the membership of the Local must be heard within sixty (60) days of the date the appeal was filed or the member may appeal directly to the International President.

Section 2. TIME ALLOWED FOR FILING

Appeals shall be cognizable only if filed within thirty (30) days after the decision appealed from. Appeals concerning nominations or elections must be made within fifteen (15) days.

Section 3. MUST BE IN WRITING

All appeals to the International must be in writing, setting forth those facts which the appellant shall consider entitle him to a reversal of the ruling, and signed by the appellant and properly dated.

Section 4. COPY OF APPEAL

When an appeal is taken to the International President from the decision of the Local, a copy of the appeal shall be filed with the Secretary-Treasurer of the Local. Within two weeks the Local should forward to the International President all the records in the case. If the appeal involves a determination made after trial of charges against a member or officer, the records in the case shall include the sworn charges, and the transcript of testimony or if a tape recording was made, the original unedited tape recording and a typewritten transcript thereof, the findings and sentence, and any additional matters of evidence on record. The correctness of the transcript or of the tape recording and stenographic transcript thereof and the record shall be certified by the Local under the appropriate seal. The Local shall also answer to the appeal, setting forth reasons in support of its decision, and serve a copy of the answer on the appellant.

Section 5. DECISIONS CONCLUSIVE

The members of this Alliance shall submit all their rights within the Alliance to the determination of its proper tribunals, and agree that the decisions of these tribunals shall be conclusive as to all rights and privileges accruing from membership.

Section 6. EXHAUSTING INTERNAL REMEDIES

The members further consent to be disciplined in the manner provided by this Constitution and By-Laws, and under no circumstances to resort to outside tribunals until all the remedies therein provided shall have been exhausted.

Section 7. APPEALS TO THE INTERNATIONAL PRESIDENT

In order for an appeal to be cognizable by the International President, all remedies within the local union including an appeal to the membership must be exhausted. Appeals within Locals from the decision of an officer to the executive board and from the executive board to the membership must be made within thirty (30) days. Appeals concerning nominations or elections must be made within fifteen (15) days.

ARTICLE FOURTEEN

Permanency

This Local shall not dissolve itself while there are fifteen (15) dissenting Members, nor shall this article of the Constitution be subjected to any alteration or amendment whatsoever.

ARTICLE FIFTEEN

Altering or Amending the Constitution

Section 1. Proposed alterations or amendments to this constitution must be submitted in writing to the Secretary-Treasurer of the Local and signed by fifteen (15) members in good standing. Such alterations or amendments to this Constitution shall then receive three readings at three consecutive regular meetings at which it shall be discussed, without alteration or amendment, and then balloted on by referendum and must receive the favorable vote of at least two-thirds of the members voting. No such alteration or amendment shall, however, be effective until it is endorsed by the International President.

RULES OF ORDER

Order of Business

1. Opening of the meeting.
2. Roll call of officers.
3. Reading of the minutes of previous meeting.
4. Reading of communications and bills.
5. Secretary-Treasurers Report.
6. Reports of Officers.
7. Proposition of candidates.
8. Reports of committees on candidates.
9. Balloting for candidates.
10. Obligation (or initiation) of candidates.
11. Reports of committees.
12. Unfinished business.
13. New business.
14. Good and welfare.
15. Closing of the meeting.

BY-LAWS
Local 487
(I.A.T.S.E.)

Section 1. MEMBERS OF COMMITTEES

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

Section 2. SUMMONS

Any member who is summoned to appear at a meeting of the membership, the Executive Board or a legally appointed committee of the Local and fails to appear, after receiving due notice of same, shall be penalized to such an extent as the Local may see fit, after fair trial.

Section 3. ADDRESS OF MEMBERS

Any member, on changing his residence, shall notify the Secretary-Treasurer immediately. Any notice sent to the last address as shown on the books of the Local shall be deemed legal and sufficient notice.

Section 4. DONATION OF SERVICES

No member shall be permitted to donate his services gratis except by permission of the Business Manager under penalty of a fine.

Section 5. CONDUCT UNBECOMING A MEMBER

Conduct unbecoming a member, or that which is contrary to trade unionism, or that which would bring discredit to this Local, or the Alliance, shall be an offense against this Local, and upon being found guilty thereof, after trial, the offending member shall be liable to such penalty as the Local may see fit.

Any form of racism, bigotry, prejudice or discrimination will not be tolerated.

Section 6. ALTERATION OF BY-LAWS

Proposed alterations or amendments to these By-Laws must be submitted in writing to the Secretary-Treasurer of the Local and signed by fifteen (15) members in good standing. Such alterations or amendments to the By-Laws shall then receive a reading at a regular meeting after which it shall be discussed and balloted on by referendum and must receive the favorable vote of at least two-thirds of the members voting. No such alteration or amendment shall, however, be effective, until it is endorsed by the International President.

Section 7. GENDER

In this Constitution and By-Laws the masculine shall include the feminine.

Section 8. MEMBER RESPONSIBILITY

It shall be the responsibility of the member to make whole the Local in the case of a "bounced" (NSF) check.

Section 9. ARBITRATION/GRIEVANCE COMMITTEE

1. Upon receiving a negative finding on a grievance, the Shop Steward will immediately notify Grievant of the result, by telephone or personal communication. A written notice of the result will be sent to the Grievant by the Local, by certified mail, return receipt requested. A copy of this Section 10 shall be enclosed with notice.
2. If the Grievant is unsatisfied with the result, the Grievant will, immediately, notify the Shop Steward, who will notify the Business Agent. The Business Agent will move to convene the Committee, as soon as possible, without jeopardizing Grievant's rights under applicable contracts or laws.
3. The Shop Steward will present the grievance and all facts to the Committee for its consideration. The Committee shall consist of:
 - President/or Vice-President;
 - Business Agent;
 - Secretary/Treasurer;
 - One other Executive Board Member, appointed by the President and;
 - One Shop Steward, appointed by the President,for a total of five (5) persons, which shall constitute a quorum.
4. The Committee will consider all the facts and will, by majority vote of the committee, make one of the following recommendations to the Executive Board :
 - A. Proceed with the Arbitration Procedure pursuant to contract or;
 - B. Refer the matter to an attorney or;
 - C. Take no action at all.
5. The Executive Board will then decide what course of action to take in the matter. Grievant will be notified, in writing, of the decision of the Executive Board. Any member aggrieved by the decision of the Executive Board shall be subject to the appeals procedure outlined in the Constitution, Article 8, Local 487 IATSE.

THIS CONSTITUTION AND BY-LAWS
PRINTED

January 14, 2022

ENDORSED BY INTERNATIONAL ALLIANCE OF
THEATRICAL STAGE EMPLOYEES, MOVING
PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE
UNITED STATES, ITS TERRITORIES, AND CANADA.

ON THE DATE OF

January 7, 2022

BY

Matthew D. Loeb

International President

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 this Union, unless moved by two members, nor open for discussion until stated by the presiding officer. When a question is before the Union no other motions 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 request of the chair, or two or more members, reduce it to writing.

5. Any member entitled to a 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 majority 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 of 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 five members 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.

11. The officer or member presiding in the absence of the President, shall for the time, possess all the powers and privileges vested in the President by the Constitution and By-Laws of this Union.

12. No subject of a religious nature shall at any time be admitted.

13. No person who is not a member shall be allowed at any of the meetings without the consent of the majority of the membership assembled.

14. In the absence of a standing rule to apply to questions before the Union, recourse shall be had to Roberts Rules of Order.

15. Questions of order shall be decided by the presiding officer; but in case of an appeal from his decision, the meeting shall determine without debate.

16. Refreshments of alcoholic nature shall not be allowed in headquarters of this Union while the meeting is in session.