

CONSTITUTION

of the
INTERNATIONAL ASSOCIATION
OF BRIDGE, STRUCTURAL,
ORNAMENTAL AND
REINFORCING
IRON WORKERS

Affiliated With A.F.L. - C.I.O.

Organized February 4, 1896

Revised in accordance with
amendments adopted by
the Forty-second Convention
held August 15-19, 2011

At the Twenty-first Consecutive and Second Biennial Convention of the International Association of Bridge, Structural and Ornamental Iron Workers, begun and held at the City of Cleveland, Ohio, upon the 20th day of September, 1920, and days following, the following resolution was adopted and duly and lawfully made of record:

“BE IT ENACTED, By the delegates assembled in this, the Twenty-first Consecutive and Second Biennial Convention of Bridge, Structural and Ornamental Iron Workers, that the International President be authorized and empowered to appoint a General Constitution Committee of fifteen members, no two of which shall be from the same Local Union, to meet with the International President and International Secretary-Treasurer at Headquarters during the month of December, 1920, for the purpose of rewriting, altering, amending, or revising the International Constitution as may be necessary to conform with present-day needs; the Constitution, when so written, altered, amended, or revised, shall be put in full force and effect on or from January 1, 1921, and the said Constitution shall remain in full force and effect unless altered or amended at the next Convention of our Association; and be it

“Resolved, That this resolution be sent to all Local Unions for the approval of the general membership by a referendum vote.”

In conformity with the terms of said resolution it was submitted to a referendum vote of the general membership and duly and legally ratified by the general membership of the Association.

Whereupon the International President appointed the following fifteen members as General Constitution Committee to rewrite, alter, amend, and revise the International Constitution in conformity with the action of said Convention.

Name	Local No.	City	State
John O'Brien	17	Cleveland	OH
J. T. Fitzpatrick	10	Kansas City	MO
T. M. Brandle	45	Jersey City	NJ
M. J. Louden	15	New Haven	CT
F. J. Carlson	229	San Diego	CA
A. G. Dentler	86	Seattle	WA
George Baubach	227	Mobile	AL
John Snyder	52	New York	NY
Peter L. Arci	274	Brooklyn	NY
James McDonnell	263	Fort Worth	TX
M. J. Cunnane	13	Philadelphia	PA
Thomas A. Wood	228	Portsmouth	VA
T. H. Giblin	89	Cedar Rapids	IA
Michael Artery	136	Chicago	IL
D. J. Brophy	280	Montreal	PQ

Said committee, duly authorized as aforesaid, met upon call with the International President and International Secretary-Treasurer, at the Headquarters of the Association in the City of Indianapolis, Indiana, and altered, amended, revised, and rewrote the International Constitution, which Constitution so revised was duly adopted, effective January 1, 1921, and (as amended by the regular Conventions of 1924, 1928, 1932, 1936, 1940, 1944, 1948, 1952, 1956, 1960, 1964, 1968, 1972, 1976, 1981, 1986, 1991, 1996, 2001, 2006, and 2011), is as follows:

CONSTITUTION

of the

International Association

of Bridge, Structural,

Ornamental and Reinforcing

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Organized February 4, 1896

Being the Constitution effective January 1, 1921, as amended by the Twenty-second (1924), Twenty-third (1928), Twenty-fourth (1932), Twenty-fifth (1936), Twenty-sixth (1940), Twenty-seventh (1944), Twenty-eighth (1948), Twenty-ninth (1952), Thirtieth (1956), Thirty-first (1960), Thirty-second (1964), Thirty-third (1968), Thirty-fourth (1972), Thirty-fifth (1976), Thirty-sixth (1981), Thirty-seventh (1986), Thirty-eighth (1991), Thirty-ninth (1996), Fortieth (2001), Forty-first (2006) regular Conventions. Revised in accordance with amendments adopted by the Forty-second Convention held August 15-19, 2011.

PREAMBLE

It being a self-evident fact, plainly demonstrated by past experience, that centralization and unity of action among the mechanics, specialists, skilled workers and all workers in the iron and steel industry of this country is necessary in order to successfully deal with the ever-growing encroachments of organized capital, and the many grievances to which our trade is subjected which require speedy adjustments, and upon the satisfactory settlement of which may hinge the welfare of all brothers and sisters in our craft, therefore, believing that this may best be obtained by united action and effort, thus forming a solid representative organization, each pledged to carry into effect the immortal injunction that "an injury to one is the concern of all," we pledge ourselves to make any reasonable sacrifice in order to uphold these principles and to advance and perpetuate the Union.

CONSTITUTION

ARTICLE I

Name

This organization shall be known as the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

ARTICLE II

Membership

Sec. 1. This organization shall consist of an unlimited number of bridge, structural, ornamental, reinforced concrete iron workers', machinery movers', stone derrick, shop and navy yard rigger and regional Local Unions, and the various members thereof, and it shall not dissolve so long as any two Local Unions oppose such dissolution.

Membership Requirements

Sec. 2a. To be admitted to membership in any Local Union of the International Association one must be a practical worker versed in the duties of some branch of the trade as set forth in Section 1 of this Article, of good moral character and competent to demand standard wages.

Sec. 2b. All members shall abide by the Standards of Excellence which shall constitute a part of this Constitution with the same force and effect as fully set forth in Appendix A. In accordance with Article

ARTICLE II (continued)

XXVI of the International Constitution, charges may be preferred against any member for violations of the Ironworkers' Standards of Excellence, including, but not limited to the following reasons: taking a job referral and not reporting to work, failing pre-employment qualifications, and/or discharged for excessive absenteeism.

Sec. 2c. Fines for the first offense shall be no less than One Hundred Dollars (\$100.00) or no more than one (1) day's pay, including fringe benefits and working assessments of eight (8) hours.

Sec. 2d. Members having been found guilty of a second offense, fines shall be no less than Five Hundred Dollars (\$500.00) or no more than one (1) week's pay, including fringe benefits and working assessments of forty (40) hours.

Sec. 2e. Members having been found guilty of a third offense, fines shall be no less than One Thousand Dollars (\$1,000.00) or no more than two (2) week's pay, including fringe benefits and working assessments of eighty (80) hours.

Sec. 2f. Any member found guilty of the aforementioned violations three (3) times within a three (3) year period may also be expelled from the Local Union subject to the approval of the General Executive Board.

Sec. 3. No person shall be admitted to membership in this International Association or any Local Union thereof who is a member of, or associated with, any organization or body of Communists, Nazis, Fascists, Terrorists or any Organization which advocates or furthers the principles or policies of Communism, Nazism, Fascism, Terrorism or other principles or policies opposed to the principles of the Constitution of the United States or Canada, or to the purposes, aims or objects of this International Association.

Sec. 4. Local Unions are required to enforce this Section to the letter as relating to applicants, new or old members; failure to do so will suspend all benefits of such Local Union and its members for thirty (30) days and continuous failure or neglect of such enforcement will forfeit charter of such Local Union.

Sec. 5. Any member or members of the International Association who bears allegiance to or affiliates with any Organization of any kind whatsoever which discriminates in any manner affecting the welfare of the International Association against any other member or members of the International Association or who violates any provision of the Constitution or who prevents any other member's full enjoyment provided by the Constitution may be expelled from the International Association upon charges being filed and after trial thereon.

Sec. 6. Any applicant failing to meet the requirements set forth in the foregoing sections, and being rejected by the Local Union to which application is made, shall be ineligible for membership in any other Local Union of the International Association, for a period of six (6) months, subject to review and final decision by the General Executive Board. Any membership gained by false pretenses or misrepresentation may be revoked.

Continuous Good Standing

Sec. 7. Except as otherwise specified in this Constitution, a member shall not be considered in good standing who is one (1) month in arrears in payment of dues, assessments, fines, or other financial obligation, nor in continuous good standing for any period during which said member has at any time been in default for one (1) month in payment of dues, assessments, fines, or other financial obligation. Dues, assessments and

ARTICLE II (continued)

fine payments for each calendar month shall be payable on the first day of that month.

ARTICLE III

Objects

The objects of the International Association shall be to encourage and develop a higher standard of skill, to cultivate feelings of friendship among the craft, to equitably distribute opportunities of employment, to secure by legal and proper means pay commensurate with the hazard, physical and mental taxation and exhaustion and average life endured by its members in performing services of the trade, to discourage piece work and promote safe and reasonable methods of work, to cultivate the moral, intellectual and social conditions for the well-being of all its members, their families and dependents and in the interest of a higher standard of citizenship.

ARTICLE IV

Craft Jurisdiction

This International Association claims for its members all work (any new technology, processes, materials and type of substitute materials) including but not limited to all: Bending, Bolting, Burning, Caulking, Crating, Cutting, Dismantling, Distributing, Drilling, Erection, Fabricating, Fitting, Glazing of all ferrous and non-ferrous materials, Hoisting, Installation, Layout, Lowering, Maintenance, Metals, Miscellaneous Steel, Placing, Precasting, Raising, Recrating, Reinforcing, Removing, Repair, Replacing, Rigging, Setting, Signaling, Sorting, Storing, Structural Steel, Torqueing, Tying, Uncrating, Unloading and Welding, all processes and materials.

Access Doors and Frames; Accordion Grills; Acoustical Elements; Aggregate Plants; Agitators; Air Conditioner Cans; Air Ducts; Aluminum; Amusement Rides and Equipment; Anchors; Antennae, all (cellular, coax, microwave, radio, wave guide, etc.); Aprons; Aqueducts; Artwork; Asbestos Curtains; Atomic Vessels, all component parts (aligning, leveling and plumbing); Atriums; Attenuator Systems; Automated Teller Machines (ATM) [rigging, setting, etc.]; Awnings; Baffles, all; Bag Houses; Ball/Bowl Mills; Balloons; Bank Fixtures; Banking Equipment; Bar Mats; Barges, all (Casino, etc.); Barjoist; Barricades for Security; Barrier Cables; Batch Plants (both permanent and temporary); Bells; Billboard Supports and Signs; Blast Deflectors; Blast Furnaces; Bleacher Support Steel; Bleacher Systems; Bleachers, all materials; Boiler Support Steel; Boilers and Stokers (sectional, tubular and water tube); Bollards, all; Book Stacks; Booths, all (agent, guard, ticket, toll, etc.); Bore Cast Piles; Bowl/Ball Mills; Boxes; Bracing; Brackets; Brass; Brick Supports; Bridge Rail; Bridge Viaducts; Bridges, all (including bailey, concrete segmented, expansion, mabey, pipe, pontoon, poured in place, precast, prefabricated, steel, structural, suspension, temporary, etc.); Bronze; Buck Hoists; Bucks; Building Envelope Systems; Buildings; Bulkheads; Bumper and Bumper Posts; Bunkers; Burial Containers; Cable Guardrail Systems; Cable Slots and Cable Wells; Cableways; Cages; Caissons; Canopies and Unistrut Canopies; Caps; Car Lift Fronts; Car Lifts and Related Steel Members; Car-dox; Carports and Enclosures; Cast Tiling; Cat Walks; Ceramic Laminated Spandrelite; Checker Plate; Chutes, all types; Circuit Breakers; Clips; Clocks; Cobiax Balls and all similar type Space Saving Supports; Cofferdams; Collapsible Gates; Collars; Column Casings; Column Cladding; Column Covers; Composite Materials; Concentrators; Concrete Barriers; Concrete Construction (reinforced); Concrete Joists (post stressed, precast, and prestressed); Conservatories; Conveyors, all types; Coolers; Coping;

ARTICLE IV (continued)

Copper; Corbels; Corrugated Sheets, all (including insulation); Counter Supports; Counter Top Support Steel; Counter Top Supports, all types and materials; Cranes, all types (dismantling, erection [including crawlers, mobile, tower, etc.], handling, installation, maintenance and operation on all forms of construction work); Crash Barriers (cabling, mesh partitioning, safety fencing, etc.); Crushers; CSL Tubes (ultra sound operation in caissons, etc.); CT Scan Equipment and Support Steel; Cupolas; Curb Guards; Curtainwall, all (aluminum, glass, marble, steel, stone, terra cotta, etc.); Curtains; Curtainwall Testing (water and wind); Cushion Crash Walls; Cyclones; Dams; Decking, all types (floor and roof); Decorations; Degassers; Dental Room Light Equipment; Derricks; Diamond Plate; Digesters; Directory Board; Displays; Dock Levelers; Docks; Domes, all structures; Door Frames, all types; Door Plates; Doors, all types and materials (access, accordion, coiling, detention, electric, fire, glass, hangar, iron, metal or metal clad, patio, pneumatic, rapid roll, revolving, rolling, rolling shutter, security, sliding, swing, wood, etc.); Doors, retrofitting; Draft Curtains; Dragline (erection and dismantling); Drapery Track; Dredges; Drilling Platforms; Drive-Up Equipment; Drums; Drycask Storage Systems; Dryvit Systems; Drywall; Duct Frame; Duct Support, Dumbwaiter, including enclosures and fronts; Dumpers; Duorail; Dust Collectors; Dwydag Bars; Electrical Supports; Electromagnetic Frequency Shielding Plates; Elevator Cars; Elevator Dust Covers and Fascia; Elevator Fronts and Enclosures; Elevators; Embedded Metals (angles, pads and plates); Enamel Tanks; Enamel Vats; Entrances; Escalator Approaches; Escalator Subframing; Escalator Trim; Escalators; Expanded Metals; Expansion Joints; Fabric Canopy Structures; Fall Protection Systems; False Work; Fans; Fascia; Fascia Entrances; Fascia Soffits; Fencing, all types (chain link, fiberglass, ornamental, plastic, synthetic, temporary, wood, etc.); Ferrous Metals; Fiber Carbon Material; Fiberglass Shapes; Fins; Fire Breaks; Fire

Code and Grills; Fire Equipment; Fire Escapes; Fire Extinguisher Cabinets; Fire Stops; Fire Watch (on all Ironworker related work); Fireproof Curtain; Firewall Systems; Fish Enhancement Facilities; Flag Poles; Flagging, all (aerial lifts, cranes, trucks, etc.); Flare Stacks; Floor Construction; Floor Cranes and Similar Devices; Floor Plates, all (checker plate, diamond plate, non-skid, etc.); Flooring, all (computer, metal, etc.); Flues; Flumes; Forklift Operation; Forklifts; Forms, all; Foundation Work; Frames, all types (access, security door, trench, etc.); Framework; Fronts; FRP; Fur Storage Rooms; G.F.R.C. Systems; Gami-Knife Equipment and Support Steel; Gates; Generators; Geodesic Domes; Gielinger Type Columns; Glass; Glide Rail; Granite and Precast Paver Stones (handling and setting); Granite Supports; Grating; Green Screens; Greenhouses; Grill Work; Grillage; Grills; Grouting (base plates, precast, etc.); Guard Cable; Guardhouses; Guardrail, all types; Guards; Guides; Gymnasium Equipment; Handicapped Lifts; Handrail, all types (aluminum, fiberglass, glass, metal, plastic, wood, etc.); Hangars; Hangers and Carriers; Hanging Ceilings; Hardware and Screens; Heliostat Systems; Highlines; Highway Delineators; Highway Reflectors; Highway Safety Devices; Highway Sign Supports; Hoisting Equipment; Hoppers; Hospital Room Television Supports; Hot Rooms; Hydraulic Jacking Lifts and Gantries; Inclines; Inspection (fall arrest, installation, rigging, scaffolding, welding, etc.); Iron Doors; Jail and Cell Work; Jail Cells (beds, benches, bunks, cell doors, chairs, mirrors, tables, etc.); Jet Ways; Jib-Cranes; Joists; Kalomeined Doors; Kilns; Kiosks; Lagging; Laminated Wood Structures; Laser Beams; Lath (beads, hung ceilings, metal, plaster methodologies, purlins, wire, etc.); Launch Hammer Bucket Wheel Excavator; Lifts (use of all types); Light Gauge Metal Roof Trusses; Light Gauge Metal Studs; Lights (highway, signs, scoreboard, sidewalk, stadium, vault, etc.); Lintels; Locker Room Fixtures; Lockers; Locking Devices, all types (for security cells, etc.); Locks and

ARTICLE IV (continued)

Locksmithing; Louvers; Machine Faced Gate Guides; Machinery, all (distributing, handling, hoisting, lowering, moving, placing on foundations, stockpiling, etc.); Man Hoists; Marquees; Masonry Support Steel; Material Altered in Field (bending, burning, cutting, drilling, framing, welding by acetylene gas and electric machines, etc.); Material Towers; Medical Equipment; Melters; Metal Buildings (gutters, prefabricated, pre-engineered, purlins, rake, siding, trim, etc.); Metal Enclosures; Metal Furniture; Metal Strips; Metal Trim; Metal Windows; Micropiles; Mixers; Modular Buildings and Vaults; Modules, rigging and assembly for multi-craft; Monorails; MRI Equipment; Multiplate; Nameplate; Night Depositories; Non-Ferrous Metals; Nosings; Nuclear Drycask Storage Systems; Nuclear Facilities (decommissioning and dismantling); Nuclear Reactors; Operating Room Devices; Operating Room Light Equipment; Ornamental Lead; Ovens; Pan Deck Forms; Panels, all types (Alcopolic, Alucobond, architectural, composite, concrete, curtain wall, enamel, factory fabricated, fiberglass, field assembled, G.F.R.C., insulated, metal, non-insulated, phenolic, photo-voltaic, porcelain, prefabricated, pre-glazed, Q-Type, Reynobond, solar, stone, terra cotta, translucent, Trespa, etc.); Panic Devices; Panic Locks; Pans; Parabolic Systems; Partitions; Pasteurizers; Peaking Units; Pedimats; Pen Stocks; Personnel Hoists; Pile Drivers; Pin Piles; Pipe Railing; Pipe Supports, all (Gas, Oxygen. Etc.); Pit Liners; Plaques; Plastics; Plates; Platforms, mechanical, multi-craft, etc.; Playground Equipment; Pole Barns; Poles; Polycarbonate and Poly Carbon Materials; Polymer; Porch Supports; Post Tensioning (accessories, grouting, jacking, prestressed, sleeves, stressing and distressing of tendons, tendons, etc.); Poster Frames; Poststressed Concrete; Post-stressed Concrete Structures; Power Rigging, all; Precast; Pre-glazed, all (Curtainwall, Doors, Panels, Sash, Windows, etc.); Presses; Pressure Vessels; Prestressed Concrete; Prestressed Concrete Structures; Pultedid Shapes; Pulverizers; Rack Systems;

Racks; Radar (alignment, dish, equipment, pads, supports, etc.); Radiator Enclosures; Radome (both steel or non-ferrous framed and/or pressurized); Railings; Railroad Bridge Work; Railroad Maintenance; Rain Screens; Reactor Heads; Rebar, all (accessories, bars, bar splices [threaded or bolted], beams, cages, caissons, columns, composite, couplers, fiber mesh, fiberglass, mats, mesh, panels, piles, walls, etc.); Refrigeration Plants; Reinforcing Steel; Reinforcing Tie Guns (operation); Reservoirs; Revolving Doors; Rigging, all (display shelves, display shows, government departments, Master Rigger, navy yards, power rigging, shipyards, vessels, etc.); Roller Plates; Rolling Grills; Rolling Shutters; Roofing Systems, all; Roofs, all (checker plate, mansard, metal, space systems, standing seam, etc.); Room Dividers; Rotors; Safe Deposit Boxes; Safes; Safety Devices; Safety Support (for all Ironworker related work); Sash (aluminum, fiberglass, pre-glazed, steel, window, etc.); Scaffolding; Scenery Equipment; Screen Wall; Screens (door and window); Sculptures; Scum Plates; Sealants (related to work installed by Ironworkers); Seating, all types (plank, stadium, theater, etc.); Seats, all types; Security Barriers; Security Screens; Security Systems (cable, composite, concrete, steel, wire, etc.); Security Window Screens; Shafting; Sheet Metal; Sheet Piling; Shelving; Shielding, all materials; Shoring; Sidewalk Supports and Steel; Sign Trestles; Signaling of all Hoisting Operations; Signs (airport, highway, supports, etc.); Sill Beams; Sill Plates; Sills; SIP Deck (Stay in Place); Skate Wheels; Skip Hoists; Skylights; Slope Walls; Slot Machines and Bases; Smoke Baffles; Smoke Conveyors; Smoke Curtains; Smoke Plates; Smoke Screens; Solar Panels; Solar Shades; Solar System Support Steel; Solar Systems; Soldier Piles; Sound Barriers; Space Frames, all types; Spandrels (composite, metal and precast); Spillways; Spray Booths; Stacker Cranes; Stacks; Stage Counterweight System; Stage Equipment; Stage Lifts; Stage Rigging; Stair Lifts; Stairways, all types (concrete, knocked down,

ARTICLE IV (continued)

prefabricated, steel, tower, etc.); Stators; Steel; Steel Curtains; Steel Supports; Steel Towers (erection of); Stokers; Stone, all types; Stone Curtainwall; Storage Racks (freestanding and/or part of building structure); Storage Rooms; Storefronts; Stoves; Strand Jacks; Structural Iron; Structural Steel; Subways; Sun Shades; Screens; Support Steel, all types, single bridged, etc.; Suspended Work Platforms; Swimming Pool Equipment; Switch Gear; Tables; Tanks; Target Ranges, all (baffles, booths, government, indoor, military, municipal, outdoor, etc.); Temporary Shoring (false work and steel supports); Tent Structures (including fabric skin); Theater Curtains; Thimbles; Thresholds; Tight Lacing (for decorative or protective purposes); Toilet Partition Support Steel; Toilet Partitions; Tool Room (attendant, operation, etc.); Towers, all (cellular, guy, microwave, radio, television, etc.); Track Frames; Tracks and Guides; Tramways; Transformers; Translucent and Plastic Materials; Traveling Sheaves; Travelers; Trellises; Trench Frame; Trenching Equipment; Troughs; Trusses, all types; Tunnels; Turbines; Turnstiles; Vats; Vault Doors; Vault Trim; Vaults; Ventilators; Vertical Hydraulic Elevators; Vessels, all types; Wainscoting; Wall Ties (Masonry); Walls (Stub and Stud); Waste Compactors; Weather Stripping; Weather Vanes; Weir Plates; Weirs; Welding (all processes and materials); Welding Machines (operation and use); Wheel Guards; Whirly Cranes; Wickets; Winches; Wind Generators (installation and maintenance); Wind Turbines, including offshore (anchor bolt cage, blades, foundation, nacelle tower, rotor, tensioning, torqueing, etc.); Wind Walls; Window Cleaning Equipment; Window Stools; Window Walls; Window Washer Track (horizontal and vertical); Window Washing Hooks; Windows (pre-glazed); Wire and Fibrous Rope (making and installation of all articles made of); Wire Lath Assemblies; Wire Mesh, all; Wire Mesh Grills; Wire Mesh Panels; Wire Mesh Partitions; Wire Partitions; Wire Work; X-Ray Equipment; X-Ray Equipment Support Steel.

ARTICLE IV (continued)

The above claims are subject to trade agreements and decisions of the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry of the Building and Construction Trades Department.

ARTICLE V

Conventions

Sec. 1a. The regular Convention of this International Association shall be held every fifth year between August 1st and October 31st at such time and place as shall be designated by the General Executive Council.

Sec. 1b. There shall be provided a Convention Fund by an assessment of Two Dollars and Ten Cents (\$2.10) per member per month, except Shop and Navy Yard Rigger Local Union members, who shall pay an assessment of One Dollar and Five Cents (\$1.05) per member per month. Payment of such assessment shall not apply to members who receive Lifetime Honorary Membership and/or are permanently disabled or retired Shop or Navy Yard Rigger Local Union members. Assessments provided for herein shall be utilized to pay all expenses of the Convention, including salary and expenses of all delegates to the Convention.

Sec. 1c. The International Association shall pay expenses of all delegates to the Convention out of the money in the Convention Fund by voucher signed by the General Treasurer on presentation of bills properly signed by the delegates and approved by the General Executive Board for the following expenses:

Sec. 1d. Each Local Union delegate to the Convention shall receive direct coach-class airfare, salary and expenses for six (6) days to attend the Convention, and salary and expenses for a total of three (3) days' travel in accordance with the provisions of Article VIII, Section 6 of the International Constitution. Each

ARTICLE V (continued)

delegate shall receive Seventy-five Dollars (\$75.00) for ground transportation. Each delegate may also receive a miscellaneous travel allowance in an amount to be determined by the General Executive Council.

Sec. 2. A special Convention may be called for particular purposes on the written recommendation of the General President made to and approved by the General Executive Council. The recommendation shall definitely set forth the particular purposes for which the Convention is proposed. If the recommendation is approved by the General Executive Council, a call for such Convention shall be issued by the General President, who shall designate the time and place of holding such special Convention and set forth the particular purposes thereof, and these purposes shall mark the limits of its authority. Each Local Union shall be represented at such special Convention by those delegates of that Local Union who were elected by secret ballot to the preceding regular Convention. The expenses of any special Convention and of all delegates thereto shall be paid as provided in the case of a regular Convention, as specified in this Article, except that the salary and expenses of the delegates shall be limited to direct coach-class airfare, one (1) day's travel each way and not more than one (1) day while attending the special Convention.

Sec. 3a. All resolutions, proposals, grievances, appeals or proposed amendments to the Constitution, which shall be presented by a Local Union for the consideration of the regular Convention, must be introduced in writing and endorsed by the Local Union submitting same. Such resolution with the Local Union seal and over the signatures of the President and Recording Secretary shall be mailed to the General Secretary by a mail or delivery service requiring signature upon receipt, so that the resolution or resolutions shall be received after January 1st but not later than June 1st preceding the Convention. All such properly

submitted matters shall be immediately referred to the General President, who shall assign same to the proper committees.

Sec. 3b. No resolution shall be referred to the General President for assignment to a committee or printed in the Resolutions Booklet or the Record of the Convention unless it meets all of the aforementioned requirements.

Sec. 3c. The General Secretary shall decide whether a particular submission meets the aforementioned requirements. Appeals of the General Secretary's decision shall be directed to the Grievance Committee of the Convention by mailing a letter, by a mail or delivery service requiring signature upon receipt, to the General President within five (5) days of receipt of the General Secretary's decision.

Sec. 4. Committees of at least nine (9) members each, or more at the discretion of the General President, shall be appointed by the General President from among the delegates-elect, to serve as Constitution, Resolutions and Grievance Committees, which shall meet in the Convention City at the call of the General President, to consider all matters referred to them by the General President, and be prepared to report on same at the opening session of the Convention. All members selected and who serve on such committees shall be under the direction of the General President, and shall be compensated in accordance with the provisions of Article VIII, Section 6 of the International Constitution. The General President shall appoint such other committees as the General President may deem necessary or expedient, to meet on the General President's call.

Sec. 5. Roberts' Rules of Order shall govern Convention proceedings except as otherwise provided herein. The Convention shall make such special rules governing its proceedings as it shall determine.

ARTICLE V (continued)

Sec. 6. All resolutions and proposals for consideration by any Convention, including proposed amendments of the Constitution, must be submitted by a Local Union (in the manner prescribed in Article V, Section 3) or by the General President, General Secretary or General Treasurer.

Order of Business

Sec. 7a. The General President, or presiding officer, shall prescribe, subject to adopted rules, the order of business. Such order of business may be as follows:

1. Call of Convention to order
2. Appointment of Committee on Rules
3. Report of Committee on Credentials
4. Roll call of Delegates
5. Report of Committee on Rules
6. Appointment of other Committees
7. Reports of Officers
8. Reports of Committees
9. Election of Officers
10. Obligation of Officers
11. Adjournment

Sec. 7b. This Constitution may be amended at any regular Convention of the International Association if there is cast in favor of the adoption of the proposed amendment three-fourths (3/4) of the total number of votes which all Local Unions, through their delegates are entitled to cast upon such proposed amendments and not otherwise during any Convention. Amendments to the Constitution adopted as required in this Section shall become effective upon adoption unless otherwise stated in the amendment. The General Executive Council is granted the authority and empowered to amend this Constitution between regular Conventions on an interim basis to meet emergencies or to promote the best interest of the International Association and its membership, when it is evident that the best

ARTICLE V (continued)

interest of the membership can be served by taking action between Conventions, such amendments shall be subject to ratification by the delegates at the next regular Convention. The Constitution may be amended by the General Executive Council between regular Conventions to correct typographical, grammatical or formatting errors, provided said changes shall not change meaning or intent. When the Constitution is amended and such amendments affect the Articles and Sections of the Constitution, said Articles and Sections shall also be changed.

Sec. 7c. As soon as practicable after the Convention there shall be published in THE IRONWORKER a report of amendments adopted at such Convention. If the amendments are so numerous as to affect a major part of the Constitution, or if a new Constitution is adopted, or if the General Executive Board shall determine it best to do so, the entire Constitution as amended or as adopted in substitution for the prior one shall be published in THE IRONWORKER. Any action approved by a two-thirds (2/3) vote of the regular Convention shall be subject to change only by a regular Convention.

ARTICLE VI

Representation

Sec. 1a. Each Local Union except Shop and Navy Yard Rigger Local Unions for whom representation is hereinafter provided, shall be entitled to representation as follows: One delegate for 100 members or less and an additional one for each 100 or major fraction thereof, up to 500; one for each additional 250 or major fraction thereof up to 1,000; and one for each additional 500 or major fraction thereof, thereafter, which shall be determined by the average number of dues receipts billed for during the five (5) years ending the last day in December of the year preceding the Convention, plus

ARTICLE VI (continued)

the average number of lifetime member months, including honorary dues paying members.

Sec. 1b. Each Shop, Navy Yard Rigger and Regional Local Union shall be entitled to representation as follows: One delegate for less than 500 members; two delegates for 500 and less than 1,000 members; three delegates for 1,000 and less than 1,500 members; four delegates for 1,500 and less than 2,500 members; five delegates for 2,500 and less than 3,500 members; and six delegates for 3,500 members or more.

Sec. 1c. In addition, any member of any Local Union affiliated with the International Association who is a full-time paid Representative of the International Association shall be entitled to be a delegate to any International regular or special Convention by virtue of employment in such appointed position; provided, that such Representative's delegate status shall be approved by a majority of those voting by secret ballot by a "yes" "no" designation at the regularly scheduled election of the International Convention delegates held at the appropriate time by the Local Union of which such Representative is a member. It is specifically provided herein that the delegate status of such Representative shall not displace or otherwise affect any delegate which the Local Union is otherwise entitled to send to the Convention.

Sec. 2. No Local Union shall be entitled to representation unless organized at least four (4) months prior to the date of holding the Convention.

Sec. 3. A Local Union which is indebted to the International Association on its accounts of the last fiscal year shall not be entitled to representation unless such indebtedness be paid previous to the calling to order of the Convention.

ARTICLE VI (continued)

Sec. 4. The nomination and election of delegates and alternates to the International Convention shall be held at a regular meeting or election between the first day of March and the first day of June of the year the Convention is being held. Any deviation must be approved by the General Executive Board. Delegates to the International Convention may be elected by popular vote at large, by a slot system, or by a combination of both.

Sec. 5. The Recording Secretary shall, within one (1) week after any election of delegates, report to the General Secretary the name and home address of each delegate and alternate.

Sec. 6. The General Secretary shall submit to the General President a list of delegates-elect to the Convention, from which list the General President shall select at least three (3) delegates or more to act as a Credential Committee. They shall meet in the Convention City previous to the meeting of the Convention, pass on credentials of delegates-elect and prepare their report on same, which they will submit at the opening session of the Convention.

Sec. 7. No member shall be eligible as a delegate to a Convention of the International Association unless such member is a practical worker in some branch of the trade, having worked as such for six (6) months or more in the past year, or who has been injured and/or incapacitated at the trade and still retains active membership in that Local Union, and no one shall be eligible for nomination or election as a delegate unless such member has been for twenty-four (24) months immediately preceding the date of nomination as well as the date of election, a member in continuous good standing in that Local Union, but the foregoing requirements shall not apply to a member whose membership dates with the issuance of the charter and who, at the time of nomination and election, has been in continuous good

ARTICLE VI (continued)

standing since said last named date. Any member who is holding office and receiving pension benefits from a Local Union, District Council and/or the International Association, to the extent permitted by law, shall forfeit their office. Furthermore, no member receiving pension benefits, to the extent permitted by law, may serve as a delegate to the Convention. The provisions of this paragraph relative to “unless such member is a practical worker in some branch of the trade, having worked as such for six (6) months or more in the past year” shall not apply to members elected or appointed as full-time salaried officers of a Local Union, District Council, Building and Construction Trades Council, Metal Trades Council, Central Labor Union, State or Provincial Federation of Labor, State, Provincial or Federal Departments of Labor, American Federation of Labor-Congress of Industrial Organizations, Canadian Labour Congress or any of its Departments, or members directly employed by the International Association.

Sec. 8. Delegates shall present their claim to be seated by credentials duly signed by the President and Recording Secretary of their Local Union with the seal of said Local Union affixed.

ARTICLE VII

Officers

Sec. 1. The officers of this International Association shall consist of a General President, a General Secretary, a General Treasurer and nine (9) General Vice Presidents, not more than one of whom shall be from any one Local Union, to be elected from among the delegates by the regular Convention, and shall hold their offices until their successors are duly elected and qualified. The General President, General Secretary, General Treasurer and nine (9) General Vice Presidents, or in case of a vacancy in any of said offices, the successors or survivors of them shall con-

stitute the General Executive Council, and shall meet twice each year or more often if necessary at the call of the General President. They shall have full authority to consider and decide all appeals and matters affecting this International Association between Conventions, subject to and in accordance with this Constitution.

Sec. 2. The nine (9) General Vice Presidents shall be elected in their respective numerical order.

Sec. 3. The General Executive Board shall consist of the General President, General Secretary and a General Officer to be selected from time to time (as a temporary member of the Board) by the General President. Two members shall constitute a quorum and, at such times as the third (temporary) membership remains unfilled, the General President and General Secretary shall constitute the Board and be vested with all of the powers thereof. The Board shall hold meetings when necessary, at the call of the General President, to consider appeals from members and Local Unions, and transact such other business as may need attention. All correspondence for the General Executive Board shall be addressed to the General Secretary. The decisions of the General Executive Board may be appealed to the General Executive Council, but pending the appeal such decisions must be complied with.

Sec. 4a. There shall be one (1) election of officers at each Convention with nominations and election of officers occurring on the second day. Candidates for an elected office must file an official affidavit form indicating which office they are seeking by June 1st of the Convention year. Affidavit forms will be available from the General Secretary's office on March 1st of the Convention year. The affidavit form must be returned to the General Secretary's office by a mail or delivery service requiring signature upon receipt. Notice for filing the candidate affidavit form will be printed in THE IRONWORKER at least one hundred

ARTICLE VII (continued)

eighty (80) days prior to the Convention. Notice of the day for nominations, the nomination procedure and the day for election of officers shall be printed in THE IRONWORKER and distributed at least thirty (30) days prior to the Convention.

Sec. 4b. If a candidate for an elected office shall after June 1st of the Convention year die or, in the opinion of the General Executive Council, become incapacitated such that the candidate is permanently incapable of performing the duties of the office for which nominated, then nominations for the affected office shall be reopened with nominations for that office to close at the conclusion of the first day of the Convention.

Sec. 4c. Notice of the reopening of nominations shall be transmitted by the General Secretary to all Local Unions and District Councils. The election of officers shall be by plurality vote with each candidate voted on individually and shall be conducted by three (3) Judges of Election.

Sec. 4d. One (1) Judge of Election shall be appointed by the General President. Each candidate for office, except the General President, shall submit one (1) delegate's name for consideration as Judge of Election. If a majority of the candidates agree on the remaining two (2) Judges of Election, these three (3) shall be the Judges of Election.

Sec. 4e. If, at the sole discretion of the General Secretary, it is determined that no such agreement can be reached in a reasonable period of time, then the submitted names shall be placed on slips of paper from which the General Secretary shall draw two (2) names who shall be the remaining two (2) Judges of Election. If any Judge of Election is unable or unwilling to serve, he or she shall be replaced by a delegate selected by the

ARTICLE VII (continued)

General Secretary. Each candidate for office may have an observer at the election.

Sec. 5. The election shall be conducted by secret ballot, either by ballots cast or by voting machine. The General Secretary shall call the roll and each delegate shall step up to the ballot box and deposit a ballot in the ballot box in the presence of the Judges of Election, if ballots are used, or enter an enclosed booth and vote by voting machine, if voting machines are used. A plurality of all votes cast shall be necessary for an election.

Sec. 6. All officers at the expiration of their term of office, which shall be December 31st, following the regular Convention at which their successors shall have been elected; or when removed, shall deliver to their successors all books, papers, money and other property in their possession belonging to the International Association.

Sec. 7. All officers shall be elected and obligated at a regular Convention of the International Association, and hold their offices until their successors are duly elected and qualified. In cases of newly elected officers they shall be installed and take possession of their respective offices on January 1st following the regular Convention at which they are elected.

Sec. 8a. The General President, General Secretary, General Treasurer and General Vice Presidents, by virtue of their offices, shall be accredited delegates to all Conventions of the International Association, having full voice and vote, and shall be eligible to election at said Conventions.

Sec. 8b. Any former General President that is or has been bestowed the title of General President Emeritus by election of the General Executive Council shall be an accredited delegate by virtue of this honorary office

ARTICLE VII (continued)

to all Conventions of the International Association, having full voice and vote.

Sec. 9. Charges against any officer of this International Association may be filed with the General President and if, in the General President's judgment, said charges are sufficiently serious to warrant such action, the General President shall suspend the officer charged pending the trial of the charges. Charges may be filed against the General President with the General Executive Council through the General Secretary. Before any officer can be placed on trial on any charge made against said officer, such charge must be submitted in writing by a Local Union in good standing in the International Association or by the General President. A copy of such charges shall be submitted to the General Executive Council, and if a majority thereof deems the charges sufficient to warrant a trial, the General President, or if the charges are against the General President, the General Executive Council, shall appoint a day for trial and notify the accused and the accuser of the time and place of trial. Such trial shall be held before the General Executive Council. The accused may have counsel whether the accused be present in person or not, provided that no one shall act as counsel who is not a member of the International Association with the qualifications set forth in Article XXVI, Section 1e. The trial shall be held at International Headquarters, and a complete record of the proceedings and testimony shall be kept. A two-thirds (2/3) vote shall be necessary for conviction. Should the accused be found innocent, the accused shall be acquitted and exonerated, but should the accused be found guilty, the accused may be censured, suspended for a definite period of time, removed from the office and/or expelled from the International Association. The accused and all Local Unions shall be notified of the decision rendered in the case.

Sec. 10. Should the officer or member so suspended or removed consider that an injustice has been done by the General Executive Council, the accused may appeal, in writing, to the next regular Convention and so notify the General Secretary at least thirty (30) days prior to the assembling of the Convention. Such appeal may be presented to the Convention by the defendant or the defendant's counsel at the proper time, together with any new evidence the accused may possess. The General Executive Council shall present all evidence taken in the case, and the Convention shall carefully and impartially consider the case. The defendant may be heard in person or by counsel, not exceeding three (3) in number who must be members in good standing as set forth in Article XXVI, Section 1e. The accused or the accused's counsel and the General Executive Council shall submit their arguments. The question shall then be put: "Shall the decision of the General Executive Council be sustained?" After which the vote shall be taken without debate. A two-thirds (2/3) vote of the Convention will be necessary to reverse a decision made by the General Executive Council.

Obligation of Officers

Sec. 11. I (give name) do hereby solemnly pledge my honor that I will faithfully discharge the duties of my office as (office elected to) of the International Association; that I will support the Constitution of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, and that I will enforce the same to the best of my ability, without prejudice or partiality.

Bonding

Sec. 12. Officers, employees or other representatives of the International Association who handle funds or other property thereof shall be bonded as required by

ARTICLE VII (continued)

applicable law. The expense of such bond shall be paid by the International Association.

Sec. 13. Any International Officer, whether elected or appointed, who embezzles the funds of the Local Union, District Council or International Association shall be required to pay the full amount of the shortage or embezzlement to the Local Union, District Council or International Association to the General Treasurer, plus pay a fine to the International Association, which fine shall be not more than the amount of the shortage or embezzlement. The method of payment of such shortage or embezzlement shall be determined by the General Executive Council. Any International Officer, whether elected or appointed, who after a fair and impartial trial is found guilty of misappropriating the funds of the International Association, shall forfeit all rights to hold any office to the International Association, District Council or Local Union.

ARTICLE VIII

Salaries

Sec. 1. The General President shall receive a salary of Three Hundred Forty-two Thousand Five Hundred Thirteen Dollars (\$342,513.00) per year. Effective January 1, 2012 and each January 1st thereafter, the increase in salary shall be based on the average increase negotiated for ironworkers in the United States and Canada as provided by the Construction Labor Research Council and the United States Department of Labor. The General President shall receive all necessary expenses and One Hundred Dollars (\$100.00) per day for daily expenses, effective January 1, 2012.

Sec. 2. The General Secretary shall receive a salary of Two Hundred Seventy-two Thousand One Hundred Fifty-three Dollars and Fifty Cents (\$272,153.50) per year. Effective January 1, 2012 and each January

ARTICLE VIII (continued)

1st thereafter, the increase in salary shall be based on the average increase negotiated for ironworkers in the United States and Canada as provided by the Construction Labor Research Council and the United States Department of Labor. The General Secretary shall receive transportation, reasonable lodging and One Hundred Dollars (\$100.00) per day for daily expenses, effective January 1, 2012.

Sec. 3. The General Treasurer shall receive a salary of Two Hundred Thirty-nine Thousand Nine Hundred Seventy-four Dollars (\$239,974.00) per year. Effective January 1, 2012, and each January 1st thereafter, the increase in salary shall be based on the average increase negotiated for ironworkers in the United States and Canada as provided by the Construction Labor Research Council and the United States Department of Labor. The General Treasurer shall receive transportation, reasonable lodging and One Hundred Dollars (\$100.00) per day for daily expenses, effective January 1, 2012.

Sec. 4. The General Vice Presidents shall each receive a salary of One Hundred Eighty-three Thousand One Hundred Seventy Dollars (\$183,170.00) per year. Effective January 1, 2012, and each January 1st thereafter, the General Vice Presidents shall each receive an increase in salary based on the average increase negotiated for ironworkers in the United States and Canada as provided by the Construction Labor Research Council and the United States Department of Labor. They shall each receive transportation, reasonable lodging and One Hundred Dollars (\$100.00) per day for daily expenses, effective January 1, 2012.

Sec. 5. The General Organizers shall each receive a salary of Five Hundred Twenty-eight Dollars (\$528.00) per day. Effective January 1, 2012, and each January 1st thereafter, the increase in salary shall be based on the average increase negotiated for ironworkers in the United States and Canada as provided by the

ARTICLE VIII (continued)

Construction Labor Research Council and the United States Department of Labor. They shall each receive transportation, reasonable lodging and One Hundred Dollars (\$100.00) per day for daily expenses, effective January 1, 2012.

Sec. 6. Any member who is obliged to cease regular employment in order to perform duties for the International Association shall receive the sum of Five Hundred Twenty-eight Dollars (\$528.00) per day. Effective January 1, 2012, and each January 1st thereafter, said member shall receive an increase in salary based on the average increase negotiated for ironworkers in the United States and Canada as provided by the Construction Labor Research Council and the United States Department of Labor. Said member shall receive transportation, reasonable lodging and One Hundred Dollars (\$100.00) per day for daily expenses, effective January 1, 2012. Reimbursement for transportation and reasonable lodging shall be made only upon submission and approval of appropriate vouchers.

Sec. 7. All or part of the scheduled salary increases may, on the action of the Trustees of the Staff Retirement Plan and concurrence by Resolution of the General Executive Council, be reflected as increased contributions to the Staff Retirement Plan rather than as a salary increase.

ARTICLE IX

General President

Sec. 1. It shall be the duty of the General President to devote the time of the General President to the interests of the International Association.

Sec. 2. The General President shall exercise a general supervision over the affairs of the International

Association, its officers and organizers, and assign them to their respective duties.

Sec. 3. The General President shall preside at all Conventions and meetings of the International Association or subordinate bodies, and conduct the same according to the Constitution.

Sec. 4. The General President shall, in conjunction with the General Secretary, grant and sign all charters and official documents. The General President may grant dispensations in extraordinary cases.

Sec. 5. The General President shall appoint all officers and committees, including all delegates to the Conventions of the American Federation of Labor-Congress of Industrial Organizations and its affiliated Departments. The General President shall be a member of all Conventions and committees and act as chairman of all such bodies.

Sec. 6. The General President is hereby authorized to employ an attorney to act as General Counsel, and other legal assistance, as the General President may deem necessary from time to time.

Sec. 7. The General President shall organize or cause to be organized, Local Unions wherever practical, and appoint such organizers or representatives as in the General President's judgment may be necessary.

Sec. 8. The General President shall employ a General Editor for the purpose of editing THE IRONWORKER and other publications of the International Association, and to perform any and all duties, as may be designated by the General President.

Sec. 9. The General President shall employ a General Auditor for the purpose of investigating the administrations of General and Local Officers and

ARTICLE IX (continued)

auditing the accounts thereof, as well as the accounts of Local Unions, and such other duties as the General President may assign.

Sec. 10. The General President shall have power to decide all points of law and to suspend any subordinate body for violation of the Constitution and laws.

Sec. 11. The General President shall, whenever in the General President's judgment subordinate bodies or the members thereof are working against the best interests of the International Association, have power to order said body to disband or cease such practices under penalty of revocation of charter.

Sec. 12. The General President may personally, or by deputy, summarily take possession of, for examination, all books, papers and financial accounts of all subordinate bodies.

Sec. 13. The General President shall have full authority to suspend any officer of the International Association, or any of its chartered bodies, for being delinquent or derelict in their duties, or for their failure to promptly comply with the General President's instructions.

Sec. 14. The General President, with the approval of the General Executive Board, shall, when it is advisable, have full power to effect a settlement of any strike.

Sec. 15. Decisions of the General President may be appealed, first, to the General Executive Board; second, to the General Executive Council, and finally to a regular Convention, provided that the decisions of the General President have been complied with pending such appeal.

Sec. 16. The General President shall submit to the General Treasurer at the end of each month an account of all monies expended by the General President, and shall make a report to the regular Convention concerning the General President's important transactions as well as matters pertaining to or affecting the activities, affairs or interests of the International Association, which report shall, after the Convention, be published in THE IRONWORKER. The General President shall, when in the General President's opinion, it is necessary, call to the attention of the general membership, through the official journal, any important matters which the General President may deem proper and advisable and give such advice and recommendations as may be necessary for the general welfare of the International Association.

Sec. 17. The General President shall have the accounts of the General Treasurer audited annually, and a copy of the report of said audit shall be sent to each Local Union.

Sec. 18. The General President shall have authority to investigate, personally, through the General Auditor and/or International Representative, the affairs of Local Unions and the administration of all General and Local Union Officers; and all books, records, accounts, securities and property in the custody of any such officer or Local Union shall be made available for examination by the General President, the General Auditor or other persons selected by the General President. For the purpose of carrying on such investigations, as well as for other purposes within the purview of the General President's general supervisory powers, the General President may employ and designate certified public accountants to make examinations and audits.

Sec. 19. The General President shall not assume office until there shall have been presented to and approved by the General Executive Council a proper

ARTICLE IX (continued)

and adequate bond to provide protection against loss by reason of acts of fraud or dishonesty by the General President as required by law.

Sec. 20. In the event of a death, resignation or removal of any officer, the General President may, in the General President's discretion, appoint a successor to fill the vacancy thus created, such appointment to be approved by the General Executive Council.

ARTICLE X

General Secretary

Sec. 1. It shall be the duty of the General Secretary to receive, consider and attend to all official correspondence and to devote the time of the General Secretary to the interests of the International Association.

Sec. 2. The General Secretary shall receive and read all petitions and communications submitted to the General Executive Board, General Executive Council and all Conventions of the International Association.

Sec. 3. The General Secretary shall keep a General Register, in which the General Secretary shall record the names of all members of the International Association and their standing therein.

Sec. 4. The General Secretary shall file and safely keep all important papers of which the General Secretary may have custody, and shall seal all charters and official communications emanating from International Headquarters.

Sec. 5. The General Secretary shall obtain from the most reliable sources information, reports and statistics relating to work in all branches of our trade and arrange for such information to be sent directly to the Local Unions in whose territory the work is contemplated or

in progress, and the General Secretary shall charge the Local Union quarterly in advance with their proportionate share of the cost of such information, reports and statistics.

Sec. 6. At each regular Convention the General Secretary shall submit a complete printed report of the membership of the International Association, with the number of deaths, suspensions and withdrawals, the number of Local Unions organized and disbanded, and all other matters pertaining to the General Secretary's office.

Sec. 7. The General Secretary shall, under the supervision and direction of the General President, maintain offices which shall be used by the General President, General Secretary, General Treasurer, General Executive Board and General Executive Council, and the General Secretary shall, with the approval of the General President, employ such assistants which in the General Secretary's judgment are necessary for the performance of the General Secretary's duties. Such assistants shall, as far as practicable, come from the ranks of the International Association.

Sec. 8. The General Secretary shall ex-officio be Secretary of the General Executive Board, of the General Executive Council, and of all Conventions, and shall keep records and minutes of all meetings of said bodies and Conventions.

Sec. 9. The General Secretary shall be the official correspondent and keep such records of matters and transactions handled by the General Secretary as the General President shall from time to time direct.

Sec. 10. The General Secretary shall not assume office until there shall have been presented to and approved by the General Executive Council a proper and adequate bond to provide protection against loss

ARTICLE X (continued)

by reason of acts of fraud or dishonesty by the General Secretary as required by law.

Sec. 11. The General Secretary shall qualify within ninety (90) days from the date of election; failing in which the General President shall select, subject to the approval of the General Executive Council, a member to fill the office who shall qualify as herein specified.

ARTICLE X-A

General Treasurer

Sec. 1. The General Treasurer shall receive all monies due the International Association and issue receipts for same and shall be the custodian of the funds, securities, money and certificates of deposit of the International Association as well as all such other property as the General Executive Board may from time to time commit to the custody of the General Treasurer. The General Treasurer shall devote the time of the General Treasurer to the interests of the International Association, and shall have authority to employ such assistants as may be necessary, with the approval of the General President.

Sec. 2. The General Treasurer shall place all funds in such depository, or depositories, as may be selected by the General Executive Board, to the credit of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. Funds so deposited shall not be withdrawn without the approval of the General Executive Board, except that the General Treasurer may issue checks or other forms of legal banking transmittal, properly authorized and executed against the General Treasurer's Fund to meet current expenses, and against the Death Benefit Fund to pay the death benefits provided by this Constitution.

Sec. 3. The General Treasurer shall keep all monies collected for death benefits and the Convention in separate funds and maintain complete and separate accounts of the receipts and expenditures of said funds.

Sec. 4. The General Treasurer shall keep adequate and true accounts and records of all funds, securities and property of the International Association and of all receipts to and expenditures from any of the funds of the International Association, and shall, whenever requested by the General President, submit for the General President's consideration a full and true account of any matters or transactions designated in such request.

Sec. 5. The General Treasurer shall establish a separate checking account to be known as the General Treasurer's Fund at the beginning of the General Treasurer's term of office. The General Treasurer shall be empowered to disburse funds from this account as necessary in meeting the daily expenses of the International Association. This fund shall be replenished from the General Fund on a daily basis by the General Treasurer as necessary and the General Executive Board shall, at the end of each month, review and approve transfers into the General Treasurer's Fund.

Sec. 6. Disbursements and withdrawals from the General Treasurer's Fund, and payments of death benefits from the Death Benefit Fund shall be made on the signature of the General Treasurer and countersigned by the General President or General Secretary. The General Treasurer shall be responsible for the safekeeping and faithful administration of such funds. Checks or orders for the payment or withdrawals of any money or property of the International Association except as provided for in the Section above shall be signed by the General Treasurer and countersigned by the General President. The signatures of the General President, General Secretary or General Treasurer may be made

ARTICLE X-A (continued)

by the properly authorized and executed mechanical or electronic means.

Sec. 7. Upon the resignation, suspension or removal from office of the General Treasurer, or at the expiration of the General Treasurer's term without having been reelected for the next ensuing term, the General Treasurer shall render a true and full account in writing of all monies and property of every kind in the General Treasurer's custody or under the General Treasurer's control, as well as of all receipts and expenditures by the General Treasurer as such General Treasurer not covered by the last annual audit; provided, however, that if the General Executive Council shall, not later than twenty (20) days after submission by the General Treasurer of an account as heretofore described, adopt a resolution specifying a longer period to be covered by such account, it shall be the duty of the said General Treasurer to submit within the time fixed by such resolution an account in matter and form as aforesaid covering the period so specified. Such accounts shall be submitted by delivery thereof to the General President. It shall be the duty of the General Treasurer at the termination of the General Treasurer's incumbency to pay over and deliver to the proper officer all monies and property of every kind in the General Treasurer's custody, possession or control belonging to the International Association or received by the General Treasurer as such General Treasurer and not properly accounted for.

Sec. 8. In case of the resignation, suspension or removal from office of the General Treasurer, the payment and delivery mentioned in the last preceding Section shall be made to the General President to be turned over by the General President to the successor in office of said General Treasurer.

Sec. 9. The General Treasurer shall not assume office until there shall have been presented to and approved by the General Executive Council a proper

and adequate bond to provide protection against loss by reason of acts of fraud or dishonesty by the General Treasurer as required by law.

Sec. 10. The General Treasurer shall qualify within ninety (90) days from the date of election; failing in which the General President shall proceed to select a member to fill the office, subject to the approval of the General Executive Council, who shall qualify as herein specified.

ARTICLE XI

General Vice Presidents

Sec. 1. It shall be the duty of the First General Vice President to assist the General President in conducting the Conventions of the International Association. In the absence of the General President, the First General Vice President shall preside at Conventions and discharge the duties of the General President at such Conventions. The duties of the other General Vice Presidents shall be the same in their respective numerical order.

Sec. 2. The General President shall assign to any of the General Vice Presidents any particular duty to assist the General President which in the General President's judgment they are best able to perform in the interests of the International Association regardless of their respective order or title.

Sec. 3. The General Vice Presidents in addition to their duties as General Vice Presidents shall perform the duties of General Organizers.

ARTICLE XI-A

General Organizers

Sec. 1. General Organizers shall perform the duties assigned to them by the General President.

Sec. 2. General Organizers and General Vice Presidents when performing the duties of a General Organizer, shall send a report, weekly, to the General President through the General Secretary and the General Treasurer, said report to contain an account of their activities as well as an itemized account of their expenses.

ARTICLE XII

General Executive Board

Sec. 1. The General Executive Board shall consist of the General President, General Secretary and a General Officer to be selected from time to time (as a temporary member of the General Executive Board) by the General President. They shall meet, upon the call of the General President, at International Headquarters or at any other designated place, as the occasion may require, to consider matters coming before them. A majority of the three (3) members shall constitute a quorum and any action taken by such majority shall be as valid to all intents and purposes as though taken by the full membership of the General Executive Board.

Sec. 2. The minutes of all meetings of the General Executive Board shall be written up immediately at the end of the session, approved by the members participating therein, and signed by the General Secretary.

Sec. 3. At such times as there shall be no third (temporary) member of the General Executive Board, the General President and General Secretary shall con-

stitute the General Executive Board and shall be vested with all the powers and prerogatives and charged with all the duties thereof.

Sec. 4. The General Executive Board shall decide all points of law, grievances and appeals referred to it by the General President or otherwise properly coming before it. After having fully investigated along with consultation with the Local Union the request for special agreements and the impasse of the settling of strikes, the General Executive Board shall be empowered to enter into all agreements which, in their judgment, may be in the best interest of the membership of the International Association. It should have full supervision over all strikes and exercise authority over them in accordance with the Constitution. Upon all matters not otherwise specifically provided herein, the General Executive Board shall have full power to act.

Sec. 5. The International Association shall at all times furnish and maintain an automobile for the personal use of the General President; purchases thereof to be made under the supervision of the General Executive Board; and expense of renewals and maintenance thereof to be paid from the funds of the General Treasurer.

Sec. 6. In event of distress, of any Local Union, the General Executive Board shall have power to assist them financially. They shall exercise a general supervision, and have full authority, over all members and subordinate bodies.

Sec. 7. The General Executive Board shall have the power to place any Local Union or other subordinate body of the International Association under direct International supervision whenever in its judgment such action is necessary for the purpose of correcting corruption or financial malpractice, assuring the performance of collective bargaining agreements or duties

ARTICLE XII (continued)

of a bargaining agent, restoring democratic procedures or otherwise carrying out the legitimate interests of the International Association; provided that such action shall be taken by the unanimous vote of the General Executive Board. The General Executive Board shall present to the next regular meeting of the General Executive Council its action in placing a Local Union under International supervision. At any time while a Local Union is under International supervision pursuant to this Section, the General Executive Board may provide, at the expense of such Local Union, for liability insurance, protecting the International Association by virtue of any common law or statutory liability resulting from the act or omission of any officer, agent or employee while engaged in any activity pertaining to the business or affairs of such supervised Local Union. Within a reasonable time after the General Executive Board has placed a Local Union under International supervision, the General Executive Board or its representative shall hold a full and fair hearing to determine the propriety of such action giving reasonable notice of such hearing.

Sec. 8. If at any time in the opinion of the General Executive Board, it becomes necessary and advisable, they may authorize the General President to call the representatives of the various Local Unions into conference to consider matters of importance.

Sec. 9. The General Executive Board may make such regulations from time to time with respect to the general management of all property, monies and funds of the International Association as it may deem appropriate, and may make provision for the investment of money in excess of that required for current demands and reserve. However, nothing in this Section shall relieve the General Treasurer from full responsibility for the custody and administration of the funds which may come into the General Treasurer's possession as set forth in the other provisions of this Constitution.

ARTICLE XII (continued)

Sec. 10. The General Executive Board is empowered to fix by general orders from time to time the system of bookkeeping and accounting to be employed by Local Unions and the officers thereof, as well as to make such general regulations as it may consider needful or appropriate regarding custody of Local Union funds and property, accounting by Local Union officers and audits of the accounts of such officers; and any orders and regulations so made shall be strictly complied with.

Sec. 11. The General Executive Board shall provide rules and regulations governing all Local Unions in the employment of our members on work for interstate employers.

Sec. 12. Decisions of the General Executive Board may be appealed to the General Executive Council by giving written notice to the General Secretary within one (1) year from the date of the decision of the General Executive Board. The decision appealed from shall be complied with pending disposition of the appeal as a condition of perfecting such appeal.

ARTICLE XIII

General Executive Council

Sec. 1. The nine (9) General Vice Presidents together with the General President, General Secretary and General Treasurer, their successors in office and during vacancies in any of said offices, the surviving incumbents of the foregoing offices shall constitute the General Executive Council, and they shall meet at least twice a year and more often when necessary, on call of the General President, to consider such matters as have been referred to them or that may properly come before them.

Sec. 2. The minutes of all meetings of the General Executive Council shall be written up as soon as

ARTICLE XIII (continued)

practicable at the end of the session, approved by the members participating therein, and signed by the General Secretary.

Sec. 3. In the event of the death, resignation, removal or other cause, there should occur a vacancy in the office of General President, the General Executive Council shall immediately meet and select one (1) of their members to fill such vacancy, the one so selected then shall become General President to fill the unexpired term until the next regularly scheduled Convention. Upon the failure of the General Executive Council to agree within thirty (30) days, the General Secretary, shall be the acting General President pending selection or election and shall immediately send out a call for a special Convention for the purpose of electing a General President.

Sec. 4. To assist any Local Union, or to meet any emergency that may arise making the need for additional funds essential to the welfare of the International Association and the members, the General Executive Council shall have the authority to levy an assessment sufficient to replenish the treasury and meet the demands created by such needs or emergency. In the event that the General Executive Council levies an assessment, such action shall be submitted to the next Convention for ratification and shall be fully effective pending ratification.

Sec. 5. The General Executive Council shall formulate such organizing plans or policies as they may consider in the best interest of the International Association and when such plans or policies have been adopted by the General Executive Council it shall be mandatory that such plans or policies be observed by all Local Unions and the failure or refusal of any Local Union to cooperate with the International Association in such efforts shall be sufficient cause for the revocation of the charter of such Local Union, and the General Executive

ARTICLE XIII (continued)

Council may, should it be deemed best, establish another charter in that territory.

Sec. 6. The General Executive Council shall decide all appeals coming before it from the General Executive Board and decide all other matters properly coming before it. It shall maintain a record of all cases and make a report to the regular Convention, and all decisions of the General Executive Council shall be final unless reversed by the regular Convention.

Sec. 7. Decisions of the General Executive Council may be appealed to the next regular Convention, provided the decision appealed from shall be complied with pending the appeal as a condition of perfecting the appeal.

Sec. 8. The General Executive Council shall examine and approve of the bonds of the General President, General Secretary and General Treasurer.

Sec. 9. The General Executive Council is empowered to confer a Certificate of Honorary Membership in this International Association on any person, who, in their opinion, has rendered this International Association valuable services or has made a special effort to aid humanity.

Sec. 10a. The General Executive Council is empowered to establish International Headquarters in such city where in their judgment it will best serve the needs and demands of the International Association.

Sec. 10b. Any suit or legal action brought by any member, person, firm, entity claiming any benefit, privilege or right under this Constitution or against the International Association shall be brought in the tribunal of competent jurisdiction located in the city where the Headquarters of this International Association is located.

ARTICLE XIII (continued)

Sec. 11. The General Executive Council shall some time before January 1st of the Convention year designate some city at which the Convention will convene and through the General Secretary announce to the membership, the city designated, provided that should any emergency or condition arise after that date and convening of Convention to justify such action, the General Executive Council is empowered to designate some other city at which the Convention shall convene.

Sec. 12a. Whenever the General Executive Council shall determine that a suit (not maintainable by the General President or General Treasurer) should be brought in behalf of the International Association, the members of said General Executive Council, and in case of the disability or refusal to act of a member or members then the remaining members may bring such suit in their own names as representatives of the entire membership of the International Association with full capacity and authority to bind by their action in such suit all members of the International Association and to bring before the court the rights and interests of such members as fully to all intents and purposes as though parties to such suit; provided, however, that the powers herein referred to shall be vested in the members of said General Executive Council, respectively, only during their respective tenures as such officers, devolving with like limitations and subject to like conditions upon their successors respectively; and at the end of the tenure of office of any member of said General Executive Council who is a party to such suit the General Executive Council member shall be eliminated as such party and the General Executive Council member's successor in office substituted. Monies or property recovered and rights or benefits established by any such suit shall accrue to such officers for the benefit of the International Association and the members thereof.

Sec. 12b. Inasmuch as the provisions of this Section are merely declaratory of long existing and approved

ARTICLE XIII (continued)

customs in the International Association, and since the herein defined powers of members of the General Executive Council have long been recognized, nothing in this Section contained shall be construed as in negation of the present existence of said powers or in derogation of the authority under which suits such as herein referred to have heretofore been instituted.

Sec. 13a. The General Executive Council shall have the authority to amend Article IV, Craft Jurisdiction, when deemed necessary to claim for the membership any additional work not previously included in Article IV. These changes will not require approval by Convention action.

Sec. 13b. The General Executive Council shall have the authority to amend the Constitution between regular Conventions to correct typographical, grammatical or formatting errors, provided said changes shall not change meaning or intent. When the Constitution is amended and such amendment affects other Articles and Sections, said Articles and Sections shall also be changed. These changes will not require approval by Convention action.

ARTICLE XIV

Retirement Plan of General Officers, General Organizers, District and Special Representatives and Employees of the International Association's Office Staff

There shall be a Joint Contribution Retirement Plan covering all General Officers, General Organizers, District and Special Representatives and Employees of the International Association's Office Staff as ordered and established by the Twenty-ninth Convention of the International Association and, as amended by the Thirtieth, Thirty-second and Thirty-fourth Conventions

ARTICLE XIV (continued)

of the International Association, to be known as The Bridge and Iron Workers Staff Retirement Plan.

ARTICLE XV

Welfare Plan of General Officers, General Organizers, District and Special Representatives of the International Association

There shall be a Welfare Plan established covering all General Officers, General Organizers, District and Special Representatives of the International Association, the cost of which shall be paid from the General Fund of the International Association, as ordered and established by the Thirty-first Convention of the International Association. A Welfare Plan shall be continued in effect on all participants upon their retirement. The Welfare Plan does not guarantee any level of benefits for active or retired participants.

ARTICLE XVI

Sources of Revenue

Sec. 1. The revenue of the International Association shall be derived from the following sources:

1. Monthly per capita tax receipts, initiation or reinstatement fees, differential and transfer fees
2. Sale of supplies
3. Travel Service dues receipts
4. Interest
5. Investments
6. Assessments levied in accordance with provisions of the Constitution
7. Death Benefit Fund Assessment
8. Convention Fund Assessment
9. Initial Organizing Contract Fund Assessment
10. International Ironworkers Organizing Fund Assessment

11. Such other sources as may from time to time be appropriate

Sec. 2a. There shall be paid, as International Per Capita Tax, the sum of Twenty-eight Dollars and Sixty-five Cents (\$28.65) per month by all members of the International Association, except that members of Shop and Navy Yard Rigger Local Unions shall pay, as International Per Capita Tax, the sum of Fourteen Dollars (\$14.00) per month. If deemed absolutely necessary by the General Executive Council, it may increase effective January 1, 2013, January 1, 2014, January 1, 2015 and January 1, 2016, in an amount not more than Two Dollars (\$2.00) per month in each such year for all members of this International Association, not to exceed Five Dollars (\$5.00) for the Convention period, except the Per Capita Tax for the members of Shop and Navy Yard Rigger Local Unions may increase in an amount not more than One Dollar (\$1.00) per month in each such year, not to exceed Two Dollars and Fifty Cents (\$2.50) for the Convention period.

Sec. 2b. Per Capita Tax of Thirteen Dollars (\$13.00) for members of Regional Local Unions shall be increased by Two Dollars and Fifty Cents (\$2.50) each year on January 1, 2012, January 1, 2013, January 1, 2014 and January 1, 2015. Effective January 1, 2016, Regional members' Per Capita Tax shall be increased to that of Outside members' Per Capita Tax. Any other increases taken either by Convention or General Executive Council action shall also be paid by Regional members.

Sec. 2c. A valuation of fifty percent (50%) shall be placed on the amount of the initiation, reinstatement, differential and transfer fees. Local Unions shall be billed monthly for amounts so recorded and must remit same to the General Treasurer.

ARTICLE XVI (continued)

Sec. 2d. Each Outside and Regional Local Union shall pay an International Supplemental Per Capita Tax of one-quarter of one percent ($1/4$ of 1%) of the applicable hourly journeyman wage rate for each hour worked per member per month to the International Ironworkers Organizing Fund. The disbursements from this Fund shall be approved by the General President, disbursed through the General Treasurer's Office, and shall be used solely for the purpose of meeting the financial requirements of organizing the unorganized and for no other purpose.

Sec. 3. All Constitutions, membership cards, emblems, buttons, blank forms and other supplies shall be furnished by the General Secretary, per order of the Financial Secretary of any Local Union in good standing, at the prices quoted on the official price list. A remittance must accompany all orders for supplies. Emblems of the International Association shall be sold to members only.

Sec. 4. All monies due the International Association must be forwarded by the Financial Secretary of the Local Union by the fifteenth (15th) working day of the month following the month in which the debt is incurred. If the provisions are not complied with, the General Executive Board shall be empowered to take such action as is deemed necessary to correct same.

ARTICLE XVII

Official Journal

Sec. 1. There shall be published monthly at International Headquarters, in the English language, an official journal, which shall be known as THE IRONWORKER. The expense of maintaining the official journal shall be paid from the General Fund. The magazine shall be furnished to members through the mail or electronic means.

ARTICLE XVII (continued)

Sec. 2. All official communications sent out by the General Secretary for the general information of the members of the International Association shall, with the approval of a majority of the General Executive Board, be published in the official journal.

Printing and Supplies

Sec. 3. The General President and General Secretary shall receive competitive bids and award contracts to the lowest, best responsible bidder for the printing of the magazine and supplies for International Headquarters and Local Unions.

Magazine Correspondence

Sec. 4. The Recording Secretaries of the Local Unions shall be the official correspondents or scribes for the official monthly magazine for their Local Union's jurisdiction and they shall supply the General Editor with news and information relative to the trade of general interest to the membership except in Local Unions that have full-time Financial Secretaries. In such Local Unions, the Financial Secretaries shall be the official correspondent for such purposes.

ARTICLE XVIII

Death Benefit Claims

Sec. 1a. The International Association will pay a death benefit as hereinafter specified, in the case of every deceased member who had been in continuous membership for twelve (12) months or more prior to death and was in good standing at the time of death. A member to be considered in good standing must have dues and assessments paid through the month preceding death.

ARTICLE XVIII (continued)

Sec. 1b. For death benefit purposes, the good standing provision shall be waived for members who had attained twenty-five (25) years or more of continuous membership and whose membership had remained continuous until the time of death.

Sec. 2a. The amount of death benefit payable in the event of death from natural causes shall be determined by the duration of the member's continuous membership (as provided in Section 1a) and according to the following scale: One year and less than 2 years, \$500; 2 years and less than 3 years, \$800; 3 years and less than 4 years, \$1,150; 4 years and less than 6 years, \$1,400; 6 years and less than 25 years, \$1,750; 25 years and more, \$2,000; Lifetime Honorary Members, \$2,200.

Sec. 2b. The amount of death benefit payable in the event of accidental death shall be determined by the duration of the member's continuous membership and shall cover on-the-job accidents only in accordance with applicable state compensation laws, and shall be according to the following scale:

One year and less than 2 years, \$2,000; 2 years and less than 3 years, \$3,200; 3 years and less than 4 years, \$4,600; 4 years and less than 6 years, \$5,600; 6 years and less than 25 years, \$7,000; 25 years and more, \$8,000.

Sec. 2c. Any member in good standing whose death occurs while said member is on active duty in the United States or Canadian Military as a result of injuries incurred while on active duty, said member shall receive in all instances the maximum accidental death benefit.

Sec. 3a. Such benefit shall be payable to the lawful current spouse of the member, if living, and if deceased or if the marriage has been lawfully dissolved, to the member's children, or if the member leaves neither current lawful spouse nor children, then to the executor,

ARTICLE XVIII (continued)

administrator, or otherwise legally designated personal representative of the member's estate, or such benefit paid directly to the mortuary/cemetery at the request of the member's executor. Remittance shall be made by the General Treasurer to the Financial Secretary of the Local Union, after presentation of proof of death from the Financial Secretary of the Local Union, accompanied by the deceased's membership card and by a death certificate of the attending physician. Death benefits shall be payable only for members making the Death Benefit Fund payments as hereinafter provided in this Article. All death benefits shall be payable only out of the International Death Benefit Fund, and no suit shall be brought or maintained by any member, person, firm or entity against any Local Union or the members thereof for the payment of any death benefits. Filing of such suit shall result in automatic termination of any right to any benefit provided in this Article. No Local Union, nor any member thereof, shall be liable for said death benefits. All membership cards shall be returned to the Local Union of which the deceased was a member, upon written request of the Financial Secretary of the Local Union.

Sec. 3b. The death benefits shall be paid from a separate fund maintained for that purpose by a payment by each member of this International Association in the amount of Seventy-five Cents (75¢) per month. These payments shall be made in the regular manner as other payments are made by members to this International Association, the acknowledgement of which shall be included in the official monthly dues receipt issued by the General Treasurer.

Sec. 3c. All death benefits shall be paid from this fund and if at any time the fund falls below the sum of Two Hundred Thousand Dollars (\$200,000.00) an assessment may be levied by the General Executive Council upon the membership of the International

ARTICLE XVIII (continued)

Association in the amount of One Dollar (\$1.00) per member, subject to applicable law.

Sec. 4. It shall be the duty of the Financial Secretary of each Local Union to notify the General Treasurer by mail immediately of the death of any member, giving full particulars surrounding such death. No International or Local Union benefits shall be payable on account of any disability or death caused or contributed to, directly or indirectly, by injuries sustained while working in violation of the laws and rules of any Local Union or of the International Association.

Sec. 5. When a question arises as to the legality of the death benefit claim, the General Treasurer shall have authority to investigate the case and require a sworn statement signed by the President and Financial Secretary of the Local Union from which the claim originated. If it is found that the Financial Secretary, any other officer or member of any Local Union, has falsified the dues receipts of any member, they shall be subject to charges. The rejection of any claim or benefit hereunder shall be final and binding upon any claimant, subject to the right to appeal pursuant to the provisions of this Constitution.

Sec. 6. The Local Union in performing the duties specified in this Article is not the agent of the International Association and its actions are not binding upon the International Association. The granting or denying, in whole or in part, of any benefit under this Article is the sole responsibility of the International Association.

ARTICLE XIX

General Rules

Sec. 1. The standard initiation fee for outside Local Unions of the International Association shall be Five Hundred Dollars (\$500.00). The standard initiation and reinstatement fee for apprentices of outside Local Unions shall be One Hundred Dollars (\$100.00). The standard reinstatement fee for outside Local Unions shall be Eight Hundred Dollars (\$800.00). All applicants for membership shall pay their initiation or reinstatement fee and the dues for the month they are initiated or reinstated at the time of submitting application for membership. The General Executive Board, or authorized designated representative(s) may, at its discretion, reduce the initiation or reinstatement fee for members of any Local Union or for any and all Local Unions for any period. Fifty percent (50%) of all initiation and reinstatement fees must be immediately remitted along with the application to the office of the General Treasurer.

Sec. 2. Initiation and reinstatement fees shall be paid in full to the Local Union receiving application for membership, excepting only such applicants as are or may be affected by conditions of the trade requiring the services of such applicants in another jurisdiction, when in such cases the applicant affected shall have the Financial Secretary or President of the Local Union receiving the application mail full facts of the matter to the General Secretary, who under direction of the General Executive Board shall determine and direct the manner and method of completing payment of initiation fee.

Sec. 3. A member who is indebted to or has been fined, suspended, expelled or rejected by any Local Union of the International Association shall not be eligible to membership in any other Local Union until

ARTICLE XIX (continued)

such time as any indebtedness or fine that has been imposed has been paid to the Local Union to which the obligation is owed, except by permission of the General Executive Board. Any Local Union violating this law will be fined the amount of said fine, same to be collected by the International Association and paid into the treasury of the Local Union imposing said fine. The Financial Secretary of each Local Union shall at the end of each month notify the General Secretary of all members who have been fined or are indebted to the Local Union, and give full details why the members were fined and what their indebtedness is for.

Sec. 4. No suit or other action at law or equity shall be brought in any court and no proceeding shall be initiated before any administrative agency by any officer or member of the International Association or any Local Unions affiliated with the International Association until and unless all rights, remedies and reasonable provisions for hearing, trial, and appeal within the International Association shall have been properly followed and exhausted by the officer, member or Local Union. This provision shall require that they resort to internal remedies for a period not exceeding four (4) months. The provisions of this Section shall be enforced to the extent permitted by law.

Membership Cards

Sec. 5a. The General President and General Secretary shall have sufficient membership cards printed to supply the membership of the International Association.

Sec. 5b. The General Executive Board shall have the power to authorize affiliate Local Unions, upon request, to use special mechanical office equipment to record monthly dues payments as well as payments of Local Union working assessment and other authorized monies payable to the Local Union.

ARTICLE XIX (continued)

Sec. 6. All membership cards shall be made up at International Headquarters. Such membership cards will show membership number, initiation or reinstatement date, member's name, classification and fee if such fee is less than the standard initiation or reinstatement fee.

Sec. 7a. Dues and assessments for each calendar month are payable on the first day of such month. A member who becomes one (1) month in arrears with dues or assessments thereby breaks the continuity of the member's good standing.

Sec. 7b. As soon as a member has paid dues, the Financial Secretary shall issue a monthly dues receipt to the member for each calendar month or months the member pays. Each monthly dues receipt shall show the date of payment, Local Union number, city, name of the Financial Secretary and amount paid for each monthly dues receipt.

Sec. 7c. If any member of the International Association shall fail to pay dues and/or assessments and/or fines within six (6) months of the date when the same are due and payable, that member's membership in this International Association shall automatically be forfeited and the member shall be reported by the Financial Secretary of that Local Union as a suspended member. Local Unions and Local Union Financial Secretaries failing to enforce this provision strictly shall be subject to trial before the General Executive Board.

Sec. 7d. Any person whose membership has been forfeited, in accordance with the provisions of this Section, may not again become a member of this International Association except by complying with all the requirements and by making the payments provided in the case of persons who join this International

ARTICLE XIX (continued)

Association for the first time, including the payment of the required reinstatement fee.

Sec. 7e. All new applicants for membership with this International Association shall be required to submit photographic identification to the Ironworkers International Membership System.

Sec. 8. A member who loses or has a membership card stolen or destroyed must secure and complete a "Request for Duplicate Membership Card" form for replacement through the Local Union's Financial Secretary who will submit same to the General Secretary. The fee for replacement shall be Ten Dollars (\$10.00) for each card.

Sec. 9a. Any member who alters a monthly dues receipt shall be fined in an amount to be determined by the General Executive Board, or suspended from membership in this International Association, at the option of the General Executive Board.

Sec. 9b. All members rendering military services to the United States or Canadian Government, upon submitting satisfactory proof to the General Secretary, and who have dues paid for the month prior to the time they enter the military services and who are actually engaged in rendering military services shall be exempt from the payment of all dues and assessments.

Charges and Trials

Sec. 10a. Charges may be preferred against any Local Union, officer or member of the International Association for commission of any one or more of the following offenses:

1. Making any false statement or misrepresentation in, or in connection with, any application for membership in this International Association or assisting

any person, through misrepresentation, concealment of facts or otherwise, to obtain membership in this International Association upon an application containing any false statement or misrepresentation.

2. Violation of any provision of this Constitution.

3. Violation of any authorized order of any General Officer or body of the International Association, or advocating, counseling or conniving at such violation.

4. Advocating or attempting to bring about the withdrawal from the International Association of any Local Union member or of any group of members.

5. Advocating or attempting to bring about dissolution or division of the funds of the International Association or of any Local Union.

6. Belonging to, subscribing to, or furthering the principles or policies of Communism, Nazism, Fascism, Terrorism or other movements opposed to the Democratic principles of the United States Government, Canadian Government or the American Federation of Labor-Congress of Industrial Organizations.

7. Doing any act or thing which is intended or likely to injure the International Association, or to bring discredit upon it, or to hamper or interfere with the International Association or its officers in attempting to accomplish any of its purposes, or to produce any result derogatory to the International Association or its interests.

8. Engaging in conduct tending to interfere with the performance by the International Association or any affiliated Local Unions of its legal or contractual obligations, such as working for a non-signatory employer.

ARTICLE XIX (continued)

Sec. 10b. Charges under this Section shall be in writing and filed with the General President, who shall, by inspection, determine whether they be of a nature to justify trial. The General President may return any charges so filed for amendment or for such additional explanation or specification as the General President deems proper. If, in the General President's opinion, the charges be such as to justify a trial, the General President shall, without unnecessary delay, arrange for a trial by the General Executive Board to be conducted in one of the two forms described in the next succeeding Section, the particular form to be determined by the General President; provided, however, that a General Officer against whom charges have been filed shall be tried by the General Executive Council as provided in Article VII, Section 9. Every member brought to trial before the General Executive Board shall be served with written charges, given a reasonable time to prepare a defense, and afforded a full and fair hearing.

Sec. 11a. Trials by the General Executive Board under the last preceding Section may be (1) upon testimony and evidence heard by the General Executive Board in formal session, or (2) upon testimony and evidence taken by an International Representative and reported to the members of the General Executive Board. If the method last named be selected, the General President shall appoint an International Representative, who shall take the testimony of accuser and accused as well as of any other witnesses whose testimony shall be requested by either of the above parties or deemed necessary by the International Representative. As soon as practicable after completing the taking of evidence, the International Representative shall report the same to the General Secretary with a definite statement of the International Representative's conclusions and recommendations thereon. Such report, conclusions and recommendations shall be submitted to each member of the General Executive Board, and said General Executive Board may thereupon either in formal ses-

sion or by an order signed by a majority of them, though not in session, make its findings upon the case, and in case of conviction, pass sentence.

Sec. 11b. In any case coming before the General Executive Board under the provisions of Sections 10 and 11, a majority vote of the General Executive Board shall be sufficient for decision and sentence, and it shall have power to impose such sentence as it may deem appropriate and just, including the power to expel a member and to revoke the charter of a Local Union.

Sec. 11c. The accused, if convicted, may within one (1) year after date of such conviction appeal to the General Executive Council, and, if the decision of that body be adverse, to the next regular Convention, but no appeal shall suspend operation of the decision appealed from, and if the convicted shall fail or refuse to comply with such decision, the body to which an appeal has been taken shall require such compliance as a condition precedent to hearing and determination of the appeal.

Sec. 11d. In any trial before the General Executive Board and upon any appeal the accused, whether or not the accused be present in person, may be represented by counsel; provided that no one shall act as counsel who is not a member in good standing of the International Association with qualifications set forth in Article XXVI, Section 1e.

Honorary and Disabled Members

Sec. 12. The International Association will grant an Honorary Membership Card to members (except members of Shop, Navy Yard Rigger and Regional Local Unions to whom this Section of the Constitution has no application) who have been members for five (5) consecutive years and who have become permanently disabled or incapacitated while working at the trade and in good standing. Honorary Members shall be exempt

ARTICLE XIX (continued)

from all Local Union dues, but shall pay Per Capita Tax of Seven Dollars and Sixty-five Cents (\$7.65) per month and the International Death Benefit Dues assessment to the International Association through their Local Union. Honorary Members shall be entitled to death benefits and lifetime honorary membership benefits, if eligible, as set forth in the provisions of this Constitution. The holder of an Honorary Membership Card shall not be eligible to hold any office. Each Local Union shall determine by appropriate individual Local Union action whether the holder of an Honorary Membership Card shall have the right to vote in such Local Union. Applications for Honorary Membership Cards must be made on the blank form furnished by the General Secretary and the application must be endorsed by the Local Union of which applicant is a member, and sent to the General Secretary, who will submit same to the General Executive Board for their approval or rejection. Transfer system as set forth in the Constitution is to apply also to Honorary Members. If an Honorary Member returns to work, the member must pay full dues for all months in which the member works at the trade.

Withdrawal Cards

Sec. 13a. For the purpose of evidencing the honorable termination of membership in this International Association of persons who have ceased to work at the trade, the International Association will issue, upon application of such a member, a withdrawal card subject to the following conditions and regulations.

Sec. 13b. In order to be eligible to apply for a withdrawal card the applicant must have been in continuous membership in this International Association for a period of at least three (3) years and have paid all dues, assessments and fines up to the date of application. Persons who have obtained a withdrawal card and subsequently returned to membership in the International

Association shall not again be eligible to apply for a withdrawal card until their latest membership in the International Association has continued without interruption for at least eighteen (18) months. The General Executive Board may, however, in special cases, upon application made, grant withdrawal cards to members not in continuous good standing for a period of at least three (3) years who desire to go contracting, upon submission of satisfactory proof of such applicants to the General Executive Board that such members upon obtaining withdrawal cards will actually engage in contracting.

Sec. 13c. Every application for a withdrawal card shall be made to the Local Union and if approved by the Local Union in regular meeting, such recommendation and approval shall be certified by the President and Recording Secretary of the Local Union and sent with the application to the General Secretary at International Headquarters; whereupon the General Secretary shall issue the card and transmit the same to the applicant through the Recording Secretary of the Local Union.

Sec. 13d. Withdrawal cards shall contain a statement to the effect that the holder (naming the ex-member) has voluntarily withdrawn from this International Association while in good standing and that the same is issued in token of honorable termination of membership. It shall be in such form and may contain such further matter as the General Executive Board may determine.

Sec. 13e. Upon the issuance of a withdrawal card the holder's membership in this International Association shall automatically terminate; and the holder shall not work at any branch of the trade without being reinstated to membership.

Sec. 13f. The holder of a withdrawal card may be reinstated as a member of this International Association

ARTICLE XIX (continued)

(including Regional Local Unions) by surrendering the withdrawal card together with a withdrawal card reinstatement fee of Two Hundred Dollars (\$200.00), (fee not applicable to Shop or Navy Yard Rigger members), and the holder shall be required to pay dues and assessments for the current month. Persons reinstated to membership under the provisions of this Section shall not be required to pay an initiation fee, but in any case the membership of such person shall date only from the time of the actual reinstatement and shall not revert to any former time for the purpose of determining benefits or for any other purpose. One Hundred Dollars (\$100.00) of the actual withdrawal card reinstatement fee shall be retained by the Local Union and One Hundred Dollars (\$100.00) shall be remitted along with the signed withdrawal card immediately to the International Association.

Sec. 13g. A withdrawal card shall be deposited (for reinstatement) in the Local Union through which the same was issued.

Sec. 13h. By applying for and accepting a withdrawal card the holder shall be deemed to have agreed not to violate any of the laws, rules or fixed customs of this International Association or of any of its Local Unions and not to engage in any activity contrary to the aims, purposes and interests of this International Association. Any violation of this obligation or any activity of any kind by the holder of such withdrawal card in antagonism to or derogatory of this International Association or its subordinate bodies or members shall be sufficient cause for the annulment of such withdrawal card; and upon such cause or for any other good and sufficient reason, the General Executive Board may annul such withdrawal card.

Sec. 14. All members who go contracting or who are not working or seeking work under a Local Union, District Council or International Agreement

ARTICLE XIX (continued)

or who are not on layoff status under such an agreement must take out a withdrawal card or be expelled from the International Association. The provisions of this Section may be waived or enforced by the General Secretary.

ARTICLE XX

General Working Rules

Sec. 1. The General Working Rules of this International Association as heretofore adopted and amended from time to time shall constitute a part of this Constitution with the same force and effect as fully set forth in Appendix B.

Sec. 2. The General Executive Council may from time to time amend the General Working Rules to meet specific conditions.

ARTICLE XXI

Local Unions

Sec. 1. Seven (7) practical workers, having the qualifications and filling the requirements set forth in Article II of this Constitution, may apply for a Local Union charter. The application shall be in such form as the General Executive Board may prescribe and shall be submitted to said General Executive Board through the General Secretary. If the General Executive Board shall approve the application it shall cause a charter to be issued, signed by the General President and General Secretary and with the seal of the International Association affixed, and shall designate the number of such new Local Union, which shall, from the date of the issuance of such charter, constitute a Local Union of this International Association.

ARTICLE XXI (continued)

Sec. 2. Each Local Union, except Shop, Navy Yard Rigger and Regional Local Unions, shall have an Examining Committee to examine the qualifications of candidates seeking admission as members of a Local Union of this body. A copy of every candidate's application for membership shall be sent to International Headquarters for approval. Each application must bear the names of the Examining Committee, also the amounts of initiation fees. No membership numbers shall be granted for new members unless this rule is complied with. If a candidate is rejected, the application of such rejected candidate with the reason or reasons for rejection must be sent to International Headquarters.

Sec. 3. The fee shall be Fifteen Dollars (\$15.00) for charter and complete outfit, and said fee shall, with the names and descriptions of the charter members, accompany each application. Above application is to be made on blank forms which can be obtained from the General Secretary.

Sec. 4. Each Local Union shall enact By-Laws to govern its Local Union affairs, which By-Laws, however, shall not become effective until approved in the manner hereinafter prescribed, and shall always be subject to the Constitution, including Article XXVI, entitled "Constitution Governing All Local Unions." A new Local Union shall, within thirty (30) days after the issuance of its charter, draft By-Laws and, after the same have been approved at a meeting of the Local Union, submit the same to the General Executive Board. Such original By-Laws of a newly chartered Local Union shall become effective upon approval by the General Executive Board and not until so approved. All Local Union By-Laws, or amendments to the Local Union By-Laws, shall be read at three (3) consecutive meetings and voted upon by secret ballot.

Sec. 5. The charter must be displayed at any and all meetings, which regular meetings shall be held ten (10)

or more times a year at intervals of not less than one (1) calendar month, or such charter shall be forfeited. It shall not be removed from the city to which it was issued except by permission of the General Executive Board.

Sec. 6. In the event of a Local Union voting to withdraw from the International Association, the minority shall retain the charter, funds and other property of the Local Union. If there is no minority vote, the charter, funds and property shall revert to the International Association.

Amalgamation of Local Unions

Sec. 7. Two (2) or more Local Unions in the same city or vicinity may be amalgamated with the consent of a majority of the members of each Local Union concerned and the approval of the General Executive Board. Proposals to amalgamate shall first be submitted to the General Executive Board through the General Secretary, and, if in the opinion of the General Executive Board there shall be no obstacle to such amalgamation, it shall so advise the Local Unions involved and prescribe the manner in which the proposal shall be submitted to the members of such Local Unions. The results of submission shall be certified to the General Executive Board in such form as it shall direct. If the majority of the members in good standing of each Local Union shall have signified consent to the amalgamation and the General Executive Board shall have approved the same, an order shall be issued by the General Executive Board consolidating such Local Unions in one organization, which shall be assigned a number and upon payment of the regular charter fee granted a charter. The charters of the old Local Unions shall be surrendered by the custodians thereof to the General Secretary.

ARTICLE XXI (continued)

Sec. 8. An amalgamation of Local Unions may also be effected without submission of the proposal therefor to the Local Unions involved whenever the General Executive Board in its discretion may deem such an amalgamation to be in the best interests of the International Association.

Sec. 9. All money and property of the amalgamated Local Unions shall pass to and be vested in the newly chartered Local Union, which shall also be responsible for all indebtedness due to the International Association by either of the old Local Unions. The charters of the old Local Unions shall revert to the International Association and be cancelled.

Sec. 10. In any locality where there are two (2) or more Local Unions working at the same branches of the trade they shall work in the same jurisdiction without transferring, and where any Local Unions are unable to agree on a plan for the betterment of working conditions or the enforcement of the laws of the International Association, the General Executive Board shall cause an immediate investigation to be made, and if in its judgment a consolidation of said Local Unions would be for the advancement of the International Association, it shall take such steps as it may deem proper to bring about the same, within a reasonable time, or adopt such other plan that they decide necessary for the protection and advancement of such Local Unions.

Sec. 11. Any Local Union which shall become in arrears to the International Association for sixty (60) days shall be immediately notified to that effect by the General Treasurer, and if its accounts remain unsettled for the space of four (4) weeks after notice, they shall stand suspended, and all Local Unions be notified of such action.

Sec. 12. Any Local Union suspended for the non-payment of Per Capita Tax, fines or assessments shall

be reinstated upon the payment of all arrears and an additional Fifteen Dollars (\$15.00). All Local Unions shall be notified of such reinstatement.

Sec. 13. If, at any time a Local Union should be suspended, dissolved or have their charter revoked, all property, books, charters and funds, held by or in the name of, or on behalf of, or belonging to said Local Union, shall become forfeited to the International Association, and shall be forwarded immediately to the General Secretary, and if the officers and members of said Local Union fail to comply with this provision, they shall forfeit their right of membership in the International Association and may be prosecuted according to law.

Sec. 14. When a subordinate body of this International Association is placed under direct International supervision, all offices of such Local Union shall automatically become vacant and each officer thereof shall be responsible for funds and property in their possession or under their control; and the General President shall appoint such officers as the General President deems necessary for conducting the affairs and business of such body, also all delegates and committees which, under this Constitution, a Local Union is authorized to select to represent it, such delegates to have a voice but no vote.

Sec. 15a. Membership in a Local Union under International supervision may be transferred into other Local Unions or some one (1) Local Union as the best interest of the Local Union may seem to warrant at the discretion of the General Executive Board, in which event charter, books and all property of such supervised Local Union shall be vested in and transferred to the International Association.

Sec. 15b. However, any member of a Local Union under International supervision or whose charter has

ARTICLE XXI (continued)

been revoked by this International Association shall be allowed to transfer into any Local Union of this International Association after following the proper procedure. The General Executive Board also has decided that the provisions of Article XXI, Section 29 requiring two (2) years of continuous membership to transfer shall be waived. It should be specifically understood that the waiver of the two-year membership requirement is not a guarantee of transfer into another Local Union. This waiver only means that any member of a Local Union under International supervision or former members of Local Unions whose charters have been revoked will not be required to have two (2) years of membership to request a clearance card.

Sec. 16a. In the event of any dispute between Local Unions regarding craft and/or geographic jurisdiction, each Local Union involved shall appoint a committee of three (3) members, which committees shall make an attempt to reach an agreement. If no agreement is reached by a majority of each of the respective Local Union committees within five (5) days, or if in less than five (5) days, such a majority so determine, the committees shall then refer the matter to the General President.

Sec. 16b. The General President shall appoint a member of the General Executive Council as arbitrator to decide such dispute. The decision of the arbitrator appointed shall be in full force and effect and there shall be no interruption of work. Any involved Local Union may appeal to the General Executive Board from the decision of the arbitrator, to the General Executive Council from the decision of the General Executive Board, and then to the next Convention from the decision of the General Executive Council. No appeal, however, shall suspend operation of the decision appealed from and the same shall be observed until reversed or superseded by the decision of the Appellate body.

Sec. 17. Charges against any Local Union for violation of any of the International laws, or the laws of any Local Union, may be filed with the General President, who may suspend or revoke the charter as in the General President's judgment the violation warrants. Any Local Union, charged as above, will be notified of the charges by the General President, and in such notification shall be ordered to appear through their officers before the General Executive Board, or before a General Vice President, at a time and place selected by the General President, to answer to the charges. Any Local Union found guilty of violating any Local Union or International law may be fined, suspended or the charter of the Local Union revoked. Any Local Union fined under this Section, that does not pay its fine within a period of sixty (60) days, shall stand suspended. Decisions of the General Executive Board are subject to appeal to the next regular meeting of the General Executive Council which body shall give decisions to remain final unless reversed by the next regular Convention.

Requests for International Aid

Sec. 18. International Officers and Organizers can go to any locality only when directed by the General President. Requests for the services of any International Officer or Organizer must be sent to the General Secretary, which shall immediately be transmitted to the General President for such action as the General President may deem proper and necessary.

Sec. 19. Local Unions receiving requests for assistance from other trades will direct the trade seeking the help to have their properly constituted International officials to formally make the request for assistance to the General President of our International Association, and Local Unions shall not cause any stoppage of work until International Association approval has been given, and will so conduct themselves as to

ARTICLE XXI (continued)

be able to give a clear report of the situation when International officials investigate.

Bonding of Local Officers

Sec. 20a. The General Executive Board shall arrange with a responsible company for a bond to provide protection against loss by reason of acts of fraud or dishonesty by the Local Union officers and employees who are required by Article XXVI, Section 1f to be under bond. The amount of indemnity or insurance to be provided in the case of each such Local Union officer shall be determined by the General Executive Board. Every such bond or instrument shall run in favor of the General Treasurer (but only as such official and for the period of the General Treasurer's incumbency) and to each successor in said office (in like manner) in trust, for the International Association and Local Unions and members thereof, according to their respective interests. Local Union officers shall supply the General Treasurer with all information requested and shall sign all such applications and papers with respect to such bond as the General Executive Board shall require, and no Local Union officer required to be under bond shall assume, or be permitted to assume, office or the custody of any Local Union funds or property until the Local Union officer has complied with the foregoing provisions nor until the Local Union officer has been covered by such bond. The premium for the bonds of Local Union officers, or (in case of a bond covering Local Union officers of several or all Local Unions) the pro rata share of a particular Local Union shall be paid by the Local Union and remittance made to the General Treasurer upon notice thereof.

Sec. 20b. In case of any default or defalcation by a Local Union officer or of any discrepancy in said Local Union officer accounts or failure to account for money or property in the Local Union officer's charge, the officers of the Local Union shall immediately notify the

General Treasurer and shall submit such verified itemized statements of the loss as the General Executive Board or General Treasurer shall direct. The General Treasurer shall present to the surety or insurer the claim covering such loss and if necessary shall sue thereon as such trustee, and upon payment or recovery thereof shall remit the amount or proportion due the Local Union after deducting therefrom any expense incurred in collecting same as well as any indebtedness to the International Association.

Sec. 21. No Local Union shall make a settlement relating to any loss incurred without the written approval of the General Executive Board.

Sec. 22. Any officer or member of a Local Union who is found short in their accounts or embezzles the funds of a Local Union, shall be required to pay the full amount of the shortage or embezzlement to the Local Union, through the General Treasurer, plus a fine to the International Association, which fine shall be not more than the amount of the shortage or embezzlement - the method of payment of such shortage or embezzlement to be determined by the General Executive Board.

Sec. 23a. Local Unions shall select a certified public accountant for the purpose of making a complete and detailed examination and audit of all books, property and funds annually for the period ending June 30 of each year, sending a certified copy under affidavit of auditors signing same, accompanied by bank statements covering all funds of the audit, to International Headquarters not later than ninety (90) days from the end of said period, or the members thereof will lose their right to all benefits and the Local Union subject itself to forfeiture of charter.

Sec. 23b. Books, records and accounts of Local Unions shall be open at all times for inspection or audit by the General Auditors, or other person selected for

that purpose by the General President. The General President may at the General President's discretion choose to have General Auditors furnish the required annual audit in lieu of the Certified Public Accountant when the General President deems it to be more feasible and economical. For this service, the Local Union may be billed a reasonable fee. It shall be the duty of every Local Union officer to submit to such General Auditor, or person so selected, books, records and accounts in their custody or under their control. Any officer or member of a Local Union who violates this Section or connives at, counsels, assists or in any manner joins in or supports a violation of this Section shall be subject to trial and penalization by the General Executive Board as provided in our laws. Any Local Union which violates, or countenances violation of this Section shall be subject to immediate suspension by the General President and to fine, suspension or revocation of its charter after trial.

Local Unions

Sec. 24a. Local Unions in the United States who invest in financial institutions other than those carrying Federal Deposit Insurance may make investments under the following guidelines. A Local Union choosing to invest its assets in other than accounts guaranteed by the Federal Government must engage a custodial bank and an Investment Manager registered under the Securities and Exchange Act of 1934 to invest the assets of the Local Union pursuant to a written signed set of investment guidelines. Such investment guidelines shall set forth the investment mix, as well as those security types that are not to be utilized in investing the assets of the Local Union. A copy of the current investment guidelines shall be forwarded to the International Association together with the name and address of the custodial bank and the firm providing investment management services. There shall be no direct investment in real estate, other than for Local Union and Trust

Fund operations and use. As long as the criteria and requirements herein are met, the choice of investment remains the sole responsibility of the Local Union.

Sec. 24b. Local Unions in Canada who invest in financial institutions other than major banks chartered by the Government of Canada may make investments under the following guidelines. A Local Union choosing to invest its assets in other than accounts of a major bank chartered by the Government of Canada, must engage a bank or similar financial institution supervised by the Government of Canada and engage a money manager, a common or collective trust or pooled trust maintained by a bank or trust company supervised by the Government of Canada or a province pursuant to a written signed set of investment guidelines. A copy of the current investment guidelines shall be forwarded to the International Association together with the name and address of the custodial bank and the bank or trust company providing investment management services. There shall be no direct investment in real estate, other than for Local Union and Trust Fund operations and use. As long as the criteria and requirements herein are met, the choice of investment remains the sole responsibility of the Local Union.

Sec. 25. Any Local Union levying an assessment for a stated period of time shall clearly show what period of time and the amount of the assessment on the official receipt issued to the member paying same. A member shall not be required to pay an assessment to more than one (1) Local Union during any one (1) month. A member received in any Local Union on or after the twenty-fifth (25th) day of the month shall not be liable for any assessment of that month. A Local Union levying an assessment and allowing more than one (1) month in which to pay it shall charge to member transferring in and out only such part of assessment as equals the division of the time such member is in the jurisdiction of such Local Union; provided, that

ARTICLE XXI (continued)

a weekly or daily working assessment does not come under this Section. All proposals for Local Union assessments must be presented to the Local Union in writing and must be read at three (3) consecutive meetings of the Local Union and if the proposal receives a majority vote, by secret ballot, of all members present at the third consecutive meeting at which the proposal is read, the assessment may be levied, but only after the Local Union has received the approval of the General Executive Board. An exact copy of the proposal and full information pertaining thereto must be sent to the General Executive Board.

Sec. 26. Any officer of a Local Union, whether elected or appointed, who shall, after a fair and impartial trial, be found guilty of misappropriating the funds of a Local Union, shall forfeit all rights to hold any office in the International Association.

Strikes

Sec. 27. Local Unions are not granted the power, and are forbidden, to call any strike involving the work of any fair contractor, or cause any stoppage of work, without first securing the sanction and the approval of the General President. Local Union officers or members of any Local Union or subordinate body who violate this Section shall be brought before the General Executive Board on charges as provided for in this Constitution.

Agreements and Working Rules

Sec. 28a. The International Association will aid and assist its Local Unions and chartered bodies in drafting and negotiating suitable and workable agreements and working rules and, in the interest of uniformity and for the protection of the vast majority, it is mandatory that the provisions hereinafter set forth be complied with.

Sec. 28b. Each Local Union shall, after receiving the approval of the General Executive Board, notify, in writing, their fair employers and contractors in their jurisdiction not less than sixty (60) days in advance of any proposed new agreement and working rules and when requesting the aforementioned approval of the General Executive Board, the Local Union shall submit two (2) copies of its proposal, which shall not be submitted to their employers until same has been approved by the General Executive Board. The final draft of all new agreements and working rules and/or the final draft of all changes in existing agreements and working rules shall be submitted to and approved by the General Executive Board before they are signed by the officers of the Local Union, and any such agreement or working rules or amendments thereto which have not been approved by the General Executive Board shall have no binding force or validity. All agreements in the craft jurisdiction of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers shall include mandatory participation language for the Ironworkers Management Progressive Action Cooperative Trust (IMPACT) to be paid at the rate of three-quarters of one percent ($3/4$ of 1%) of the applicable hourly journeyman wage rate for each hour worked by Outside and Regional Local Unions. The General Executive Board shall not approve any agreement that does not include the above contribution to IMPACT. Local Unions which fail or refuse to comply with the provisions of this Section or Section 28d or that violate an agreement after approval of same by the General Executive Board will be subject to the forfeiture of their charter, and the officers or members of Local Unions violating the provisions contained in this Section or Section 28d shall be subject to charges and, after trial, such penalty as the General Executive Board may deem proper.

Sec. 28c. The provisions of this Section shall apply only to Shop and Navy Yard Rigger Local Unions. Any

ARTICLE XXI (continued)

Local Union desiring to terminate its agreement with an employer shall notify such employer, in writing, at least sixty (60) days but not more than ninety (90) days prior to the expiration date of such agreement and copy of such notification shall simultaneously be mailed to the General President. Two (2) copies of the proposed new agreement shall be submitted to the General Executive Board at least sixty (60) days prior to the expiration of the existing agreement and such proposed new agreement shall not be submitted to the employer until same has been approved by the General Executive Board. Two (2) copies of proposed amendments to existing agreement must be submitted to the General Executive Board and shall not be submitted to an employer until same has been approved by the General Executive Board. The final draft of all new agreements and/or the final draft of all amendments to existing agreements shall be submitted to and approved by the General Executive Board before same is signed by the officers of the Local Union, and any such agreements or amendments which have not been approved by the General Executive Board shall have no binding force or validity. All Shop and Navy Yard Rigger agreements shall include mandatory participation language for the Ironworkers Management Progressive Action Cooperative Trust (IMPACT) to be paid at the rate of three-eighths of one percent ($\frac{3}{8}$ of 1%) of the applicable hourly wage rate for each hour worked by Shop and Navy Yard Rigger Local Unions. The General Executive Board shall not approve any agreement that does not include the above contribution to IMPACT. Local Unions which fail or refuse to comply with the provisions of this Section or Section 28d or violate an agreement after approval of same by the General Executive Board shall be subject to the forfeiture of their charter, and the officers or members of Local Unions violating the provisions of this Section or Section 28d shall be subject to charges and, after trial, such penalty as the General Executive Board may deem proper.

Sec. 28d. Local Unions shall not enter into any agreement and/or understanding which will have the effect of preventing full support and assistance to any other Local Union of the International Association, and is hereby made mandatory for each Local Union, District Council, State and Provincial Council to cooperate with the International officers in assisting with other Local Unions and to fully comply with instructions and directions from International officers and to take such action as is necessary to render the assistance provided for herein.

**Clearance Cards, Transfers,
and Travel Service Dues**

Clearance Cards

Sec. 29. A member of the International Association who desires a clearance card for the purpose of transferring membership to another Local Union must be a member of the International Association for at least two (2) continuous years. Any member who has been a member of the International Association for at least two (2) continuous years, desiring a clearance card for the purpose of transferring membership to another Local Union shall apply to the Financial Secretary of the member's Local Union, and if such member is in good standing in that Local Union, and no charges are pending against the member, the Financial Secretary shall grant a clearance card upon the payment by the member of unpaid dues, or other obligations. The Financial Secretary of said Local Union, upon issuing said clearance card, shall report same to the next meeting of the Local Union, and report same on regular monthly report submitted to International Headquarters.

Sec. 30. Thereafter a member obtaining a clearance card must present the same to the Local Union into which the member desires to transfer, for acceptance by it, and the matter shall be referred to the Executive

ARTICLE XXI (continued)

Committee of the Local Union which shall accept or reject such clearance card within the discretion of the Executive Committee. The decision of the Executive Committee of either acceptance or rejection of the clearance card shall be subject to review by the General Executive Board.

Sec. 31. If an applicant for a clearance card is granted such a clearance card, subject to the approval of the General Executive Board, the applicant shall pay to the Local Union for acceptance of the clearance card the sum of Fifty Dollars (\$50.00) as a fee therefor, fifty percent (50%) of which shall be billed the Local Union by the General Treasurer's office.

Sec. 32. No member desiring to transfer into another Local Union shall apply for, accept or commence work until their clearance card has been accepted or a travel service dues receipt shall have been issued as hereinafter provided. Enforcement of this provision shall be wholly a matter of internal discipline, and any member violating this Section shall be subject to such penalties provided for by the Constitution. A violation of this provision shall not be used as a basis for any action adversely affecting employment rights, except in accordance with the terms of a valid union security agreement. The provisions of this Section shall be enforced to the extent permitted by law. If and when the clearance card is accepted, the member shall be governed by the wage scale rules and By-Laws of said Local Union.

Sec. 33. Local Unions shall purchase clearance cards from the General Treasurer and said cards shall be drawn up by the General Secretary in triplicate and designated "Coupon No. 1," "Coupon No. 2" and "Coupon No. 3." Upon entering the Local Union into which the member may transfer the member shall complete all coupons. Coupon No. 1 shall be retained by the Financial Secretary of the Local Union into which

the member transfers; Coupon No. 2 shall be transmitted by the Financial Secretary of the Local Union into which the member has transferred to the Financial Secretary of the Local Union which issued the card; and Coupon No. 3 shall be transmitted by the Financial Secretary of the Local Union into which the member has transferred to the General Secretary at International Headquarters. Thereafter the Financial Secretary of the Local Union into which the member has transferred shall, on the next monthly report, set forth the name and membership number of the member so admitted.

Travel Service Dues

Sec. 34a. Members of one (1) Local Union shall not seek employment, be employed or remain at work at the trade within the territorial jurisdiction of another Local Union without the consent of such other Local Union, which consent may be evidenced by its acceptance of the clearance card presented to it by the member involved, as provided in the Constitution or by the issuance of the travel service dues receipt hereinafter described. If the member involved does not present a clearance card to such other Local Union, or the Local Union to which the clearance card is presented fails to act thereon, or the Local Union to which the clearance card is presented acts thereon and refuses to transfer such member, then the Financial Secretary or other authorized officer of such other Local Union, in such cases, shall issue a travel service dues receipt (described herein). Then the member involved shall be entitled to receive and required to secure successively, during the period within which said consent be granted and the member's work continues, such number of weekly travel service dues receipts as shall be issued to the member by the said Financial Secretary under the regulations established by the General Executive Board. Such travel service dues receipts shall, for the period issued, allow the holder thereof to seek, accept and hold employment within the territorial jurisdiction

ARTICLE XXI (continued)

of such other Local Union out of which said travel service dues receipts shall be issued and in accordance with the procedures of employment provided for in the bargaining agreement in effect in the territorial jurisdiction of such other Local Union, but subject always to such regulations as shall be imposed thereon by the General Executive Board.

Sec. 34b. Travel service dues collected pursuant to this Section shall have as their primary purpose the defraying of the additional administrative and collective bargaining cost incurred by a Local Union in providing services for traveling members from other Local Unions who are working within its jurisdiction and the International Association's cost of recording members' movements in the labor market. Payment of travel service dues is an obligation arising as an incident of membership in the International Association. Failure of a traveling member to comply with this requirement shall subject that member to an appropriate penalty as provided by the Constitution for the violation of an obligation under the Constitution. Failure of a traveling member to pay travel service dues shall not be used as a basis for any action adversely affecting employment rights, except in accordance with the terms of a valid union security agreement. Enforcement of the collection of travel service dues shall be wholly a matter of internal Union discipline and enforcement shall be to the extent permitted by law.

Prior Payments of Current Dues Required

Sec. 35. The consent referred to in this Article shall not be granted by the said other Local Union or its Business Manager, nor shall travel service dues be collected from or travel service dues receipts be issued to any said members who shall not, at the time when requesting a travel service dues receipt, have had their current monthly dues paid into the Local Union to

which the members belong, evidenced by the presentation of current monthly dues receipt. Upon the issuance to the member of the said travel service dues receipt, the same should be carried with the member's membership card and current monthly dues receipt and shall always be available for inspection and certification as to their authenticity.

Applicant's Travel Service Dues and Working Assessments

Sec. 36a. In each Local Union where applicants for membership engaged at the trade upon work within the jurisdiction of said Local Union, the Local Union shall charge to and collect from each such applicant the applicant's travel service dues and approved Local Union working assessments. Such dues shall be charged only so long as the applicant has not tendered full initiation fees and has not complied with the same requirements for admission generally applicable to members. In no case, however, may applicant's travel service dues be charged for more than six (6) months after an individual has become an applicant for membership, and at the expiration of this six (6) month period, the individual's application for membership must be processed in accordance with Article XXI, Section 2 of the Constitution. Each Local Union retains the right to determine whether it will establish the procedure of accepting the payment of applicants' travel service dues as a temporary alternative to the payment of full initiation fees and regular periodic dues.

Sec. 36b. Failure by an applicant for membership to pay travel service fees and/or approved Local Union working assessments shall not be used by the Local Union as a basis for any action adversely affecting the employment rights of the applicant, except in accordance with the terms of a valid union security agreement. Under no circumstances shall payment of travel service dues and/or approved Local Union work-

ARTICLE XXI (continued)

ing assessments be made a condition precedent to an applicant's obtaining employment in the first instance.

Amount of Travel Service Dues

Sec. 37. Each Local Union issuing a travel service dues receipt shall charge to and collect from all those persons within its territorial jurisdiction to whom this Article shall apply travel service dues in the amount of Five Dollars (\$5.00) per week. Upon payment of the proper dues there shall be issued a travel service dues receipt to each traveling member or to each applicant for membership. The amount of travel service dues shall be the same for traveling members and for applicants.

Sec. 38. A standard travel service dues receipt as supplied by International Headquarters shall be issued to the traveling member.

Printing and Distribution of Travel Service Dues Receipts

Sec. 39a. The General Secretary shall cause travel service dues receipts to be issued to the Local Unions. The Local Unions shall be billed monthly for all travel service dues receipts issued at the rate of Two Dollars and Fifty Cents (\$2.50) per week for each week recorded. One Dollar (\$1.00) from the sale of said travel service dues receipts shall be deposited by the General Treasurer in the Death Benefit Fund. One Dollar and Fifty Cents (\$1.50) of all receipts from the sale of said travel service dues shall be deposited by the General Treasurer in the General Fund.

Sec. 39b. The General Executive Board is authorized and empowered to establish, amend, alter and administer the terms, conditions and rates under which the travel service dues receipts herein provided shall be issued and enforced. No travel service dues receipt

as described in this Article shall be issued to or used by any person who is not, at the time, either a member of the International Association or an applicant for membership therein and the attempted issuance of such a travel service dues receipt above referred to by any officer or employee of a Local Union to any other person than those described herein shall be unauthorized, null and void.

Failure to Comply

Sec. 40. Failure of Financial Secretaries or other authorized officers of a Local Union to fully comply with all Sections of this Article shall subject them to such penalties as may be deemed advisable in accordance with provisions of the International Constitution and it is mandatory for Business Managers/Financial Secretaries to issue travel service dues receipts to all members who may be shipped by their employers into the territorial jurisdiction of Local Unions other than those in which they carry their membership.

Sec. 41a. When a member is to be shipped by an employer from the member's Local Union to some other Local Union, the member shall obtain from that employer a statement setting forth the job such member is to be employed on and the location of the work. The member shall present the employer's statement to the representative of the Local Union in whose jurisdiction such member is being shipped. Such member shall be issued travel service dues receipts upon payment of travel service dues.

Sec. 41b. Shipments, issuance of clearance cards and travel service dues receipts shall be subject to provisions of interstate employers, as provided in Article XII, Section 11 of this Constitution.

Sec. 41c. Local Unions may, with the consent of the General Executive Board, where conditions justify,

ARTICLE XXI (continued)

provide other methods of placing members of other Local Unions on work in their respective jurisdictions.

Sec. 42. Officers of Local Unions receiving transfers and failing or refusing to return coupons properly filled out, to the Local Union issuing the transfer, or who violate this Section, shall be fined Fifty Dollars (\$50.00) for each violation, the fine to revert to the International Association and the General Treasurer shall pro rate half of such fine to the Local Union reporting the non-receipt of such coupons or stubs.

Sec. 43. Any member transferring from one Local Union to another, who has paid dues in advance, shall have the same refunded by the Local Union from which the member is transferring.

Sec. 44. Any member belonging to a lapsed or suspended Local Union may have a transfer issued, as herein provided, if no charges exist against said member, after meeting the requirements therefor by applying to the General Secretary.

Sec. 45. A Local Union may, in the case of a protracted strike or other disaster, suspend the travel service dues and clearance card privilege, either one or both, by securing the consent of the General Executive Board. Such suspension can be revoked any time the General Executive Board may see fit. Any violation of any provision pertaining to the travel service dues and clearance card system shall be punishable by fine or suspension or both, subject to appeal as provided for in the Constitution.

Sec. 46. The above Sections of this Constitution, relative to clearance cards, transfers, and travel service dues and travel service dues receipts, shall not apply to Superintendents or similar supervision as designated by the General Executive Board or members of Shop, Navy Yard Rigger and Regional Local Unions for

whom transfers are hereinafter specifically provided for in this Constitution.

Sec. 47. Any member who goes into the jurisdiction of any Local Union to work and fails to immediately notify in person or by mail the Financial Secretary of such Local Union that said member is in their jurisdiction shall be, after charges preferred, trial held and if found guilty, fined a minimum of Three Hundred Dollars (\$300.00) with the Local Union Executive Committee having the right to levy a larger fine if circumstances warrant, plus Five Dollars (\$5.00) for each weekly period said member has worked in such jurisdiction plus all Local Union assessments for the entire period such member has worked in such jurisdiction.

Sec. 48. Any member to be eligible for any office in any Local Union, except newly chartered Local Unions, in the International Association must be a member of such Local Union in continuous good standing at least two (2) years preceding such nomination or election.

Sec. 49. No one shall be eligible to serve as an officer of any Local Union of this International Association who is not a member of the International Association and qualified as per above Section, without the sanction and the approval of the General Executive Board.

Sec. 50. When any member has been fined, suspended or expelled by a Local Union and moves to the jurisdiction of another Local Union, the General Executive Board shall have the authority upon request of the Local Union, or individual, to investigate the case in question and alter or amend the penalty as in their judgment will be for the best interests of the International Association. The action of the General Executive Board shall be subject to appeal to the General Executive Council.

ARTICLE XXI (continued)

Sec. 51. In cities or localities where there are different Local Unions of the International Association, engaged at the various branches of the trade, the members of each Local Union must respect the recognized work of the other Local Unions and confine their members to their own particular branches of work.

Sec. 52. No Local Union shall for any cause whatsoever deprive members of this International Association of their General Foremen, Superintendents or Foremen's rights unless approved by the General Executive Board.

Sec. 53. No Local Union shall impose any penalty upon any contractor nor cause a stoppage of work of any contractor until and unless the Local Union involved first transmits to the General Executive Board a full statement of the matters involved and thereafter receives permission and approval from the General Executive Board to impose the proposed penalty or cause a stoppage of work of the said contractor.

ARTICLE XXII

District Councils

Sec. 1. It shall be mandatory for Local Unions in cities and nearby localities, where there are two (2) or more Local Unions, to form District Councils or joint Executive Committees. Any Local Union refusing to affiliate with such District Councils or joint Executive Committees shall have their charter revoked. All Local Unions affiliated in such District Councils or joint Executive Committees shall have equal representation in conducting the business of such District Councils or joint Executive Committees; the expenses of conducting these bodies shall be borne pro rata by the Local Unions affiliated.

ARTICLE XXII (continued)

Sec. 2. It shall be mandatory for all Local Unions to affiliate with the different District Councils of the various departments of the American Federation of Labor-Congress of Industrial Organizations or Canadian Labour Congress, which are representative of their respective branches of the trade.

Sec. 3. All of the provisions of this Constitution relating to, applicable to and governing the conduct of the affairs of Local Unions shall likewise be applicable to and govern the operation of District Councils created hereunder with the same force and effect as though set forth herein at length.

ARTICLE XXIII

Apprentices

Sec. 1. Standards of Apprenticeship adopted by the Twenty-ninth Convention of this International Association, and as amended by the Thirty-first Convention shall be the basis of establishing and operating Apprenticeship Programs by each Outside Erection Local Union of this International Association. These Standards of Apprenticeship are for the benefit and guidance of Outside Erection Local Unions and shall be amended from time to time by the General Executive Board so as to provide the greatest amount of guidance and benefit and to ensure compliance with all existing Federal and State Regulations applying to apprenticeship programs. Copies of the Standards of Apprenticeship, any revisions thereto, and all other material related to the operation of apprenticeship programs shall be distributed by the General Executive Board to each Outside Erection Local Union.

Sec. 2. It shall be mandatory on the part of each affiliated Outside Erection Local Union to establish and place into operation a training program for apprentices which is in conformity with the Standards of

ARTICLE XXIII (continued)

Apprenticeship established heretofore and as amended from time to time by the General Executive Board. Local Unions which, because of special conditions and circumstances, desire to operate an apprenticeship program which deviates from the Standards of Apprenticeship shall direct a letter to the General Secretary requesting such permission.

Sec. 3. There shall be admitted into apprentice membership of this International Association persons who meet the requirements and qualifications as spelled out in the Local Union Apprenticeship Standards for the purpose of acquiring a practical knowledge of the various branches of the trade. The term of apprentice membership shall be as provided for in the Local Union Apprenticeship and Training Standards and in conformity with the Standards of Apprenticeship established heretofore.

Sec. 4. All applicants for membership as an initiation and/or reinstatement in the International Association as apprentices shall pay a fee of One Hundred Dollars (\$100.00). All applicants for membership and/or reinstatement as apprentices shall pay the full apprentice fee and dues for the month in which they are initiated and/or reinstated. All apprentice members shall pay the same Per Capita Tax, International assessments, travel service dues and Local Union assessments as Journeymen members. All apprentice members are eligible for benefits provided by the Constitution of the International Association for Journeymen except as otherwise provided for.

Sec. 5. Local Unions shall regulate the amount of dues of apprentices except that Local Unions shall not charge full dues and apprentices shall not be permitted to hold any office in any Local Union, or to represent, or act for any Local Union in any capacity. Apprentice members shall not be permitted to vote or otherwise participate in Local Union elections.

Sec. 6a. In order for an apprentice member to be employed in the jurisdiction of a Local Union other than the one in which the apprentice holds membership, the apprentice must present to the Business Manager a letter approved by the Business Manager and the Joint Apprenticeship Committee of the Local Union in which the apprentice holds membership stipulating that the apprentice has permission to leave the jurisdiction.

Sec. 6b. Apprentices shall be recorded at International Headquarters and when it becomes necessary for an apprentice to transfer, the Local Union in which the apprentice is employed shall direct a letter to the office of the General Secretary and request that said transfer be issued. If all requirements are met, the General Secretary will issue a transfer.

Sec. 7. Apprentices shall not be permitted and are strictly forbidden to advance from one period to another, or to Journeyman's classification without the express approval of the Joint Apprenticeship Committee.

Sec. 8. After completing the required term of apprenticeship in accordance with the Local Union Apprenticeship and Training Standards, all apprentices shall appear before the Local Union Examining Committee and take the examination for Journeyman membership. Apprentices failing to pass the examination, after completing their term of apprenticeship, shall be issued another card which shall be marked second apprentice card and they shall serve an additional one thousand (1,000) hours or six (6) months' apprenticeship and then again be examined.

Sec. 9. Upon the successful completion of apprenticeship under the Local Union Training Program for apprentices and upon the passing of such examinations as the Examining Committee may require, the International Association will issue a "Certificate of

ARTICLE XXIII (continued)

Completion of Apprenticeship” when requested by the Joint Apprenticeship Committee.

Sec. 10. Apprentices who have served the required term of apprenticeship and have passed a satisfactory examination shall be granted a Journeyman membership card.

ARTICLE XXIII-A

Trainees

Sec. 1a. Trainee Standards as adopted by the General Executive Council shall be the basis of establishing and operating Trainee Programs by Outside Erection Local Unions of this International Association. These standards may be amended from time to time by the General Executive Board in order to provide the greatest amount of guidance and benefit and ensure compliance with all existing Federal and State Regulations applying to such programs.

Sec. 1b. Copies of the Trainee Standards, and revisions thereto, and all other material related to the operation of Trainee Programs shall be distributed by the General Executive Board to each Outside Erection Local Union upon request for such material.

Sec. 2. Each affiliated Outside Erection Local Union may establish and place into operation a specialized Training Program as set forth in Section 1 of this Article. However, if such a program is established by a Local Union, it must be in conformity with the Trainee Standards established and amended from time to time by the General Executive Board. Local Unions which, because of special conditions and circumstances, desire to operate a specialized and equitable Training Program which deviates from the Trainee Standards shall direct a letter to the General Secretary requesting such permission.

Sec. 3. Those individuals who meet the requirements and qualifications as spelled out in the Trainee Standards adopted by a Local Union and who have been accepted into such trainee program shall be admitted into membership of this International Association in the classification of "trainee" for the purpose of acquiring knowledge and experience of the value of Union membership in the furtherance of their employment in the trade. The term of trainee membership shall be as provided for in the Local Union Trainee Standards and in conformity with the Trainee Standards established heretofore.

Sec. 4. All applicants for membership as an initiation and/or reinstatement in the International Association as trainees shall pay a fee of One Hundred Dollars (\$100.00). All applicants for membership and/or reinstatement as trainees shall pay the same initiation and/or reinstatement fee as an applicant for apprentice membership and dues for the month in which they are initiated and/or reinstated. All trainee members shall pay the same Per Capita Tax, International assessments, travel service dues and Local Union assessments as Journeymen members. All trainee members are eligible for benefits provided by the Constitution of the International Association for Journeymen except as otherwise provided for.

Sec. 5. Local Unions shall regulate the amount of dues of trainees except that it shall not be full dues or an amount exceeding that paid by apprentices. Trainee members shall not be permitted to hold any office in any Local Union or to represent or act for any Local Union in any capacity. Trainee members shall not be permitted to vote or otherwise participate in Local Union elections.

Sec. 6a. In order for a trainee member to be employed in the jurisdiction of a Local Union other than the one in which the trainee holds membership,

ARTICLE XXIII-A (continued)

the trainee must present to the Business Manager a letter approved by the Business Manager and the Trainee Committee of the Local Union in which the trainee holds membership stipulating that the trainee has permission to leave the jurisdiction.

Sec. 6b. Trainee members shall be recorded at International Headquarters, and when it becomes necessary for a trainee to transfer, the Local Union in which the trainee holds membership shall direct a letter to the office of the General Secretary and request that said transfer be issued. If all requirements are met, the General Secretary will issue a transfer.

Sec. 7. Trainees shall not be permitted and are strictly forbidden to advance from one period to another or to Journeyman's classification without the express approval of the Trainee Committee which coordinates the trainee employment and training.

Sec. 8. After completing the required term of training, in accordance with the Local Union Training Standards, all trainees shall appear before the Local Union Examining Committee and take the examination for Journeymen. Trainees failing to pass the examination, after completing their term of training, shall serve an additional one thousand (1,000) hours or six (6) months' training and then again be examined.

Sec. 9. Upon the successful completion of the training under the Local Union Training Program for trainees and upon the passing of such examinations as the Local Union Examining Committee may require, the International Association will issue a "Certificate of Completion" when requested by the applicable Committee.

Sec. 10. Trainees who have served the required term and have passed a satisfactory examination shall be granted a Journeyman membership card.

ARTICLE XXIV

Report of Local Union Financial Secretaries

Sec. 1. Financial Secretaries shall render a report to the General Secretary concerning all of the financial activities of the Local Union. This report shall be rendered by each Local Union Financial Secretary in accordance with the instructions prescribed by the General Executive Board. The report must contain, among other things, all necessary information requested concerning members initiated, reinstated, transferred in, transferred out, suspended, deceased or revoked. Any Financial Secretary who accepts dues from a member who is six (6) months or more in arrears shall be fined One Hundred Dollars (\$100.00) after trial to be conducted by the Local Union. The fine shall revert to the International Association.

ARTICLE XXV

Lifetime Honorary Membership

Sec. 1. A member (except members of Shop, Navy Yard Rigger and Regional Local Unions to whom the provisions of this and the following Sections of the Constitution relative to Lifetime Honorary Membership shall not apply) who has attained the age of sixty-five (65) years, and who has been in continuous membership for a period of twenty-five (25) years and who is in good standing at the time of application, and against whom no charges of any kind whatsoever are pending in any Local Union of the International Association, may apply for Lifetime Honorary Membership.

Sec. 2. A member who has been in continuous membership for a period of twenty (20) years, when said member becomes permanently disabled and who is in good standing at the time of making application, and against whom no charges of any kind whatsoever

ARTICLE XXV (continued)

are pending in any Local Union of the International Association, and who by reason of personal injury sustained while working at the trade, during working hours, which injury was not contributed to or brought about by the member's own improper conduct, may apply for Lifetime Honorary Membership.

Sec. 3. Applicants meeting the above qualifications will be granted the classification of Lifetime Honorary Member and entitled to all benefits of membership as defined by the rights and limitations of Honorary Members set forth in Article XIX, Section 12.

Sec. 4. Lifetime Honorary Members shall be exempt from all International Per Capita Tax, International assessments and Local Union dues and assessments.

Sec. 5. Each application shall be presented to and read at a regular meeting of the Local Union of which the applicant is a member, and such Local Union at the same or subsequent meeting shall approve or reject such application. If the application is approved, the Local Union shall so certify on the form provided for the purpose, and such form shall be signed by the President and Financial Secretary, with the seal of the Local Union affixed thereto. All applications approved by a Local Union shall be mailed to the General Secretary by the Financial Secretary of the Local Union. If an application is rejected by a Local Union, the Financial Secretary of such Local Union shall attach thereto the reasons for such rejection, signed by the President and the Financial Secretary of the Local Union.

Sec. 6. The General Executive Board shall determine all applications for Lifetime Honorary Membership and no application shall be granted unless the applicant complies with all the requirements herein provided for and such other requirements as the General Executive Board may deem necessary.

ARTICLE XXV (continued)

Sec. 7. When an applicant is granted Lifetime Honorary Membership, the General Secretary shall notify the Local Union of which the applicant is a member.

Sec. 8. The General Executive Board may at any time revoke a Lifetime Honorary Membership, if in the judgment of the General Executive Board there is sufficient reason for such revocation.

ARTICLE XXVI

Constitution Governing All Local Unions

Officers

Sec. 1a. The officers of the Local Unions shall consist of a President, Vice President, Business Manager, Treasurer, Financial Secretary, Business Agent, Recording Secretary, Examining Committee (except Shop, Navy Yard Rigger and Regional Local Unions), Sergeant-at-Arms, Conductor, Executive Committee and three (3) Trustees. Said officers shall be elected for a term of at least three (3) years and shall serve until their successors are elected, duly qualified and installed; provided, that when a Local Union is placed under International supervision the terms of office of said Local Union officers shall automatically expire. If a Local Union has only one Business Agent, the Business Agent shall have the title and be known as the Business Manager.

Sec. 1b. Should any Local Union desire to consolidate the offices of Business Manager and Financial Secretary and Treasurer or Business Manager and Financial Secretary-Treasurer or President and Business Manager or President and Business Agent, they may do so, provided that where such officer fills more than one of the above offices, said officer shall assume all of the duties, obligations and requirements of each. However,

ARTICLE XXVI (continued)

in no event can the offices of President and Financial Secretary-Treasurer be combined.

Sec. 1c. The Executive Committee shall consist of the President, Recording Secretary and five (5) members. The Examining Committee shall consist of the President, Financial Secretary and three (3) members.

Sec. 1d. No office shall be made or abrogated, or salary for same be changed, without written notice, to be read at three (3) consecutive meetings, at which final action shall be decided by a majority vote.

Sec. 1e. No member shall be eligible to hold any office in any Local Union, or to represent or act for any Local Union in any capacity unless such member is a practical worker in some branch of the trade, having worked as such for six (6) months or more in the past year, or who has been injured and/or incapacitated at the trade and still retains active membership in the Local Union, and unless said member has been a member of such Local Union for at least two (2) continuous years and in continuous good standing for the twenty-four (24) months preceding the date of nomination as well as the date of election (continuous good standing shall mean the timely payment of dues and/or assessments and/or fines) but the foregoing requirements shall not apply to a member whose membership dates with the issuance of the charter and who, at the time of nomination and election, has been in continuous good standing since said last named date. Any member receiving pension benefits from a Local Union, District Council and/or the International Association, to the extent permitted by law, shall not be eligible to be a candidate for Local Union office, hold Local Union office or serve as a Delegate to the Convention. The provisions of this Section relative to “unless such member is a practical worker in some branch of the trade, having worked as such for six (6) months or more in the past year” shall not apply to members elected or appointed

as full-time salaried officers of a Local Union, District Council, Building and Construction Trades Council, Metal Trades Council, Central Labor Union, State or Provincial Federation of Labor, State, Provincial, or Federal Departments of Labor, American Federation of Labor-Congress of Industrial Organizations, Canadian Labour Congress or any of its Departments, or member directly employed by the International Association. When an officer of a Local Union ceases to work within the jurisdiction of such Local Union for a period of sixty (60) days and during such period engages in work which does not come within the jurisdiction of such Local Union, the office shall be declared vacant and the vacancy shall be filled by the President appointing a member who fulfills the requirements hereinabove set forth in this Section, unless otherwise ordered by the General Executive Board.

Sec. 1f. Every officer, employee or other representative of a Local Union who handles funds or other property thereof shall be bonded to provide protection against loss by reason of fraud or dishonesty in such amount and as otherwise required by applicable law and this Constitution. The expense of such bond shall be paid by the Local Union.

Duties of President

Sec. 2a. The President shall be in the President's official place at all regular and special meetings and call the meeting to order. The President shall fill vacancies caused by absence or otherwise. All such vacancies shall be filled within sixty (60) days following the effective date of the official vacancy. The President shall see that all fines are duly paid and penalties enforced. The President shall appoint all committees, except otherwise provided for, and shall act as an ex-officio member of all committees. The President shall sign all necessary legal and financial documents of the Local Union and orders on the Treasurer (see Sec. 4).

ARTICLE XXVI (continued)

While occupying the chair, the President shall take no part in debate, except by consent of the majority of the members present.

Sec. 2b. The President shall enforce this Constitution. Special Meetings may be called by the President or Executive Committee. Not less than fifteen (15) days' notice of the date, hour and purpose of the Special Meeting shall be mailed to each member at their last-known home address and no business shall be transacted at a Special Meeting except that for which the meeting is called. Special Meetings shall be approved by the General Executive Board of the International Association.

Duties of Vice President

Sec. 3. In the absence of the President, the duties of the President's office shall be performed by the Vice President. In the absence of both President and Vice President, the meeting by vote can elect any member in good standing to preside pro tem.

Duties of Treasurer

Sec. 4a. The Treasurer shall pay through the Financial Secretary only such bills and accounts as are dated and signed properly and have received a majority vote of the members present at the regular meeting, signed by the President, and attested to by the Recording Secretary.

Sec. 4b. The Treasurer shall withdraw no monies from the bank except when authorized by a majority vote of the members present at a regular meeting of the Local Union. The order of withdrawal shall be signed by the Treasurer, President, Recording Secretary, and have the seal of the Local Union affixed by the Financial Secretary.

Sec. 4c. The bank account of the Treasurer shall be examined by the Executive Committee once a month, and more often when required by the Local Union. The Treasurer shall be bonded as required by this Constitution, and shall not assume the Treasurer's office until covered by such bond, and at the end of the Treasurer's term in office the Treasurer shall deliver all books, monies and other property in the Treasurer's possession belonging to the Local Union, to the Treasurer's successor in office, and shall deposit all monies in a bank.

Duties of Financial Secretary

Sec. 5. It shall be the duty of the Financial Secretary to keep a correct account between the Local Union and its members and keep such records and make such reports as provided in Article XXIV of the International Constitution; receive all monies due the Local Union and pay the same to the Treasurer and take a receipt therefor. The Financial Secretary shall, from money paid by members, first deduct all fines and International assessments and the balance, if any, enter to the payment of dues. The Financial Secretary shall keep a list of members fined until such fines are paid, and shall also keep a list of members suspended and for what cause. Payment of fines shall be in accordance with the guidelines established by the General Secretary. The Financial Secretary shall be bonded as required by this Constitution and shall not assume the Financial Secretary's office until covered by such bond. The books of the Financial Secretary shall be open at all times for inspection by the Executive Committee and be delivered to the Auditors when required by the Local Union. At the end of the Financial Secretary's term in office the Financial Secretary shall deliver all books, monies, and other properties in the Financial Secretary's possession belonging to the Local Union to the Financial Secretary's successor.

Duties of Business Manager

Sec. 6a. The Business Manager shall be the executive officer of the Local Union. He shall be the recognized representative to employers and the general public. The Business Manager shall be in charge of the daily operations of the Local Union. The Business Manager shall have supervision over all salaried personnel of the Local Union including the Business Agent. The Business Manager shall have supervision and final say over all jurisdictional and internal matters with the exception of financial matters where the offices of Business Manager and Financial Secretary-Treasurer are not combined. The Business Manager shall be a delegate to the State Federation of Labor central bodies, District Council and all Building Trades Councils within the jurisdiction of the Local Union. The Business Manager shall be a member of and Chairman of all negotiating committees with respect to the Local Union. The Business Manager shall attend all meetings and conferences pertinent to the membership. The Business Manager shall be a trustee on all funds. The Business Manager shall report to the membership the condition of the Local Union at each regular meeting. The Business Manager may assign the jurisdiction over all stewards to the Business Agent responsible for the territory where the job is located.

Sec. 6b. The personnel positions, maximum number of people in those positions, and total budget for Local Union staff are subject to the approval of the Local Union. If this discretion is not exercised, it remains within the discretion of the Business Manager as long as consistent with the Local Union By-Laws and this Constitution. Decisions to hire, discharge or discipline specific individuals in those positions remain within the discretion of the Business Manager.

Duties of Business Agent

Sec. 6c. The Business Agent shall be under the supervision of the Business Manager. The Business Agent shall keep posted on all work in the territorial jurisdiction assigned to him by the Business Manager and report same to the Business Manager and to the membership at its regular meeting. The Business Agent shall make reports on transactions between meetings to the Business Manager. In case of death or serious injury to members of the Local Union, the Business Agent will take necessary steps to take proper care of the case as it may require and report same to the Business Manager.

Duties of Recording Secretary

Sec. 7. The Recording Secretary shall keep a correct record of the transactions of each meeting of the Local Union, attest all money orders on the Treasurer and record the same in a book to be known as the "Book of Records," together with the minutes of the meetings, said minutes to be entered therein before the meeting following that of which they are a record, and which shall be read from the book for approval. When so approved such minutes shall be signed by the President, as well as the Recording Secretary, and sealed with the seal of the Local Union. The Recording Secretary shall also keep another book, and record therein all amendments to the By-Laws, said book to be known as "Amendment Book," and to be given to the proper committee for reference when revising the By-Laws. At the expiration of the Recording Secretary's term of office the Recording Secretary shall give a correct report of the business of the Recording Secretary's office to the Local Union, and deliver to the Recording Secretary's successor in office all books and other property in the Recording Secretary's possession belonging to the Local Union. The Recording Secretary shall copy a list of fines, etc., and give same to the Financial

ARTICLE XXVI (continued)

Secretary at the close of each meeting, and at the end of the Recording Secretary's term deliver all books and other property in the Recording Secretary's possession belonging to the Local Union to the Recording Secretary's successor.

Duties of Examining Committee

Sec. 8a. The Examining Committee shall consist of the President, Financial Secretary and three (3) members, except where a Local Union's By-Laws have been properly amended to respond to the potential need for additional Examining Committee members.

Sec. 8b. These additional Examining Committee members shall be fully empowered to examine the qualifications of all applicants for journeyman status in the outlying geographic areas of satellite offices and/or apprentice training facilities provided such Local Union By-Law changes have been approved by the General Executive Board.

Sec. 8c. The President shall be the Chairman of the Examining Committee, which shall meet at least monthly or more often if necessary in the main Local Union Hall, and at such times as are necessary to sufficiently carry out the Examining Committee duties in the outlying geographic areas of satellite offices and/or apprentice training facilities.

Sec. 8d. The Examining Committee or the duly empowered Examining Committee in outlying geographic areas of satellite offices and/or apprentice training facilities shall examine qualifications for all membership of all applicants for journeyman status.

Sec. 8e. The Financial Secretary shall keep a correct record of all transactions of all Examining Committee meetings. Candidates presenting themselves for examination for journeyman membership in any Local Union

may be charged an examining fee of Twenty Dollars (\$20.00). The provisions of this Section shall not apply to Shop, Navy Yard Rigger or Regional Local Unions.

Duties of Sergeant-at-Arms

Sec. 9. The Sergeant-at-Arms shall attend to the door and see that none but members of the Local Union in good standing (not over one [1] month in arrears with dues and assessments) gain admission. The Sergeant-at-Arms shall not allow any member to enter or retire during initiation ceremonies and shall perform such other duties as may be required of the Sergeant-at-Arms by the Local Union or as the President may direct. When advisable, the President may appoint one (1) or more members to assist the Sergeant-at-Arms to keep order.

Duties of Conductor

Sec. 10. The Conductor shall examine all monthly dues receipts, ascertain whether or not each member present is in good standing (not more than one [1] month in arrears for dues and assessments), see that all present in the meeting hall are entitled to remain, and report to the President. The Conductor shall conduct candidates through the initiation ceremony. The Conductor shall conduct all visitors or committees into the hall and shall be furnished with an assistant when advisable.

Duties of Executive Committee

Sec. 11a. The Executive Committee shall consist of the President, Recording Secretary and five (5) members to be elected from the body, outside of salaried officers. The General Executive Board may, upon request of a Local Union, grant permission to allow the Business Manager of the Local Union to become a member of the Executive Committee. The duties of

ARTICLE XXVI (continued)

the Executive Committee shall be advisory and deliberative. They shall meet at least once in every month and shall consider all matters referred to them by the organization, or brought to their attention by members of the Local Union, and be subject to the call of the President to adjust all labor troubles appertaining to the Local Union and enforce the rules and agreements adopted by the Local Union; assume control and have supervision of all affairs of the Local Union in conformity with the International Constitution. The President shall have the right to call a special meeting of the Executive Committee if the President deems it necessary.

Sec. 11b. They shall endeavor to settle all differences and avoid strikes, and have power to negotiate agreements between employers and the Local Union, provided such agreements are in conformity with the Constitution, and provided further such agreements must be approved by the General Executive Board in accordance with Article XXI, Section 28 thereof. They shall investigate all appeals and grievances by members, the same to be in writing, and report same to the Local Union for final action.

Duties of Trustees

Sec. 12a. They shall have a general supervision over all the funds and property of the Local Union; examine and approve of all officers' bonds; examine and approve of all Local Union bills on a monthly basis; see that all property of the Local Union not otherwise provided for be kept in a safe and proper place, and at the end of their term of office turn the same over to their successors.

Sec. 12b. They shall examine and approve of all death and indemnity claims, and all other claims not otherwise provided for, a majority of the Trustees to be a quorum for the transaction of business, but all bills,

appropriations and claims must be approved by the Local Union before payment, which shall in no instance be paid, except by check, or other forms of legal banking transmittal, properly authorized and executed, and properly signed, as provided for by this Constitution. They shall also make a complete report at the end of each quarter.

Sec. 12c. No candidate for Trustee shall be eligible as a candidate for a member of the Executive Committee.

Dissolving the Local Union

Sec. 13. A Local Union shall not be dissolved by action of the Local Union itself or the membership thereof except that the General Executive Council decides that it is for the best interests of the International Association to revoke the charter.

Charges

Sec. 14a. Charges can be preferred against any member of a Local Union by a member of the International Association for violation of the International Constitution, Local Union By-Laws, Standards of Excellence or General Working Rules or for any of the offenses set forth in Article XIX, Section 10 of this Constitution. Said charges must be preferred, in writing, to the Local Union and shall be heard before the Executive Committee or a jury of twelve (12) members, where possible, all of whom must be in good standing in the Local Union. Members against whom charges have been preferred may retain any member of the Local Union in good standing to act as their counsel. If the accused member elects to be tried before the Executive Committee, it will require the votes of at least five (5) members of the Executive Committee to convict that member. If the accused elects to be tried by a jury, the vote of nine (9) members will be necessary for conviction. The decision of the

ARTICLE XXVI (continued)

Executive Committee or jury must be reported at the following meeting of the Local Union.

Sec. 14b. All officers shall be tried by a jury of twelve (12) members in good standing. The votes of nine (9) of such jurors will be necessary for conviction. They may be allowed to retain any member of the Local Union in good standing for counsel and will be allowed a fair and impartial trial upon any charges which may be preferred against them. The decision of the jury must be reported at the following meeting of the Local Union.

Sec. 14c. When charges are preferred against any officer or a member of a Local Union, the charges must be set forth in detail and the accused officer or member must be furnished with an exact copy of the charges and must be notified in writing, by a mail or delivery service requiring signature upon receipt, or by personal service, when and where to appear for trial. The notice should be served on the accused a reasonable time prior to the trial in order to allow the accused sufficient time to prepare a defense by gathering evidence or securing witnesses in the accused's behalf. Copies of all charges preferred against members, including the notice to the accused to appear for trial, must be sent to the General Secretary immediately, and after the trial is held a full, detailed report of the trial and penalty (if one is levied) must be sent to the General Secretary.

Sec. 14d. Any member preferring a charge against another for the purpose of maliciously or otherwise injuring such a member, shall be liable to fine or suspension, or both, and may be expelled from the Local Union subject to the approval of the General Executive Board.

Sec. 14e. In all cases where a member or officer of a Local Union is to be tried by a jury, the jury shall be selected in the following manner. The names of all

members in good standing who are present at the meeting, written on separate slips folded so as to conceal the name written thereon shall be deposited by the Financial Secretary in some receptacle from which the Recording Secretary shall, while blindfolded, withdraw twenty-one (21) slips one by one. As each slip is withdrawn, it shall be handed to the President, who shall read aloud and record the name written thereon. The members whose names appear on the twenty-one (21) slips so withdrawn shall constitute the panel from which the jury shall be selected. Those in charge of the prosecution shall then strike off from the list of jurors three (3) names; the accused (whether one or several) shall strike six (6) names from the remaining list; and the twelve (12) jurors remaining shall constitute the jury to try the case. The President of the Local Union shall perform the duties of Judge at all such trials. In the absence of the President, the Vice President shall preside.

Sec. 14f. To prefer charges against any officer of a Local Union, it shall require the signatures of fifteen (15) members in good standing to a petition, when said officer shall appear at a special meeting for trial. Any member or officer against whom charges have been preferred shall appear on being notified to do so, for trial. Failure on their part to do this shall subject them to expulsion or other penalties.

Sec. 14g. If a charged member or officer of a Local Union is found guilty of the charges preferred by the Executive Committee or jury as herein provided, such Executive Committee or jury shall have the power to impose such sentence as it may deem appropriate and just, including the power to expel the member or officer found guilty, and subject to the review of and determination by the General Secretary.

Sec. 14h. An appeal to the General Executive Board can be taken from any decision of the Executive

ARTICLE XXVI (continued)

Committee or jury within two (2) weeks after the decision has been rendered.

Standards of Excellence Charges and Fines

Sec. 15a. Fines for the first offense shall be no less than One Hundred Dollars (\$100.00) or no more than one (1) day's pay, including fringe benefits and working assessments of eight (8) hours.

Sec. 15b. Members having been found guilty of a second offense, fines shall be no less than Five Hundred Dollars (\$500.00) or no more than one (1) week's pay, including fringe benefits and working assessments of forty (40) hours.

Sec. 15c. Members having been found guilty of a third offense, fines shall be no less than One Thousand Dollars (\$1,000.00) and no more than two (2) week's pay, including fringe benefits and working assessments of eighty (80) hours.

Sec. 15d. Any member found guilty of the aforementioned violations three (3) times within a three (3) year period may also be expelled from the Local Union subject to the approval of the General Executive Board.

Nomination, Election and Installation of Officers

Sec. 16a. Nomination and election of officers shall take place in the regular meeting hall of the Local Union on a definite date or dates and time or times, which shall be clearly set forth in the Local Union By-Laws. In addition to the regular meeting hall polling location, subsequently added polling location or locations, and the definite date or dates and time or times of the election of officers will be set forth in the Local Union By-Laws, provided said changes are approved by the General Executive Board, to provide for the utilization

of specific polling location or locations in outlying areas of a Local Union's territorial jurisdiction.

Sec. 16b. Any member to be nominated must be in the hall at the time of nomination, unless said member is absent from the meeting on business for the Local Union, or the International Association, or by a vote of the Local Union.

Sec. 16c. The election of officers shall be held on a certain date or dates not more than once every three (3) years and the Local Union shall state during what hours the polls shall remain open, using a uniform blanket ballot, to be copied from a sample with instructions thereon supplied by the General Secretary.

Sec. 16d. Not less than three (3) nor more than five (5) Judges of Election shall be elected, none of whom shall be a candidate for any office. Where the Local Union By-Laws have been amended and approved by the General Executive Board to provide for the utilization of additional and specific polling location or locations in outlying areas of a Local Union's territorial jurisdiction, the number of Judges of Election required to adequately supervise and service each additional polling location or locations; and the definite date or dates and time or times of the election of officers must be clearly set forth in the Local Union By-Laws. The Judges of Election in all areas shall prepare the ballots, and they shall allow no one to vote who is over one (1) month in arrears in the Local Union, and shall stamp the monthly dues receipt and ballot of each member who deposits a ballot in the ballot box.

Sec. 16e. A Local Union, if it desires, can use voting machines in its election. In such cases the Judges of Election shall prepare the ballots, allowing no one to vote who is one (1) month or more in arrears in the Local Union, and shall stamp the monthly dues receipt of each member before the member votes.

ARTICLE XXVI (continued)

Sec. 16f. Each candidate for any office shall have the right to select any member in good standing in the Local Union to act as an observer while the voting is going on and the votes are being counted.

Sec. 16g. Where there are two (2) candidates for an office, the majority of the votes cast for that particular office shall be necessary to elect. Where there are more than two (2) candidates for a particular office, the member receiving the highest number of votes shall be declared elected. In case of a tie vote, a new election shall be conducted at the next regular meeting, providing that the election is held at the regular meeting. Local Unions which set their election date or dates other than the regular meeting shall allow at least two (2) weeks to elapse before the election.

Sec. 16h. Any violation of the election laws shall be sufficient cause for declaring said election illegal and a new election held, subject to the supervision of and instructions of the General President.

Sec. 16i. Any officer, Judge of Election or members found guilty of violating the election laws will be subject to suspension, fine or expulsion.

Sec. 16j. Newly elected officers shall be installed at the first regular meeting after the election, by the presiding officer. If one (1) or more are absent, they shall be installed at the next regular meeting. If absent at another then at the third successive meeting, the office shall be declared vacant and a successor shall be appointed by the President.

Sec. 16k. The "General Information and Rules in Connection with the Nomination and Election of Local Union Officers and/or Delegates to the International Convention" shall constitute a part of this Constitution with the same force and effect as fully set forth in Appendix C. The General Executive Board may from

time to time amend the “General Information and Rules in Connection with the Nomination and Election of Local Union Officers and/or Delegates to the International Convention.”

Resignation of Officers

Sec. 17. All officers, except those holding financial positions, shall have the privilege of resigning at any time; provided, however, that no charges exist against them. All officers not holding a financial position, and desiring to resign shall present their resignation in writing at a regular meeting, and if at the following meeting no charges exist against the officer or officers, the resignation may be accepted. Any officer holding a financial position shall present a resignation in writing at a regular meeting and after the resigning officer's accounts have been audited and found correct, and a full report of same made to the General Treasurer and the General Treasurer's approval is received, the resignation may be accepted at any following meeting. If the resigning officer's accounts are not found correct the resignation shall not be accepted, nor shall the resigning officer be released from the bond until accounts are made good.

Order of Business

Sec. 18.

1. Roll call of officers
2. Reading of minutes of previous meeting
3. Initiation of new candidates
4. Bills and communications
5. Proposing and electing new members
6. Election of officers
7. Reports of officers and committees
8. Stewards' reports
9. Unfinished business
10. New business

ARTICLE XXVI (continued)

11. Good and welfare
12. Treasurer's report
13. Receipts and disbursements itemized
14. Adjournment

Collection of dues, assessments and fines are always in order.

Obligation of Members

Sec. 19. I (give name) hereby solemnly and sincerely pledge my honor that I will, without equivocation or evasion, and to the best of my ability, abide by the Constitution and By-Laws, and the particular scale of wages adopted by it; that I will abide by the will of the majority; that I will at all times, by all honorable means within my power, procure employment for members of this Union; and that I will at all times be respectful in word and action to every person, and be considerate of widows, widowers, orphans and the weak and defenseless; and that I will not knowingly wrong a member of this Union or see one wronged if it is in my power to prevent the same.

Obligation of Officers

Sec. 20. I (give name) do hereby solemnly pledge my honor that I will faithfully discharge the duties of my office as (office elected to) of this Local Union; that I will support the By-Laws of the Local Union and the Constitution of this International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, and that I will enforce the same to the best of my ability, without prejudice or partiality.

Rules of Order

Sec. 21.

1. When the President has called the meeting to order there shall be perfect silence.

2. The President shall preserve order and announce the decision of the Local Union on all subjects; the President shall decide all questions of order without debate, subject to an appeal.

3. When an appeal is taken the Vice President shall put the question as follows: "Shall the decision of the Chair stand?"

4. No member shall be interrupted while speaking except by a call to order, or for the purpose of explanation.

5. If a member be called to order the member shall, at the request of the Chair, take a seat until the question of order is settled, when, if permitted, the member may continue.

6. Members when speaking shall stand and address the Chair, confining themselves to the question under consideration and avoid all personalities and indecorous language.

7. A motion to reconsider must be made at the same meeting and every member must vote; a motion to reconsider shall not be received unless made by a member who voted with the majority.

8. If two (2) or more members rise to speak at once, the Chair shall decide which is entitled to the floor.

9. A question shall not be debatable until it has been seconded and stated by the Chair, and it shall be reduced to writing at the request of the Chair.

ARTICLE XXVI (continued)

10. Before putting the question the Chair shall ask: "Are you ready for the question?" and if after adequate time no member rises to speak, the Chair shall put the question, and after voting commences on the question, no member shall be permitted to speak upon it.

11. When the Chair is putting a question or addressing the Local Union silence shall be observed.

12. A member shall not speak more than once, nor longer than five (5) minutes on the same question, until all who wish have spoken, and no member shall be allowed to speak more than once, except the mover of the motion without the consent of the Chair.

13. Any member may call for a division of the question when the same will permit it. When a question is before the Local Union no motion shall be in order except the previous question, to lay on the table, or postpone indefinitely or for a time, to commit or amend, which motions shall have preference in the order arranged.

14. On a call of five (5) members the previous question will be put, without debate, in the following form: "Shall the previous question prevail?" Which, if ordered, shall cut off all amendments and debate, but the amendments previously offered shall be voted upon in their order before the main question.

15. The first person named on a committee shall act as chairperson until another is selected by the committee.

16. Personalities in debate are prohibited.

17. Roberts' Rules of Order shall be the authority to decide all questions not herein provided for, so far as consistent with the laws and regulations of the Local Union.

Salaried Officers Training

Sec. 22. All elected full-time salaried officers, Business Managers, Financial Secretary-Treasurers and Business Agents are required to attend educational classes conducted by the International Association within one (1) year of election or assuming office. The cost of attending the classes shall be paid by the Local Union.

ARTICLE XXVII

International Pension Plan for Full-Time Salaried Officers and Employees of Local Unions and District Councils Affiliated with the International Association

Sec. 1. There shall be created and established under the supervision of the General Executive Council an International Pension Plan covering all full-time salaried officers and employees of Local Unions (including Regional Local Unions) and District Councils affiliated with the International Association, the cost of which shall be paid by each of the Local Unions (including Regional Local Unions) and District Councils (except Shop and Navy Yard Rigger Local Unions) contributing monthly to the International Pension Plan the sum equal to twenty percent (20%) effective January 1, 2003, twenty-five percent (25%) effective March 1, 2005, and thirty percent (30%) effective January 1, 2006, of the gross weekly wages or gross salary of all the full-time salaried officers and employees of Local Unions and District Councils (excluding expenses and expense allowances) which International Pension Plan became effective December 1, 1968.

Sec. 2. The General President will appoint a Local Union/District Council Advisory Committee consisting of twelve (12) delegates from different District Councils to meet on a yearly basis to review Local

ARTICLE XXVII (continued)

Union and District Council Pension Plan progress and make recommendations to the Trustees. Vacancies that occur on the Committee will be filled by the General President.

ARTICLE XXVIII

Special Provisions Governing Shop and Navy Yard Rigger Local Unions Only

Application

Sec. 1. The provisions of this Constitution shall govern and apply to all Shop and Navy Yard Rigger Local Unions and their members except as otherwise herein specifically provided.

Jurisdiction

Sec. 2. The jurisdiction of Shop shall be confined to fabrication work done in shops and they shall not work on outside erection or installation or at the site of construction.

Initiation and/or Reinstatement Fees and Dues

Sec. 3. The initiation and/or reinstatement fees of Shop and Navy Yard Rigger Local Unions shall not be changed except by the proposal and adoption of a written Resolution to that effect, which Resolution must be read at three (3) consecutive meetings of the Local Union and must be adopted at the third of such three (3) consecutive meetings by a vote of the majority of the members present at such meeting conducted by secret ballot after reasonable notice of a general or special meeting of the intention to vote on the question is given to the members and only after the Local Union has received the approval of the General Executive Board.

Sec. 4. All members of Shop and Navy Yard Rigger Local Unions shall pay International Per Capita Tax as provided for in Article XVI, Section 2. Each Shop and Navy Yard Rigger Local Union shall determine the amount of "Local Union Dues," excluding International Per Capita Tax, and such dues shall not be changed except by the proposal and adoption of a written Resolution to that effect, which Resolution must be read at three (3) consecutive meetings of the Local Union and must be adopted at the third of such three (3) consecutive meetings by a vote of the majority of the members present at such meeting conducted by secret ballot after reasonable notice of a general or special meeting of the intention to vote on the question is given to the members and only after the Local Union has received the approval of the General Executive Board.

Transfers

Sec. 5. Transfers may be issued for any member of a Shop or Navy Yard Rigger Local Union upon proper application through the Financial Secretary of the member's Local Union to the General Secretary at International Headquarters. Said application blanks to be furnished to Local Union Financial Secretaries by International Headquarters.

Shop Stewards and/or Negotiating Committee

Sec. 6a. The Local Union Business Manager (or President of Local Unions which do not have Business Managers) shall appoint a Chief Shop Steward and Department Stewards for each organized shop, two (2) or more of whom shall constitute the Shop Committee. Shop Stewards and/or the Shop Committee shall, in accordance with the terms of the collective bargaining agreement, process all grievances that may arise between the employer and the Local Union and/or the employees involved. In the event the Shop Committee is unable to satisfactorily settle any grievance, the mat-

ARTICLE XXVIII (continued)

ter shall be referred to the Executive Committee. If, in the opinion of the Executive Committee, no violation of the terms of the appropriate collective bargaining agreement exists or there is no other justifiable reason to pursue the matter further, it shall be dropped. In the event the Executive Committee determines that a violation of the appropriate collective bargaining agreement has occurred or that the complaint has other just cause, the Executive Committee shall cause the Employer involved to be notified in accordance with the provisions of the collective bargaining agreement that the Local Union desires to submit the matter to arbitration. A report of all such grievances shall be made at the following regular meeting of the Local Union.

Sec. 6b. Notwithstanding the provisions of Article XXVI, Section 11b of this Constitution, when negotiating agreements between Shop or Navy Yard Rigger Local Unions and individual employers, the Local Union's Negotiating Committee shall be selected by the Business Manager of the Local Union (or by the President of Local Unions which do not have a Business Manager); provided, however, when negotiating agreements with Employer Associations the Local Union's Negotiating Committee may consist of the Executive Committee of the Local Union.

Sec. 7. The regular meetings of the Local Union shall be held in accordance with Article XXI, Section 5 of the Constitution at such time and place as may be agreed upon by the Local Union. The number of members constituting a quorum shall be as set forth and provided for in the Local Union By-Laws.

Special Meetings

Sec. 8. Special meetings may be held with the approval of the General Executive Board, upon request by the Local Union Executive Committee, which shall state the reason for holding such a special meeting.

ARTICLE XXVIII (continued)

Special meetings may also be called by the General Executive Board. No business shall be transacted or considered that is not set forth in the request and call for said special meeting.

General Fund

Sec. 9. All monies collected for or by the Local Union shall be known as the General Fund, and all Local Union expenses shall be paid therefrom.

Sec. 10. Any member performing duties for the Local Union, by its order which compels the member to cease regular employment, shall receive not less than regular wages, and reasonable expenses, duly itemized and receipted for.

Sec. 11. The funds of this Local Union shall not be appropriated, contributed or donated, except for the purpose of maintaining and helping others maintain union principles, wages and/or hours as sponsored by the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. Contributions, appropriations or donations must be proposed at a regular meeting and be sustained by a majority vote, stating purpose, amount, etc., and if such amount is over One Thousand Dollars (\$1,000.00) such amount shall again be voted upon at the following regular meeting as unfinished business; a vote of two-thirds (2/3) of the members present is necessary to carry.

Apprentices

Sec. 12. Article XXIII of this Constitution relating to apprentices shall not apply to Shop or Navy Yard Rigger members, however, in order to advance the interests of the trade Shop and Navy Yard Rigger Local Unions may, subject to the approval of the International Association, establish Apprenticeship Programs by the adoption of "Standards of Apprenticeship."

Reduced Dues for Retired Members

Sec. 13a. Any member of a Shop or Navy Yard Rigger Local Union who retires while working at the trade and who is in good standing at the time of making application and against whom no charges of any kind whatsoever are pending in any Local Union of the International Association and who ceases to be employed at the trade as a result of retirement shall be eligible to apply for reduced dues which shall consist of International Per Capita Tax of Two Dollars and Fifty Cents (\$2.50) and International Death Benefit Fund assessment of Seventy-five Cents (75¢) plus a reasonable maintenance of records fee (payable to the Local Union) as may be adopted by the Local Union which fee shall be set forth in the Local Union By-Laws and approved by the General Executive Board.

Sec. 13b. Application for waiver of Local Union dues shall be on forms provided by the General Secretary. The General Executive Board shall have the power to insert in said form such questions as may be necessary. No member granted this privilege shall be permitted to work at any branch of the trade. When it is proven that a member is working at any branch of the trade, such member's privilege shall automatically be revoked and such member shall then be required to pay full dues as established by the Local Union in order to maintain membership. Members granted such privilege shall not be eligible to hold any office. They shall not be entitled to voice or vote on any matter except by individual Local Union action amending the Local Union's By-Laws granting such privilege.

Initial Organizing Contract Fund

Sec. 14a. Each Shop and Navy Yard Rigger Local Union shall pay the sum of one-eighth of one percent (1/8 of 1%) of the applicable hourly wage rate for each hour worked per member per month to the Initial

ARTICLE XXVIII (continued)

Organizing Contract Fund, a separate fund maintained for the purpose of defraying the Local Union's expenses in obtaining the first initial contract following the organizing of a Shop. The Fund may be used to defray the cost of research, educational material and defense. The General Executive Board shall provide rules and regulations governing the administration of the Fund.

Sec. 14b. The General Executive Council shall have the authority to increase the Initial Organizing Contract Fund assessment, if such increase is determined absolutely necessary by the General Executive Council.

ARTICLE XXIX

Special Provisions Governing Regional Local Unions Only

Application

Sec. 1. The provisions of this Constitution shall govern and apply to all Regional Local Unions chartered on or after February 10, 2004 and their members except as otherwise herein specifically provided.

Initiation and/or Reinstatement Fees and Dues

Sec. 2. The initiation and/or reinstatement fees of Regional Local Unions shall be determined by the General Executive Council. All members of Regional Local Unions shall pay International Per Capita Tax in accordance with the provisions of Article XVI, Section 2b of the International Constitution.

Transfers

Sec. 3. Transfers may be issued for any member of a Regional Local Union upon proper application to the Financial Secretary of the member's Local Union to the General Secretary, said application blanks to

ARTICLE XXIX (continued)

be furnished to the Regional Local Unions' Financial Secretaries by International Headquarters.

Regular Meetings

Sec. 4. The regular meetings of the Local Union shall be held in accordance with Article XXI, Section 5 of the Constitution, at such time and place as may be agreed upon by the Local Union. The number of members constituting a quorum shall be as set forth and provided for in the Local Union By-Laws.

Special Meetings

Sec. 5. Special meetings may be held with the approval of the General Executive Board upon request of the Local Union Executive Committee which shall state the reason for holding such a special meeting. Special meetings may also be called by the General Executive Board. No business shall be transacted or considered that is not set forth in the request and call for such special meeting.

General Fund

Sec. 6. All monies collected for or by the Regional Local Union shall be known as the General Fund and all the Local Union expenses shall be paid therefrom.

Sec. 7. Any member performing duties for the Local Union by its order which compels a member to cease regular employment shall receive not less than regular wages and reasonable expenses duly itemized and receipted for.

Sec. 8. The funds of this Local Union shall not be appropriated, contributed or donated except for the purposes of maintaining and helping others maintain union principles, wages and/or hours, as sponsored by the International Association of Bridge,

Structural, Ornamental and Reinforcing Iron Workers. Contributions, appropriations or donations must be proposed at a regular meeting and be sustained by a majority vote stating purpose, amount, etc., and if such amount is over One Thousand Dollars (\$1,000.00), such amount shall again be voted upon at the following regular meeting as unfinished business. A vote of two-thirds (2/3) of the members present is necessary to carry.

Apprentices

Sec. 9. Article XXIII of this Constitution relating to apprentices shall not apply to Regional Local Union members. However, in order to advance the interests of the trade, Regional Local Unions may, subject to the approval of the International Association, establish apprenticeship programs by the adoption of the "Standards of Apprenticeship."

Reduced Dues for Retired Members

Sec. 10. Any member of a Regional Local Union who retires while working at the trade and who is in good standing at the time of making application and against whom no charges of any kind whatsoever are pending in any Local Union of the International Association, and who ceases to be employed at the trade as a result of retirement, shall be eligible to apply for reduced dues which shall consist of International Per Capita Tax of Two Dollars and Fifty Cents (\$2.50) and International Death Benefit Fund assessment of Seventy-five Cents (75¢), plus a reasonable maintenance of records fee (payable to the Local Union) as may be adopted by the Local Union, which fee shall be set forth in the Local Union By-Laws and approved by the General Executive Board.

ARTICLE XXIX (continued)

International Ironworkers Organizing Fund

Sec. 11. Each Regional Local Union shall pay an International Supplemental Per Capita Tax of one-quarter of one percent ($\frac{1}{4}$ of 1%) of the applicable hourly journeyman wage rate for each hour worked per member per month to the International Ironworkers Organizing Fund, a separate Fund maintained for the purpose of meeting the financial requirements of organizing the unorganized and for no other purpose.

ARTICLE XXX

Previous Laws

Any and all provisions of any prior Constitution, whether in conflict herewith or not, are abandoned, cancelled, and not to be considered as any part of this International Constitution.

The foregoing Constitution of 1921, as amended by the Twenty-second, Twenty-third, Twenty-fourth, Twenty-fifth, Twenty-sixth, Twenty-seventh, Twenty-eighth, Twenty-ninth, Thirtieth, Thirty-first, Thirty-second, Thirty-third, Thirty-fourth, Thirty-fifth, Thirty-sixth, Thirty-seventh, Thirty-eighth, Thirty-ninth, Fortieth, Forty-first and Forty-second regular Conventions.

Printed under the supervision of the General Executive Board.

WALTER W. WISE
GENERAL PRESIDENT

ERIC M. DEAN
GENERAL SECRETARY

EDWARD C. McHUGH
GENERAL TREASURER

APPENDIX A

IRONWORKERS'
STANDARDS OF
EXCELLENCE

IRONWORKERS' STANDARDS OF EXCELLENCE

The purpose of the Ironworkers' Standards of Excellence is to reinforce the pride of every ironworker and our commitment to be the most skilled, most productive and safest craft in the Building Trades.

As Union ironworkers, we pledge ourselves to uphold our word, as given through our collective bargaining agreement, and display the professionalism expected of our trade and Union in all aspects of our employment as exemplified by the values engrained in our Standards of Excellence.

It is our commitment to use our training and skills, each and every day, to produce the highest quality work worthy of our name and consistent with the collective bargaining agreement.

As an Ironworker member, I agree to:

Adhere to my responsibilities under the collective bargaining agreement for start and quit times, as well as lunch and break times.

Allow my representative to handle any disagreements or breaches by refusing to engage in unlawful job disruptions, slowdowns or any activities that affect our good name.

Respect the customer's and employer's rights, property and tools as I do my own.

Meet my responsibility to show up every day; out-fitted for work and fit for duty without engaging in substance abuse.

Cooperate with the customer and employer to meet their statutory, regulatory and contractual responsibilities to maintain a safe, healthy and sanitary workplace.

Do my best to work in a manner consistent with the quality, productivity and safety of every task that I am assigned.

Do my best to help every co-worker return home safe at the conclusion of every shift.

The Ironworkers' Standards of Excellence will increase the pride, the productivity and the craftsmanship of every ironworker throughout North America. This commitment will improve work place conditions, increase work opportunities, and help maintain our wages, benefits and standard of living. In addition, the Standards of Excellence will help our signatory employers complete their projects on time, on budget with no injuries or accidents.

In accordance with Article XXVI, Section 15 of the International Constitution, charges may be preferred against any member for violations of the Ironworkers' Standards of Excellence, including, but not limited to the following reasons: taking a job referral and not reporting to work, failing pre-employment qualifications, and/or discharged for excessive absenteeism.

Fines for the first offense shall be no less than One Hundred Dollars (\$100.00) or no more than one (1) day's pay, including fringe benefits and working assessments of eight (8) hours.

Members having been found guilty of a second offense, fines shall be no less than Five Hundred Dollars (\$500.00) or no more than one (1) week's pay,

including fringe benefits and working assessments of forty (40) hours.

Members having been found guilty of a third offense, fines shall be no less than One Thousand Dollars (\$1,000.00) and no more than two (2) week's pay, including fringe benefits and working assessments of eighty (80) hours.

Any member found guilty of the aforementioned violations three (3) times within a three (3) year period may also be expelled from the Local Union subject to the approval of the General Executive Board.

I acknowledge this responsibility and pledge my word to do the same.

APPENDIX B

GENERAL WORKING RULES

**General Working Rules of the International
Association of Bridge, Structural,
Ornamental and Reinforcing Iron Workers
for its Outside
Chartered Local Unions**

Craft Jurisdiction

This International Association claims for its members all work (any new technology, processes, materials and type of substitute materials) including but not limited to all: Bending, Bolting, Burning, Caulking, Crating, Cutting, Dismantling, Distributing, Drilling, Erection, Fabricating, Fitting, Glazing of all ferrous and non-ferrous materials, Hoisting, Installation, Layout, Lowering, Maintenance, Metals, Miscellaneous Steel, Placing, Precasting, Raising, Recrating, Reinforcing, Removing, Repair, Replacing, Rigging, Setting, Signaling, Sorting, Storing, Structural Steel, Torqueing, Tying, Uncrating, Unloading and Welding, all processes and materials.

Access Doors and Frames; Accordion Grills; Acoustical Elements; Aggregate Plants; Agitators; Air Conditioner Cans; Air Ducts; Aluminum; Amusement Rides and Equipment; Anchors; Antennae, all (cellular, coax, microwave, radio, wave guide, etc.); Aprons; Aqueducts; Artwork; Asbestos Curtains; Atomic Vessels, all component parts (aligning, leveling and plumbing); Atriums; Attenuator Systems; Automated Teller Machines (ATM) [rigging, setting, etc.]; Awnings; Baffles, all; Bag Houses; Ball/Bowl Mills; Balloons; Bank Fixtures; Banking Equipment; Bar Mats; Barges, all (Casino, etc.); Barjoist; Barricades for Security; Barrier Cables; Batch Plants (both permanent and temporary); Bells; Billboard Supports and Signs; Blast Deflectors; Blast Furnaces; Bleacher Support Steel; Bleacher Systems; Bleachers, all materials; Boiler Support Steel; Boilers and Stokers (sectional, tubular and water tube); Bollards, all; Book Stacks;

Booths, all (agent, guard, ticket, toll, etc.); Bore Cast Piles; Bowl/Ball Mills; Boxes; Bracing; Brackets; Brass; Brick Supports; Bridge Rail; Bridge Viaducts; Bridges, all (including bailey, concrete segmented, expansion, mabey, pipe, pontoon, poured in place, precast, prefabricated, steel, structural, suspension, temporary, etc.); Bronze; Buck Hoists; Bucks; Building Envelope Systems; Buildings; Bulkheads; Bumper and Bumper Posts; Bunkers; Burial Containers; Cable Guardrail Systems; Cable Slots and Cable Wells; Cableways; Cages; Caissons; Canopies and Unistrut Canopies; Caps; Car Lift Fronts; Car Lifts and Related Steel Members; Car-dox; Carports and Enclosures; Cast Tiling; Cat Walks; Ceramic Laminated Spandrelite; Checker Plate; Chutes, all types; Circuit Breakers; Clips; Clocks; Cobiax Balls and all similar type Space Saving Supports; Cofferdams; Collapsible Gates; Collars; Column Casings; Column Cladding; Column Covers; Composite Materials; Concentrators; Concrete Barriers; Concrete Construction (reinforced); Concrete Joists (post stressed, precast, and prestressed); Conservatories; Conveyors, all types; Coolers; Coping; Copper; Corbels; Corrugated Sheets, all (including insulation); Counter Supports; Counter Top Support Steel; Counter Top Supports, all types and materials; Cranes, all types (dismantling, erection [including crawlers, mobile, tower, etc.], handling, installation, maintenance and operation on all forms of construction work); Crash Barriers (cabling, mesh partitioning, safety fencing, etc.); Crushers; CSL Tubes (ultra sound operation in caissons, etc.); CT Scan Equipment and Support Steel; Cupolas; Curb Guards; Curtainwall, all (aluminum, glass, marble, steel, stone, terra cotta, etc.); Curtains; Curtainwall Testing (water and wind); Cushion Crash Walls; Cyclones; Dams; Decking, all types (floor and roof); Decorations; Degassers; Dental Room Light Equipment; Derricks; Diamond Plate; Digesters; Directory Board; Displays; Dock Levelers; Docks; Domes, all structures; Door Frames, all types; Door Plates; Doors, all types and materials (access,

accordion, coiling, detention, electric, fire, glass, hangar, iron, metal or metal clad, patio, pneumatic, rapid roll, revolving, rolling, rolling shutter, security, sliding, swing, wood, etc.); Doors, retrofitting; Draft Curtains; Dragline (erection and dismantling); Drapery Track; Dredges; Drilling Platforms; Drive-Up Equipment; Drums; Drycask Storage Systems; Dryvit Systems; Drywall; Duct Frame; Duct Support, Dumbwaiter, including enclosures and fronts; Dumpers; Duorail; Dust Collectors; Dwydag Bars; Electrical Supports; Electromagnetic Frequency Shielding Plates; Elevator Cars; Elevator Dust Covers and Fascia; Elevator Fronts and Enclosures; Elevators; Embedded Metals (angles, pads and plates); Enamel Tanks; Enamel Vats; Entrances; Escalator Approaches; Escalator Subframing; Escalator Trim; Escalators; Expanded Metals; Expansion Joints; Fabric Canopy Structures; Fall Protection Systems; False Work; Fans; Fascia; Fascia Entrances; Fascia Soffits; Fencing, all types (chain link, fiberglass, ornamental, plastic, synthetic, temporary, wood, etc.); Ferrous Metals; Fiber Carbon Material; Fiberglass Shapes; Fins; Fire Breaks; Fire Code and Grills; Fire Equipment; Fire Escapes; Fire Extinguisher Cabinets; Fire Stops; Fire Watch (on all Ironworker related work); Fireproof Curtain; Firewall Systems; Fish Enhancement Facilities; Flag Poles; Flagging, all (aerial lifts, cranes, trucks, etc.); Flare Stacks; Floor Construction; Floor Cranes and Similar Devices; Floor Plates, all (checker plate, diamond plate, non-skid, etc.); Flooring, all (computer, metal, etc.); Flues; Flumes; Forklift Operation; Forklifts; Forms, all; Foundation Work; Frames, all types (access, security door, trench, etc.); Framework; Fronts; FRP; Fur Storage Rooms; G.F.R.C. Systems; Gami-Knife Equipment and Support Steel; Gates; Generators; Geodesic Domes; Gielinger Type Columns; Glass; Glide Rail; Granite and Precast Paver Stones (handling and setting); Granite Supports; Grating; Green Screens; Greenhouses; Grill Work; Grillage; Grills; Grouting (base plates, precast, etc.); Guard Cable; Guardhouses;

Guardrail, all types; Guards; Guides; Gymnasium Equipment; Handicapped Lifts; Handrail, all types (aluminum, fiberglass, glass, metal, plastic, wood, etc.); Hangars; Hangers and Carriers; Hanging Ceilings; Hardware and Screens; Heliostat Systems; Highlines; Highway Delineators; Highway Reflectors; Highway Safety Devices; Highway Sign Supports; Hoisting Equipment; Hoppers; Hospital Room Television Supports; Hot Rooms; Hydraulic Jacking Lifts and Gantries; Inclines; Inspection (fall arrest, installation, rigging, scaffolding, welding, etc.); Iron Doors; Jail and Cell Work; Jail Cells (beds, benches, bunks, cell doors, chairs, mirrors, tables, etc.); Jet Ways; Jib-Cranes; Joists; Kalomeined Doors; Kilns; Kiosks; Lagging; Laminated Wood Structures; Laser Beams; Lath (beads, hung ceilings, metal, plaster methodologies, purlins, wire, etc.); Launch Hammer Bucket Wheel Excavator; Lifts (uses of all types); Light Gauge Metal Roof Trusses; Light Gauge Metal Studs; Lights (highway, signs, scoreboard, sidewalk, stadium, vault, etc.); Lintels; Locker Room Fixtures; Lockers; Locking Devices, all types (for security cells, etc.); Locks and Locksmithing; Louvers; Machine Faced Gate Guides; Machinery, all (distributing, handling, hoisting, lowering, moving, placing on foundations, stockpiling, etc.); Man Hoists; Marquees; Masonry Support Steel; Material Altered in Field (bending, burning, cutting, drilling, framing, welding by acetylene gas and electric machines, etc.); Material Towers; Medical Equipment; Melters; Metal Buildings (gutters, prefabricated, pre-engineered, purlins, rake, siding, trim, etc.); Metal Enclosures; Metal Furniture; Metal Strips; Metal Trim; Metal Windows; Micropiles; Mixers; Modular Buildings and Vaults; Modules, rigging and assembly for multi-craft; Monorails; MRI Equipment; Multiplate; Nameplate; Night Depositories; Non-Ferrous Metals; Nosings; Nuclear Drycask Storage Systems; Nuclear Facilities (decommissioning and dismantling); Nuclear Reactors; Operating Room Devices; Operating Room Light Equipment; Ornamental Lead; Ovens; Pan Deck

Forms; Panels, all types (Alcopolic, Alucobond, architectural, composite, concrete, curtain wall, enamel, factory fabricated, fiberglass, field assembled, G.F.R.C., insulated, metal, non-insulated, phenolic, photo-voltaic, porcelain, prefabricated, pre-glazed, Q-Type, Reynobond, solar, stone, terra cotta, translucent, Trespa, etc.); Panic Devices; Panic Locks; Pans; Parabolic Systems; Partitions; Pasteurizers; Peaking Units; Pedimats; Pen Stocks; Personnel Hoists; Pile Drivers; Pin Piles; Pipe Railing; Pipe Supports, all (Gas, Oxygen. Etc.); Pit Liners; Plaques; Plastics; Plates; Platforms mechanical, multi-craft, etc.; Playground Equipment; Pole Barns; Poles; Polycarbonate and Poly Carbon Materials; Polymer; Porch Supports; Post Tensioning (accessories, grouting, jacking, prestressed, sleeves, stressing and distressing of tendons, tendons, etc.); Poster Frames; Poststressed Concrete; Post-stressed Concrete Structures; Power Rigging, all; Precast; Pre-glazed, all (Curtainwall, Doors, Panels, Sash, Windows, etc.); Presses; Pressure Vessels; Prestressed Concrete; Prestressed Concrete Structures; Pultedid Shapes; Pulverizers; Rack Systems; Racks; Radar (alignment, dish, equipment, pads, supports, etc.); Radiator Enclosures; Radome (both steel or non-ferrous framed and/or pulverized); Railings; Railroad Bridge Work; Railroad Maintenance; Rain Screens; Reactor Heads; Rebar, all (accessories, bars, bar splices [threaded or bolted], beams, cages, caissons, columns, composite, couplers, fiber mesh, fiberglass, mats, mesh, panels, piles, walls, etc.); Refrigeration Plants; Reinforcing Steel; Reinforcing Tie Guns (operation); Reservoirs; Revolving Doors; Rigging, all (display shelves, display shows, government departments, Master Rigger, navy yards, power rigging, shipyards, vessels, etc.); Roller Plates; Rolling Grills; Rolling Shutters; Roofing Systems, all; Roofs, all (checker plate, mansard, metal, space systems, standing seam, etc.); Room Dividers; Rotors; Safe Deposit Boxes; Safes; Safety Devices; Safety Support (for all Ironworker related work); Sash (aluminum, fiberglass,

pre-glazed, steel, window, etc.); Scaffolding; Scenery Equipment; Screen Wall; Screens (door and window); Sculptures; Scum Plates; Sealants (related to work installed by Ironworkers); Seating, all types (plank, stadium, theater, etc.); Seats, all types; Security Barriers; Security Screens; Security Systems (cable, composite, concrete, steel, wire, etc.); Security Window Screens; Shafting; Sheet Metal; Sheet Piling; Shelving; Shielding, all materials; Shoring; Sidewalk Supports and Steel; Sign Trestles; Signaling of all Hoisting Operations; Signs (airport, highway support, etc.); Sill Beams; Sill Plates; Sills; SIP Deck (Stay in Place); Skate Wheels; Skip Hoists; Skylights; Slope Walls; Slot Machines and Bases; Smoke Baffles; Smoke Conveyors; Smoke Curtains; Smoke Plates; Smoke Screens; Solar Panels; Solar Shades; Solar System Support Steel; Solar Systems; Soldier Piles; Sound Barriers; Space Frames, all types; Spandrels (composite, metal and precast); Spillways; Spray Booths; Stacker Cranes; Stacks; Stage Counterweight System; Stage Equipment; Stage Lifts; Stage Rigging; Stair Lifts; Stairways, all types (concrete, knocked down, prefabricated, steel, tower, etc.); Stators; Steel; Steel Curtains; Steel Supports; Steel Towers (erection of); Stokers; Stone, all types; Stone Curtainwall; Storage Racks (freestanding and/or part of building structure); Storage Rooms; Storefronts; Stoves; Strand Jacks; Structural Iron; Structural Steel; Subways; Sun Shades; Screens; Support Steel, all types single bridged, etc.; Suspended Work Platforms; Swimming Pool Equipment; Switch Gear; Tables; Tanks; Target Ranges, all (baffles, booths, government, indoor, military, municipal, outdoor, etc.); Temporary Shoring (false work and steel supports); Tent Structures (including fabric skin); Theater Curtains; Thimbles; Thresholds; Tight Lacing (for decorative or protective purposes); Toilet Partition Support Steel; Toilet Partitions; Tool Room (attendant, operation, etc.); Towers, all (cellular, guy, microwave, radio, television, etc.); Track Frames; Tracks and Guides; Tramways; Transformers;

Translucent and Plastic Materials; Traveling Sheaves; Travelers; Trellises; Trench Frame; Trenching Equipment; Troughs; Trusses, all types; Tunnels; Turbines; Turnstiles; Vats; Vault Doors; Vault Trim; Vaults; Ventilators; Vertical Hydraulic Elevators; Vessels, all types; Wainscoting; Wall Ties (Masonry); Walls (Stub and Stud); Waste Compactors; Weather Stripping; Weather Vanes; Weir Plates; Weirs; Welding (all processes and materials); Welding Machines (operation and use); Wheel Guards; Whirly Cranes; Wickets; Winches; Wind Generators (installation and maintenance); Wind Turbines, including offshore (anchor bolt cage, blades, foundation, nacelle tower, rotor, tensioning, torqueing, etc.); Wind Walls; Window Cleaning Equipment; Window Stools; Window Walls; Window Washer Track (horizontal and vertical); Window Washing Hooks; Windows (pre-glazed); Wire and Fibrous Rope (making and installation of all articles made of); Wire Lath Assemblies; Wire Mesh, all; Wire Mesh Grills; Wire Mesh Panels; Wire Mesh Partitions; Wire Partitions; Wire Work; X-Ray Equipment; X-Ray Equipment Support Steel.

The above claims are subject to trade agreements and decisions of the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry of the Building and Construction Trades Department.

Jurisdiction of Local Union Territory

Sec. 2. The geographic jurisdiction of a Local Union shall be established by the General Executive Board of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers based on boundaries previously established and on file with the International Association.

Employment of Ironworkers

Sec. 3. The conditions governing employment on all of the work outlined in Section 1 shall be as follows:

Work Hours Per Day

Sec. 4a. Eight (8) hours shall constitute a day's work which shall be negotiated by the Local Union and their contractors' associations in their collective bargaining agreement.

Sec. 4b. Workers shall be at their posts prepared to start work at the regular starting time provided the shed or room for the workers to change their clothes is adjacent to or within a reasonable distance from their work.

Shifts

Sec. 5a. When two (2) shifts are employed, each shift shall work seven and one-half (7-1/2) hours for eight (8) hours' pay at regular time; when three (3) shifts are employed, seven (7) hours shall constitute a day's work for each shift for which a regular wage of eight (8) hours shall be paid or a proportionate part thereof for time worked. When multiple shifts are worked on Saturday, Sunday or recognized holidays, the following shall apply: when two (2) shifts are employed, each shift shall work seven and one-half (7-1/2) hours for eight (8) hours' pay at double the straight time rate of wages. When three (3) shifts are employed, each shift shall work seven (7) hours for eight (8) hours' pay at double the straight time rate of wages or a proportionate part thereof for time worked. On all shift work performed on Saturday, Sunday or holidays, the overtime rate of double time shall start with the beginning of the first or "morning" shift. On new construction work, not more than one (1) shift shall be allowed on a job of less than five (5) days' duration except in case of an emergency, which shall

be decided by the General Executive Board. On renovation, alteration and repair work, shift work shall be performed by standard uniform rules established by the General Executive Board. In localities where the work day is less than eight (8) hours per day as referred to in Section 4 hereof, the hours on shift work shall be shortened proportionately.

Sec. 5b. Notwithstanding the contents of Section 5a, the General Executive Board, in special instances and cases, or where the Local Union and their contractors' associations have shift language and overtime negotiated in the collective bargaining agreement, may determine that the contents of Section 5a shall not apply and in such cases may specifically provide for shift work and payment for such shift work.

Overtime and Holidays

Sec. 6. Overtime shall be paid in accordance with the Local Union collective bargaining agreement or applicable agreement for any and all work performed on outside construction projects in excess of eight (8) hours on any regular work day and for all time worked on Saturdays, Sundays and recognized holidays. No work shall be performed on Labor Day except by permission of the General Executive Board.

Wage Rates

Sec. 7. The wage rate for ironworkers shall be as set forth in the Local Union collective bargaining agreement.

Apprentices

Sec. 8. The apprentice's wage rate and ratio of apprentices to journeymen shall be in accordance with the Apprenticeship and Training Standards as contained in Article XXIII of the International Constitution.

Piece Work

Sec. 9. The Union prohibits piece work of any description.

Work Limitation

Sec. 10. There shall be no limitation placed on the amount of work to be performed by any worker during working hours.

Pay Day

Sec. 11a. The regular pay day shall be once a week on such day as agreed upon between the employer and the Local Union, and wages shall be paid before quitting time, and wages are to be paid in cash or other legal tender.

Sec. 11b. Employers may withhold where necessary a reasonable amount of wages due to enable them to prepare the payroll.

Sec. 11c. When ironworkers are laid off or discharged, they shall be paid in full in cash or other legal tender on the job immediately, and if required to go to some other point or to the office of the employer, such ironworkers shall be paid for the time required to go to such places. When ironworkers quit of their own accord, they shall wait until the regular pay day for the wages due them.

Sec. 11d. Any undue delay or loss of time caused ironworkers through no fault of their own shall be paid for by the employer causing such delay at the regular straight time wages.

Reporting for Work - Two Hours Time

Sec. 12a. When an ironworker is ordered by the employer or the employer's representative to report for

work and then through no fault of such ironworker is not put to work or employed for less than two (2) hours, the employer shall pay the ironworker for two (2) hours' time, weather permitting work, provided such ironworker remains on the job during the said two (2) hours. On jobs of more than two (2) hours' duration, all ironworkers shall be paid for the actual hours worked.

Sec. 12b. Notwithstanding the contents of the above paragraph, the General Executive Board shall approve all allowance of reporting time in cases where the Local Union and the employer agree to the allowance of such reporting time.

Foremen

Sec. 13a. Where two (2) or more ironworkers are employed, one (1) shall be selected by the employer to act as foreman and receive foreman's wages, and the foreman is the only representative of the employer who shall issue instructions to the workers.

Sec. 13b. There shall be no restriction on the part of the Union as to the employment of foremen or pushers. The employer may employ on one piece of work as many foremen or pushers as in the employer's judgment is necessary for the safe, expeditious and economical handling of the same.

Ironworkers Required on Guy and Stiff Leg Derricks

Sec. 14a. No less than six (6) ironworkers and a foreman shall be employed around any guy or stiff leg derrick used on steel erection and, on all mobile or power operated rigs of any description no less than four (4) ironworkers and a foreman shall be employed.

Riveting Gangs

Sec. 14b. Riveting gangs shall be composed of not less than four (4) ironworkers at all times. The employer may require heaters to have their fires ready to furnish hot rivets at the regular starting time, but in such event the heaters shall be paid double time for such time worked before the regular starting time, in accordance with the provisions of Section 6.

Sec. 14c. When three (3) or more riveting gangs are employed on any job, a foreman shall be employed who shall not be required to work in any riveting gang except where emergencies arise which will require the foreman to temporarily fill in the gang.

Safety Provisions

Planking Floors

Sec. 15a. Working floors upon which derricks set must be covered tight with suitable planking over entire floor except where openings are left for ladders.

On buildings, bridges or other structures erected or dismantled with mobile cranes, or by other methods, all upper areas where materials are landed for further handling shall be planked so as to provide safe working areas for the workers.

Planking, decking or nets, covering a radius of at least ten (10) feet, shall also be provided not more than two (2) floors or a maximum of twenty-five (25) feet beneath all points on all buildings, bridges and other structures while workers are working at such points.

Stiffening and Supporting Working Load Points

Sec. 15b. Where iron is landed on the floor or any point of a structure under construction, all connections

shall be fully fitted up and tightened and substantial supports provided to safely sustain such added weight.

Riding the Load or Load Falls

Sec. 15c. No ironworker shall be permitted to ride the load or load fall except in case of inspection, and erection and dismantling of derricks.

Slings

Sec. 15d. Steel cable will be used instead of chains or hemp slings.

Protection of Signal Devices

Sec. 15e. Proper practical safe housing, casing or tube shall be provided for any and every means, method, appliance or equipment employed to transmit or give signals, directing work of operation of any and various devices in connection with work being done by ironworkers.

Elevator Shaft Protection

Sec. 15f. No ironworker will be permitted to work in an elevator shaft while car is in operation. The first floor beneath and the first floor above workers working shall be planked safe in all elevator shafts.

Erection of Bar Joists

Sec. 15g. All bar joists shall be bolted or welded at the bearing points before the installation of bridging.

Material Sorting, Distributing and Storage Points

Sec. 16. The sorting, distributing and handling of all material coming under the jurisdictional claims of the Union in or about the job, or at storage points, shall be

done by ironworkers, in accordance with International regulations and official decisions.

Unloading by Hand and/or Power

Sec. 17. Where material comes to a distant point or storage yard and is unloaded by hand, the employer may, at the employer's discretion, use workers under a competent foreman of such crew. Where power equipment or rigging is used to unload or load such material, it shall be the work of ironworkers.

Reinforced Concrete, Steel or Rod Work

Sec. 18a. Ironworkers shall be employed on all work in connection with field fabrication, handling, racking, sorting, cutting, bending, hoisting, placing, burning, welding and tying of all materials used to reinforce concrete construction, except loading and unloading by hand and carrying to a centralized point adjacent to or upon the site of the project on which such materials are to be used.

Precast, Prestressed, Reinforced Concrete Structural Members for Buildings, Bridges and Other Structures

Sec. 18b. Where precast, prestressed, reinforced concrete structural members (columns, beams, girders, slabs, etc.) are used in the construction of buildings, bridges and other structures and power equipment such as derricks, cranes, jacks and/or rigging is used, work of loading, unloading, moving and placing to complete erection shall be performed by ironworkers.

Sheeting - Unloading

Sec. 19. Employers may use apprentices to unload, carry to building site and hoist corrugated or other

types of sheeting to the place where journeymen ironworkers will install the same.

Wrecking and/or Demolition

Sec. 20a. Where structural steel on buildings, bridges and other structures is dismantled and demolished and power equipment (derricks, cranes, rigging, etc.) is used in the dismantling of the structural steel, the handling and loading of same shall be done by ironworkers.

Alteration, Repair, Moving, Dismantling and Re-erection of Buildings, Bridges and Other Structures

Sec. 20b. Where structural steel, ornamental iron and metal in buildings, bridges and other structures is altered, repaired, moved, dismantled and/or re-erected by any method or means, all work in connection therewith shall be performed by ironworkers.

Equipment Removal, Piling, False Work, Rigs, Etc.

Sec. 21. The erection, dismantling of all false work, pulling of piling, taking down derricks, travelers and all rigging used in the erection or dismantling of any and all steel work shall be done by ironworkers.

Finishers' Tools

Sec. 22a. An ironworker employed on ornamental work shall furnish all necessary hand tools in order to effectively install such work. Tools broken on the job shall be replaced by the employer, such as drills, taps, hacksaw blades, etc. No worker shall be held responsible for the loss of the employer's tools or equipment.

Equipment

Sec. 22b. No ironworker will be permitted to furnish, supply or rent to an employer any equipment used in connection with ironworker's work, such as welding machines, cutting torches, impact wrenches, power grinders, power drills, pick-up trucks, hoisting equipment or other similar equipment in a category recognizably larger than conventional hand tools covered in Section 22a.

Double Jobs

Sec. 23. No ironworker will be permitted to receive wages for more than one (1) job at the same time.

Shipping Workers

Sec. 24. Ironworkers shipped to jobs or work out of the jurisdiction of the Local Union shall receive transportation, traveling time and expenses, providing they remain on the job thirty (30) days or until the job is completed if it requires less than thirty (30) days. Ironworkers shipped to a job and not put to work, weather permitting, or the job is not ready for them to go to work shall be paid the regular wage rate for such time or such ironworkers shall be shipped back to the shipping point with time and transportation paid by the employer.

Drinking Water - Clothes Room

Sec. 25. The employer shall furnish suitable drinking water at all times and each job of sufficient size and length to justify same shall be provided with a shed or room for the workers to change their clothes and keep their tools.

Compensation Insurance

Sec. 26. The employer must at all times provide Workmen's Compensation Insurance.

Business Manager/Business Agent on Job

Sec. 27. The Business Manager/Business Agent of this Union shall be permitted on all jobs, but will in no way interfere with the workers during working hours unless permission is granted by the employer.

Job Steward

Sec. 28. There shall be a steward on each job who shall be appointed by the Business Manager.

Removal of Workers

Sec. 29. The removal of journeymen ironworkers and apprentices from a job in order to render assistance to other Local Unions to protect legal Union principles shall not constitute a violation of these rules, provided such removal is first approved by the General Executive Board and notice thereof is first given to the employer involved.

Health and Safety

Sec. 30a. In accordance with the requirements of the Occupational Safety and Health Act of 1970, it shall be the sole responsibility of the employer to insure the safety and health of its employees. Nothing in the collective bargaining agreement will make the Union liable to any employees or to any other persons in the event that injury or accident occurs.

Sec. 30b. The safety and health standards and rules contained herein are minimum standards and are not intended to imply that the Union objects to the establishment and imposition by the employer of additional

or more stringent rules to protect the health and safety of the employees. It shall be the sole responsibility of the employer to insure compliance with safety and health standards and rules.

Date of Adoption

Sec. 31. These working rules shall become effective immediately upon the adoption and supersede all other existing working rules in every locality over which this International Association has jurisdiction.

APPENDIX C

GENERAL INFORMATION
AND RULES
IN CONNECTION WITH THE
NOMINATION AND ELECTION
OF
LOCAL UNION OFFICERS
AND/OR
DELEGATES TO THE
INTERNATIONAL CONVENTION

General Information

A. The elections shall be conducted in accordance with the International Constitution and the Local Union By-Laws.

B. Any violation of the election laws may be sufficient cause for declaring said election illegal and a new election held subject to the supervision and under instruction of the General President.

C. Any officer, election judge or member found guilty of violating the election laws will be subject to suspension, fine or expulsion.

D. A member has the right to vote for or otherwise support the candidate or candidates of the member's choice without being subject to interference or reprisals of any kind by the Local Union or any member thereof.

E. Each member in good standing is entitled to one (1) vote.

F. A member whose dues have been withheld by the member's employer for payment to the Local Union pursuant to the member's authorization provided for in the Local Union collective bargaining agreement shall not be declared ineligible to vote or be a candidate for office in such Local Union by reason of alleged delay or default in the payment of dues.

G. The election officials designated in the Constitution and By-Laws or the Secretary if no other official is designated, shall preserve for one (1) year the ballots and all other records pertaining to the election.

H. Election of Local Union officers must be conducted by secret ballot.

I. Union funds received by way of dues, assessments, similar levy and monies of an employer shall

not be utilized to promote the candidacy of any person in an election.

J. Such Local Union funds may be utilized for notices, factual statement of issues not involving candidates and other expenses for the holding of an election.

K. When offices are combined in a Local Union, as provided for in Article XXVI, Section 1b of the International Constitution, such consolidation shall be provided for by a Resolution adopted previously or set forth in the Local Union By-Laws which has been approved by the General Executive Board.

L. Ballots of certification of election, when voting machines are used, must be retained by the Local Union for one (1) year from the date of election.

M. The Local Union shall post the election results.

N. Honorary Members, Lifetime Honorary Members, Shop Retired Members and Navy Yard Rigger Retired Members are not eligible to hold office.

O. Honorary Members, Lifetime Honorary Members, Shop Retired Members and Navy Yard Rigger Retired Members shall not be allowed to vote in Local Union elections except where the Local Union By-Laws have been amended to provide that an Honorary Member, Lifetime Honorary Member, Shop Retired Member or Navy Yard Rigger Retired Member shall have the right to vote in such Local Union. This specific amendment must have been approved by the General Executive Board prior to allowing Honorary Members, Lifetime Honorary Members, Shop Retired Members or Navy Yard Rigger Retired Members to vote.

P. The term of office of Local Union officers shall be three (3) years. Canadian Local Unions, to the

extent permitted by Canadian law and the Local Union By-Laws, may have five (5) year terms.

Q. Write-in candidates are not permitted and will be disregarded by the Judges of Election.

General Information Applicable to Outside Local Unions Only

Apprentice, probationary and trainee members, not being full dues paying members, are not eligible to be nominated, hold office or vote in Local Union elections.

Eligibility Requirements for Candidates for Judges of Election

A member other than an apprentice, probationary or trainee member who has been a member for two (2) years and is in good standing may serve as a Judge of Election.

Eligibility Requirements for Candidates for Local Union Office

A. To be a candidate for office in any Local Union, an individual must be:

1. A member of such Local Union for at least two (2) continuous years.
2. In continuous good standing for the twenty-four (24) months preceding the date of nomination, as well as the date of election.
3. Any member receiving pension benefits from a Local Union, District Council and/or the International Association, to the extent permitted by law, shall not be eligible to be a candidate for Local Union office, hold Local Union office or serve as a Delegate to the Convention.

4. A practical worker in some branch of the trade, having worked as such for six (6) months or more in the past year unless said member has been injured or incapacitated at the trade and still retains active membership in the Local Union and who is not receiving a pension as stated in Paragraph 3 above.

B. However, if a member's membership dates with the issuance of a charter and at the time of nomination and election, said member has been in continuous good standing since the date of the charter, numbers 1, 2 and 4 mentioned above do not apply, provided such member is not receiving a pension.

C. The requirement that an individual has worked as a practical worker at some branch of the trade for six (6) months or more during the past year, does not apply to members elected or appointed as full-time salaried officers of the Local Union, Building and Construction Trades Council, Metal Trades Council, Central Labor Union, State or Provincial Federation of Labor, State, Provincial or Federal Departments of Labor, American Federation of Labor-Congress of Industrial Organizations, Canadian Labour Congress or any of its Departments, or members directly employed by the International Association

D. To be a candidate, a member may not be or have been a member of the Communist Party or been convicted of, or served any part of a prison term resulting from the conviction of robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of the narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, or violation of Title II or III of the Labor-Management Reporting and Disclosure Act, or conspiracy to commit any of the aforementioned crimes, for the past thirteen (13) years. In the case of a person who has been convicted of or imprisoned for any of the afore-

mentioned crimes during the past thirteen (13) years, that person is eligible to be a candidate if that person's citizenship rights which were revoked as a result of such conviction have been fully restored or if the Board of Parole of the United States Department of Justice, or after an administrative hearing, rules that said individual is eligible to serve. (Not applicable to Canadian Local Unions.)

Nomination of Officers

A. Nomination of officers shall take place in the regular meeting hall of the Local Union on a definite date and a definite time, which shall be clearly set forth in the Local Union By-Laws.

B. To be nominated, a member must be in the hall at the time of the member's nomination unless the member is absent from the meeting on business for the Local Union or the International Association or by a vote of the Local Union. The aforementioned "vote of the Local Union" may be accomplished by a motion to suspend the rules, which must receive a majority vote of those members present at the meeting at which nominations are being held.

C. Immediately after all candidates are nominated, a list of the names and membership numbers of all candidates who are nominated for office including the Judges of Election, shall be forwarded to the office of the General Secretary in order that their eligibility to serve may be determined.

D. A member knowing that he or she is ineligible to hold Local Union office shall decline nomination.

E. Judges of Election shall be nominated and elected at the meeting during which nomination of officers occurs. The nomination and election of Judges of

Election should immediately follow the nomination of officers.

F. No member shall be eligible to run for or serve simultaneously in any of the “Conflicting Offices” enumerated below due to the conflict in the duties of the two (2) offices as spelled out in the International Constitution. After a nominee accepts nominations for two (2) conflicting offices, the President should advise the nominee that the nominee must decide which office the nominee wishes to be a candidate for and decline the other.

**Conflicting Nominations and/or
Offices (Elected or Appointed)**

1. President or Vice President and Executive Committee Member
2. President or Vice President and Examining Committee Member
3. President or Vice President and Trustee
4. President or Vice President and Treasurer
5. President or Vice President and Financial Secretary
6. President or Vice President and Recording Secretary
7. Treasurer and Trustee
8. Financial Secretary and Trustee
9. Financial Secretary and Recording Secretary
10. Recording Secretary and Trustee
11. Business Agent and/or Business Manager-Financial Secretary-Treasurer and Trustee where the offices of Business Agent and/or Business Manager and Financial Secretary-Treasurer have been combined
12. Recording Secretary and Executive Committee Member
13. Financial Secretary and Examining Committee Member

14. Trustee and Executive Committee Member
15. Salaried Officer and Executive Committee Member

Judges of Election

A. The Local Union shall elect not less than three (3) and not more than five (5) Judges of Election.

B. A Judge of Election may not be a candidate for office.

C. The Judges of Election shall allow no one to vote who is one (1) month or more in arrears in Local Union dues.

D. The Judges of Election shall prepare the ballots.

E. The Judges of Election shall stamp the monthly dues receipt and ballot of each member who deposits a ballot in the ballot box. A record shall be maintained to show the member has voted.

F. Where the Local Union utilizes voting machines, which it may do if it desires, the Judges of Election shall prepare the ballots, shall allow no one to vote who is one (1) month or more in arrears in Local Union dues and shall stamp the monthly dues receipt of each member before the member votes.

G. Where hand ballots are utilized, the Judges of Election shall physically count the ballots.

H. Where voting machines are utilized, they shall open the voting machines and record the number of votes given to each candidate.

I. In order for a member to vote, the member must present an official monthly dues receipt to the Judges of Election showing that member's dues are paid at least through the month preceding the election. If the

member cannot present the member's official monthly dues receipt because it is lost or destroyed, the member shall be allowed to use a duplicate Local Union copy of their official monthly dues receipt.

Candidates

A. Each candidate for any office shall have the right to select any member in good standing in the Local Union to act as an observer while the voting is going on and the votes are being counted.

B. A candidate for office has the right to require the Local Union to comply with any reasonable request by the candidate to distribute by mail or otherwise, at the candidate's expense, campaign literature in aid of such person's candidacy, to all members of the Local Union.

C. A candidate has the right to require the Local Union and its officers to refrain from discrimination in favor of or against any candidate with respect to the use of the list of members.

D. A candidate has the right, once within thirty (30) days prior to the election in which the member is a candidate, to inspect the list containing the names and last known home address of all members of the Local Union.

E. There should be no campaigning of any sort in the area in which the election is being held. The access way to the voting area must be kept clear.

Nomination and Election of Delegates to the International Convention

A. The nomination and election of delegates and alternates to the International Convention shall be held by secret ballot at the regular meeting or election between the first day of March and the first day of June

of the year the Convention is held. Any deviation must be approved by the General Executive Board.

B. Delegates to the International Convention may be elected by popular vote at large, by a slot system or by a combination of both.

C. Candidates for delegate to the International Convention must meet the same eligibility requirements as a candidate for Local Union office.

Notification of Nomination and Election

Notification of nomination and election of Local Union officers and/or delegates to the International Convention must be mailed to all members of the Local Union at their last known home address at least fifteen (15) days prior to the date of nomination. This notice must contain the date, place and time of the nominations meeting and the date, place and polling hours of the election.

Election of Officers

A. Election of officers shall take place in the regular meeting hall of the Local Union on a definite date or dates and time or times, which shall be clearly set forth in the Local Union By-Laws. In addition to the regular meeting hall polling location, subsequently added polling location or locations, and the definite date or dates and time or times of the election of officers will be set forth in the Local Union By-Laws, provided said changes are approved by the General Executive Board, to provide for the utilization of specific polling location or locations in outlying areas of a Local Union's territorial jurisdiction.

B. The Local Union shall utilize a uniform permanent ballot, to be modeled on a sample supplied by the General Secretary. The ballot utilized by the Local

Union must contain the same instructions as those contained on the sample.

C. Where there are two (2) candidates for an office, the majority of the votes cast for that particular office shall be necessary to elect.

D. Where there are more than two (2) candidates for a particular office, the member receiving the highest number of votes shall be declared elected.

E. In the case of a tie vote, a new election for the office or offices where the tie vote occurred shall be conducted at the next regular meeting following the election if the election is held at a regular meeting. Local Unions which set the election date or dates other than the regular meeting shall allow at least two (2) weeks to elapse before the election.

Nomination and Election Protests

A. A challenge to the ruling of a member's eligibility or ineligibility to be a candidate for office must be made within forty-eight (48) hours, excluding Saturdays, Sundays and holidays, by submitting an appeal in writing by a mail or delivery service requiring signature upon receipt from such ruling to the General President, who shall decide such appeal within seven (7) days, excluding Saturdays, Sundays and holidays, after receipt of the appeal. The decision of the General President may be appealed in writing by a mail or delivery service requiring signature upon receipt to the General Executive Board within forty-eight (48) hours, excluding Saturdays, Sundays and holidays, of the receipt of the General President's decision pursuant to Article XII, Section 4 of the International Constitution.

B. In the event a member protests events concerning an election prior to the holding of the election, such protest shall be made in writing to the Local

Union Financial Secretary-Treasurer and the General Secretary's office and delivered personally or by a mail or delivery service requiring signature upon receipt by such member within forty-eight (48) hours, excluding Saturdays, Sundays and holidays, after the member acquires knowledge of the events complained of, and shall specify the facts and exact nature of the protest.

The Local Union Financial Secretary-Treasurer shall immediately refer the protest to the Local Union's Judges of Election for disposition. The decision of the Judges of Election shall be made within twenty-four (24) hours, excluding Saturdays, Sundays and holidays, and a copy of the decision must be forwarded to the General Secretary's office. The decision of the Judges of Election shall be appealable to the General Executive Board pursuant to the provisions of Article XII, Section 4 of the International Constitution. Such appeal shall be made in writing by a mail or delivery service requiring signature upon receipt within twenty-four (24) hours, excluding Saturdays, Sundays and holidays, of the decision of the Judges of Election.

C. If any member desires to challenge the casting of a vote during the course of the election, such challenge shall be made immediately to the Judges of Election. The Judges of Election shall set such challenged ballots aside in a secure procedure for separate counting regardless of their decision upon the validity of the challenge. Such separately held ballots shall be retained in the same manner as all other ballots pending final disposition of any appeals regarding their validity.

D. In the event that a member protests events concerning the conduct of an election after the election has been held, such protest shall be made in writing by a mail or delivery service requiring signature upon receipt within forty-eight (48) hours, excluding Saturdays, Sundays and holidays, after the election has been held, setting forth the exact nature and speci-

fications of the protest and how the protest relied on affected the outcome of the election. Such protest shall be made to the General President, who shall cause an investigation to be conducted and decide the appeal within thirty (30) days after receipt of the protest. The decision of the General President shall be appealable to the General Executive Board pursuant to the provisions of Article XII, Section 4 of the International Constitution. Such appeal shall be made in writing by a mail or delivery service requiring signature upon receipt within twenty-four (24) hours, excluding Saturdays, Sundays and holidays of the decision.

E. The decision of the General Executive Board may be appealed to the General Executive Council by giving written notice by a mail or delivery service requiring signature upon receipt of such appeal to the General Secretary within one (1) year from the date of the decision of the General Executive Board.

Judges of Election Guide - Outline of Basic Procedures to be Followed in Local Union Elections

A. After being selected, Judges of Election should arrange a meeting at the Local Union, or by telephone, as soon as possible with the Financial Secretary-Treasurer, Business Manager and President. They should select a Chairman, if not already designated by the Local Union By-Laws.

B. The Judges of Election should review the International Constitution and the Local Union By-Laws as to their roles and responsibilities.

C. The Judges of Election should resolve any disputes in regards to campaign literature, mailings, etc. prior to the holding of the election.

D. The Local Union will supply the Judges of Election with a voter list (names and membership numbers only) in alphabetical order, and any pads, pens, etc. as requested.

E. In order for a member to vote, the member must present an official monthly dues receipt to the Judges of Election showing that the member's dues are paid at least through the month preceding the election. The Local Union Financial Secretary-Treasurer should make arrangements for members to pay dues prior to or during the election of officers. If the member cannot present the member's official monthly dues receipt because it is lost or destroyed, the member shall be allowed to use a duplicate Local Union copy of their official monthly dues receipt. The member should then be required to personally sign the voter roster after his or her name. This roster can be used to check the total number of members voting, and it will also serve as a safeguard against members attempting to vote improperly.

F. It is not necessary for the voting member to produce the member's membership card or working assessment receipt in order to vote.

G. The Judges of Election should immediately, upon counting the ballots and determining the results, fill out the Certification Forms supplied by International Headquarters. The forms should be signed by the Judges of Election on the last page and initialed on the preceding pages in the appropriately numbered spaces. This form should then be forwarded to the General Secretary's office by the Local Union within forty-eight (48) hours after the results are determined.

H. The General Secretary shall supply the Judges of Election, Financial Secretary-Treasurer, Business Manager and the President of the Local Union with a checklist for conducting the election of Local

Union Officers and/or Delegates to the International Convention as outlined by the International Association and the United States Department of Labor, Office of Labor-Management Standards (OLMS).

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