

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



**70TH EDITION**  
**CONSTITUTION**  
**AND BYLAWS**

**ESTABLISHED 1893 • ADOPTED JULY 29, 2025**

**CONSTITUTION AND BYLAWS**  
OF THE  
INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES,  
MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS  
OF THE UNITED STATES, ITS TERRITORIES AND CANADA

Organized July 17, 1893; affiliated with American Federation of Labor, July 1894; affiliated as an International Union, October 1, 1902; affiliated with the American Federation of Labor and Congress of Industrial Organizations, December 5, 1955; affiliated with the Canadian Labour Congress, 1952.

Adopted by the Seventieth Convention, The Sheraton Waikiki Resort, Honolulu, Hawai'i, July 28 – August 1, 2025. Issued from the General Office, New York City.

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**PLEDGE**

**I, THE UNDERSIGNED, AS A CONDITION OF MY MEMBERSHIP IN THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA, DO SOLEMNLY PLEDGE MYSELF TO ACCEPT AND ABIDE BY THE PROVISIONS OF THE CONSTITUTION AND BYLAWS OF THIS INTERNATIONAL, AS NOW IN FORCE AND AS HEREAFTER LEGALLY AMENDED, AND HEREBY EXPRESS MY CONSENT TO BE GOVERNED THEREBY IN THE CONDUCT OF MY TRADE AND IN MY RELATIONSHIP WITH THE ALLIANCE.**

**Dated .....**

.....

**Signature of Member**

**City and State / Province.....**

**Local Number.....**

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

**ARTICLE ONE**

**Section 1. Name**

The name of this organization shall be the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories, and Canada.

**Section 2. Purpose**

To achieve, by organization and mutual endeavor, the improvement of the social and economic conditions of employees identified with the theatrical, moving picture, entertainment, amusement and commercial or industrial show industries of the United States and Canada, working in any of the crafts, classifications or categories referred to in Article Eighteen, Section 10, of this Constitution, or in any other craft, classification or category over which this Alliance exercises or may exercise jurisdiction or with respect to whom this Alliance holds or may acquire bargaining rights; to insure the maintenance of a fair rate of wages for services competently rendered; to assure the employment of all members in these industries; and to secure to ourselves by unity of action such benefits as are rightfully ours, pledging ourselves in all difficulties to accept wise, honorable and conservative mediation, that equity may be maintained.

**Section 3. Membership**

The membership of this Alliance shall comprise the members in good standing of such local unions as shall hold a charter from this Alliance, and said affiliated local unions and such persons who, having been members of any local union which has had its charter revoked or suspended, shall retain their membership in this Alliance in the manner provided in these laws, and such persons as may acquire and hold direct membership in this Alliance pursuant to these laws.

Eligibility for membership in this Alliance shall be restricted to residents of the United States or Canada, or any other areas in which the Alliance exercises jurisdiction.

No person shall be eligible either to membership or to retain membership in this Alliance or any local union affiliated with this Alliance who shall be a member of any organization having as its aim or purpose the overthrow, by force, of the Constitution and Government of the United States or the Government of Canada.

Any member who shall, upon trial, be found to lack any of the qualifications for membership in this Alliance shall forthwith be expelled and dismissed from membership in this Alliance and any local union affiliated herewith, and shall surrender all rights and privileges as such member including death benefits and other property rights, if any, in the assets of any local union.

To promote unity and further the purpose of this Alliance in the manner provided in this Article, there shall be no unlawful discrimination against any person in respect to membership in this Alliance. The membership shall seek to eliminate all forms of discrimination affecting the welfare of this Alliance in respect to employment. No member of this Alliance shall discriminate, encourage discrimination, or cause or attempt to cause any employer to discriminate against any person by reason of race, color, creed, national origin, sex, age, religion, ethnicity, disability, pregnancy, sexual orientation, gender identity, gender expression, sex characteristics, veteran status, familial status, parental status, marital status, ancestry, national origin, immigration or citizenship status, status as a victim of domestic violence, partnership status, caregiver status, sexual and repro-

## **CONSTITUTION-ARTICLE ONE/TWO**

ductive health decisions, military status, height, weight, medical condition, predisposing genetic characteristic, or genetic information.

### **Section 4. Headquarters**

Out of the General Funds of this Alliance shall be maintained in the City of New York, State of New York, or such other place as may be designated by a two-thirds vote of the General Executive Board, suitable offices in which shall be housed the International President and General Secretary-Treasurer, together with their respective working staffs. This headquarters shall be known as the General Offices of the Alliance. In addition, such area offices shall be maintained out of the General Funds of this Alliance as may be authorized by the General Executive Board.

During the week preceding and the week of the Convention, the General Secretary-Treasurer shall open a General Office Annex in the Convention city to which all correspondence and papers relating to the General Executive Board meeting and/or Convention then being conducted shall be required to be addressed.

## **ARTICLE TWO Government**

### **Section 1. Supreme Law**

This Constitution and Bylaws shall be the supreme law of this Alliance and of its constituent members.

### **Section 2. Convention**

The supreme governmental powers of this Alliance and its constituent members shall be vested in its duly elected delegates in Convention assembled and when the Convention is not in session, in the International Officers duly elected by the delegates or appointed in accordance with the laws herein provided.

### **Section 3. District Subdivision**

This Alliance shall be subdivided into Districts as hereinafter set forth, subject to the laws of this Alliance.

### **Section 4. Local Unions**

Each affiliated local union, subject to the laws of this Alliance, shall exercise full and complete control over its own membership and affairs.

This provision shall not be construed to confer upon local unions the power to enact laws inconsistent with any portion of this Constitution and Bylaws.

### **Section 5. Officers**

The elected officers of this Alliance shall be: the International President; the General Secretary-Treasurer; thirteen Vice-Presidents, one of whom must be a member of an affiliated local union in District No. 11 in Canada and a resident of Canada, one of whom must be a member of an affiliated local union in District No. 12 in Canada and a resident of Canada, one of whom must be a member of a Motion Picture West Coast Studio local union and one of whom must be a member of the Special Department; the Board of Trustees, consisting of three members; and delegate to the Canadian Labour Congress.

The appointed officers of this Alliance shall be the Assistant(s) to the President and such International Representatives as shall be appointed by the International President, at least one of whom shall be a member affiliated with a West Coast Studio Local.

**Section 6. Prerequisite for Office**

No person shall be eligible for an elected office of this Alliance unless they have been an active working member of this Alliance in good standing for not less than five (5) years preceding the date of their election. Any appointed person, while serving in that capacity, shall be a member of this Alliance in good standing.

**ARTICLE THREE**  
**Convention**

**Section 1. Regular**

This Alliance shall meet in Convention in 2025 and thereafter at four-year intervals in such places as may be chosen by the General Executive Board.

**Section 2. Special**

Special Conventions may be called by the following two methods:

- a. By referendum, as hereinafter provided.
- b. By unanimous vote of the General Executive Board.

Immediately upon the ordering of a Special Convention by referendum or by the action of the General Executive Board, the General Executive Board shall designate a time and place for the meeting of the Convention, and shall instruct the International President to issue a call to all affiliated local unions. Provided, that the time appointed for the Special Convention must be within sixty (60) days of the issuance of the call.

**Section 3. Local Representation**

Each affiliated Local in good standing shall be entitled to one delegate for its charter and one additional delegate for every one hundred members, or major portion thereof, based upon the average membership upon which per capita tax has been paid for the period between Conventions. Only those members for whom the full per capita tax is being paid by the Local to the Alliance shall be counted for the purpose of determining the average membership of the Local.

Notwithstanding the foregoing paragraph of this Section 3, each Special Department Local shall be allowed to send to Conventions of the Alliance, at the expense of the Alliance, only one-third (rounded to the next higher whole number) of the number of persons it would otherwise be entitled to send as delegates under the formula above prescribed. Such limitation shall not, however, reduce the voting strength to which a Special Department Local would be entitled under the preceding paragraph nor shall it prevent the Special Department Local, if it so desires, from sending additional persons as delegates, at its own expense, up to its full voting strength.

**Section 4. Local Delegations**

Where a local union is entitled to more than one delegate under Section 3 of this Article, it may elect the number of individual delegates to which it is entitled or it may elect one or more delegates empowered to cast the total number of votes to which the full delegation of the local union would be entitled at the Convention.

**Section 5. Financial Qualifications**

Representation or vote in any Convention or District Convention of this Alliance shall be denied to any delegate of any affiliated Local which has failed to pay in full to the General Secretary-Treasurer of the Alliance or the Secretary-Treasurer of the affected District all indebtedness due up to and including the fiscal quarter prior to the opening of the Convention.

## **CONSTITUTION—ARTICLE THREE/FOUR**

### **Section 6. Credential Certificates**

There shall be issued to each affiliated local union one original and one duplicate credential certificate for each delegate to which the local union is entitled.

Immediately following the election of delegates, it shall be the duty of the Secretary of the local union properly to execute both the original and duplicate certificate, secure thereto the signature of the President of the local union and signature of the elected delegate, affix the signature of the Secretary of the local union and the seal of the local union, and deliver to such elected delegate the original certificate, mailing to the General Secretary-Treasurer of this Alliance the duplicate certificate thereof.

### **Section 7. Quorum**

A majority of the delegates seated at a Convention shall constitute a Quorum for the transaction of business, but no action of the Convention shall be held invalid for lack of a Quorum, unless the question of the absence of a Quorum was raised before such action was taken. Unless otherwise specified in this Constitution, all decisions of the Convention shall be by a majority of the delegates voting.

### **Section 8. Submission of Resolutions**

All resolutions or amendments to be submitted to the Convention shall be filed with the General Office in duplicate and in typewritten form at least fifteen (15) calendar days prior to the opening of the Convention, unless the same is submitted by or with the consent of the General Executive Board or by the unanimous consent of the delegates. However, if any such resolutions or amendments originate at a District Meeting during the week preceding the opening of the Convention, the same may be submitted before 6:00 p.m. of the Monday on which the Convention convenes.

None but duly accredited delegates to the Convention shall be eligible to introduce resolutions to the Convention. No resolution shall be introduced to the Convention unless approved by a majority of the Local's Convention delegates. If a majority of any one Local's delegation endorses a resolution, individual delegates from other Locals may endorse it without majority approval of their home Local's delegation.

## **ARTICLE FOUR Convention Delegates**

### **Section 1. Eligibility**

Any member in good standing shall be eligible to be a delegate to any Convention of the Alliance provided they are chosen by the membership of their local union on a secret ballot vote, or if the Local's Constitution and Bylaws so provides, are accredited by virtue of their having been elected to office in the Local in accordance with United States federal law; but no member of the General Executive Board or the Board of Trustees or the Delegate to the Canadian Labour Congress of this Alliance, shall, during their term of office, be permitted to represent any local union, but they shall have voice, although no vote, on all questions which may come before that body, and shall also be eligible for nomination and election.

### **Section 2. Presentation of Credentials**

Upon arrival in the Convention city, delegates shall immediately file their original credential certificates in the office of the General Secretary-Treasurer of the Alliance, who shall be, by virtue of such office, Secretary of the Convention.

**Section 3. Credentials Committee**

The General Executive Board of the Alliance shall act as the Credentials Committee at all Conventions. The Credentials Committee shall convene at 5:00 p.m. on the Friday before the opening of the Convention to consider any protests of credentials.

**Section 4. Accredited Delegates**

Delegates whose credentials have been accepted by the Credentials Committee shall present the same to the Election Board as hereafter provided, and shall receive an identification card issued in the delegate's name with a voting stub attached attesting the number of votes which the delegate shall be entitled to cast, both upon the floor of the Convention and in the polling booth upon election day.

**Section 5. Disputed Delegates**

Whenever there is a dispute concerning the validity of the credentials presented by a delegate, or the delegate's right to attend and vote at the Convention is challenged, the Credentials Committee shall summon the delegate and the challenger or challengers for a hearing on the merits of the dispute and shall, by majority vote, accept or reject the credentials, or declare the delegate qualified or disqualified to sit.

**Section 6. Appeals From Ruling of Credentials Committee**

Where the credentials or qualifications of a delegate, or a delegation, have been challenged, and the Credentials Committee has voted upon the merits of the dispute, any party to the dispute who is aggrieved by the action of the Credentials Committee may appeal to the Convention. Such appeal may be taken by giving notice to the Credentials Committee, upon the announcement of its decision, that the aggrieved party intends to appeal to the Convention. It shall then be the duty of the Credentials Committee to notify the Secretary of the Convention of such appeal and order it to be placed upon the order of business. The Convention shall proceed to act upon such appeals before any other business is undertaken. If the aggrieved party be the disputed delegate, they shall have no voice in the proceedings of the Convention except to address it in their own behalf when their appeal is under consideration. If a complete delegation of a Local is challenged, this delegation shall select one of their number to appear before the Convention on its behalf. Disputed delegates may be seated only by majority vote of the delegates present.

**Section 7. Alternate Delegates**

Alternate delegates may, at the Local's discretion, be elected by the local unions on a secret ballot vote at the same meeting at which the delegate is elected. An alternate delegate shall attend the Convention only if the delegate for whom they are the alternate shall be unable to attend or shall refuse to serve.

If both a delegate and their alternate delegate fail or become unable to attend the Convention, the local union may by secret ballot elect another delegate, or if time does not permit the holding of a membership meeting for such purpose, the vote or votes of such absent delegate may be assigned by the action of the membership or Executive Board to another duly elected delegate(s) of the Local attending the Convention or may, at its discretion, if the elected delegate(s) cannot attend the Convention, designate the next higher candidate to attend as the delegate.

**Section 8. Delegates May Represent But One Local**

No delegate shall be permitted to represent more than one local union, but a local union may elect one delegate from its own membership to cast any or all the votes to which it is entitled.

## CONSTITUTION—ARTICLE FOUR/FIVE

### **Section 9. Delegate's Compensation**

Each accredited delegate shall be entitled to collect an amount equal to coach air transportation from home airport to the Convention city and return, subject to such rates as the General Office may obtain from airline representatives of The United States and Canada, the amount due to be computed by the most direct route booked at least thirty (30) days in advance. Delegates seeking to collect reimbursement for an amount equal to coach air transportation booked less than thirty (30) days in advance must establish cause for failure to book at least thirty (30) days in advance of departure and present the coach air ticket and boarding pass with the voucher. Each duly accredited delegate shall be entitled to collect compensation at the rate of three hundred dollars (\$300) per day with a maximum of ten (10) days. The total compensation of three thousand dollars (\$3,000) shall include all ground transportation and incidentals, during their service as a delegate. All delegates shall be required to file an account of the compensation to be paid them under this section no later than 6:00 p.m. of the Wednesday after the opening of the Convention. Any delegate who files a voucher with the intent to defraud the Alliance shall be fined not less than five hundred dollars (\$500) and shall lose all right to compensation for their services as delegate. In order to be eligible to collect compensation and transportation a delegate must be able to prove that they have voted in the election if one has been held.

### **Section 10. Delegates' Insurance Coverage**

Each accredited delegate and their spouse, provided they are in attendance at the Convention, shall be covered by accidental death and dismemberment insurance which shall also provide medical benefits, subject to a deductible. The amount and terms of such insurance shall be determined by the International President, with the consent of the General Executive Board.

The cost of this coverage shall be borne by the Convention Transportation and Per Diem Fund and shall be effective for delegates and their spouses in attendance at the Convention for the period of seventy-two (72) hours prior to and seventy-two (72) hours after, as well as the duration of the Convention.

## **ARTICLE FIVE**

### **Officers**

#### **Section 1. Elected Officers**

There shall be elected to office the following officers of this Alliance, viz:

International President.

General Secretary-Treasurer.

Thirteen (13) Vice-Presidents, one of whom must be a member of an affiliated local union in District No. 11 in Canada and a resident of Canada, one of whom must be a member of an affiliated local union in District No. 12 in Canada and a resident of Canada, one of whom must be a member of a Motion Picture West Coast Studio local union, and one of whom must be a member of the Special Department.

Board of Trustees to consist of three (3) members.

Delegate to the Canadian Labour Congress.

#### **Section 2. Tenure of Office**

Elected officers shall be elected at the 2025 Convention and every four (4) years thereafter at a regular Convention and shall continue in office until the election and installation of their successors, acceptance of resignation, or removal by impeachment.

Appointed officers shall continue in office until removal by the International President, or the General Executive Board, or acceptance of resignation.

### **Section 3. Eligibility**

None but duly accredited delegates to the Convention and those prohibited from acting as local union representatives by reason of their being present in the Convention as members of the General Executive Board and the Board of Trustees of this Alliance, or the Delegate to the Canadian Labour Congress from this Alliance, shall be eligible to election to any office of this Alliance.

No delegate or International Officer shall be nominated to office unless attending the Convention or unless their written consent to be a candidate shall first be filed with the Election Board.

No delegate may be nominated for more than one elected office in the Alliance. If nominated for more than one office, the delegate shall be required, prior to the close of nominations, to designate the office for which they wish to run; failing to so designate, they shall be a candidate for the office for which they were first nominated and shall be deemed to have declined any other nomination.

### **Section 4. Election Board**

The election of officers shall be conducted by an Election Board consisting of a judge and a sufficient number of tellers. The Board shall be appointed prior to the opening of the Convention by the International President of the Alliance with the approval of the General Executive Board.

### **Section 5. Nomination of Candidates**

Nomination to office shall take place not later than 12:00 noon of the Thursday following the opening of the Convention. Nominations shall be limited to one nominator and one seconder.

### **Section 6. Election Day**

Elections shall be held no later than the first Friday following the opening of the Convention. The polls shall be open from 8:00 a.m. to 12:00 noon.

### **Section 7. Preparation for Voting**

Polling places shall be set up in the Convention hall or adjoining chambers by the Election Board.

The Election Board shall provide a sufficient number of voting machines, allowing one to be used for demonstration purposes.

The names of the candidates for each office shall be listed on the voting machines in alphabetical order. Sample ballots shall be printed as soon as possible after nominations are closed and shall be posted prominently at the polling places. They shall also be made available for distribution at the office of the Convention headquarters.

### **Section 8. Voting**

The judge of election shall be in charge of the proper conduct of the election, and the tellers shall assist therein.

Prior to the opening of the polls, the voting devices shall be examined by the Election Board, which shall make certain that all candidate counters are set at zero (000). During this examination, during the voting and during the canvass of returns, there may be present the designated watcher for each candidate.

The polls shall be declared open by the judge of the election.

In order to be admitted to vote, a delegate must present to the proper election official the voter's identification card, a stub of which shall be detached. All detached stubs shall be kept filed in numerical order. If any delegate is entitled to more than one vote, an election official shall supervise the number of votes cast, maintaining ballot secrecy.

## **CONSTITUTION—ARTICLE FIVE**

A delegate who requires assistance to vote may call upon a member of the Election Board. The polls shall be declared closed by the judge of the election.

### **Section 9. Canvass of Returns**

As soon as the polls are closed, the judge of the election, in the presence of the other members of the Election Board, shall immediately secure the voting devices.

The total number of eligible votes, as shown by the identification card stubs on file, shall then be determined.

The judge of election shall then read and announce to the officials and watchers present the results as shown on each device, the name of the candidate and the total vote recorded for each. The vote so announced by the judge of election shall be recorded upon tally sheets.

When the count of votes has been taken and the tally sheets have been totaled and are in balance, the Election Board shall prepare a recapitulation upon its official recapitulation sheets and shall certify the correctness of the recapitulation. Each member of the Election Board must sign each recapitulation sheet.

As soon as the count is completed, the judge of election shall ensure that the devices are locked.

After the votes have been counted and the recapitulation prepared, if the total number of votes cast should fail to tally with the total number of eligible votes as shown by the file of identification card stubs, the judge of election shall decide whether or not the difference would have any material effect upon the election. If the number of votes cast exceeds the eligible number and if adding this excess to the vote of any candidate would have changed the result of the election for any office, then the election for such office shall be declared void by the judge of election. Similarly, if the number of votes cast falls short of the eligible number and if the votes thus unaccounted for would be sufficient to change the final standing of the candidate for any office, then the election for such office shall be declared void. Where, however, the number of votes unaccounted for, or in excess of the number shown by the stubs, would not be sufficient to effect a change in the successful candidates, the election shall be declared valid.

When the recapitulation has been completed, the results of the election shall be announced to the Convention by the judge of election.

### **Section 10. Records Shall be Delivered to the General Secretary-Treasurer**

All card-stubs, tally sheets, official recapitulation sheets, credentials of delegates and all minutes and other records of the Convention pertaining to the election shall, after the installation of officers, be delivered into the possession of the General Secretary-Treasurer and preserved for one year after the election.

### **Section 11. Re-Run in Case of Tie Vote**

In the event of a tie vote for one or more offices, a re-run election for such offices will be held at the same Convention as soon as practical after the announcement of the results of the election. Such re-run election shall be conducted by secret ballot and regardless of whether a quorum is still present at the Convention. The Election Board shall determine the procedure for conducting such re-run elections.

**Section 12. Transitional Period**

An incoming International President or General Secretary-Treasurer is empowered, at either of their discretion, to retain in service an outgoing International President or General Secretary-Treasurer, respectively, for a period of up to sixty (60) calendar days in order to provide adequate time for the necessary transfer of responsibilities. During such transitional period, the outgoing officer, if so retained in service, shall continue to receive the same compensation and benefits they received while in office.

**ARTICLE SIX**  
**Referendum**

**Section 1. Matters Proper for Referendum**

A referendum may be initiated to call a Special Convention, as provided in Section 2 of Article Three of this Constitution.

**Section 2. Initiative**

In the interim between sessions of the International Convention a referendum may be called

- a. By a unanimous vote of the General Executive Board; or
- b. Upon the petition of one-third of the affiliated local unions.

**Section 3. Call**

Upon the initiative of a referendum the General Secretary-Treasurer shall immediately cause to be printed the question to be submitted to the Alliance and ballots for recording the vote thereon, and these shall be forwarded to all the affiliated unions.

**Section 4. Method of Voting**

At the first regular meeting of each affiliated local union immediately following the receipt of the question and ballot from the General Secretary-Treasurer, the President of such local union shall cause the question to be presented to the meeting and shall call for a vote. The number of votes cast, both for and against said proposition, shall be recorded upon the official ballot certified by the Executive Board of the local union and forwarded promptly to the General Secretary-Treasurer. Provided that, in no event, shall a period of more than thirty (30) days elapse before action is taken by a local union upon a question after its receipt from the General Secretary-Treasurer.

**Section 5. Tally**

As the return ballots from the various local unions are received, the General Secretary-Treasurer shall file them for record and shall tabulate the total number of votes cast, both for and against said proposition. No ballots shall be included in the total which are received at the General Office more than forty-five (45) days after the question was submitted to the local unions by the General Secretary-Treasurer.

The General Secretary-Treasurer shall complete the tabulation of the votes and report the result of the ballot as to the ayes and nays of each local union to the International President, who shall notify the affiliated unions of the result. The balance and tabulation sheets shall be presented to the next meeting of the General Executive Board for verification by that body or subcommittee of its members. If any material discrepancy is found in the tally such as would affect the final result, the correction shall be made and the International President shall notify affiliated local unions of the result of the referendum.

## **ARTICLE SEVEN**

### **International President**

#### **Section 1. Salary and Allowances**

The International President shall receive an annual salary as follows:

Effective 1/1/25, Five hundred and seventy thousand, three hundred and four dollars and thirty cents (\$570,304.30)

Effective 1/1/26, Five hundred and ninety-three thousand, one hundred and sixteen dollars and forty-seven cents (\$593,116.47)

Effective 1/1/27, Six hundred and sixteen thousand, eight hundred and forty-one dollars and thirteen cents (\$616,841.13)

Effective 1/1/28, Six hundred and thirty-five thousand, three hundred and forty-six dollars and thirty-six cents (\$635,346.36)

Effective 1/1/29, Six hundred and fifty-four thousand, four hundred and six dollars and seventy-five cents (\$654,406.75)

Such salary shall be payable weekly except such portion as may be subject to deferred compensation agreement, if any.

In addition, the International President shall be allowed, when absent from home on official duty, an amount equal to first class air transportation plus reasonable hotel expenses and a daily per diem as follows:

Effective 1/1/25, One hundred and fifty-nine dollars and ninety-two cents (\$159.92)

Effective 1/1/26, One hundred and sixty-six dollars and thirty-two cents (\$166.32)

Effective 1/1/27, One hundred and seventy-two dollars and ninety-seven cents (\$172.97)

Effective 1/1/28, One hundred and seventy-eight dollars and sixteen cents (\$178.16)

Effective 1/1/29, One hundred and eighty-three dollars and fifty cents (\$183.50)

The International President, when absent from home on official duty, may at their discretion be accompanied by their spouse with all reasonable and necessary expenses of such spouse being paid by the Alliance.

#### **Section 2. Power to Appoint**

The International President shall have the authority to appoint an Assistant(s) to the President, and as many International Representatives as the International President may deem necessary, subject to the approval of the General Executive Board. The International President shall appoint the Election Board at the Convention, subject to the approval of the General Executive Board, as hereafter provided, and shall appoint delegates to trade assemblages, other than those elected in which the Alliance may be entitled to representation, or in which it is deemed expedient that the Alliance be represented. The International President shall exercise such other powers of appointment as are set forth in this Constitution or Bylaws.

#### **Section 3. Power to Call Meetings**

The International President shall have the power to call meetings of the General Executive Board as advisable, but it shall be mandatory to call two stated meetings of the General Executive Board each year, the first in mid-summer and the second in mid-winter. In calling said meeting(s), the International President shall designate the time and place.

The International President shall also call a meeting of the General Executive Board at least one week prior to the opening of any Convention of the Alliance, and this meeting shall be held in the Convention city.

The International President shall have the power to call a meeting of the members of any affiliated Local at any time, where this seems necessary or expedient. The individual members of local unions shall be bound to attend any meeting called by the International President.

#### **Section 4. Preside Over Meetings**

The International President shall preside over all sessions of the Convention of this Alliance and over all meetings of the General Executive Board.

The International President, having called any meeting of a local union, shall preside over the same.

The International President may attend any meeting of a local union, or district or state association, or of any board, committee or other subordinate body thereof.

#### **Section 5. Judicial Powers**

The International President shall have original jurisdiction to try charges against individual members or officers of local unions:

- a.
  - i. When charges have been preferred by a member against a member and filed in the charged party's local union, and the local union has wrongfully neglected or refused to take cognizance of them; or
  - ii. Where, after taking cognizance of charges and conducting a trial thereon, the Local imposes a penalty or renders a verdict that is, on its face, not supported by the evidence or the law; or
  - iii. Upon a non-cognizance determination, or charges that fall within the description of Article Fifteen, Section 3 or Article Sixteen, Section 4.
- b. When charges are preferred against a member of a dissolved or suspended local union.
- c. When charges have been preferred against a member alleging a violation of Article Twenty-One, Section 8, relative to refusal to withdraw from the jurisdiction of a sister Local.
- d. When charges are preferred against a member of the I.A. who does not hold membership in a Local thereof.
- e. When a local union prefers charges against a member of another local union of this International.
- f. When charges are preferred against an officer alleging failure or refusal on the officer's part to comply with a lawful order or directive of the International President or General Executive Board of the Alliance.
- g. When charges are preferred against an officer of a local union alleging that such officer, while in office, caused or attempted to cause the Local to disaffiliate from the Alliance or to decertify the Local or the International as the bargaining agent or to transfer the bargaining agent status to another union not affiliated with the Alliance.

The International President shall have jurisdiction to try all charges against an affiliated local union whether these charges are preferred by an individual member or by another affiliated local union.

The International President shall have authority to entertain appeals from the decisions of the affiliated local unions, as provided in Article Seventeen of this Constitution.

## **CONSTITUTION—ARTICLE SEVEN**

The International President shall be empowered to appoint a Trial Board to try charges within the scope of the International President's original jurisdiction hereunder and to appoint an officer or representative of the Alliance to determine appeals filed with the International President, whenever it is necessary or advisable to do so.

### **Section 6. Interpret Constitution and Bylaws**

The laws of this Alliance as contained in this Constitution and Bylaws shall be interpreted by the International President, whose decisions thereon shall be binding upon all individual members and affiliated local unions of the Alliance until amended or reversed in the manner hereafter provided.

The International President shall render decisions upon questions of law where the Constitution and Bylaws contain no express provisions for the determination thereof. The ruling upon such questions shall be made in conformity with the spirit and substance of the Constitution and Bylaws and with regard to the equities of the circumstances.

Any decision of the International President, rendered pursuant to the provisions of this Section, shall be subject to appeal to the General Executive Board in the manner provided hereafter in Article Seventeen.

### **Section 7. Report**

The International President shall cause to be kept a true and correct record of the conduct of their administration, and at the conclusion of their term of office shall submit to the Convention a detailed printed report which shall be distributed to the delegates no later than the Wednesday morning following the opening of the session.

### **Section 8. Audit of Books**

The International President shall cause to be audited by a certified public accountant, to be chosen by the International President with the consent of the General Executive Board, the books of account of the General Secretary-Treasurer of the Alliance and the books of account of any other person who handles the funds of the Alliance, and shall receive from the said accountant a detailed audit statement dated not later than the last day of the month preceding the opening of the Convention. These reports shall be submitted by the International President to the assembled delegates for their consideration and action.

The cost of this audit shall be paid out of the General Fund of the Alliance by the General Secretary-Treasurer.

### **Section 9. Books of Local Unions**

The International President shall have the power to order the officers of any affiliated local union to submit the books and records of the local union to the International President or to the International President's nominee for examination whenever the International President shall deem it necessary or expedient. Provided, however, that such examination shall be made in the presence of a committee appointed by the local union.

### **Section 10. Unfair Employers**

The International President, with the consent of the General Executive Board, shall have the power to order any and all members of this Alliance to refrain from rendering service to or with any enterprise wherein any former employer, who is indebted to any member of the Alliance for services rendered, is interested as an actor, manager or owner, until all such indebtedness is satisfactorily adjusted.

The International President, with the consent of the General Executive Board, shall have the power to order any and all members of this Alliance to refrain from rendering service to or with any unfair enterprise, and the obligation of the individual members to obey such order shall be considered a prior obligation of their contract of employment with such enterprises.

When a theatre or place of amusement has been placed on the Unfair List, all theatres, places of amusement, studios, shops or travelling attractions operated by the unfair owners or management, wherever located, may also be declared unfair by the General Executive Board of the International Alliance.

No contracts entered into between any Local and any manager or syndicate will prevent the operation of this law.

### **Section 11. Special Contracts**

The International President shall be empowered, whenever they shall deem it necessary or expedient, to issue special contracts, or to authorize the making of such contracts for traveling attractions or any other employer or employers of members of the Alliance. "Special Contracts" shall include any contract covering the geographic jurisdiction of more than one local union.

Unless otherwise provided in this Constitution and Bylaws, this shall not be construed to affect the power of each local union to fix the scale of wages and working conditions within its jurisdiction.

### **Section 12. Power to Represent Alliance as Delegate**

The International President shall also be empowered to accept invitations to attend either in person or by a nominee such conventions or trades assemblages, as shall be for the best interests of this Alliance.

### **Section 13. Delegation of Powers**

The International President shall have the right to delegate, from time to time, any of their powers to the Assistant(s) to the President, Vice Presidents, or to the International Representatives as such delegation is necessary or expedient for the best interests of the Alliance.

### **Section 14. Executive Powers**

The International President shall be the executive head of this Alliance and their duties shall be those duties usually devolving upon the International President or executive officer of similar voluntary organizations, and their authority shall be that ordinarily conferred upon similar officers having broad executive powers, and in construing this section it is the desire of this Alliance to insist upon a construction which will support the actions of the International President in carrying out the expressed purposes of the Alliance, not only along the lines expressly herein indicated but in a broad general manner, and the International President shall have and is hereby specifically given the power to issue such rules, regulations, orders or mandates as they may deem necessary or advisable in the conduct of their said office.

In addition to the general powers hereby conferred upon the International President, they shall have all special powers conferred upon them by this Constitution, Bylaws and Laws enacted thereunder.

Any such decisions, rules, regulations, orders or mandates shall be appealable to the General Executive Board and from the decision of said Board to the delegates of this Alliance when assembled in Convention, as provided in this Constitution in case of appeals from decisions of the International President.

**Section 15. Power to Institute Suit**

In the event that any officer or member of this International Alliance shall have misappropriated funds or property of this Alliance or refused or neglected to turn over funds or property of this Alliance in their hands to their duly elected successor or to such person as shall be entitled to the same, or in the event that any officer or member of any affiliated union whose charter has been suspended or revoked shall refuse to deliver to the representative of the International President of this Alliance all monies or property of such local union of this Alliance, as hereafter provided, or in any other case where the rights or interests of this Alliance shall be jeopardized or involved, the International President shall have the power and right to institute in their own name or in the name of their duly authorized representative any action or proceeding at law or in equity in any court of competent jurisdiction to redress such wrongs, or to recover such monies or property, or the value thereof.

**Section 16. Control of Local Unions in Emergency**

- a. In the event that any affiliated local union of this Alliance shall become delinquent in the fulfillment of its financial obligations to the Alliance as herein set forth, the International President shall, at their discretion, suspend or revoke the charter of such delinquent local union as provided in Article Eighteen, Section 11, or
- b. Where reliable and credible information is brought to the knowledge of the International President indicating that a condition exists in an affiliated local union whereby the actions of the officers or members thereof endanger the property rights or interests of this Alliance, or any affiliated local union thereof, or of individual members thereof, or that a condition exists in an affiliated local union that would constitute ground for disciplinary action under Article Twenty, Section 1 of this Constitution and Bylaws, and where, because of the imminence of irreparable injury thereto, the ordinary procedure prescribed by this Constitution and Bylaws would prove too slow, cumbersome and inadequate to enable the Alliance to deal in an effective manner with such condition, then the International President has the right and is hereby empowered, with the consent of the General Executive Board, to declare the existence of a state of emergency, in writing, to the officers of said local union.

The International President shall give notice of the existence of a state of emergency, in writing, to the officers of said local union, wherein said condition exists. This notice shall be in the form of a complaint and shall be forwarded to the officers of said local union by mail, telegram or facsimile. Said notice shall summon the officers of said local union to a hearing before the International President, or a duly accredited representative, within a reasonable period at a designated time and place to be mentioned in said notice, and said notice shall contain a statement of facts upon which the International President relied.

At this hearing the elected officers of said local union shall be entitled to present evidence to the effect that the facts creating the emergency are non-existent or false. During a reasonable period preceding the hearing, in order to maintain the status quo, the authority of the officials of the local union shall be suspended and all acts pertaining to the local union done on their part during this period shall be null and void.

If, upon hearing, it appears that the facts reported to the International President are as represented, and that a state of emergency does in fact exist, then the International President or their duly accredited representative shall have the power during the continuance of said emergency to take over all books, records, monies, credits, and property of such union of every nature whatsoever and to administer the same according to the International President's best judgment for the benefit of such Local and this International; to collect dues, fines and other revenue to which said Local may be entitled and to incur and pay all just bills and obligations of said local union out of its funds in the International President's hands; to adjust disputes between employers and members of such local union and enter into working contracts for its members, which said contracts shall be valid, legal and binding upon said union and the members thereof after the expiration of said emergency until the expiration thereof; and in general,

to conduct the affairs of said union in the same manner as it might have conducted its own affairs in the absence of such emergency. The International President, or their duly accredited representative, is hereby authorized and empowered to bring any action at law or equity in any court of competent jurisdiction and in the International President's name to recover any monies due said local union and any monies or property of said local union wrongfully withheld from the International President by any officer or other person or the value of any property so wrongfully withheld, together with damages, if any, for the wrongful detention thereof.

Upon the removal by trial or the resignation of any officer of any local union, the International President, or their duly accredited representative in charge of the affairs of said local union, shall have the power and authority to cause an election to be held by the qualified members of such local union, to choose a successor or successors to such officer or officers, upon the expiration of such emergency as may be determined by the Executive Board as hereinafter provided, and said International President, or representative of the International President, shall have the power and authority to prescribe and enforce such rules and regulations for the conduct of such election as shall ensure an honest and fair election by the membership of such local union. During the continuance of such emergency, all of the rights, powers and privileges granted to any local union, its officers or members, to conduct its affairs, granted or guaranteed to said local union by its charter, or by this Constitution or any Bylaws enacted hereunder, shall be suspended and any other provisions of this Constitution or the Bylaws enacted hereunder and any provision of the charter, Constitution or Bylaws of any such local union inconsistent with the powers herein granted to the General Executive Board of this Alliance, the International President, Vice President or International Representative appointed to conduct the affairs of such local union are hereby declared to be entirely inoperative and of no force and effect during the continuance of such emergency and until such emergency shall have terminated and such termination shall have been expressed by resolution of the General Executive Board.

Such local union, and any officer or member thereof, in good standing, shall have the right to appeal from the declaration of the existence of a state of emergency in the said local union, and of the continuance thereof, to the General Executive Board and from the decision of said Board to the delegates of this Alliance when assembled in Convention as provided in the Constitution in case of appeals from decisions of the International President.

The sole authority for the conduct of the affairs of such local union during such emergency shall be the orders, rules, mandates, and decisions of the International President, the General Executive Board and the Vice President or International Representative appointed to conduct the affairs of said local union, provided, however that any officer or member of such union in good standing shall have the right to appeal from any such order, rule, mandate or decision on account of which they feel aggrieved, to the General Executive Board and from the decision of said Board to the delegates of this Alliance when assembled in Convention as provided in the Constitution in case of appeals from decisions of the International President.

The time for hearing on any complaint filed as herein provided may, in the discretion of the International President or their duly accredited representative, be extended upon the application of said accused officers of said local union and in no other case whatever, it being the purpose of this section to accord to said officers as early a hearing upon said complaint as is possible.

Expenses incurred in connection with the imposition and administration of a trusteeship, including such things as the cost of stenographic transcripts and legal fees to enforce or defend against a challenge to a trusteeship lawfully imposed, shall be borne by the local union in trusteeship.

- c. As used herein and elsewhere in this Constitution and Bylaws, the effect of "suspending" a local union or the charter of a local union is to render temporarily inoperative all of the rights, powers and privileges granted to such local union, its officers and members to conduct its own affairs and to place such local union into trusteeship.

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- d. Where it is determined by the International President during the continuance of an emergency in a local union that it would be in the best interests of the members of such local union and of the Alliance to merge such local union with another affiliated local union, the International President shall be authorized and empowered with the consent of the General Executive Board, and after a full investigation and fact finding hearing, to effect such merger.

### **Section 17. General Counsel**

It shall be the duty of the International President, if and when they deem it necessary, to select a duly licensed and practicing attorney, or attorneys, familiar with labor problems and labor laws to act as general counsel, to receive such compensations, allowances and expenses and for such period of time, not to exceed the term for which such International President was elected, as the International President may deem most advantageous to this Alliance, and as may be agreed upon by contract, which contract shall be approved by a majority of the General Executive Board.

### **Section 18. Special Department**

It shall be the duty of the International President to promulgate rules and regulations for the structural organization of a special department for film exchange employees and theatrical employees.

### **Section 19. Authority to Organize Jurisdiction**

The International President may determine that a local union has refused and is refusing, after having been given a reasonable opportunity to do so, to accept into membership employees who are being organized by the Alliance within the work jurisdiction of such local union and that such refusal is endangering the organizing efforts of the Alliance or may result in a loss of Jurisdiction to the Alliance. If the International President so determines, the International President shall have the authority, with the approval of the General Executive Board, and notwithstanding any other provisions of this Constitution, to require the local union to admit such employees into membership with full membership rights therein and in the Alliance, or, in the alternative, to issue a charter for a local union to cover the work and/or geographic jurisdiction of the area being so organized.

As used herein, the word “employees” shall mean not only those individuals who are currently employed in the trade and geographical jurisdiction of the Local but also those who were recently so employed and are available and qualified for such work.

### **Section 20. Contract Ratification**

Members of West Coast Studio local unions shall ratify the Basic Agreement by secret ballot. Members of Studio Mechanic local unions, as well as local unions covered by the Area Standards Agreement (ASA), shall ratify the ASA by secret ballot.

### **Section 21. Vested Pension Status**

Any person who has achieved vested status in a Local or national defined benefit pension plan shall immediately be taken into membership without vote. In the case of an affiliated local union that does not participate in a defined benefit pension plan, any person who has worked what would be an equivalent amount to achieve vested status in the IATSE National Benefit Plan shall immediately be taken into membership without vote. The International President, in their sole discretion not subject to appeal, may waive this requirement if the International President determines that the individual has engaged in conduct that is detrimental to the Alliance. Failure to comply with this Section may result in suspension or revocation of charter after trial or Article Seven, Section 16 proceeding.

## **ARTICLE EIGHT**

### **Vice Presidents**

#### **Section 1. Number and Duties**

There shall be thirteen Vice Presidents, as provided in Article Five, Section 1, one of whom must be a member of an affiliated local union in District No. 11 in Canada and a resident of Canada, one of whom must be a member of an affiliated local union in District No. 12 in Canada and a resident of Canada, one of whom must be a member of a Motion Picture West Coast Studio local union, and one of whom must be a member of the Special Department. In the absence of the International President, a Vice President shall preside at the Convention. The Vice Presidents shall serve as members of the General Executive Board and as members of the said Board shall perform the duties set forth in Article Eleven.

#### **Section 2. Salary and Allowance**

Each Vice President shall receive an annual salary as follows:

Effective 1/1/25, Twenty-three thousand, five hundred and thirty-two dollars and seven cents (\$23,532.07)

Effective 1/1/26, Twenty-four thousand, four hundred and seventy-three dollars and thirty-five cents (\$24,473.35)

Effective 1/1/27, Twenty-five thousand, four hundred and fifty-two dollars and twenty-eight cents (\$25,452.28)

Effective 1/1/28, Twenty-six thousand, two hundred and fifteen dollars and eighty-five cents (\$26,215.85)

Effective 1/1/29, Twenty-seven thousand, two dollars and thirty-three cents (\$27,002.33)

Such salary shall be payable in advance semi-annually in two equal installments. When absent from their home city on official duty with the authorization of the International President, a Vice President shall receive in addition a weekly salary equal to the highest authorized salaries paid to International Trustees as set forth in Article Ten, Section 2, plus reasonable hotel expenses, an amount equal to coach air transportation or, for flights of two hours or more, an amount equal to business class air transportation or, if business class is not available, an amount equal to first class air transportation, and a daily per diem as follows:

Effective 1/1/25, One hundred and fifty-nine dollars and ninety-two cents (\$159.92)

Effective 1/1/26, One hundred and sixty-six dollars and thirty-two cents (\$166.32)

Effective 1/1/27, One hundred and seventy-two dollars and ninety-seven cents (\$172.97)

Effective 1/1/28, One hundred and seventy-eight dollars and sixteen cents (\$178.16)

Effective 1/1/29, One hundred and eighty-three dollars and fifty cents (\$183.50)

## **ARTICLE NINE**

### **General Secretary-Treasurer**

#### **Section 1. Routine Duties**

The General Secretary-Treasurer shall perform the following duties:

- a. Keep the books of account in such manner as at all times to reflect the true financial relationship between the affiliated unions and the International Alliance.

## CONSTITUTION—ARTICLE NINE

- b. Be custodian of all official records of the Alliance and of all official stationery and forms.
- c. Cause to be kept a true and correct record of the business of their administration, and at the conclusion of their term submit to the Convention a detailed printed report, which report shall be distributed to the delegates not later than the Wednesday morning following the opening of the sessions.
- d. Prepare a complete list of corresponding secretaries and business agents of the affiliated local unions and shall send a copy thereof to each affiliated local union.
- e. Promptly answer all correspondence addressed to their office by affiliated local unions or members thereof and shall file all communications received and copies of replies thereto in a systematic way.
- f. Forward to the affiliated local unions forms upon which the Secretaries of the local unions shall report the admission of new members and expulsions of members, the reinstatement of expelled members and other matters required to be filed by them with the General Secretary-Treasurer. This information shall be filed for further reference.
- g. Serve as Secretary of the General Executive Board and shall perform such duties in that capacity as may be elsewhere in this Constitution and Bylaws provided.
- h. Serve as Secretary of the Convention.
- i. Collect all monies payable to the Alliance and shall acknowledge all monies received.
- j. Thirty (30) days before the Charter of any local union shall be suspended or revoked for nonpayment of any monies owing to the Alliance in an amount equal to or exceeding the per capita tax for two quarters, the General Secretary-Treasurer shall notify such local union thereof and call its attention to the laws of the Alliance in such cases and of the penalty imposed thereby for such delinquency.
- k. Be empowered to employ, with the consent of the International President, such clerical and other assistance as is necessary for the performance of duties.
- l. Not be absent from the General Office unless specifically so ordered by the International President.
- m. Balance and close the books of account of the Alliance as of April 30 of each year (which date shall constitute the end of each fiscal year of the Alliance) and deliver such records in proper condition for audit to the certified public accountant designated by the International President.
- n. Perform such other duties as may be elsewhere set forth in this Constitution and Bylaws.
- o. By virtue of office, serve as a delegate to the American Federation of Labor and Congress of Industrial Organizations convention.
- p. Maintain a complete file of the claims of persons employed under pink contracts for compensation owing by various employers reported to the Alliance as due, and undertake to adjust any disputes arising therefrom.
- q. Publish and circulate the Official Bulletins among the affiliated Locals and members.
- r. Keep all vouchers, receipts, worksheets and other books and records upon which are based reports required by law to be filed with the Office of Labor-Management Standards, for a period of at least five (5) years after the date of filing such reports.
- s. Since all records, documents and personnel files of I.A.T.S.E. members are considered privileged and private information, see to it that access to such be limited to the legitimate and legal business affairs by I.A.T.S.E. officials and those in their employ.
- t. Have authority to grant or deny personal appearances on appeals to the General Executive Board.

**Section 2. Report on Proceedings**

It shall be the duty of the General Secretary-Treasurer to cause to be accurately recorded all business transacted by the Convention and by the General Executive Board during the General Secretary-Treasurer's term of office. The General Secretary-Treasurer shall cause these proceedings to be printed and shall send at least one copy of each report to each of the affiliated local unions, as soon as this may be done after the meeting reported.

**Section 3. Road Cards**

The General Secretary-Treasurer shall on applications issue official road cards for use by traveling members as hereafter provided.

**Section 4. Report Cards (Yellow Cards)**

The General Secretary-Treasurer shall, upon request, issue to all affiliated unions sufficient report cards (yellow cards) to enable stewards of the various theatres to return to the General Office reports of all traveling attractions playing at those theatres.

**Section 5. Expense Blanks**

The General Secretary-Treasurer shall cause to be prepared a suitable printed form of expense account slip which shall be furnished to all members of the General Executive Board, International Representatives and Convention delegates, to be used by them in rendering an accurate account of their various items of expense.

**Section 6. Deposits and Disbursements**

The General Secretary-Treasurer shall cause to be deposited all monies received by the Alliance and shall make such disbursements from the proper fund as shall be properly ordered under this Constitution and Bylaws.

**Section 7. Accident Record**

The General Secretary-Treasurer shall compile a complete and current list of accidents sustained by persons while employed under pink contract upon information furnished to the General Secretary-Treasurer by affiliated local unions, and this list shall be made available to any affiliated local union, International Officer, or District Representative upon request.

**Section 8. Property of Defunct Local Union**

Whenever an affiliated local union shall dissolve or be expelled, the General Secretary-Treasurer shall at the discretion of the International President take possession of all its property for the Alliance, shall cause the just debts of the local union to be paid, and shall administer the funds and property remaining in accordance with the laws of this Alliance.

**Section 9. Bonding**

The General Secretary-Treasurer shall be bonded by a reputable and qualified surety company in the amount of \$50,000 or in such greater amount as may be fixed by the General Executive Board, but in no event shall such bond be in an amount less than that required by the law of the land. In addition, the General Executive Board shall require any other officers, agents or employees of the Alliance who handle its property or funds to be bonded in such amount or amounts as may be required by law. All such bonds shall be delivered to the Board of Trustees for safekeeping. The cost of procuring the said bonds shall be defrayed out of the General Fund of the Alliance.

**Section 10. Salary and Allowances**

The General Secretary-Treasurer shall receive an annual salary as follows:

Effective 1/1/25, Four hundred and fourteen thousand, one hundred and eighty-two dollars and forty-six cents (\$414,182.46)

Effective 1/1/26, Four hundred and thirty thousand, seven hundred forty-nine dollars and seventy-five cents (\$430,749.75)

Effective 1/1/27, Four hundred and forty-seven thousand, nine hundred and seventy-nine dollars and seventy-four cents (\$447,979.74)

Effective 1/1/28, Four hundred and sixty-one thousand, four hundred and nineteen dollars and thirteen cents (\$461,419.13)

Effective 1/1/29, Four hundred and seventy-five thousand, two hundred and sixty-one dollars and seventy cents (\$475,261.70)

Such salary shall be payable weekly.

In addition, when absent from the General Office on official duty with the authorization of the International President, the General Secretary-Treasurer shall receive an amount equal to business class air transportation, or to first class when business class is not available, plus reasonable hotel expenses and a daily per diem as follows:

Effective 1/1/25, One hundred and fifty-nine dollars and ninety-two cents (\$159.92)

Effective 1/1/26, One hundred and sixty-six dollars and thirty-two cents (\$166.32)

Effective 1/1/27, One hundred and seventy-two dollars and ninety-seven cents (\$172.97)

Effective 1/1/28, One hundred and seventy-eight dollars and sixteen cents (\$178.16)

Effective 1/1/29, One hundred and eighty-three dollars and fifty cents (\$183.50)

The General Secretary-Treasurer, when absent from home on official duty, may at their discretion be accompanied by their spouse with all reasonable and necessary expenses of such spouse being paid by the Alliance.

**ARTICLE TEN**  
**Board of Trustees**

**Section 1. Duties**

The Board of Trustees shall perform the following duties:

- a. The Board shall audit the books of the General Secretary-Treasurer semi-annually, employing for such purpose such assistance as they may deem necessary. The Board of Trustees shall present a report to the General Executive Board for approval at the next regularly scheduled meeting of the General Executive Board. This audit shall be in addition to the audit by the certified public accountant appointed by the International President.
- b. The Board of Trustees shall approve the bond as required by Article Nine, Section 9 and shall hold it for safekeeping.

**Section 2. Salary and Allowances**

When engaged upon official duty with the authorization of the International President, each Trustee shall receive a weekly salary as follows:

Effective 1/1/25, Three thousand, sixteen dollars and eighty cents (\$3,016.80)

Effective 1/1/26, Three thousand, one hundred and thirty-seven dollars and forty-seven cents (\$3,137.47)

Effective 1/1/27, Three thousand, two hundred and sixty-two dollars and ninety-seven cents (\$3,262.97)

Effective 1/1/28, Three thousand, three hundred and sixty dollars and eighty-six cents (\$3,360.86)

Effective 1/1/29, Three thousand, four hundred and sixty-one dollars and sixty-nine cents (\$3,461.69)

When absent from their home city on official duty with the authorization of the International President, each Trustee shall receive reasonable hotel expenses, an amount equal to the cost of air coach transportation, and a daily per diem as follows:

Effective 1/1/25, One hundred and fifty-nine dollars and ninety-two cents (\$159.92)

Effective 1/1/26, One hundred and sixty-six dollars and thirty-two cents (\$166.32)

Effective 1/1/27, One hundred and seventy-two dollars and ninety-seven cents (\$172.97)

Effective 1/1/28, One hundred and seventy-eight dollars and sixteen cents (\$178.16)

Effective 1/1/29, One hundred and eighty-three dollars and fifty cents (\$183.50)

## **ARTICLE ELEVEN**

### **General Executive Board**

#### **Section 1. Members**

The General Executive Board of this Alliance shall consist of the International President, the Vice Presidents, and the General Secretary-Treasurer.

#### **Section 2. Meetings**

The General Executive Board shall meet semi-annually in the mid-summer and mid-winter of each year upon call of the International President, who shall be required to notify, in writing, all members of the Executive Board and all local unions at least fifteen (15) days in advance of the date of such meeting, of the time and place of the meeting.

The General Executive Board shall also meet regularly one week prior to the opening of any Convention of the Alliance, in the convention city.

It shall be mandatory upon the International President to call such meetings. In addition to these regular meetings the General Executive Board shall convene in special session:

- a. Upon the call of the International President on such date and at such place as the International President may designate.
- b. Upon the agreement of a majority of members of the General Executive Board, which majority shall determine the date and place of meeting.

When the General Executive Board is not in session, the members thereof may be called upon by the International President to vote by mail, telegram or facsimile upon any matter submitted by the International President to the members of the Board. The referendum thus taken shall have the full force and effect as if the matter had been duly before, and action duly taken by, the Board at a meeting thereof.

#### **Section 3. Executive Powers**

During the period when the Alliance is not assembled in Convention, the General Executive Board shall exercise such executive powers as are not vested by this Constitution exclusively in the International President.

## CONSTITUTION—ARTICLE ELEVEN

### **Section 4. Legislative Powers**

The General Executive Board shall have the power by unanimous vote to amend, enact, or repeal any of the Bylaws of this Alliance, provided that such amendment, enactment, or repeal shall not conflict with the provisions of this Constitution.

The General Executive Board may by a majority vote initiate a referendum for the amendment, enactment or repeal of any portion of the Bylaws of this Alliance as provided in Article Six of this Constitution.

The General Executive Board shall have full power and authority to review all amendments and changes to the Constitution, Bylaws, and laws, passed by the Convention, and to correlate and correct any errors, inaccuracies or inconsistencies that may be in the same.

### **Section 5. Judicial Powers**

The General Executive Board shall act as an appellate tribunal of the Alliance to hear all appeals from decisions of the International President of the Alliance. The General Executive Board shall also entertain appeals from decisions of the International President, interpreting the laws of the Alliance decisive of matters not provided for by the laws of this Alliance.

The procedure of the General Executive Board upon appeals shall be governed by Article Seventeen of this Constitution.

The General Executive Board shall have original jurisdiction to try all cases involving charges against International Officers of this Alliance. In such trials its procedures shall be governed by Article Fifteen of this Constitution.

The General Executive Board shall have authority to decide whether to allow personal appearances on any matter coming before the Board and to limit the time for such appearances.

### **Section 6. Filling Vacancies**

In the event of death, resignation, or removal from office of the International President or General Secretary-Treasurer of this Alliance, the General Executive Board shall fill the position so vacated by the election by secret ballot of one from their own number, who shall hold office for the remainder of the term.

In the event that any vacancies shall occur in the office of Vice-President, the General Executive Board shall elect by secret ballot the successor to office from the number of duly accredited delegates registered at the last Convention or from any current International Officer declared ineligible to serve as a delegate at the last Convention by virtue of Article Four, Section 1 of this Constitution. The successor so elected shall hold office for the remainder of the term.

### **Section 7. Temporary Disability in Office**

- a. In the event of illness of any elected officer of the Alliance, and upon declaration of the International President or by resolution of the General Executive Board at a meeting thereof that such disability exists, the General Executive Board may temporarily fill the position of such incumbent by the election by secret ballot of one from their own number. The person thus elected shall serve until the termination of such temporary disability, as declared by the International President or by a majority of the members of the General Executive Board, but in no event beyond the expiration of the term of the incumbent.
- b. In the event of illness of any appointed officer of the Alliance, which temporary disability shall be determined by the International President, the International President may temporarily fill the position of such incumbent by the appointment of another. The person thus appointed shall serve until the termination of such temporary disability as declared by the International President.

- c. In the event that the incumbent is required, under the Constitution and Bylaws of this Alliance, to be bonded for faithful performance of their duties, the officer pro-tempore chosen as provided herein shall be bonded in like manner and amount.
- d. The officer pro-tempore chosen as provided herein shall exercise all of the powers and duties of the incumbent during the continuance of the said disability as herein defined.
- e. Any officer pro-tempore chosen as provided herein shall receive, for the duration of their service in such capacity, the same salary and expenses as are specified for the incumbent. In the case of an appointed officer, the International President is empowered to fix the salary and expenses of the official pro-tempore, but in no event to exceed the respective salary and expenses fixed herein for the incumbent.
- f. The salary of the incumbent shall continue as theretofore, notwithstanding such temporary disability.

### **Section 8. Supporting Actions; Disputes Involving Alliance**

The General Executive Board shall have the discretionary power to grant the moral and financial support of this Alliance for legitimate purposes to any other organization.

Should any organization in the theatrical, television or moving picture field become engaged in a dispute tending to involve this Alliance or to be productive of a request for the support of this Alliance, the General Executive Board shall have the power to render a decision in the premises with full power to act thereon.

### **Section 9. Credentials Committee**

The General Executive Board shall act as the Credentials Committee at each session of the Convention of this Alliance.

### **Section 10. Report of Meetings**

The General Secretary-Treasurer shall be the Secretary of the General Executive Board and shall prepare a report of the proceedings of each meeting. This report shall be presented to the International President for approval or correction as soon as possible after adjournment of the meeting.

The General Secretary-Treasurer shall, as soon after the adjournment of the General Executive Board as possible, cause the approved report of each meeting to be printed in pamphlet form and shall send a copy to each of the affiliated local unions. It shall be the duty of the President of each affiliated local union to cause this report to be read at the next regular meeting of the local union following its receipt.

### **Section 11. Attendance at Convention**

Members of the General Executive Board shall attend the Convention of this Alliance as herein before provided and shall receive from the Alliance transportation expenses to and from the Convention, and during their attendance at its session they shall receive such compensation and allowances as they are entitled to receive while engaged upon official duty.

## **ARTICLE TWELVE**

### **Appointed Officers**

#### **Section 1. Assistant(s) to the President**

- a. The International President may appoint one or more Assistants who shall properly, faithfully and efficiently discharge such duties as may be assigned by the International President, to whom they shall be solely answerable.

## CONSTITUTION—ARTICLE TWELVE

- b. The International President, with the approval of the General Executive Board, shall fix the salary of each Assistant to the President. In addition, the Assistant(s) to the President, when absent from the General Office or the West Coast Office, as the case may be, on official duty, shall be entitled to an amount equal to the cost of air coach transportation plus reasonable hotel expenses and a daily per diem as follows:

Effective 1/1/25, One hundred and fifty-nine dollars and ninety-two cents (\$159.92)

Effective 1/1/26, One hundred and sixty-six dollars and thirty-two cents (\$166.32)

Effective 1/1/27, One hundred and seventy-two dollars and ninety-seven cents (\$172.97)

Effective 1/1/28, One hundred and seventy-eight dollars and sixteen cents (\$178.16)

Effective 1/1/29, One hundred and eighty-three dollars and fifty cents (\$183.50)

The Assistant(s) to the President shall hold office until removed by the International President.

### Section 2. International Representatives

- a. The International President shall appoint one or more International Representatives as the occasion shall arise to represent the International President in any capacity and for any purpose in which the International President could act, to hold office at the will of, perform those duties assigned by, and answer to the International President for the proper and efficient execution of instructions.
- b. The International President, with the approval of the General Executive Board, shall fix the salary of each International Representative. In addition, when absent from home on official duty, each International Representative shall receive an amount equal to air coach transportation plus reasonable hotel expenses and a daily per diem as follows:

Effective 1/1/25, One hundred and fifty-nine dollars and ninety-two cents (\$159.92)

Effective 1/1/26, One hundred and sixty-six dollars and thirty-two cents (\$166.32)

Effective 1/1/27, One hundred and seventy-two dollars and ninety-seven cents (\$172.97)

Effective 1/1/28, One hundred and seventy-eight dollars and sixteen cents (\$178.16)

Effective 1/1/29, One hundred and eighty-three dollars and fifty cents (\$183.50)

### Section 3. Election Board

The International President shall appoint with the concurrence of the General Executive Board an Election Board to consist of a Judge of Elections and a sufficient number of tellers. This Board shall be appointed at each Convention at which officers are to be elected and shall serve until the adjournment of that Convention. They shall perform the duties set forth in Article Five of this Constitution.

### Section 4. Registration Committee of Election Board

The International President shall appoint, with the concurrence of the General Executive Board, a Registration Committee to consist of the Judge of Elections and a sufficient number of Registrars, each of whom shall receive payment equal to a Representative's salary for one week.

## ARTICLE THIRTEEN

### Districts

#### Section 1. Districts

The jurisdiction of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada shall be subdivided into districts composed of the local unions within certain territorial limits as set forth in Section 2 of this Article. It shall be mandatory for each local union other than the Special Department Locals, within the limits of a District to affiliate with that District.

Any Locals not in good standing in their respective District shall be deemed not in good standing in this Alliance and therefore not eligible to have delegates in attendance at an International Convention.

#### Section 2. Number and Territory

District No. 1 – Montana, Idaho, Oregon, Washington and Alaska.

District No. 2 – California, Nevada, Arizona and Hawaii.

District No. 3 – Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, and Connecticut.

District No. 4 – Pennsylvania, Delaware, Maryland, Virginia, West Virginia, and District of Columbia.

District No. 5 – Wyoming, Colorado, Utah, New Mexico, Texas, Oklahoma, and Arkansas.

District No. 7 – Tennessee, Alabama, Georgia, North Carolina, South Carolina, Mississippi, Louisiana, Florida, Puerto Rico, and the U.S. Virgin Islands.

District No. 8 – Michigan, Indiana, Ohio, and Kentucky.

District No. 9 – Wisconsin, Iowa, Illinois, Missouri, Minnesota, North Dakota, South Dakota, Nebraska and Kansas.

District No. 10 – New York and New Jersey.

District No. 11 – Ontario, Quebec, Prince Edward Island, Nova Scotia, New Brunswick, Newfoundland and Labrador.

District No. 12 – Manitoba, Saskatchewan, Alberta, British Columbia, Yukon, North West Territories and Nunavut.

#### Section 3. District Conventions

Regular District Conventions shall be held as frequently as provided in the rules or other laws of such District but not less often than once every year.

Any affiliated Local of this Alliance desiring to have a Special District Convention called shall have the right to communicate with the sister Locals within the same District, stating this wish, suggesting the place and date for such meeting and asking that the vote of the respective Locals be returned with reasonable promptness.

If a majority of the Locals return a favorable vote upon the question, the initiating Local shall then communicate the desire of the majority to the International President.

The International President shall then confirm the vote of the local unions, ascertain if the place and date named be agreeable to the majority, and if so, issue an official call for such Convention.

The International President shall select an officer or member of the International Alliance to act as presiding officer, who shall have no voice nor vote upon any question that may come before the assemblage.

## CONSTITUTION—ARTICLE THIRTEEN

### **Section 4. Local Union Representation**

Each and every local union within the territorial limits of a District shall be empowered to send at least one representative to any District Convention called in accordance with the provisions of Section 3 of this Article, but such local union shall be entitled to send as many delegates as the number of votes to which it is entitled.

Delegates to District Conventions shall either be elected by secret ballot by their local unions or be accredited by virtue of their office if the Local's Constitution and Bylaws so provide.

### **Section 5. Credentials**

Each delegate to a District Convention shall be supplied with a credential certificate by their local union. This certificate shall be presented, prior to the official opening of the Convention, to the presiding officer designated by the International President. The said presiding officer shall pass upon the validity of the credentials, and an appeal from their decision thereon may be taken to the District Convention in the same manner as appeals from the rulings of the Credentials Committee are taken to the International Convention.

### **Section 6. District Secretary-Treasurer**

In accordance with its Constitution and Bylaws, each District shall elect a Secretary-Treasurer, whose duty it shall be to keep accurate records of the business transacted. As soon as possible after the close of the session the District Secretary-Treasurer shall transcribe such reports and deliver a copy of the transcript to the presiding officer, receiving an acknowledgement therefor.

### **Section 7. Proceedings of Convention**

It shall be the duty of the presiding officer of the District Convention at once to forward a copy of the Proceedings delivered into their care by the District Secretary-Treasurer to the International President of the Alliance.

Immediately after the proceedings have been approved by the International President, the District Secretary-Treasurer shall be notified of such approval and shall at once notify the respective Locals concerned.

### **Section 8. Legislation Legal and Binding**

Legislation enacted by the District Convention and State Associations respectively, shall, after approval by the International President of this Alliance, be legal and binding upon the affiliated Locals within the District or State Associations unless repealed by the Convention of the International Alliance, a subsequent District Convention, or State.

### **Section 9. Necessary Funds**

The funds necessary to promote and conduct District Convention shall be raised from among the Locals within the District on a membership pro rata basis.

### **Section 10. Manner of Voting**

Each affiliated Local, at District Conventions, shall be entitled to one vote for every hundred members or major portion thereof, to be based upon the average membership upon which per capita tax has been paid to the District; also one vote to each Local for its charter.

### **Section 11. Quorum of District Conventions**

The quorum for the transaction of business by any District Convention shall be a majority of the duly accredited delegates thereto who are at the time present in the Convention.

**ARTICLE FOURTEEN**  
**Revenues**

**Section 1. Per Capita Tax**

The general revenue of this Alliance shall be derived from the sale of Quarterly Receipt Stamps to the affiliated local unions. Subject to the provisions of Section 2 and 3 as to retired members, the selling price of each such stamp shall be as follows:

- Effective 1/1/25, Fifty-eight dollars (\$58.00)
- Effective 1/1/26, Sixty-one dollars (\$61.00)
- Effective 1/1/27, Sixty-four dollars (\$64.00)
- Effective 1/1/28, Sixty-seven dollars (\$67.00)
- Effective 1/1/29, Seventy dollars (\$70.00)

of which selling price Two Dollars (\$2.00) shall be allotted to the Convention Transportation and Per Diem Fund, Four Dollars (\$4.00) shall be allotted to the Defense Fund and as follows shall be allotted to the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation:

- Effective 1/1/25, Twenty-five cents (\$0.25)
- Effective 1/1/26, Fifty cents (\$0.50)
- Effective 1/1/27, Seventy-five cents (\$0.75)
- Effective 1/1/28, Ninety cents (\$0.90)
- Effective 1/1/29, One-dollar (\$1.00)

Every affiliated local union shall be required to purchase at the appropriate rate not less than one stamp per quarter for each and every member carried on its membership roll.

Any local union taking into membership any member during the quarter shall pay the full per capita tax for the entire quarter on such member.

Quarters shall begin January 1, April 1, July 1 and October 1 of each year.

**Section 2. Reduced Per Capita Tax for “Retired Members”**

The per capita tax for a retired member, as herein defined, who is between sixty-five (65) and seventy-five (75) years of age shall be in the reduced amount of Four Dollars and Fifty Cents (\$4.50) per quarter. For the purpose hereof, a retired member is one who is at least sixty-five (65) years of age, who ceases employment within the jurisdiction of the Alliance, and who, if application be made in their behalf by their local union on a form to be provided for that purpose, shall have been issued a membership card by the General Office bearing the notation “Retired Member” on the face thereof. Retired members shall have voice but no vote at union meetings and are not eligible to hold any office.

Members of the Alliance issued a Social Security total and permanent disability award, and who are less than sixty-five (65) years of age, shall, upon presentation of satisfactory proof thereof to the General Office, be recognized as retired members under Article Fourteen, Sections 1 and 2 of this Constitution however there shall be no charge for per capita stamps for such recognized members.

**Section 3. Gold Cards for Retired Members**

No per capita tax shall be payable for a retired member, as herein defined, who has attained their seventy-fifth (75th) birthday and has held membership in the Alliance for at least twenty-five (25)

## CONSTITUTION—ARTICLE FOURTEEN

years. Such member shall be awarded a special lifetime membership card, permanent in nature and gold in color, which shall not require the affixing of any quarterly stamps.

### Section 4. Assessments

Whenever the income derived from the sale of quarterly receipt stamps shall be insufficient to cover the legitimate expenditures of the Alliance, it shall be the duty of the General Executive Board to overcome such deficit by levying such assessments from time to time as the majority of its membership may deem necessary.

### Section 5. Use of Funds

The funds of this Alliance shall not be used for other than its legitimate purposes. There shall be maintained a General Fund for the furtherance of such purposes and the defraying of the proper operating expenses of the Alliance.

The funds of the Alliance, received from the sale of each Quarterly Receipt Stamp, shall be allocated and credited to the various Funds of the Alliance as follows:

#### a) General Fund.

Effective 1/1/25, Fifty-one dollars and seventy-five cents (\$51.75)

Effective 1/1/26, Fifty-four dollars and fifty cents (\$54.50)

Effective 1/1/27, Fifty-seven dollars and twenty-five cents (\$57.25)

Effective 1/1/28, Sixty dollars and ten cents (\$60.10)

Effective 1/1/29, Fifty-one dollars and seventy-five cents (\$51.75)

#### b) Defense Fund. The Defense Fund shall be credited with Four Dollars (\$4.00).

#### c) Convention Transportation and Per Diem Fund. Two Dollars (\$2.00) per member per quarter, shall be credited to the Convention Transportation and Per Diem Fund to be used to defray the transportation and per diem compensation of properly accredited delegates to the Convention, the cost of delegate insurance and an allotment of Thirty-five Cents (\$0.35) per quarter from the Convention Transportation and Per Diem Fund to help defray the printing costs of the Convention.

#### d) Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation.

Effective 1/1/25, Twenty-five cents (\$0.25)

Effective 1/1/26, Fifty cents (\$0.50)

Effective 1/1/27, Seventy-five cents (\$0.75)

Effective 1/1/28, Ninety cents (\$0.90)

Effective 1/1/29, One-dollar (\$1.00)

#### e) Building Fund. The International President and General Secretary-Treasurer, with the approval of the General Executive Board, are authorized to allocate monies from the General Fund at the end of each fiscal year to a separate Building Fund.

### Section 6. Fines

All fines collected as penalties for violation of any portion of this Constitution and Bylaws shall revert to the General Fund.

### Section 7. Charter Fees

Each affiliated local union upon obtaining a charter from this Alliance shall pay to the Alliance a charter fee of One Hundred Dollars (\$100) and the International President of the Alliance shall

have the power to stipulate the terms of the payment thereof. Revenue so derived shall be used to defray the expenses of chartering the said local union. Any surplus shall be allocated to the General Fund.

### **Section 8. Defense Fund**

There is hereby established a Defense Fund to be financed by an assessment of Four Dollars (\$4.00) per member per quarter from the per capita tax for all members except for members of the Special Department whose assessment shall be Three Dollars (\$3.00) per member per quarter from their per capita tax. The Defense Fund assessment shall be forwarded to the General Secretary-Treasurer on a quarterly basis.

The monies paid to the Defense Fund shall be placed in a separate account in the name of the Alliance and not be commingled with any other funds of the Alliance. The operations of the Defense Fund shall be audited at least once a year by a CPA and a copy of such audit shall be published each year in the Official Bulletin for distribution to members of the Alliance and distributed to Locals of the Alliance annually upon request.

The assets of the Defense Fund shall be used for the sole and exclusive purposes set forth below:

- (a) Assisting local unions of the Alliance, faced with an authorized strike or a lockout, to obtain the necessary legal advice only after securing the permission of the International President to engage legal counsel.
- (b) To finance necessary activities in connection with such strike or lockout.
- (c) To pay certain legal bills of the Alliance where the International is the bargaining agent and to cover other legal expenses of the International in special situations where, in the judgment of the Defense Fund Committee or of the International President with the approval of the Defense Fund Committee, the circumstances warrant it.
- (d) To pay or provide for the payment of expenses incurred by the International or a local union in connection with special organizing drives or for taking necessary actions against unfair or recalcitrant employers, subject, however, to the proviso that no such expenditures from the Defense Fund shall be authorized or made unless prior approval therefor in writing has been obtained from the Defense Fund Committee or from the International President with the approval of the Defense Fund Committee.
- (e) In no event shall any of the monies in the Defense Fund be utilized to provide strike or lockout benefits unless or until authorization to do so shall have been granted by action of the delegates in convention assembled.
- (f) Subject to the approval of the International President and General Executive Board, the Defense Fund Committee is authorized to expend Defense Fund monies, where they determine it appropriate, for training programs.
- (g) After approval has been granted by the Defense Fund Committee to cover a Local's legal expenses, and as a condition of reimbursement, the local union is required to send the monthly invoice from its attorney to the General Counsel of the International.

The Defense Fund shall be administered by a Defense Fund committee consisting of the International President, a Canadian Vice President and three additional Vice Presidents who reside in the United States to be selected by the General Executive Board. All administrative expenses incurred by the Defense Fund Committee shall be charged to and deducted from the Defense Fund as authorized by the Committee.

## **ARTICLE FIFTEEN**

### **Impeachment of Officers**

#### **Section 1. International Officers**

This Article applies only to International Officers. Charges against Local officers must be brought under Article Sixteen.

#### **Section 2. Grounds**

Any officer of this Alliance may be impeached for a violation of their official duties or for an infringement of the Constitution and Bylaws.

#### **Section 3. Charges**

All charges against an officer of this Alliance must be in writing, in the form of a sworn affidavit, reciting clearly the offense charged, the name of the accused, the time, place and nature of the violation, the Section or Sections of this Constitution and Bylaws alleged to have been violated, over the signature of the accuser, together with the statement of the names of all witnesses to the offense who are known to the accuser.

#### **Section 4. Penalty for Preferring False Charges**

If false charges shall be maliciously preferred against any officer, the person or persons preferring such charges shall be fined Two Thousand, Five Hundred Dollars (\$2,500), the fine to be imposed upon the acquittal of the accused officer.

#### **Section 5. Charges Filed in Duplicate**

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

#### **Section 6. By Whom and to Whom Preferred**

Charges against officers of this Alliance may be preferred by any member or officer of the Alliance or by a local union through its proper representative officers. Charges shall be filed with the General Executive Board of this Alliance, which body, with the exception of such members thereof, as may be charged in said complaint, shall act as the trial body; provided, however that those so empowered to act constitute at least a majority of the General Executive Board.

To be cognizable, charges against an officer of the Alliance must be filed within sixty (60) calendar days after the offense becomes or should have become known to the person making the charges.

#### **Section 7. Cognizance of Charges**

The General Executive Board shall examine all charges preferred to it against an officer of this Alliance and shall have the power to declare such charges cognizable or not. If cognizance is taken of the charges, the General Executive Board may, if it deems it necessary or advisable, temporarily suspend the accused from office and, in that event, further payment of salary to such accused officer shall be withheld pending the outcome of the trial. The General Executive Board shall in that event make suitable provision for the efficient discharge of the duties of the accused during the suspension period.

#### **Section 8. Withdrawal of Charges**

After charges have been preferred to the General Executive Board against an officer of this Alliance they shall not be withdrawn unless the officer accused and the General Executive Board shall consent to the withdrawal.

**Section 9. Notice**

Within one (1) week after taking cognizance of the charges the General Executive Board shall cause to be served upon the accused officer, personally, or where this is impossible, by certified mail to their last known address, a duplicate copy of the charges and shall notify the accused of the time and place appointed for the hearing thereon. Provided that such notice shall be served on or mailed to the accused at least one (1) week prior to the date appointed for the hearing.

**Section 10. Continuance**

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

**Section 11. Appearance for Trial**

If the accused so desires, they may waive the right of appearing before the General Executive Board or they may designate a fellow member as counsel to appear for them and to conduct their defense, provided that such waiver of appearance shall not be prejudicial to the accused and the trial shall, if they fail to appear, proceed in their absence.

**Section 12. Trial**

The General Executive Board shall sit as the trial body in all impeachment cases and shall conduct at the hearing upon the charges a thorough inquiry into the merits of the case, according to the complainant and the accused alike, a full and impartial hearing. In the conduct of such trial the provisions of Article Sixteen, Sections 18, 19, 20, 21 and 22 shall be observed.

**Section 13. Penalty**

The guilt or innocence of the accused shall be determined by a majority vote of the General Executive Board. If the accused is found guilty as charged, it shall then become the duty of the said Board to declare the office of the accused vacant and the successor of said officer shall be selected in the manner provided in this Constitution. If the accused was temporarily suspended from office pending the outcome of the trial and they are not found guilty after trial, they shall be immediately reinstated to office with pay for the period they were under suspension.

**Section 14. Appeals**

Any officer who shall have been adjudged guilty and penalized by the General Executive Board shall enjoy the right of appeal to this Alliance in Convention assembled, but until reversed by the Convention the decision of the said Board and its ruling shall be enforced.

If the General Executive Board refuses to entertain charges against any accused officer or if upon trial the accused officer is acquitted, the person or persons preferring the charges may take an appeal from that action to the Convention.

**ARTICLE SIXTEEN**  
**Discipline of Members**

**Section 1. Grounds**

In addition to the penalties expressly provided under the various sections of this Constitution and Bylaws, any member who shall breach their duty as a member by violation of the express provisions of this or the local union's Constitution and Bylaws or by such conduct as is detrimental to the advancement of the purposes which this Alliance pursues, or as would reflect discreditably upon the Alliance, shall be subject to discipline in the manner set forth in the sections following. Charges filed against officers of local unions shall be filed pursuant to this Article, except as provided in Article Seven, Section 5(f).

**Section 2. Fair Trial**

Nothing in the provisions of this or the local union's Constitution and Bylaws shall be construed to deprive a member charged with a violation thereof of the right to a fair trial whereby their guilt or innocence may be determined, with the exception that a member who has defaulted in the payment of any dues, fees, fines or assessments lawfully imposed shall not be entitled to stand trial, but shall be punished summarily as this Constitution and Bylaws provide.

**Section 3. Charges**

All charges against a member of this Alliance for a violation of the provisions of this or the local union's Constitution or Bylaws must be in writing, in the form of a sworn affidavit, reciting clearly the offense charged, the name of the accused, the time, place and nature of the violation, over the signature of the accuser, together with a statement of the names of all witnesses to the offenses charged who shall be known to the accuser.

**Section 4. Penalty for Preferring False Charges**

If false charges shall be maliciously preferred against any member, the person or persons preferring such charges shall be fined Two Thousand, Five Hundred Dollars (\$2,500), the fine to be imposed upon the acquittal of the member accused.

**Section 5. Charges Filed in Duplicate**

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

**Section 6. To Whom and When Preferred**

Charges shall be filed with the Secretary of the local union of which the accused is a member or with the General Secretary-Treasurer of the Alliance where the charges are preferred against a member who does not hold membership in a local union thereof.

Charges must be filed with the Local of which the accused is a member within sixty (60) calendar days after the offense becomes or should have become known to the person making the charge, provided that charges alleging deliberate acts or conduct, which materially interfere with Article One, Section 3, paragraph five of this Constitution must be filed with the Local of which the accused is a member within three hundred sixty-five (365) days after the offense becomes known or should have become known to the person making the charge.

If the Secretary of the local union be the charged party, the charges may be filed with any other officer of the local union who is not a charged party.

**Section 7. Charges Against a Local Officer**

Charges shall be filed with the Secretary of the local union of which the accused officer is a member. If cognizance is taken of the charges, the Executive Board of the Local may, if it deems it necessary or advisable, temporarily suspend the accused from office and, in that event, further payment of salary to such officer shall be withheld pending the outcome of the trial.

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

Whenever an officer of a local union as against whom charges are preferred is temporarily suspended from office, such officer shall be entitled to a trial no later than thirty (30) days after the date of their suspension. In the absence of extenuating circumstances, failure of the local union to comply with the foregoing requirement shall result in dismissal of the charges by the International President.

**Section 8. Withdrawal of Charges**

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

**Section 9. Publication of Charges**

After the local union has taken cognizance of the charges, they shall be read at the next regular meeting of the local union by the presiding officer. No debate or discussion shall be permitted, but the presiding officer shall request those having personal knowledge of any of the facts alleged in the charges to submit their names as witnesses to the secretary of the meeting. The presiding officer shall refer the charges to a Trial Committee or the Executive Board in accordance with the Constitution or Bylaws of the local union.

If no regular membership meeting is scheduled within a period of thirty (30) days after the date cognizance of the charges is taken, or if a meeting is scheduled but no quorum is present, or if the Charges allege deliberate acts or conduct which materially interfere with Article One, Section 3, paragraph five of this Constitution, the charges shall then be read by the presiding officer at the meeting of the executive board of the Local, to be scheduled no later than ten (10) days after the end of such thirty (30) day period.

**Section 10. Waiver of Trial**

If charges as required by Section 3 hereof have been filed, the accused may plead guilty and waive the holding of the trial provided they do so in a written, notarized and witnessed statement and they have been advised in writing as to the range of penalties that may be imposed upon them by reason of such plea. If the accused wishes to plead guilty with an explanation, such explanation shall also be in written form. An accused who pleads guilty to charges shall be deemed to have waived their right on any appeal to raise any question concerning their guilt or innocence, and their appeal in that event shall be limited to the question of the appropriateness of the penalty or penalties imposed upon them. No stenographic transcript or tape recording shall be required if a plea of guilty is entered in accordance herewith.

**Section 11. Notice**

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

**Section 12. Postponements**

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

**Section 13. Appearance for Trial**

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

**Section 14. Trial Body**

The Executive Board or committee of the local union, as provided by its Constitution or Bylaws, shall sit as a trial body to hear all evidence upon the charges, and to determine the guilt or inno-

## CONSTITUTION—ARTICLE SIXTEEN

cence of the accused and make recommendations as to the penalty to be imposed if found guilty.

### **Section 15. Challenges**

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

### **Section 16. Trial in Open Meeting**

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

### **Section 17. Right to Trial**

The International President, at their discretion for good cause shown, may allow a local union to eliminate from its constitution the right of a member to a trial in open meeting as provided in Section 16 above. Should the International President decide that a Local has cause to eliminate the right to trial in open meeting, it is necessary for such Local to properly amend its constitution accordingly. Cause shall include consideration of the geographical jurisdiction of the Local, the number of members in the Local, and whether such Local regularly conducts business at membership meetings at a single location. Charges alleging deliberate acts or conduct, which materially interfere with Article One, Section 3, paragraph five of this Constitution need not in any case be conducted before the members of a local union in open meeting under the circumstances referred to in Section 16 of this Article. The transcript of evidence and testimony adduced at the hearing upon charges so arising under Article One, Section 3, paragraph five of this Constitution shall not be read before the membership, notwithstanding any other provisions of this Constitution; the office of the International President of this Alliance, the General Executive Board, and this Alliance in Convention assembled, as set forth in Section 1 of Article Seventeen, shall have exclusive appellate authority over any appeal by the accused.

### **Section 18. Hearing**

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

### **Section 19. Member Counsel**

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

### **Section 20. Witnesses Sworn**

Whenever the accused or the Executive Board or committee so request, the testimony of any witness must be taken under oath, to be administered by the Board or Committee Chair.

### **Section 21. Interrogatories and Depositions**

If a witness be unable to attend the trial, written interrogatories and cross interrogatories, on notice to the adverse party, may be allowed upon due application to the trial body; or a written deposition of their testimony may be taken in the form of an affidavit, in which latter case such portions of it as are not denied by the adverse party shall be admitted as evidence.

### **Section 22. Transcript**

A written transcript of all testimony adduced at the hearing shall be made, provided, however, that in the event the Local elects to tape record the proceedings, such recording must be fully and

accurately transcribed by the Local in typewritten form in the event of an appeal to the International President.

### **Section 23. Report Findings**

The Executive Board or Trial Committee shall, after hearing all the evidence, render a written report of its findings as to the guilt or innocence of the accused and, if the accused be found guilty, the penalty to be imposed. A copy thereof shall be filed with the Secretary of the local union and a copy shall be served either personally or by certified mail on the accused within five (5) working days. A copy of the transcript of the evidence and proceedings at the hearing shall be available for examination by the accused or their member counsel. If so requested by the accused in writing, a copy thereof shall be furnished to the accused at their own expense. Immediately upon receipt of the transcript, the local union shall notify the accused in writing of its availability.

### **Section 24. Action by Membership of a Local Union**

At the next membership meeting of the local union but in no event sooner than twenty (20) days from the date on which the accused has been notified of the availability of the written transcript or tape recording, the report of the Executive Board or Trial Committee shall be submitted to the membership for appropriate action as hereinafter provided. The transcript of the hearing shall not be read except upon motion duly seconded and carried by a majority vote of the members present or if so requested by the accused or in any case under the circumstances referred to in Section 25 hereof.

### **Section 25. Acquittal or Conviction**

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

### **Section 26. Imposition of Penalties**

If the accused be found guilty, the membership shall then proceed to vote upon the decision of the Executive Board or Trial Committee as to the penalty to be imposed. If a majority of the members present so vote, the penalty fixed by the Executive Board or Trial Committee shall be adopted. If a majority of the members present reject the penalty decided upon by the Executive Board or Trial Committee, the membership shall then proceed to vote upon the penalty to be imposed, the members voting to expel, suspend, fine and/or reprimand.

When membership voting on the report of the Executive Board or Trial Committee is completed, available remedies within the local union shall be deemed exhausted.

### **Section 27. Where Trial Was Before Membership**

When the accused is tried before the membership as provided in Section 16, the guilt or innocence of the accused shall be determined by majority vote, and the penalty shall be imposed as prescribed in Section 26.

### **Section 28. Sentence Reported to International President**

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

**Section 29. Appeals**

Appeals may be taken from decisions upon the charges against members of this Alliance in the manner provided by Article Seventeen of this Constitution. Members shall exhaust all remedies by appeal within this Alliance and shall be bound by the decisions of its tribunals as to all their rights.

**Section 30. Apprentices**

The due process rights set forth in this Article Sixteen are applicable to Journeymen members only, not to Apprentices who are provisional members.

**ARTICLE SEVENTEEN**  
**Appeals**

**Section 1. Right of Appeal**

Any member (after exhausting the appeal procedure provided within their local union) or any local union aggrieved by the decision, rule, regulation, order, mandate, or act or omission of any officer, body or tribunal of this Alliance may appeal their or its case in the following order:

(1) from the decision, rule, regulation, order, mandate or act or omission, of the local union to the International President of this Alliance; (2) from the decision, rule, regulation, order, mandate or act of omission, of the International President to the General Executive Board; (3) from the decision, rule, regulation, order, mandate or act or omission of the General Executive Board to this Alliance in Convention assembled, and the latter body shall be the tribunal of ultimate judgment. However, in the interim, the decision, rule, regulation, order, mandate, or act or omission, of any proper officer, body, or tribunal of this Alliance shall be enforced pending disposal of appeal; except that, in the discretion of the International President or of the tribunal from which or to which the appeal is taken, the effect of any such decision, rule, regulation, order, mandate or act or omission, may be stayed pending appeal. If the report of the Executive Board or Trial Committee of the local union is not submitted to and acted on by the membership within sixty (60) days from the date of the report, any party aggrieved may file an appeal with the International President. If the International President is of the opinion that the interests of justice would be served by dispensing with membership review, they shall entertain the appeal; otherwise, they shall remand the case to the local union with such directions as they may deem appropriate to require a review by the membership.

**Section 2. Time Allowed for Filing**

Appeals from a lower to a high tribunal of this Alliance shall be cognizable only if filed within thirty (30) days after the decision. Appeals concerning nominations or elections must be made within fifteen (15) days. Local constitutions must require not more than fifteen (15) days to file appeals concerning nominations or elections, but may require less.

**Section 3. Must Be In Writing**

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

**Section 4. Copy of Appeal**

When an appeal is taken, a copy of the appeal shall be filed with the lower tribunal. Within two (2) weeks the lower tribunal shall forward to the tribunal to which the appeal is taken all the records in the case. If the appeal be from a decision rendered after trial on charges, this shall include the sworn charges, the transcript of testimony, or if a tape recording was made, the original unedited tape recording and a typewritten transcript thereof, the findings and sentence, and any additional matters of evidence on record. The correctness of the transcript, or of the tape recording and stenographic transcript thereof, and of the record as a whole shall be certified by the lower tribunal under the appropriate seal. The lower tribunal shall also answer the appeal, setting forth rea-

sons in support of its decision, and shall at the same time serve a copy of such answer by certified mail upon the appellant at the address specified in the appeal.

Decisions of an appellate tribunal shall be based entirely upon the record as a whole and evidence not introduced before the tribunal of original jurisdiction shall not be permitted.

### **Section 5. Appeal to Convention**

If appeal be entered from the decision of the General Executive Board it shall be the duty of the General Secretary-Treasurer, upon receipt of notice from the appellant, immediately to inform all interested parties that the case has been docketed for consideration by the Alliance in Convention assembled.

### **Section 6. Decisions Conclusive**

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

### **Section 7. Exhausting Internal Remedies**

The members of this Alliance further consent to be disciplined in the manner provided by this Constitution and Bylaws.

Under no circumstances shall a member resort to the civil courts until all remedies and procedures herein provided shall have been exhausted.

### **Section 8. Appellate Process**

In order for an appeal to be cognizable by the International President, all remedies within the local union, including an appeal to the membership, must be exhausted. Appeals within Locals from the decision of an officer to the executive board and from the executive board to the membership must be made within thirty (30) days. Appeals concerning nominations or elections must be made within fifteen (15) days. Local constitutions must require not more than fifteen (15) days to file appeals concerning nominations or elections, but may require less.

## **ARTICLE EIGHTEEN**

### **Charters**

#### **Section 1. Power to Grant Charters**

The power to grant charters of affiliation to subordinate local unions shall be vested in the Convention and in the International President of this Alliance when a Convention is not in session.

#### **Section 2. To Whom Granted**

A local union charter may be issued to fifteen (15) or more competent applicants who possess the qualifications for individual membership as set forth in Article One, Section 3, and Article Twenty-One of this Constitution.

#### **Section 3. Applications for Charter**

Application for charter shall be made to the General Office of this Alliance only upon the official blank prepared and furnished by the General Office for this purpose.

#### **Section 4. Charter Fee**

The fee for the issuance of a charter in this Alliance shall be One Hundred Dollars (\$100), payable as the International President of this Alliance shall direct.

**Section 5. Investigation of Applications**

All applications for charters shall be referred to the International President of this Alliance, who shall appoint an officer or member of this organization to investigate and report concerning the competency and eligibility of the applicants and the advisability of issuing the charter applied for.

**Section 6. Action Upon Application**

The International President of this Alliance, or the Convention, shall have the power to accept or reject any application for charter for any reason whatsoever, and there shall be no appeal from such action available to rejected applicants.

**Section 7. Validity of Charters**

This Alliance shall recognize as valid all charters of affiliation issued pursuant to this Constitution and Bylaws, when properly signed by the International President and General Secretary-Treasurer and bearing the official seal of the Alliance, until such time as the charter is legally revoked or suspended.

**Section 8. Acceptance of Constitution and Bylaws**

Any local union accepting and holding a charter from this Alliance, and becoming an affiliate in membership, does so only upon condition that it recognizes the supreme jurisdiction of the International Alliance and accepts the Constitution and Bylaws of the Alliance as its fundamental law, reserving to itself no rights of self-government inconsistent with the Constitution and Bylaws of the Alliance.

**Section 9. Jurisdiction of Charters**

- a. The working jurisdiction of affiliated local unions shall be expressly limited to that defined by the charters issued to them respectively by the Alliance.
- b. Unless otherwise provided by the charter issued by the Alliance to a local union, its geographic jurisdiction shall include the territory extending in any direction halfway to the nearest affiliated local union of the Alliance.
- c. When a new charter is issued by this Alliance, all members of affiliated local unions employed within the jurisdiction of such new local union must, within a period of ninety (90) days, transfer from their former local union and take out membership cards in the newly chartered local union; provided, however, that such members shall not be obliged by the new local union to pay an initiation fee in excess of Five Dollars (\$5.00). Members failing to transfer as herein provided shall be obliged to withdraw from the jurisdiction of the new local union at its demand.
- d. In the event that two large metropolitan cities be merged by law into one municipality, this merger shall have no effect upon the charters of affiliated local unions of this Alliance then existing within the merged cities.
- e. Where there are two or more affiliated local unions of this Alliance within one municipality, they may, with the approval of the International President, enter into such mutual agreement as to their respective jurisdictional rights as they elect; provided, that if such agreement contains no provisions for termination at a certain date, it may be cancelled only after proper written notice has been served by either party upon the other.
- f. If an affiliated local union fails or refuses to order its members to withdraw from the jurisdiction of another affiliated local union when ordered to do so by the International President, the local union in whose jurisdiction the member is working may file a charge with the International President against the home Local and if the home Local is found guilty of such charge after trial, it shall be subject to such penalty as the International President shall deem appropriate.
- g. Each local union, by accepting and holding a charter from the Alliance, obligates itself to make reasonable efforts to organize the employees working within its trade and geographical jurisdiction and to negotiate or cooperate with the Alliance where the Alliance is the bargaining agent to achieve collective bargaining agreements with employers covering such employees.

**Section 10. Classes of Charters and Crafts**

- a. *Stage Employees.* Full and direct stage employees charters shall be construed as conferring jurisdiction upon the local unions to which they are issued over stage carpenters, property persons, stage electricians and all other stage employees; subject, however, to such other classes of charters as have been or may be subsequently issued by the Alliance.
- b. *Moving Picture Machine Operators.* Full and direct moving picture machine operators charters shall be construed as conferring upon the local unions to which they are issued by the Alliance jurisdiction over all employees of operating rooms and operators of apparatus and any connections appertaining thereto in locations where moving pictures are exhibited and also over the operators of all spot lights in conjunction with moving picture exhibitions, when such spotlights are located within the operating room or moving picture booth, and further confers jurisdiction over the operators of all stereopticons, within moving picture booths in all cities. This jurisdiction shall not apply to the operating of stereopticons outside a moving picture booth in connection with a show as a stage effect. No member of a moving picture machine operators local union shall be permitted to operate any stage lights, scenery, or curtains from the front of the theatre operated by remote control or otherwise, where operation would displace a stage employee.

*Motion Picture Projectionists and Video Technicians* shall enjoy the same craft jurisdiction as “Moving Picture Machine Operators” local unions whether film or electronic.

- c. *Mixed Charters.* Mixed Charters shall confer upon the local unions to which they are issued the right to accept into membership any person qualified to hold any of the various positions in a theatre which are within the jurisdiction of the International Alliance. Members of such local unions are permitted to accept any position within the territorial jurisdiction of the local unions, either on the stage or in the moving picture booth, and are also permitted to go on tour in the capacity of stage employees or moving picture machine operators.
- d. *Moving Picture Camerapersons and Studio Publicists Charters.* Full and direct charter issued to all persons engaged as directors of photography and/or first camerapersons, second camerapersons, still camerapersons, industrial camerapersons, television camerapersons, camera film loaders and of any person doing work and/or photography of any nature, kind or description related to or incidental to photography.
- e. *Studio Mechanics Charters.* Full and direct charter issued to studio mechanics shall be construed as granting jurisdiction to such Locals over all persons engaged as electricians; electrical fixtures and effects; power explosives and miniature wire persons; special effects persons; property makers; miniature builders; grips; property department; property persons; upholsterers and drapers in property department.

Studio Mechanics local unions shall be permitted to send on tour with established companies to play in theatrical jurisdictions of other local unions not more than three heads of departments, provided such company heads of departments will not be permitted to displace the Local heads of departments.

Any member of any other local union of the International Alliance obtaining a position in a moving picture studio, doing work of any sort, over which this Alliance exercises control, shall be obliged to obtain the permission of the Local holding such jurisdiction or, in its judgment, shall be required to transfer their membership to the said local union, except in such cases as special exemption may be granted by the International President.

- f. *Motion Picture Studio Sound Technicians and Studio Projectionists Charters.* Full and direct charter issued to Motion Picture Studio Sound Technicians shall be construed as granting jurisdiction to members of such Locals over all persons engaged in or doing work of any nature in or incidental to the transmission of sound and carrier frequencies and recording same in the production of motion pictures; including all sound, recording employees and classifications engaged in operation, setting-up, handling, inspecting, striking, testing, temporary running, repairing, sound servicing, scoring, synchronizing, recording, reproducing, re-recording, playbacks,

## CONSTITUTION—ARTICLE EIGHTEEN

electrical transcriptions, sound public address units, acoustics amplification transmission, research, experimental development and all speech and audio frequency work of those electronic devices, including the classification of first soundpersons, second soundpersons, third soundpersons, fourth (or assistant) soundpersons, sound film loaders, sound public address operators, sound play-back operators, newsreel persons, commercial and industrial soundpersons.

This is not to include theatres, places of amusement, post-production, or jurisdiction of sister Locals of the I.A.T.S.E. of the United States and Canada.

- g. *Make-Up Artists and Hair Stylists Charters*. Full and direct charter issued to make-up artists, hairstylists and body make-up persons shall be construed as granting jurisdiction to members of such Locals over all persons engaged in applying facial and body make-up or cosmetics of any description; in creating hair styles, styling and dressing hair and wigs; in make-up laboratories; and to those persons administering preparations therefor; and to those persons directing any of the aforementioned practices for persons engaged in or appearing in motion or still pictures, wherever made.
- h. *Motion Picture Costumers Charters*. Full and direct charter issued to motion picture costumers shall be construed as granting jurisdiction to such Locals over all persons manufacturing, handling or fitting costumes and accessories appertaining thereto in locations wherever moving pictures are made, except in theatres or places of amusement.
- i. *Moving Picture Set Electricians Charters*. Full and direct charters issued to motion picture set electricians shall be construed as granting jurisdiction to such Locals over all persons engaged as motion picture studio set electricians, floor persons, lamp operators and all persons engaged on all electrical apparatus used in the making and taking of motion and still pictures except that used in sound recording in locations where motion pictures are made.

This is not to include theatres, places of amusement or jurisdiction of sister Locals of the I.A.T.S.E. of the United States and Canada.

- j. *Motion Picture Grips Charters*. Full and direct charter issued to motion picture grips shall be construed as granting jurisdiction to such Locals over all persons using motion pictures grip equipment and apparatus in connection with or appertaining thereto in motion picture studios or on locations where motion pictures are made.

This charter shall also be inclusive of Motion Picture Crafts Service workers who service the various motion picture studio crafts and shall be construed as granting jurisdiction to members of such Locals over all persons engaged as motion picture studio service and utility workers where motion pictures are made. This is not to include theatres, places of amusement or jurisdiction of sister Locals of the I.A.T.S.E. of the United States and Canada.

*Motion Picture Studio First Aid Employees* shall also be included herein.

- k. *Motion Picture Affiliated Property Craftspersons Charters*. Full and Direct charter issued to motion picture affiliated property craftspersons shall be construed as granting jurisdiction to such Locals over all persons engaged as motion picture property persons, swing-gang persons, nursery persons, set dressers, set dressers, prop makers, prop miniature persons, upholsterers, drapers, special effects persons, ship riggers, prop checkers, and all persons employed on all equipment and apparatus used in the above classifications in the making and taking of motion and still pictures, in locations where motion pictures are made.

This is not to include theatres, places of amusement or jurisdiction of sister Locals of the I.A.T.S.E. of the United States and Canada.

- l. *Treasurers and Ticket Sellers Charters*.
- m. *Theatrical Wardrobe Union Charters*.
- n. *Motion Picture Editors Charters*.

Full and direct charter issued to motion picture editors shall include all post-production sound functions and shall be construed as granting jurisdiction to members of such Locals over all

editors and/or assistant librarians, music and effects editors, sound track editors, spot title editors and all other persons employed in or doing work in any phase of motion picture editing.

This charter shall also include members employed as *Story Analysts*.

This charter shall also include *Moving Picture Laboratory Film/Video Technicians and Cine-technicians* who are employed as moving picture laboratory technicians shall be construed as granting jurisdiction to members of such Locals over all persons engaged in the development, printing and cutting, storing, shipping and care of all film used where moving pictures are made. In addition, with regard to studio cine technicians, such charter shall be construed as granting jurisdiction to such Locals over all persons, in connection with the production of motion pictures, engaged in the operation of all machine tools used in making of machine finished parts and in the making, assembling, installing, repairing, rebuilding, servicing, and maintaining of photographic, recording, laboratory, and editing equipment, and in the repairing and rebuilding of all projection equipment when removed from projection booth, and/or bases in all locations where motion and still pictures are made, and, in conformity, with the jurisdictional decisions of the International President effective November 20, 1950, jurisdiction over all machine shops and other metal shops (except sheet metal shops), and the persons employed therein, including general machinist, metal fabricators, such as welders, drill press operators, etc., molders, blacksmiths and metal polishers; over the fabrication of all metal parts, such as fire escapes, hand rails, etc., which shall be done in the general machine shop or on a fabrication site other than the shooting site; over the manufacture of metal hardware; over large machine work and over a large volume of machine work which would require the supplementing of the prop shop crew for the purpose of doing machine work only or which would require equipment not included in the prop shop in connection with the prop building.

- o. *Television Broadcasting Studio Employees Charters.*
- p. *Television Broadcasting Remote and Studio Employees Charters.*
- q. *Motion Picture Set Painters and Sign Writers Charters.* Full and direct charter issued to all persons engaged in the painting and paper hanging of motion picture sets and properties with the exception of the following murals; scenic wall paintings; portraits; skies; clouds (cloud gases included); landscapes; and properties when painting is to represent third dimension. All persons engaged in preparing, laying out, drawing and painting of main titles, inserts, trailers, narrative titles and screen advertising for motion pictures.
- r. *Motion Picture Screen Cartoonists and Affiliated Optical Electronic and Graphics Arts Charters.*
- s. *Exhibition Employees Charters.*  
Included herein are the categories of *Bill Posters, Billers and Distributors.*
- t. *Motion Picture Studio Production Technicians Charters.*
- u. *Motion Picture Script Supervisors, Production Office Coordinators, Continuity Coordinators and Production Accountants.*
- v. *Motion Picture Studio Teachers and Welfare Workers.*
- w. *Art Directors and Art Department.* Full and Direct Charter, issued to Motion Picture and Television Art Directors, shall be construed as granting jurisdiction to such Locals over Art Directors, Supervising Art Directors, Production Designers, Assistant Art Directors, Art Directors in charge of the Drafting Room and any and all other persons engaged in the direction of the preparation of sketches, drawings and designs of Motion Picture and/or Television sets and/or backgrounds and the general professional supervision of the actual execution of such drawings and designs, and the completion of sets and/or backgrounds for the approval of Producers and Employers and the guidance of Set Designers, Illustrators, Model Makers, Scenic Artists and other craftspersons, or doing work of any nature in or incidental to Art Direction or Production Design, in the production of Motion Pictures and/or Television, regardless of whether such productions are made in Studios or on locations.

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The jurisdiction includes the making of preliminary explanatory drawing and sketches for the clarification of the Art Directors' concept of set or production design.

It shall not include the making of sketches for presentation, or drawings and designs for construction purposes.

Further, this jurisdiction shall not infringe on the jurisdiction of any other Locals which may have said jurisdiction at the time said charters were issued.

This charter shall also include *Motion Picture Studio Art Craftspersons* and shall be construed as granting jurisdiction to such Locals that represent all persons engaged as matte artists, illustrators and/or sketch artists who paint, draw, or sketch mattes, insert mattes, and composites that are to be photographed for or used as part of a motion picture; also paint, draw, or sketch three dimensional illustrations for the graphic presentations of the concept of sets, parts of sets, backings, articles, landscape, matte paintings, etc., and paint, draw, or sketch continuity presentation for motion pictures other than cartoons.

This charter shall also include *Scenic Artists* to include all persons engaged in the painting and drawing of all scenic backings and all substitutes thereof; the painting and drawing of all murals and scenic wall paintings, portraits, skies, clouds (cloud gases included); landscapes; the painting and designing of all theatrical and television scenery, including such as used in Motion Picture Sets; the painting of properties when painting to represent third dimension; painting draperies, and all persons engaged in Title Artists engaged in the preparing, laying out, drawing and painting of main titles, inserts, trailers, narrative titles and screen advertising for Motion Pictures and Television; exclusive of such work done by screen cartoonists, matte artists, sketch artists and/or designers.

This charter shall also include *Set Designers and Model Makers* and shall be construed as granting jurisdiction to members of such Locals over all persons engaged in the preparation of working drawings, details and designs of any kind indicating or specifying the construction and erection of motion picture and television sets, set models, backgrounds, or any other similar elements used in connection therewith. It also shall be deemed to include persons engaged in the construction of set models used for study, research or presentation, but not for photographic purposes if covered by other Locals' jurisdiction. This jurisdiction over Set Designers and Model Makers shall not infringe on other Locals that may have jurisdiction at the time said charters are issued.

- x. *Costume Designers* charter shall be construed as granting jurisdiction to the Guild and shall cover persons who render services in the creation of the design of costumes, garments, and/or other apparel for use in motion pictures, television films, or in other related media in which the International Alliance has agreements with producers or other users of such costumes, garments or other apparel. Such charter shall include persons engaged in the designing or redesigning of costumes, garments and/or other apparel to be used in production of any such motion picture, television program, or for use in any related media in which the International Alliance has agreements, but shall specifically exclude any jurisdiction where an International Alliance Local has already become the bargaining representative.
- y. *Script Supervisors, Continuity Coordinators, Accountants and Allied Production Specialists Guild.*
- z. *Casino Hotel Employees.*
- aa. *Sound and Figure Maintenance Technicians* charters shall be construed as granting jurisdiction to such Local whose membership is employed at a place of amusement and is engaged in the installation, repair and operation of sound therein; including audio animatronics, radio repair, figure maintenance work and computer work.
- bb. *Association of Theatrical Press Agents and Managers.* Full and direct charter issued to: a) Press Agents, House or Theatre Managers, Company Managers and Marketing Directors employed in the theatre, theatrical entertainment, stock companies, variety and vaudeville

attractions, summer theatres, burlesque, television, opera, musical presentations, concerts, ballets, carnivals, circus, sport, expositions and similar exhibitions and events; b) Casting Directors employed in the motion picture, television and theatrical entertainment industries; and such other areas as may be mutually agreed upon between the International and ATPAM. This jurisdiction over Association of Theatrical Press Agents and Managers shall not infringe on the jurisdiction of Motion Picture Studio Publicists or of any other Locals that may have jurisdiction at the time such charters were issued.

- cc. *Electronics, Sound & Computer Service Technicians Charters*. Full and direct charter issued to Electronic, Sound & Computer Service Technicians shall be construed as granting jurisdiction to members of such Locals over all persons who serve and maintain equipment in entertainment establishments and business and municipal organizations, and in such venues as arts centers and business machine and video repair companies, convention centers, stadiums, hospitals and educational institutions. This jurisdiction over Electronics, Sound and Computer Service Technicians shall not infringe on other Locals that may have jurisdiction at the time said charters were issued.
- dd. *United Scenic Artists (USA Local 829)* charter issued to scenic, lighting and costume designers and scenic artists engaged in product for the legitimate theatre, and set, production and costume designers, art directors and scenic artists engaged in product for motion picture and television. However, such charter shall specifically exclude any jurisdiction where another International Alliance Local already is the bargaining agent, and, shall not infringe upon the jurisdiction of any other chartered local union of the Alliance.

This charter shall also include *Theatrical Sound Designers* and shall be construed as granting jurisdiction to any such Local over persons rendering services in the designing, the preparation of, and installation of sound equipment in all places of entertainment under the jurisdiction of this Alliance and which does not infringe upon the jurisdiction of any other chartered local union of this Alliance.

- ee. Such other charters as may be issued by the Convention or by the International President of this Alliance when the Convention is not in session.

### **Section 11. Revocation of Charters**

- a. The charter of an affiliated local union shall be automatically revoked whenever the membership of the local union falls below seven (7) members, upon whom full per capita tax is paid or below fifteen (15) members and remains so for a period of thirty (30) days, upon whom full per capita tax is paid if the charter was granted after September 1, 1978.
- b. At the discretion of the International President, the charter of an affiliated local union may be suspended or revoked without trial or appeal, whenever the total indebtedness to the International Alliance shall equal or exceed the per capita tax for two (2) quarters, provided at least thirty (30) days' notice has been given to such local union of its delinquency and calling to its attention the laws of the Alliance in such cases and of the penalty imposed thereby for such delinquency and such local union has not made payment in full of such indebtedness within such thirty (30) day period.
- c. The charter of any affiliated local union may be revoked at the discretion of the International President if at any time the local union fails to hold regular meetings, as hereafter provided. No local union so expelled shall be entitled to trial or appeal.
- d. The charter of any affiliated local union may be suspended or revoked for violations of the laws of this Alliance, as contained in this Constitution and Bylaws in the manner provided hereafter in Article Twenty.

### **Section 12. Surrender of Charters Other than by Mergers**

This Alliance shall not recognize the right of any affiliate local union to surrender a charter granted to it by the Alliance, so long as there are at least seven (7) members of the local union in good

**CONSTITUTION—ARTICLE EIGHTEEN/NINETEEN**

standing upon whom full per capita tax is paid, desirous of retaining the charter unless the charter was issued after September 1, 1978, in which case there must be at least fifteen (15) such members.

**Section 13. Transfer of Members or Mergers**

Subject to ratification by the International President, two (2) or more affiliated local unions shall have the right to transfer all or part of their respective membership to any one of such local unions provided that such action is first approved by secret vote of a majority of the members in good standing in attendance and voting at a regular meeting or voting by mail referendum, of each affected local union. Notice of such contemplated voting shall be sent by mail to every member at least fifteen (15) days prior to such meeting of the local union.

**ARTICLE NINETEEN**  
**Powers and Duties of Local Unions**

**Section 1. Title and Number**

Each affiliated local union of this Alliance shall adopt as its title: International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, Local No. (the number to be supplied by the Alliance). No local union shall be permitted to use any other number upon its stationery, forms, documents, etc., than that number appearing upon its charter. Any local union violating the provisions of this section shall be subject to a fine of not less than One Hundred Dollars (\$100) and for the continued violation shall be subject to revocation of charter.

**Section 2. Home Rule**

Home Rule is granted to all affiliated local unions of this Alliance and this shall be construed to confer upon each local union the authority to exercise full and complete control over its own affairs; provided, however, that no local union shall take any actions or adopt any laws which conflict with any portion of this Constitution and Bylaws.

**Section 3. Constitution and Bylaws**

The affiliated local unions of this Alliance may adopt individual Constitutions and Bylaws for their own government, but such laws or any proposed amendments thereto must be submitted to the International President for approval before adoption. No constitutional provision or bylaw shall be adopted by any affiliated local union without such approval by the International President.

Any local union failing to comply with the provisions of this Section shall be punishable by a fine, or suspension, or revocation of its charter.

In the event that any affiliated local union shall adopt any law without the approval hereinabove provided for or inconsistent with the provisions of this Constitution and Bylaws, such Local law shall be void and of no effect and the members of the local union shall not be bound thereby.

**Section 4. Officers**

Affiliated local unions of this Alliance shall, once every three (3) years, elect by secret ballot such officers as are necessary for the proper administration of their respective Local affairs, and these officers shall be responsible to their respective local unions and to the Alliance for the faithful performance of the duties assigned them. Immediately upon the election of its officers, each local union shall forward to the General Secretary-Treasurer of this Alliance the names and permanent mailing addresses of its President, Corresponding Secretary and Business Agent, preferably a home address, but under no circumstances in care of any place of amusement. The Secretary of each local union shall immediately notify the General Secretary-Treasurer of the Alliance of any change in the addresses of these officers. The International President shall have the authority to grant approval for "staggered" terms of office for an officer(s) of a local union when such approval is so requested by the local union in writing.

Officers of affiliated local unions must be members of such local unions, but to be eligible for elected or appointed office in any local union of this Alliance a person shall be actively engaged in the industry within the Local's jurisdiction and have worked for at least one hundred and twenty (120) days in the past thirty-six (36) months, and have been a member of that local union in continuous good standing for two (2) years, except that this provision shall not apply to any newly-chartered Locals or where such requirement has been waived in writing by the International President in special cases where the circumstances, in the International President's judgment, warrant it. Time served as an officer or employee of a local union or the International shall be applicable towards the "one hundred and twenty (120) days in the past thirty-six (36) months" requirement. The continuous good standing for two (2) years is not broken unless the member has been suspended under the Local's Constitution and Bylaws.

The term "in good standing" as used in this Constitution and Bylaws shall be construed to mean that the member has fulfilled the requirements for membership in their local union and/or the International, and has not voluntarily withdrawn from membership, nor been expelled or suspended from membership either for being in arrears in their financial obligations or for any offense after appropriate trial proceedings consistent with Article Sixteen of this Constitution and Bylaws.

### **Section 5. Meetings**

Each local union of this Alliance shall hold a regular meeting at least once each month, unless otherwise authorized by the International President; however, each local union shall have the option of holding or not holding meetings during three (3) consecutive summer months.

Whereupon failure of a local union to obtain a quorum for a general membership meeting and upon written application to the International President by the local union, the International President may reduce or waive the quorum requirement for the next general membership meeting of the Local on such terms and conditions as are just and reasonable in the circumstance as determined by the International President.

### **Section 6. Communications**

Local unions of this Alliance shall promptly answer all communications received by them from the General Office of the Alliance, from other affiliated local unions, or from individual members.

For failure to promptly answer any such correspondence, the offending local union shall be subject to disciplinary action.

Official communications directed by the General Office to the local union shall be read to the membership thereof at the next regular meeting after receipt.

### **Section 7. Quarterly Reports**

It shall be mandatory upon each affiliated local union to make a quarterly report no later than thirty (30) days following the end of each quarter. The local union shall forward to the General Office this report of its membership upon quarterly membership report forms furnished for that purpose by the General Secretary-Treasurer. All changes in the membership shall be properly recorded therein.

Local unions failing to submit correct quarterly membership reports shall be subject to disciplinary action.

### **Section 8. Report of Traveling Attractions**

Immediately upon the opening of any traveling attraction within the jurisdiction of an affiliated local union, said local union shall forward to the General Office via email, facsimile or regular mail, the report (yellow card) provided by the Alliance for this purpose, and signed by both the Local representative and traveling department heads.

**Section 9. Accident Reports**

All local unions shall immediately notify the General Office of any and all accidents sustained by persons while employed at their craft under pink contract within the jurisdiction of the local union.

**Section 10. Report of Disciplinary Action**

Each local union shall forward to the General Office a report of all charges filed against members of the local union with a statement of the local union's action thereon.

**Section 11. Reports Concerning Litigation to the International President**

Whenever any action or proceeding in a court, the Department of Labor, the National Labor Relations Board, Provincial Labour Board, or other tribunal is brought by or against a local union or its members, the local union within whose jurisdiction such action or proceeding is brought, shall immediately notify the International President, stating the nature of the matter and the progress of the case.

Local unions shall report immediately to the International President all municipal ordinances or proposed legislative enactments affecting directly or indirectly, the Alliance, of which the local union is aware.

**Section 12. Financial Obligations**

Each affiliated local union shall purchase from the General Secretary-Treasurer of the Alliance one Quarterly Receipt Stamp, priced as follows:

- Effective 1/1/25, Fifty-eight dollars (\$58.00)
- Effective 1/1/26, Sixty-one dollars (\$61.00)
- Effective 1/1/27, Sixty-four dollars (\$64.00)
- Effective 1/1/28, Sixty-seven dollars (\$67.00)
- Effective 1/1/29, Seventy dollars (\$70.00)

of which price Four Dollars (\$4.00) shall be allotted to the Defense Fund, Two Dollars (\$2.00) shall be allotted to the Convention Transportation and Per Diem Fund and as follows shall be allotted to the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation:

- Effective 1/1/25, Twenty-five cents (\$0.25)
- Effective 1/1/26, Fifty cents (\$0.50)
- Effective 1/1/27, Seventy-five cents (\$0.75)
- Effective 1/1/28, Ninety cents (\$0.90)
- Effective 1/1/29, One-dollar (\$1.00)

for each member of the local union whose name appears upon the roster of the membership of the cur-ent quarter.

The same per capita tax must be paid for each apprentice registered in the local union from the date of their original registration with the General Secretary-Treasurer of the Alliance.

It shall also be the duty of each local union to pay promptly such assessments as are levied by the Alliance pursuant to the provisions of this Constitution and Bylaws.

**Section 13. Penalties for Delinquency**

Affiliated local unions shall be subject to suspension or revocation of charter whenever they become financially delinquent to the Alliance in a sum equal to or in excess of the per capita tax for two (2) quarters, provided at least thirty (30) days' notice has been given to any such Local of its delinquency and calling to its attention the laws of the Alliance in such cases and of the penalty

imposed thereby for such delinquency and such local union has not made payment in full of the indebtedness within such thirty (30) day period.

#### **Section 14. Quarterly Dues**

It shall be compulsory for each affiliated local union of the Alliance to collect from each individual member thereof, except retired members qualifying as such under Article Fourteen, Sections 2 and 3, quarterly dues of not less than Five Dollars (\$5.00) for all Locals over and above the amount of the per capita tax, causing the proper receipt stamps to be affixed to the dues book of the individual member as evidence of such payment.

#### **Section 15. Local Contracts**

The affiliated local unions of the Alliance shall execute written contracts with Local managers and other employers regulating conditions of employment of all members within their jurisdiction.

Unless otherwise provided in this Constitution and Bylaws, each local union shall have the power to negotiate the scale of wages within its jurisdiction, and the scale of prices to be charged for building scenery, properties and stage lighting effects.

Each and every contract of employment executed by an affiliated local union must contain the following clause: "As the party of the second part is a member of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada nothing in this contract shall ever be construed to interfere with any obligation the party of the second part owes to such International Alliance by reason of a prior obligation, provided that the foregoing shall in no event be construed or applied so as to contravene any applicable Federal or State Law."

The General Office shall make available, upon request, official contract forms which may be used by local unions desiring them.

Copies of all such agreements may be forwarded to the General Office of the Alliance for filing. All local unions desiring the endorsement of their contracts by the General Office must forward to it two (2) copies thereof, together with a copy of the contract currently in effect.

Contracts entered into by affiliated local unions with any employer designated as unfair by the Alliance, or executed in violation of this Constitution and Bylaws shall be void and of no effect.

#### **Section 16. Road Cards**

Affiliated projectionist, stage, mixed, wardrobe, and make-up artists and hair stylists local unions of this Alliance shall have the right to issue official I.A.T.S.E. road cards entitling the holder to traveling privileges. In the case of an application for traveling privileges by a member who has transferred from another local union, Associated Crafts and Technicians, or Radio and Television, their period of membership in the former category shall be included in computing their total period of membership. Any such transferee who has been a member of one or more local unions of this Alliance for a period of two (2) years shall be entitled to receive a road card from their local union, regardless of the date upon which the Local was chartered.

All road cards issued by local unions confer only such traveling privileges as are within their respective craft jurisdictions.

#### **Section 17. Transfer Cards**

Local unions shall be obliged upon request to issue to any member in good standing a transfer card to enable the member to apply for admission to another affiliated local union.

Any local union wrongfully refusing to issue a transfer card upon demand shall be subject to the penalty of charter revocation.

After obtaining a transfer card from their local union, the member desiring to transfer shall, within thirty (30) days after its issuance, deposit the card with the local union with which they wish

## CONSTITUTION—ARTICLE NINETEEN

to become affiliated, which local union shall, within sixty (60) days after issuance, either accept or reject such applicant.

When a member transfers from one local union to another and has paid dues to their original local union beyond the date of their acceptance into the sister Local, the member shall be entitled to receive from the original local union a refund of all monies paid by the member for dues to that union beyond the date of their acceptance into the sister local union.

A member transferring from one local union to another shall be responsible for the payment of dues to the local union to which they transfer as of the quarter of their acceptance into that union

The original dues book issued to the transferring member must be forwarded to the General Office for proper adjustment. The General Office shall forward to the original local union of the transferring member unused stamps to replace those affixed within the original dues books of the member for all dues paid by them and refunded by the original local union to them under the provisions of this Section.

If the local union to which the member desires to transfer rejects their application, it shall return to them the transfer card. The member shall, within ninety (90) days of its date of issue, return the transfer card to the local union which issued it.

### **Section 18. Withdrawal Cards**

Affiliated local unions shall be obligated upon request to issue any paid-up member in good standing who is not under charges of misconduct and who has declared under oath that they will not continue to work in the craft of the local union to which they belong, an honorable withdrawal card. Any local union refusing to issue such withdrawal card upon request shall be subject to the penalty of charter revocation. Affiliated local unions shall refuse to reinstate or readmit to membership in the Alliance any holder of an honorable withdrawal card who has committed acts detrimental to this Alliance after the date of issue of the withdrawal card.

No holder of an honorable withdrawal card shall be reinstated or readmitted to membership by a local union unless and until the local union shall have first submitted the name of the former member to the General Secretary-Treasurer for the investigation and approval of the General Office.

### **Section 19. Traveling Attractions**

Members engaged as heads of departments on tour with a traveling attraction shall, immediately upon entering the second road stand after the production opens, receive from the Local representative the official report card, whereon they shall designate the number of Local workers whom the local union shall furnish to the traveling attraction, to be delivered into the keeping of the Local representative at the next stand. By this means, the carpenter shall always carry from one stand to the next the said report card.

The report card shall be forwarded by the carpenter of the traveling attraction via email, facsimile or regular mail to the next stand possible of delivery of the said card prior to the arrival of the attraction, the postage therefor, if any, being furnished by the local union.

It shall be the duty of every Local representative to examine the traveling cards and contracts of all members employed by traveling attractions playing within the jurisdiction of their local union.

Affiliated local unions shall furnish to traveling attractions the number of workers called for on the report cards.

The Local crew shall give the road crew every possible assistance to insure the careful and skillful staging of their attraction and after the last performance to take out and prepare the show for shipment.

Local unions after requiring members to report for duty to traveling attractions shall not dismiss them without payment for time lost.

Local unions shall insist that all departments carried by any traveling attractions must be cared for by employment of members of this Alliance under official contract. Any local union permitting an attraction to play within its jurisdiction short-crewed shall be subject to disciplinary action.

If any traveling attraction shall need the services of a traveling member under contract and a local union is unable or unqualified to furnish such a member the local union shall immediately notify the General Office stating this fact and giving the name and route of the attraction. The local union may then, but not otherwise, temporarily place a member in the vacant position at the road scale while the attraction is within its jurisdiction.

### **Section 20. Grievances**

Local unions affiliated with this Alliance shall adjust all serious grievances with employers in strict accordance with the provisions of Article Twenty-Two of this Constitution, and not otherwise.

### **Section 21. Disputes Between Local Unions**

If any affiliated local union shall have a grievance against another affiliated local union, or if there shall be a disagreement between local unions respecting their respective jurisdictions, memberships or policies, such grievances or disputes shall be referred by the local unions to the International President for decision, which shall be binding upon the local unions involved.

### **Section 22. State, Provincial and Central Labor Bodies**

All local unions of this Alliance shall secure and maintain affiliation with their respective State, Provincial and Central Labor bodies of the American Federation of Labor and Congress of Industrial Organizations or the Canadian Labour Congress. Any local union except Special Department Locals refusing to make such affiliations or withdrawing from such affiliations except by permission of the International President shall be subject to such disciplinary action as the International President may deem necessary.

### **Section 23. Trade Schools and Advertising**

No local union of this Alliance shall permit its name to be used for commercial advertising purposes or for the advancement or promotion of any trade school of any craft whatsoever. Violations of this Section shall be punished by the imposition of such penalty as is fixed by the General Executive Board therefor.

### **Section 24. Defunct Local Unions**

When an affiliated local union of this Alliance shall be dissolved by revocation of its charter, or by the surrender of its charter, for violation of its financial or other obligation, all of the property of the local union, including its funds, books, supplies, seal, and assets of any sort whatsoever shall be delivered to the Representative appointed by the International President of this Alliance to act for them in the premises and shall become property of the Alliance.

Any member or members who shall retain any property of an affiliated local union whose charter has been surrendered or revoked or who shall in any manner refuse to assist the said Representative of the International President in their administration of the funds or the property of the dissolved local union shall upon conviction be expelled or otherwise punished. It shall be the express duty of the former officers of the dissolved local union to volunteer their services in this regard to the said Representative, and they shall be held directly responsible for the faithful transmission to them of all property of the local union in their keeping.

**Section 25. Members-At-Large**

The effect of the dissolution of a local union shall be to deprive its members of the power to act as a unit thereafter, to deprive the officers of all rights and powers of their respective office; to deprive the dissolved local union of jurisdiction and of the privileges conferred by the charter issued by this Alliance. This dissolution of a local union shall not, however, in itself, deprive the individual members of the local union of their membership in this Alliance. They shall, instead, occupy the position of members-at-large, obligated to observe the laws of this Alliance governing individual members.

Within ninety (90) days after the surrender or withdrawal of the charter of any dissolved local union the members thereof may apply to the General Secretary-Treasurer for permission to retain their memberships in the Alliance. Such permission shall be granted only if the member so applying has complied fully with the foregoing provisions of this Section and has transmitted to the General Secretary-Treasurer payment of the total amount of their indebtedness to the dissolved local union at the time of its dissolution and payment in full of dues to the International at the appropriate rate, as follows:

Effective 1/1/25, One hundred and thirty-two dollars (\$132.00)

Effective 1/1/26, One hundred and thirty-five dollars (\$135.00)

Effective 1/1/27, One hundred and thirty-eight dollars (\$138.00)

Effective 1/1/28, One hundred and forty-one dollars (\$141.00)

Effective 1/1/29, One hundred and forty-four dollars (\$144.00)

of which Four Dollars (\$4.00) shall be allocated to the Defense Fund per quarter, and as follows shall be allocated to the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation per quarter, commencing from the date of dissolution of the local union:

Effective 1/1/25, Twenty-five cents (\$0.25)

Effective 1/1/26, Fifty cents (\$0.50)

Effective 1/1/27, Seventy-five cents (\$0.75)

Effective 1/1/28, Ninety cents (\$0.90)

Effective 1/1/29, One-dollar (\$1.00)

The General Secretary-Treasurer shall issue to such applicant a card attesting that the applicant is a member-at-large in the Alliance. They may apply to the General Office for road cards and transfer cards. On obtaining admission to another affiliated local union they shall surrender their cards of membership-at-large and shall thereafter be members of the local union to which they have been admitted.

Such members-at-large shall be confined to working in the community where the dissolved local union to which they formerly belonged was located unless they first obtain permission from the General Office to work under the jurisdiction of another local union.

Members of a dissolved local union who fail to apply for cards of membership-at-large within ninety (90) days after notice has been given to them by mail directed to their last known address on the records of the Alliance of the dissolution of the local union shall cease to be members of this Alliance.

Upon the formation of a new local union enjoying the charter privileges relinquished by a dissolved local union, members of the dissolved union who have retained membership-at-large in the Alliance, as above provided, shall automatically become members of the new local union, without the payment of any initiation fee.

When a Member-at-Large joins a Local of this Alliance which would protect their right to travel as a Stage Employee, such membership-at-large shall be immediately surrendered by such member except that if the Local joined is a Projectionist Local, said member shall have the option of retaining the Membership-at-Large in order to be able to travel as a Stage Employee.

**Section 26. Apprentice Members**

No Local shall be permitted to register as ‘Junior’ or ‘Apprentice’ more than one (1) person for each three (3) Regular members of the Local, and in no case shall any Local be permitted more than a total of fifty (50) such ‘Junior’ or ‘Apprentice’ members, except that the General Executive Board may permit the enrolling of additional ‘Apprentices’ by petition from the local union after determination that the additional number to be enrolled and the condition of the local union warrant such action, provided, however, that if any additional ‘Apprentices’ are requested or allowed by the General Executive Board then and in that case all of the registered ‘Apprentices’ in such local union shall automatically become Journeymen members upon completion of the apprenticeship period and no balloting shall be required as hereinafter stated. No Local shall be permitted to maintain a ‘Junior’ or ‘Apprentice’ upon its rolls in such status for a period of more than three years; except at the request of said ‘Junior’ or ‘Apprentice’ member, up to an additional twelve (12) months is allowed; due to documented injury, illness, disability, disaster, or severe hardship providing additional time for completion of apprenticeship programs and /or payment of initiation fees as necessary. At the expiration of such time, such ‘Apprentice’ or ‘Junior’ member shall be balloted upon by the membership of the local union and be accepted into full regular membership of the Alliance on receiving a favorable majority vote of the votes cast at the meeting or shall cease to have connection therewith, dependent upon the action of the membership of the local union.

Any apprentice having served in such capacity for a period in excess of two (2) years, but in no event more than three (3) years, shall be entitled to a Road Card immediately after achieving Journeyman status. They shall also be eligible for nomination to office after achieving Journeyman status.

**Section 27. Additional Revenue**

No local union of this Alliance shall be allowed to charge members of affiliated sister local unions for the privilege of working within its jurisdiction, except that any Local which obligates its own individual members to contribute a given percentage of their earnings, over and above the monthly dues, shall be permitted to collect from the members of affiliated sister local unions working within its jurisdiction the same percentage.

If a member of a Local of this Alliance works in the jurisdiction and under a contract held by a sister Local, they shall pay the same work assessment to such Local as is paid by members of the Local in which they work. If members of a Local of this Alliance work under a Pink Contract, they shall pay the same work assessment to their home Local as is paid by the members of their home Local.

If the work assessment paid to the sister Local is the same as or more than is charged by the home Local, the member shall pay nothing to their home Local.

However, if the work assessment to the home Local is greater than the assessment to the sister Local in which the member is employed, they shall first pay the sister Local its percentage and then pay the home Local the difference between such payment and the work assessment due to the home Local.

**Section 28. Limitations of Initiation Fee**

No local union of this Alliance shall be allowed to charge an initiation fee in excess of four times the highest regular weekly scale within the union’s geographical jurisdiction.

**Section 29. Names and Addresses of Members**

Each local union shall furnish to the General Office an accurate list of the names, residence addresses, telephone numbers, and email addresses of all of its members, junior members and registered apprentices, and shall provide such information at the commencement of each quarter.

**Section 30. Merger of Locals**

The International President may conduct a hearing or assign an International Representative to

## **CONSTITUTION—ARTICLE NINETEEN/TWENTY**

conduct an investigation to determine (a) whether any local union is in a position to effectively discharge its duties as a bargaining agent and perform its responsibilities as an affiliate of the Alliance, or (b) whether a merger of such local union, either alone or with one or more other local unions in similar position, into another local union of the Alliance would be in the best interests of the memberships of such local unions and the Alliance.

If the International President, based on such hearing or investigation concludes that a merger is necessary, they shall be authorized with the approval of the General Executive Board, and notwithstanding any other provisions of this Constitution, to effect such a merger with the necessary protections of the memberships of the local unions so merged.

### **Section 31. Motion Picture and Videotape Production**

With the exception of the local unions located in production cities, no affiliated Local shall commence negotiations or execute or renew a collective bargaining agreement with an employer in the areas of motion picture or tape production until it has notified the General Office in writing regarding same.

At the option of the International President an International Representative shall be assigned to participate in the negotiations. No collective bargaining agreement may be executed by such Locals unless signed by a Representative of the International.

This section shall be applicable to all forms of feature films, Movies of the Week, episodics, and long-form television, pilots, documentaries, etc. without regard to the medium used for recording same including electronic recording, digital recording or any other technological means of recording. Failure to adhere to this provision may result in suspension or revocation of charter.

### **Section 32. Exhibition and Trade Shows**

No affiliated local union shall commence negotiations or execute or renew a collective bargaining agreement with a regional or national employer in areas of exhibition, trade show and display work, until it has notified the General Office in writing regarding same. At the option of the International President, an International Representative shall be assigned to participate in the negotiations. No collective bargaining agreement may be executed by such Locals unless signed by a representative of the International.

### **Section 33. Disciplinary Action**

Failure to comply with any of the foregoing Sections of this Article shall result in such disciplinary action as may be deemed appropriate by the International President and General Executive Board.

## **ARTICLE TWENTY**

### **Discipline of Local Unions**

#### **Section 1. Grounds for Discipline**

Any affiliated local union violating the provisions of the Constitution and Bylaws or engaging in conduct that is detrimental to the advancement of the purposes which this Alliance pursues, or as would reflect discreditably upon the Alliance, or that is involved in any corruption or financial malpractice, or interferes with the performance by the Alliance of any contracts it holds or of any duties it may have as bargaining agent or the fulfillment of its legitimate objects as a labor organization in any other respects, shall be subject to the penalties imposed for such violations upon conviction therefor where specific penalties are provided in this Constitution and Bylaws, and where no specific penalties are provided, shall be subject to such penalties as may be deemed appropriate by the trial body including fine, trusteeship and/or revocation of charter. Provided, however, that the specific penalties for violation of any section of this Constitution and Bylaws shall not be

exclusive and in the event that the violation committed by the local union is of a gross and willful nature or is a repeated violation, the local union shall upon conviction be subject not only to the express penalty provided for each offense but also to such additional penalties including additional fines, trusteeship and/or revocation of charter as may be deemed appropriate by the trial body.

**Section 2. Charges**

Charges against an affiliated local union for violation of the Constitution and Bylaws of this Alliance may be preferred by any member, officer, International Officer or affiliated local union. Such charges must be in writing setting forth the offense charged and the Section of the Constitution or Bylaws alleged to be violated thereby. Charges must be made in the form of a sworn affidavit and in duplicate.

**Section 3. To Whom and When Preferred**

All charges against an affiliated local union shall be preferred to the International President of this Alliance, who shall, if the charges are cognizable, appoint a time and place for trial.

To be cognizable, charges against a local union must be filed within sixty (60) days after the offense becomes or should have become known to the person making the charge.

**Section 4. Notice**

The International President shall cause notice to be given to the proper officers of the accused local union of the time and place appointed for trial and shall cause this notice to be served with a copy of the charges upon such officers, either personally or by certified mail, at least twenty-one (21) days in advance of the date set for trial.

**Section 5. Trial**

Upon the trial of charges against an affiliated local union, the International President or an officer or representative of the Alliance designated by them for such purpose shall preside and shall accord to the representatives of the accused union and its accuser or accusers a full and fair hearing upon the merits of the case. The provisions of Article Sixteen of this Constitution, relating to the conduct of trials, shall be rigidly observed except that local unions may be represented only by elected officials.

**Section 6. Appeals**

Appeals may be taken from the decision rendered after trial upon charges against affiliated local unions in the manner provided by Article Seventeen of this Constitution. Local unions shall exhaust all remedies by appeal within this Alliance and shall be bound by the decisions of its highest tribunal as to all their rights.

**Section 7. Emergency**

The procedure in cases where a state of emergency exists in a local union as defined in Article Seven, Section 16 of this Constitution shall be as set forth therein.

**ARTICLE TWENTY-ONE**  
**Privileges and Duties of Membership**

**Section 1. Qualifications for Membership**

Applicants for membership in this Alliance must be employed in the theatrical, television, moving picture, entertainment or exhibition industries in occupations within the jurisdiction of this Alliance or must be capable of obtaining such employment, and must possess sufficient experience and ability to pass a reasonable examination upon the particulars of their respective crafts.

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Any person applying for membership in this Alliance must be of good moral character and reputation and must have been a resident for a least eighteen (18) months immediately preceding their application within the jurisdiction of the affiliated local union to which they tender their application. Such applicant shall be of legal age to engage in gainful occupation within the jurisdiction.

The requirement of eighteen (18) months' residence as above provided may, however, be waived by the General Secretary-Treasurer in special cases where the circumstances, in the General Secretary-Treasurer's judgment, warrant the same for the protection of this Alliance, its Locals or members. Any Local or Locals desiring such action shall submit reasons for same in writing to the General Secretary-Treasurer to investigate before rendering a decision.

### **Section 2. Applications for Membership**

Every application for membership must be made upon the official printed form of this Alliance, to be supplied to the applicant by the local union to which they seek admission, or on forms supplied by the International Office for direct membership in the Alliance or other form supplied by the International Office for organizing purposes.

Local unions may at their option vote upon prospective members subject to a favorable endorsement by the General Secretary-Treasurer of the Alliance, and if this endorsement is refused the application shall be rejected.

Each application submitted to the General Secretary-Treasurer shall be accompanied by a non-refundable One Hundred Dollar (\$100) processing fee.

Each application blank must be accompanied by the proper initiation fee, unless this requirement be expressly waived by vote of the local union to which the application is made.

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

Any affiliated union which admits to membership an applicant whose application has not been endorsed by the General Secretary-Treasurer shall be subject to a fine of not less than Twenty-Five Dollars (\$25.00).

### **Section 3. Examination of Applicants**

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

### **Section 4. Voting on Applicants**

Applicants who have complied with the preceding Sections of this Article and who are, therefore, eligible for membership, shall be proposed for admission at a regular meeting of the local union.

Such applicants shall not be present when their names are proposed for membership and open discussion shall be permitted. The members of the local union shall then proceed to vote upon the applicants and the members shall vote to reject or accept the names proposed, but in no event shall a local union be permitted to require more than a majority vote of the members present at any regular meeting to admit an applicant to membership.

### **Section 5. Obligations of Membership**

Every applicant for membership in this Alliance, whose application has been favorably balloted upon by a local union, shall, before being inducted into membership, be required to read

thoroughly the Constitution and Bylaws of this Alliance and of the local union, obtaining such instructions thereon as they shall request from the officers of the local union. The laws of this Alliance and of the local union shall be binding upon the individual members thereof and each member shall be deemed to have consented to be governed thereby.

Upon induction into membership new members shall swear or affirm their intention to observe the provisions of this Constitution and Bylaws and the Constitution and Bylaws of the local union and to accept such laws as conclusive of their rights within this Alliance.

**Section 6. Date of Membership**

Membership in this Alliance shall commence from the date of the registration of the member with the General Secretary-Treasurer or the date of the General Secretary-Treasurer's endorsement of the application, whichever is later.

**Section 7. Working Privileges**

No member of this Alliance may accept a position without first obtaining a working card from their local union. Such working cards shall confer upon the recipients the privilege to work within the territory over which the issuing local union enjoys jurisdiction.

All members of this Alliance operating under the Local or Alliance working cards must confine their work directly to that territory over which their particular union enjoys jurisdiction unless permission to work in the jurisdiction of a sister local union be first secured in writing from the local union enjoying such jurisdiction. Any member violating this provision shall be subject to disciplinary action.

Any member of this Alliance engaging in work in the jurisdiction of any local union other than the local union of which they are a member shall be subject to the rules and laws of the local union within whose jurisdiction they are employed.

No member of this Alliance shall be permitted to work outside of the jurisdiction of the local union of which they are a member, for a period of at least two (2) years after their admittance to membership.

**Section 8. Refusal to Withdraw from Jurisdiction**

Any member who refuses to withdraw immediately from the jurisdiction of a sister local union when so ordered by the local union of which they are a member shall, upon being found guilty thereof, be subject to fine, suspension or expulsion.

**Section 9. Traveling Privileges**

Members of this Alliance shall be entitled to obtain from their respective local unions road cards entitling them to traveling privileges in the manner set forth in Section 19 of Article Nineteen of this Constitution.

**Section 10. Transfer Privileges**

Members of this Alliance shall be entitled to transfer privileges as set forth in Section 17 of Article Nineteen of this Constitution.

**Section 11. Financial Obligations**

Members of this Alliance shall be obligated to meet the financial obligations properly imposed upon them by their respective local unions.

## **CONSTITUTION—ARTICLE TWENTY-ONE**

Members may be suspended or expelled without trial by local unions for non-payment of dues and other financial obligations. In no event shall a member be expelled unless they have been delinquent for a period of more than six (6) months and unless such member has been given at least ten (10) days' written notice, by certified mail directed to their home address as last entered in the records of the Local that they will stand expelled unless payment of their arrears is made within such ten (10) day period. Such notice must itemize by amount, date and nature of the indebtedness, the outstanding financial obligations of the member for the non-payment of which the notice is being sent.

Each member shall be provided by the local union with a dues book in which shall be affixed stamps attesting their payments as provided in Section 14 of Article Nineteen of this Constitution. When a member loses their dues book, they shall notify their Local Secretary in writing in the form of an affidavit, reciting clearly the manner in which the book was lost and the number of stamps contained in the book at the time it was lost. The Local Secretary shall send this affidavit to the General Secretary-Treasurer, who shall issue a duplicate book which shall bear a rubber stamp stating it is a duplicate book and designating the quarters in which stamps had been affixed in the original book. Any member of this Alliance who files a false affidavit shall be fined not less than Twenty-Five Dollars (\$25.00) upon conviction.

### **Section 12. Forfeiture of Membership**

Membership in this Alliance may be forfeited for non-payment of dues or other financial obligations, by expulsion, for failure to apply for membership-at-large on the dissolution of a local union as provided in Section 25 of Article Nineteen of this Constitution, and such other manner as in this Constitution and Bylaws provided.

No members of this Alliance shall be expelled or suspended, save for non-payment of dues or other financial obligations and failure to apply for membership-at-large upon the dissolution of a local union, unless such member has been accorded a fair trial in the manner set forth in Article Sixteen of this Constitution.

### **Section 13. Withdrawal from Membership**

A member desirous of withdrawing from membership in this Alliance may do so by sending a letter of resignation to the affiliated local union to which they belong or to the General Office of the Alliance if they are not a member of an affiliated local union and in such case, the resignation shall become effective upon receipt of such notice of resignation. A member so resigning shall forfeit all rights, benefits and privileges incident to membership in the Alliance or to the affiliated local union to which they belong at the time of such resignation.

Any member in good standing who wishes to withdraw from membership in the Alliance on the basis of the issuance of an honorable withdrawal card may do so in the manner provided in Section 18 of Article Nineteen of this Constitution.

### **Section 14. Reinstatement or Readmission of Members**

Former members who have been expelled from this Alliance for failure to pay financial obligations, may be reinstated at the option of the local union provided the Local pays to the International all per capita and the member pays to the Local all dues or assessments accrued during the period of expulsion.

Former members who hold honorable withdrawal cards may be readmitted to membership, provided the Local pay to the International all per capita and the person pays to the Local all dues and assessments accrued from the start of that person's withdrawal until their readmission to the International; but that repayment shall not exceed the total of eight (8) quarters per capita and eight (8) quarters of Local dues and assessments. Canadian persons readmitted under this Section may, at the option of the Local, be reinstated with their original initiation date.

Former members may be readmitted or reinstated in accordance with the above only upon application for membership and in the manner set forth in Section 2 of this Article, with the exception that no membership application or processing fee shall be required; provided, however, that where the Constitution so provides, former members who were expelled may be refused readmission or reinstatement to the Alliance for a certain fixed period or indefinitely.

Former members who hold honorable withdrawal cards issued by this Alliance may be readmitted to membership, without examination, by a majority vote of the local union to which such persons apply.

Members of a dissolved local union who have failed to apply for recognition as members-at-large of this Alliance as provided in Section 25 of Article Nineteen of this Constitution, shall be classed as members expelled for non-payment of dues for the purposes of this Section.

No local union shall be permitted to reinstate or readmit anyone to membership without first submitting the name of the former member, with the cause of loss of membership, to the General Secretary-Treasurer for investigation and approval of same.

## **ARTICLE TWENTY-TWO**

### **Strikes and Road Calls**

#### **Section 1. Disagreement With Employer**

In the event of a serious disagreement between a local union and an employer, the affected local union shall first try to obtain an equitable settlement by conversations with the employer or their representatives. If such settlement cannot be obtained, the local union shall promptly advise the International President of this Alliance of the circumstances, which the International President shall cause to be thoroughly investigated in an endeavor to consummate amicable adjustment. In the event that only the affected local union is involved in the dispute it shall not be necessary to so advise the International President.

#### **Section 2. Controversy Adjusted By Alliance**

The International President or their representative shall endeavor to adjust any controversy with an employer referred to the International President by an affiliated local union, but the International President or their representatives shall not have the power to consummate an adjustment of the controversy unless such adjustment meets with the approval of the affected local union.

#### **Section 3. Authorization to Strike**

In the event that the International President or their representatives cannot obtain an amicable adjustment of the controversy, and if in the opinion of the International President a strike would be justified under all circumstances, the International President shall be empowered to authorize the affected local union to call such strike in the manner hereinafter provided. Where, however, the controversy concerns a strike including the employees of three or more theatres, then the International President cannot call a strike except with the consent of the General Executive Board. Any affiliated local union before engaging in a strike with any employer that has an agreement with any other affiliated Local must notify the International and obtain its approval.

#### **Section 4. Newly Chartered Local Unions**

Except by consent of the General Executive Board, no local union shall be permitted, during a period of one (1) year from the date of issuance of its charter, to make demands upon an employer which might result in a strike or lock-out; but this restriction shall not be construed to prevent such local union from insisting upon compliance with the provisions of this Constitution and Bylaws. Newly chartered local unions shall be free to strike without the consent of the General Executive Board if no other local union of the Alliance is in any way affected by said strike.

## CONSTITUTION—ARTICLE TWENTY-TWO

### **Section 5. Strike Vote**

Within twenty-four (24) hours of receipt of the International President's authorization to strike, in any case requiring authorization, the President of the affected local union shall designate a time at which the local union shall meet to vote upon the calling of a strike and shall notify all members of the time, place and purpose of such meeting.

No member who has not been in good standing for a period of at least six (6) months shall be permitted to vote upon the question of striking.

A three-fourths majority of the total number of members present entitled to vote shall be required to legally carry a motion to call a strike; provided, however, that the proper Local officer or officers shall have the power to order a strike to enforce compliance with the provisions of this Constitution and Bylaws or with the instructions of the International President or their duly accredited representatives.

### **Section 6. Notice to General Office**

In the event of a strike requiring authorization by this Alliance, the President of the affected local union, after receiving said authorization, shall promptly notify the General Office of the action taken, the number of union members affected, and the number of non-members concerned.

### **Section 7. Obeying Strike Call**

The individual members of this Alliance agree to be bound by its laws in the conduct of their relationship with their employers and to place their obligation to this Alliance above all other obligations insofar as this be lawful.

Any member who fails to obey a strike call of their local union shall be subject to fine, suspension or expulsion upon conviction.

Any member who has been called out on strike and returns to their employment before the strike shall have been officially declared terminated by this Alliance, in the event of a strike requiring authorization, shall be fined, suspended or expelled upon conviction.

### **Section 8. Official Road Call**

No member of this Alliance in the employ of a traveling attraction shall refuse to render service to an employer because of any strike or lock-out which may obtain in any theatre or place of amusement unless presented with the official road call issued by this Alliance and bearing the signature of the International President or an Assistant to the President and the seal of the Alliance, under penalty of being adjudged guilty of having violated the notice clause of the official road call and being subjected to the penalty provided for such an offense.

### **Section 9. Compensation for Answering the Official Road Call**

Any traveling member who answers the official road call shall sign a form to be supplied by the General Office and issued to them by the Local Business Agent, specifying the amount of time lost thereby and the circumstances under which they obeyed the call, and upon presentation of this form to the General Secretary-Treasurer they shall be compensated by this Alliance for the time lost at the rate of one-half of the daily minimum road scale for the department in which the member is employed.

### **Section 10. Discharge of Member for Obeying Road Call**

Any member who shall be discharged from their position with a traveling attraction because of their obeying the official road call shall be protected by the local union presenting the call and shall be returned to their home at the expense of such local union, for which the local union shall be reimbursed by the General Office.

Should any employer discharge a member of the Alliance for refusing to work in an unfair theatre or place of amusement wherein the road call is in effect, the International President shall order all local unions to refuse to work for the said employer until all differences are satisfactorily adjusted.

**Section 11. Refusal to Obey Road Call**

This Alliance shall cause to be immediately expelled from membership any member who, after having been properly presented with the official road call, shall enter any theatre or place of amusement against which the said official road call may be operative without the sanction of this Alliance.

**Section 12. Road Call During Strike**

Affiliated local unions possessing the official road call shall be permitted to exercise their own discretion in enforcing this call during a strike or lock-out.

**Section 13. Unauthorized Road Call**

No local union of this Alliance shall be permitted to call out traveling members except in observance of the official road call properly presented, or under direct instructions of the International President. Any local union violating this Section shall be subject to a fine of not less than Two Hundred and Fifty Dollars (\$250), plus reimbursement of salary lost by any members illegally withdrawn from employment with a traveling attraction.

**Section 14. Illegal Strikes**

Any local union which issues a strike call without complying with the provisions of this Article shall be subject upon conviction to be fined or to suffer suspension or revocation of its charter. This section shall not apply to strikes involving only the local union calling the strike.

Any member or group of members of a local union engaging in an unauthorized strike when approval of the International is required pursuant to this Article, shall be subject to be fined, suspended or expelled upon conviction.

Picketing of any employer in any situation involving one or more Locals other than the Local engaged in such picketing shall be subject to Sections 1, 2 and 3 hereof except that if the picketing is not accompanied by a strike, it shall not require a vote of membership approval as set forth in Section 5.

**Section 15. Strike in Support of Affiliate**

If a local union upon receiving an order from the General Office to withdraw its members in support of an affiliated organization so desires, such order shall be held in abeyance until the entire controversy has been investigated by an International Officer.

**Section 16. Financial Support**

No affiliated local union of this Alliance shall be permitted to solicit financial assistance from another affiliated local union through any medium whatsoever unless endorsement is first obtained from the International President of the Alliance.

**Section 17. Termination of Strikes**

A strike called by a local union requiring no authorization by this Alliance pursuant to this Article may be terminated by a majority vote of the members of the affected local union. A strike requiring authorization of this Alliance may be terminated by a majority vote of all affected members upon the sanction of the International President.

Upon the termination of any strike the affected local union shall notify its members of such termination. Any member who continues to remain on strike after receiving notification to return to work shall be, upon conviction, fined, suspended or expelled; provided that if there be a doubt as

**CONSTITUTION—ARTICLE TWENTY-TWO/TWENTY-THREE/TWENTY-FOUR**

to whether or not a strike is terminated or still in progress the International President shall have the power to decide the issue.

**ARTICLE TWENTY-THREE**  
**Responsibility of International**

- a. The Alliance shall not be liable or responsible for any of the activities, actions or omissions of any affiliated Local or its officers, employees, representatives, agents or members unless same is expressly authorized or directed by the International President or the General Executive Board or the Convention or an International Representative acting with the express authority of the International President or the General Executive Board or the Convention.
- b. The Alliance, by the issuance of strike or picketing authorization to any Local or the furnishing of financial assistance, assumes no responsibility for the actions or activities of such Local, its officers, employees, representatives, agents or members contrary to state or federal law or in violation of contract.
- c. Only members of the General Executive Board of the Alliance are authorized to be agents for the service of process upon the Alliance. Local unions, their officers, employees, representatives, agents or members are not authorized to act as agents of the International for service of process upon the Alliance. No general agency relationship exists between the Alliance and its affiliated local unions for any purpose whatsoever.
- d. An endorsement or approval by the General Office of an amendment to the Constitution and Bylaws of an affiliated Local or the approval by the Alliance of any contract entered into by an affiliated Local shall not be deemed to impose any liability on the Alliance nor shall said approval or endorsement be construed to mean that the Alliance has become party to such contract.

**ARTICLE TWENTY-FOUR**  
**Amendments**

**Section 1. Constitution**

This Constitution shall be amended or altered only by the duly elected delegates of this Alliance in Convention assembled.

**Section 2. Bylaws**

The Bylaws of this Alliance may be amended:

- a. By referendum.
- b. By the duly elected delegates of this Alliance in Convention assembled.
- c. By unanimous vote of the General Executive Board.

**Section 3. Requisites**

No alteration or amendment to this Constitution and Bylaws shall be made by a Convention of this Alliance unless it be proposed in typewritten form and enacted into law by receiving at least a majority of the votes of all delegates present in favor of such alteration or amendment.

Unless submitted by or with the consent of the General Executive Board, all such proposed alterations or amendments must be filed with the General Office in duplicate and in typewritten form at least fifteen (15) days prior to the opening of the Convention. No proposal not thus presented shall be submitted to the Convention without the unanimous consent of the delegates. However, if any such proposal originates at a District Meeting during the week preceding the opening of the Convention, the same may be submitted before 6:00 p.m. of the Monday on which the Convention convenes.

**Section 4. Home Rule**

Provided, however, that in order to repeal the principles of Home Rule, which have been endorsed by this Alliance, it shall require two-thirds vote of the delegates present at any Convention at which such repeal is proposed.

**Section 5. Labor Legislation**

The General Executive Board is authorized and empowered, with the consent of the International President, to enact, revoke, suspend, cancel or amend any portion of the Constitution, Bylaws and laws of the International Alliance, which they may deem necessary or desirable for the protection of this Alliance, its local unions or members, in the light of governmental legislation affecting labor and organizations of labor, such action to take effect as of the time of the adoption thereof, or at such other time as may be by them determined. Provided, however, that any such action taken by the General Executive Board and the International President pursuant hereto shall not remain in effect beyond the close of the next regular Convention of the International Alliance, unless said Convention approves the same; and provided, further, that no such action shall in any way repeal the principle of home rule endorsed by this Alliance or deprive a local union of home rule granted to it under the Constitution of this Alliance and as therein defined.

**Section 6. Political Action Committee**

The Alliance shall maintain a Political Action Committee (PAC) in compliance with all relevant laws for the purpose of raising funds for contributions as may be approved by a majority of the Committee and to address issues necessary for the welfare of IATSE members.

**ARTICLE TWENTY-FIVE**

**Permanency**

This Alliance shall not dissolve while there are seven (7) dissenting affiliated local unions, nor shall this Article of the Constitution be subject to any alteration or amendment whatsoever.

**ARTICLE TWENTY-SIX**

**Definitions**

**Section 1. Plural and Singular**

In this Constitution and Bylaws the plural shall include the singular and the singular shall include the plural.

**Section 2. General Office**

The term General Office as used in this Constitution and Bylaws shall be construed to refer to the appropriate International Offices and their respective staffs at the Official Headquarters of the Alliance.

**Section 3. Good Standing**

The term “in good standing” as used in this Constitution and Bylaws shall be construed to mean that the member has fulfilled the requirements for membership in their local union and/or the International, and has not voluntarily withdrawn from membership, nor been expelled or suspended from membership either for being in arrears in their financial obligations or for any offense after appropriate trial proceedings consistent with Article Sixteen of this Constitution and Bylaws.

**Section 4. Home Rule**

The term “home rule” as used in this Constitution and Bylaws shall be construed to mean the right of local unions to exercise control of their respective members and over their respective jurisdictions under and subject to the laws of this Alliance in special cases made and provided.

**Section 5. Jurisdiction**

The term “jurisdiction” as used in this Constitution and Bylaws shall be construed to mean the sphere of control over employment in certain crafts within certain defined geographical areas.

**Section 6. Member**

The term “member” as used in this Constitution and Bylaws shall include the Officers of local unions of the Alliance. All charges against an officer of a local union shall be filed under Article Sixteen of the International Constitution and Bylaws and not under Article Fifteen.

**Section 7. Unfair Employer**

The term “unfair” as used in this Constitution to indicate the attitude of an employer shall not be construed to mean fraudulent or dishonest, but merely an attitude of refusal upon the part of the employer to comply with the conditions upon which union members consent to remain in their employ.

**Section 8. Alliance**

The term “Alliance” as referred to in this Constitution and Bylaws shall be construed to refer to the International.

**ARTICLE TWENTY-SEVEN**  
**Indemnification of Officers**

The International Officers and Representatives of the Alliance and their heirs, executors, administrators or other legal representatives shall be and are indemnified and saved harmless from and against any and all loss or liability, costs, charges, and expenses sustained or incurred by them in connection with any claim, suit, action or proceeding commenced or asserted against them or by reason of any acts or omissions on their part arising from or related to the discharge of their duties as such Officers or Representatives of the Alliance provided, however, that the foregoing shall not apply to or cover any Officer or Representative with respect to any matter or thing wherein they are adjudged liable by reason of dishonesty, willful misconduct, acting in bad faith or other breach of fiduciary duty. The Alliance may purchase and maintain such insurance as the General Executive Board shall determine to cover itself for such indemnification, and the Officers and Representatives of the Alliance, at their own expense, may purchase no-recourse insurance if available for their own benefit and protection.

**RULES AND REGULATIONS**  
OF THE AFFILIATED DEPARTMENTS OF THE I.A.T.S.E.

**SPECIAL DEPARTMENT AND ALLIED CRAFTS:**

1. The Special Department, the organization of which was authorized and directed by the General Executive Board, shall consist only of Special Department Locals.
2. In those cities where there are local unions of the International Alliance in existence and functioning, Locals of film exchange employees and Locals of theatrical employees shall be organized, as determined by the International President.
3. Each Special Department local union shall adopt the appropriate title as designated on its charter of affiliation.
4. Applicants must be bona fide employees in the classification specified, at the time application is made.
5. The International President, whenever necessary or expedient, may provide that there shall be a separate branch for each borough, section or other geographic subdivision of a large city or metropolitan area.
6. It shall be within the discretion of the local union to fix the amount of the Initiation Fee. Said Initiation fee shall in no event be less than Twenty Dollars (\$20.00) for each applicant, Ten Dollars (\$10.00) of which shall be sent to the General Office as a non-refundable application processing fee.
7. The maximum monthly dues of Special Department Locals shall be Thirteen Dollars (\$13.00) unless approval has been obtained from the International President for a higher rate. The quarterly per capita tax payable by Special Department Locals shall be as follows:

Effective 1/1/25, Twenty-two dollars and fifty cents (\$22.50)

Effective 1/1/26, Twenty-three dollars and fifty cents (\$23.50)

Effective 1/1/27, Twenty-four dollars and fifty cents (\$24.50)

Effective 1/1/28, Twenty-five dollars and fifty cents (\$25.50)

Effective 1/1/29, Twenty-six dollars and fifty cents (\$26.50)

of which Three Dollars (\$3.00) per member per quarter shall be allocated to the Defense Fund, and as follows shall be allocated to the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation per member per quarter:

Effective 1/1/25, Twenty-five cents (\$0.25)

Effective 1/1/26, Fifty cents (\$0.50)

Effective 1/1/27, Seventy-five cents (\$0.75)

Effective 1/1/28, Ninety cents (\$0.90)

Effective 1/1/29, One-dollar (\$1.00)

However, Special Department Theatre Locals and Arena Area employees shall pay a quarterly per capita tax of:

Effective 1/1/25, Fifteen-dollars (\$15.00)

Effective 1/1/26, Sixteen-dollars (\$16.00)

Effective 1/1/27, Seventeen-dollars (\$17.00)

Effective 1/1/28, Eighteen-dollars (\$18.00)

Effective 1/1/29, Nineteen-dollars (\$19.00)

## CONSTITUTION—RULES AND REGULATIONS

of which Three Dollars (\$3.00) per member per quarter shall be allocated to the Defense Fund and as follows shall be allocated to the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation per member per quarter:

Effective 1/1/25, Twenty-five cents (\$0.25)

Effective 1/1/26, Fifty cents (\$0.50)

Effective 1/1/27, Seventy-five cents (\$0.75)

Effective 1/1/28, Ninety cents (\$0.90)

Effective 1/1/29, One-dollar (\$1.00)

8. Special Department Locals shall have the right to hold their own meetings, to elect their own officers and to maintain their own funds.
9. The rules and regulations hereinabove set forth shall be subject to additions, modifications, alterations or repeal, from time to time, as shall, in the judgment of the International President seem proper or expedient to the end that the purposes of the International Alliance may be furthered and promoted.
10. Ratification of any agreement negotiated by a Special Department Local shall require only a favorable vote of a simple majority of the members voting in said contract ratification called by such Local on notice to the members in good standing of such Local. Any provision in any Constitution or Bylaws of a Special Department Local in conflict with the foregoing, shall be null and void.

### **SPECIAL BRANCH DEPARTMENT:**

1. This Department shall comprise those persons who are employed in non-craft and non-technical positions within the jurisdiction of the Alliance in units represented by the Alliance for collective bargaining purposes and who hold direct membership in the Alliance.
2. The initiation fees and dues for members of this Department shall be as fixed and determined from time to time by the International President with the consent and approval of the General Executive Board.
3. Delegates to the International Convention shall be elected by the membership of this Department by a secret ballot vote after they have been given a reasonable opportunity to nominate candidates. The number of delegates to be so elected shall be determined as follows: one (1) delegate for the Department and one (1) additional delegate for every one hundred (100) members or major fraction thereof, based upon the average membership in the Department for the period between Conventions. Delegates of this Department shall be entitled to compensation on the same basis and in the same manner as other delegates.
4. Except as otherwise provided herein, the rules and regulations governing the Radio and Television Department shall apply to this Department insofar as the same may be applicable.

### **RADIO AND TELEVISION DEPARTMENT:**

1. Pursuant to the authority and with the consent and approval of the General Executive Board, there is hereby established a Radio and Television Department of the International Alliance, to be known as "The Radio and Television Department of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada."
2. The Radio and Television Department of the International Alliance shall exist and function under the rules and regulations hereby enacted, subject to such additions, amendments, modifications, alterations or cancellations, from time to time, as shall, in the judgment of the International President, seem proper or expedient to the end that the purposes of the International

Alliance may be furthered and protected. Any such additions, amendments, modifications, alterations or cancellations shall become effective immediately upon their enactment and shall continue in force unless and until disapproved by the General Executive Board.

3. Whenever and to the extent deemed necessary or expedient, the International President may provide that there shall be a separate branch or separate branches of the Radio and Television Department in any geographical territory, area, section or district, and may grant to any such branch the right, subject to these rules and regulations and any amendments thereof, to hold meetings of its members in units determined to be appropriate for the business at hand and to elect an Executive Council to function as officers of the branch in accordance herewith.
4. Applicants for membership in the Radio and Television Department must be employed in or capable of obtaining employment in any craft, classification, trade, position, or occupation in the radio and television industry. They shall meet the qualifications for membership provided generally by the laws of the International Alliance, wherever the same may be applicable, unless compliance with such qualifications shall in special cases, be waived or dispensed with by the International President. Membership applications shall be on printed forms supplied by the Alliance and are to be filed with the General Office. If the applicant is found to be acceptable for membership, a card shall be issued to them attesting to their membership in the Radio and Television Department of the International Alliance.
5. Applicants accepted into membership in the Radio and Television Department shall be obligated to observe the laws of the International Alliance governing individual members, wherever and whenever said laws are applicable, enjoying all the privileges and performing all of the duties of members of the Radio and Television Department of the International Alliance, subject to these rules and regulations and any amendments thereto.
6. The initiation fee required to be paid by Radio and Television Department applicants shall be Three Hundred and Fifty Dollars (\$350) of which Twenty-Five Dollars (\$25.00) shall be the processing fee, for each applicant provided, however, that at the discretion of the International President, consideration may be given to refunding part of this fee to Radio and Television Department members who subsequently become members of affiliated local unions. The quarterly dues of Radio and Television Department members shall be as follows:

Effective 1/1/25, One hundred and thirty-two dollars (\$132.00)

Effective 1/1/26, One hundred and thirty-five dollars (\$135.00)

Effective 1/1/27, One hundred and thirty-eight dollars (\$138.00)

Effective 1/1/28, One hundred and forty-one dollars (\$141.00)

Effective 1/1/29, One hundred and forty-four dollars (\$144.00)

or one and one-half percent (1½%) of contract scale, whichever is greater, of which Four Dollars (\$4.00) per member per quarter shall be allocated to the Defense Fund and as follows shall be allocated to the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation per member per quarter:

Effective 1/1/25, Twenty-five cents (\$0.25)

Effective 1/1/26, Fifty cents (\$0.50)

Effective 1/1/27, Seventy-five cents (\$0.75)

Effective 1/1/28, Ninety cents (\$0.90)

Effective 1/1/29, One-dollar (\$1.00)

The initiation fee may be waived or reduced in special cases where in the opinion of the International President, circumstances warrant.

## CONSTITUTION–RULES AND REGULATIONS

The quarterly dues of Telecharge members shall be as follows:

- Effective 1/1/25, Seventy-two dollars (\$72.00)
- Effective 1/1/26, Seventy-three dollars (\$73.00)
- Effective 1/1/27, Seventy-four dollars (\$74.00)
- Effective 1/1/28, Seventy-five dollars (\$75.00)
- Effective 1/1/29, Seventy-six dollars (\$76.00)

of which Four Dollars (\$4.00) per member per quarter shall be allocated to the Defense Fund and as follows shall be allocated to the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation per member per quarter:

- Effective 1/1/25, Twenty-five cents (\$0.25)
- Effective 1/1/26, Fifty cents (\$0.50)
- Effective 1/1/27, Seventy-five cents (\$0.75)
- Effective 1/1/28, Ninety cents (\$0.90)
- Effective 1/1/29, One-dollar (\$1.00)

Telecharge members shall not be required to remit an initiation fee.

All initiation fees, dues and other income received in accordance herewith from members of the Radio and Television Department shall be allocated to the General Fund.

7. Members of the Radio and Television Department and every branch established hereunder, shall be directly responsible to and shall function under the supervision and subject to the approval of the International President (or a representative or organizer appointed by the International President), in respect to all matters relating to collective bargaining, controversies with employers, working privileges, membership status, and in any other matters affecting the welfare of the Radio and Television Department and the International Alliance and the members thereof.
8. Delegates to the International Convention shall be elected by the membership of the Radio and Television Department by secret ballot vote after they have been given a reasonable opportunity to nominate candidates. The number of delegates to be so elected shall be determined as follows: one (1) delegate for the Radio and Television Department and one (1) additional delegate for every one hundred (100) members or major fraction thereof resident in the United States and one (1) additional delegate for every one hundred (100) members or major fraction thereof resident in Canada, based upon the average membership for the period between Conventions. Delegates to the Radio and Television Department shall be entitled to compensation on the same basis and in the same manner as other delegates.
9. For purposes of Article Seven, Section 16(d) of the International Constitution and Bylaws, the R&T, ACT, CGI and Telecharge Departments shall be deemed to be local unions.

### **ASSOCIATED CRAFTS AND TECHNICIANS (A.C.T.), COMPUTER GENERATED IMAGERY (C.G.I.), TELECHARGE, AND VISUAL EFFECTS (VFX) DEPARTMENTS:**

1. These Departments shall comprise those persons employed in jobs within the jurisdiction of the Alliance in units represented by the Alliance for collective bargaining purposes and who hold direct membership in the Alliance, in those cases where the jobs so held do not fall within the scope of the jurisdiction of existing local unions, or, where the local union normally having jurisdiction over such jobs, has failed, after being given due and reasonable notification, to organize such jobs.
2. Unless otherwise fixed and determined by the International President with the consent and approval of the General Executive Board, the initiation fees and dues for members of these

## CONSTITUTION-RULES AND REGULATIONS

Departments shall be the same as the initiation fees and dues for members of the Radio and Television Department.

3. Delegates to the International Convention shall be elected by the membership of these Departments by a secret ballot vote after they have been given a reasonable opportunity to nominate candidates. The number of delegates to be so elected shall be determined as follows: one (1) delegate for the Department and one (1) additional delegate for every one hundred (100) members or major fraction thereof, based upon the average membership in the Department for the period between Conventions. Delegates of these Departments shall be entitled to compensation on the same basis and in the same manner as other delegates.
4. Except as otherwise provided herein, the rules and regulations governing the Radio and Television Department shall apply to these Departments insofar as the same may be applicable.

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

**ARTICLE ONE**

**Section 1. Working Conditions in General**

The individual members of this Alliance have agreed upon the conditions of employment concerning wages, working hours and jurisdictional prerogatives contained in this Constitution and Bylaws and have agreed to be governed by these laws in any case in which they have application. Any member who violates any of the rules governing the conditions of their employment, or who fails to report such violations on the part of others, or who directly or indirectly aids an employer who does not maintain the standards set forth in this Constitution and Bylaws, consents to be penalized in accordance with the provisions of this Alliance for the discipline of its members.

**Section 2. Engaging Heads of Departments**

All heads of departments in theatres shall be engaged by the owner or manager thereof or by the duly appointed representative of the owner or manager. Under no circumstances shall the property person or electricians be considered as the assistant to the carpenter.

**Section 3. Handling of Equipment**

No person shall be permitted to handle or direct the placing of scenery, properties, electrical effects, sound equipment, projection apparatus, P.A. systems, or other theatrical equipment, where such action will displace a member of this Alliance from employment.

**Section 4. Electrical Apparatus**

All electrical apparatus carried by and used in any production during the presentation of such production shall be handled and operated only by members of this Alliance. In addition, the operation of sound and slide projection shall be functions apart and distinct from all other functions in the electric department, provided it shall not infringe on the rights of projectionists in the operation of motion picture projection equipment.

**Section 5. Blacklisting**

Any conspiracy, connivance or understanding on the part of any employers to bar any member of this Alliance from procuring employment shall be construed as blacklisting.

Members of this Alliance who are victims of such practice shall immediately notify their local union thereof. If the local union upon investigation finds the charges justified it shall at once forward authentic proof and full particulars to the General Office, whereupon such action shall be taken by the General Office as will most speedily suppress the practice.

Any local union failing to carry out the requirements of this Section shall be fined One Hundred Dollars (\$100).

**Section 6. Automation**

All automation shall be handled along strict department lines, that is, equipment being automated shall belong in that department which would have handled it had there been no automation.

## **ARTICLE TWO**

### **Traveling Attractions**

#### **Section 1. Employ Members of the Alliance**

Any traveling companies must employ traveling members of this Alliance in each department where equipment is used in the presentation. Traveling companies shall be permitted to engage members of local unions at not less than the minimum scale of traveling members.

#### **Section 2. Assistant Electrician**

Any traveling attraction carrying spot lamps for front of house in addition to electrical effects and equipment on stage must carry an assistant electrician to operate front lamps or engage a spot lamp operator locally.

#### **Section 3. Attractions Playing Unfair Theatres**

When a theatre or place of amusement is declared unfair to the members of this Alliance and any road or traveling attraction proceeds to give performances therein, such attraction may, at the discretion of the International President, with the consent of the majority of the General Executive Board, be also declared unfair to members of this Alliance and no member shall be permitted to accept employment with, nor work from, such attraction, under penalty of being adjudged guilty of ratting and suffering immediate expulsion from membership in this Alliance.

#### **Section 4. Try-Outs**

This Alliance shall permit any new theatrical production, regardless of where manufactured, to engage for try-out purposes members of this organization at a rate of wage not less than that stipulated in Article Three, Section 8 of these Bylaws to handle such production while on tour for a period not exceeding six (6) weeks, providing that during that time the attraction shall not play in New York, Chicago, Los Angeles, Washington, D.C., San Francisco or Toronto.

#### **Section 5. Metropolitan Run**

This Alliance shall permit a new production on tour for try-out purposes to come to New York, Chicago, Los Angeles, Washington, D.C., San Francisco or Toronto for a run to be handled without the services of members of this organization under traveling contract. The attraction shall further be permitted to move from one theatre to another within the same city, provided that no lay-off intervenes between the closing and reopening of the production except that necessary for the transfer of scenery, properties, electrical effects and other equipment to the new location.

#### **Section 6. Termination of Metropolitan Run**

The metropolitan run hereinbefore referred to shall be considered at an end when the attraction shall close its engagement and again go on tour, or when it shall lay off (which is construed to mean interruption of its regular performance schedule, except as provided for in Section 5 of this Article), and again resume, even though it be not removed from the same city, and in either event it shall then become necessary to employ the required mechanical help under regular road contract.

#### **Section 7. Bands**

Any traveling band or orchestra carrying no scenery, but having other paraphernalia, such as trunks, platforms, etc., must carry a member of this Alliance under Official Road Contract.

## **ARTICLE THREE**

### **Traveling Members**

#### **Section 1. Road and Local Cards**

Road cards shall be issued to members of Stage, Moving Picture Machine Operators, Mixed, Wardrobe, and Make-up Artists and Hair Stylists Locals in order for members to accept a position with a traveling attraction over which this Alliance has jurisdiction.

#### **Section 1A. Eligibility for Road Cards**

To receive a road card one must be a member who has a fully paid-up membership card bearing four (4) per capita stamps for the calendar year for which said road card is issued.

Failure to produce the aforesaid card upon demand of any Local or International Officer shall subject the offender to a fine of not less than One Hundred Dollars (\$100) for the first offense and Two Hundred Dollars (\$200) for the second offense.

#### **Section 2. Employment Privileges**

No traveling member of this Alliance shall be permitted to accept a position to go on tour with a traveling attraction in any department over which the local union of which they are a member does not exercise jurisdictional control, under penalty of a fine of One Hundred Dollars (\$100) for each offense.

#### **Section 3. Employment Agencies**

No member of this Alliance shall pay any fee, regardless of the method of such payment, in return for engagement with a traveling attraction, to any employment agency, booking agency, individual or individuals. Such payment shall constitute working below the established scale of wages and offenders shall be subject to expulsion.

#### **Section 4. Delinquent Employers**

No member of this Alliance shall accept a position made vacant by refusal of another member to perform further service on account of failure of their employer to pay salary due. Violation of this section shall subject the offender to a fine of not less than One Thousand Dollars (\$1,000) out of which money the injured member shall be compensated.

#### **Section 5. Companies Indebted to Members**

Any member who, without the permission of the International President, knowingly accepts a position with any attraction that is indebted to a member of this Alliance shall be subject to a fine of not less than One Thousand Dollars (\$1,000).

#### **Section 6. Permission Must Be Obtained**

Members of this Alliance are prohibited from accepting positions with traveling attractions without first securing permission from the General Office and also ascertaining from the General Office that prospective employers are in good standing.

#### **Section 7. Contract**

Any member of this Alliance accepting a position to go on tour with a traveling attraction in any department over which this organization has jurisdiction shall execute with the employer the official contract.

#### **Section 8. Schedule of Prices**

This Alliance shall adopt a schedule of prices for the governance of traveling members.

**Section 9. Wages of Traveling Members**

Any traveling member of the Alliance accepting a position with a traveling attraction must have a contract providing for not less than the prevailing scale of wages.

Any member of this Alliance accepting a position as a traveling mechanic at less than the prevailing scale of wages shall be subject to expulsion.

**Section 10. Failure to Produce Contract**

Any member of this Alliance engaged with a traveling attraction in any department over which this organization has jurisdiction and who refuses to exhibit copy of official contract upon demand of any local union or International Officer shall be subject to disciplinary action.

**Section 11. Traveling Without Contract**

Any member of this Alliance on tour without the official contract in the employ of a traveling attraction in any department over which this organization properly exercises jurisdiction shall be fined One Thousand Dollars (\$1,000) for each offense.

**Section 12. File Contract**

It is mandatory that traveling members of this Alliance, upon securing signed contract covering employment with a traveling attraction, must immediately file a copy of such contract with the General Office.

**Section 13. Production Contract**

Members engaged to accompany attractions on tour for try-out purposes must secure an official contract. This contract shall be operative for a period not exceeding six (6) weeks from the first day of hanging, unless previously cancelled by the employer on account of the production being presented in the cities mentioned in Section 5 of Article Two of these Bylaws, or being withdrawn from public presentation and definitely closed. Such contracts must be plainly marked either by rubber stamp or in writing across their faces with the words "Production Contract." The number of persons to be engaged under either production or straight contract is not to exceed eight (8) viz:

Three (3) in Carpenter, Two (2) in Electric, Two (2) in Props and One (1) in Sound. This restriction may be waived by the International President only under special conditions when such waiver is requested in writing by the affected Department head.

**Section 14. Advance Money**

Any member who, after drawing advance money from any traveling attraction, refuses to join that attraction shall be obligated to refund the amount involved and shall be subject to a fine of not less than One Hundred Dollars (\$100).

**Section 15. Notice Clause**

Any member of this Alliance employed by a traveling attraction who shall leave their position without furnishing notice required by contract shall be suspended from membership pending payment of the amount necessary to reimburse the said company for railroad fare and expenses incurred in filling the vacancy thus created, plus a fine of One Hundred Dollars (\$100) for each offense. This section shall not be construed to prohibit members from ceasing to render service without notice if employer fails to pay salary in full when due, or from abrogating contract without notice pursuant to the requirements of this Constitution and Bylaws under instructions of this Alliance.

## **BYLAWS-ARTICLE THREE**

### **Section 16. Dishonesty and Drunkenness**

Any members with a traveling attraction may be summarily dismissed upon being proved guilty of dishonesty or drunkenness. and shall thereupon be liable to a fine of not less than One Hundred Dollars (\$100) for each offense.

### **Section 17. Help Required**

It is mandatory that the members of traveling crews shall render no service whatsoever in connection with their attraction until the number of persons called for by the report card has been furnished by the Local. Failure to observe the requirements of this Section shall subject the offender to a fine of not less than One Hundred Dollars (\$100) for each offense.

### **Section 18. Altering Number of Persons on Report Card**

For the purpose of preventing discrimination, members engaged as heads of departments with theatrical traveling attractions shall be prohibited under penalty of a fine of not less than Five Hundred Dollars (\$500) for each offense from altering or reducing the number of Local persons called for at their various stands, unless their production be permanently cut down, scenery bagged or counter-weights or mechanical devices used which would eliminate certain help otherwise required. When such reduction is requested it must be done in writing by the affected Department Head with the verification of the Local Business Agent.

### **Section 19. Same Number of Persons Shall Be Retained**

Under no circumstances shall the number of members to be used in cities be less than that required by the attraction while on tour, unless sufficient equipment is eliminated to warrant any reduction desired. When such reduction is requested it must be done in writing by the affected Department Head and verified by the Local Business Agent and the approval of the General Office.

### **Section 20. Short Crewed**

This Alliance insists that all departments carried by any production on tour must at all times be covered by the employment of members of this Alliance under official contract, and shall consider any member on tour with an attraction where such requirement is not fully complied with as working short-crewed. The penalty for violation of this section shall be a fine of not less than One Hundred Dollars (\$100) for each offense.

### **Section 21. Working Out of Department**

Any member on tour with a traveling attraction who is found guilty of working in any department over which this Alliance exercises jurisdiction, other than the one in which they are engaged under official contract, shall be fined not less than One Hundred Dollars (\$100) for the first offense. For the second violation, their working card shall be revoked and they shall not be readmitted to membership again for a period of one year, and then only upon the payment of a fine of not less than Two Hundred Dollars (\$200).

### **Section 22. Persons Not On Payroll**

The carrying of persons not on the payroll of the company by the head of any department is strictly prohibited by this Alliance and offenders against this section shall be subject to a fine of not less than One Hundred Dollars (\$100) for each violation.

### **Section 23. Grievance**

Any traveling member having a grievance shall report it to the Local in the city in which they may be at the time, and the said local union shall enjoy full authority to investigate and adjust the difficulty.

**Section 24. Storehouse Labor**

Any member of this Alliance employed in the taking or putting out of scenery, properties or other theatrical effects from any storehouse shall be paid for such labor one-sixth of the weekly contract price stipulated in agreement for each day of not more than eight hours so employed.

**Section 25. Dues**

Any member paying to the secretary of a sister local union dues or other money to be forwarded to the local union of which they are a member shall be required to pay the cost of a money order and registration to insure the safe transmission of such funds.

**Section 26. Communicate With Local**

Any traveling member who fails to communicate with their home Local at least once every thirty (30) days, giving their address for at least sixty (60) days in advance, or as far ahead as possible, shall be fined not less than Ten Dollars (\$10.00) for each and every offense.

**Section 27. Insolvent Locals**

Traveling members of this Alliance belonging to an affiliated local union which has become insolvent and ineligible to road privilege shall have the right to make application to the General Secretary-Treasurer, provided such request be made within ninety (90) days from the date of the Local's delinquency, for permission to retain their traveling membership upon payment to that officer of Ten Dollars (\$10.00) per quarter, plus such assessments as may be levied by the Alliance. Such dues shall be payable yearly in advance, not later than August 1st.

**Section 28. Needy Members**

Members of this Alliance are accorded the right to appeal to the nearest local union when in need of financial assistance, and it shall be the duty of such Local immediately to communicate with the Local of which the applicant may be a member and, upon receipt of authority so to do, to advance such member a loan, which shall be charged to and collected from the local union approving the advance of said amount; but no local union shall be obliged to advance money to any member without such approval and no Local shall be forced to repay any loan which it did not authorize.

**Section 29. Compensation for Extra Performances**

Any traveling attraction giving in excess of two performances a day shall compensate all traveling members at the rate of one-sixth of one week's salary for each extra performance given. At no time shall a midnight performance be so construed as to be considered one of the two performances per day allowed under the provisions of this section, but shall be compensated for at all times.

**ARTICLE FOUR**  
**Traveling Motion Picture Attractions**

**Section 1. Moving Picture Attractions**

Any traveling motion picture attraction, carrying scenery, electrical effects, properties or moving picture equipment, must employ members of this Alliance in their proper capacity.

**Section 2. Moving Picture Machine Operators On Tour**

- a. Moving picture machine operators shall be subject to the requirements of all road credential and road contract sections of this Constitution and Bylaws in seeking and accepting positions with traveling attractions.

**BYLAWS-ARTICLE FOUR/FIVE/SIX/SEVEN**

- b. No moving picture machine operator on tour with a traveling attraction shall be required to operate a moving picture machine for more than six (6) hours a day unless they are paid not less than Eight Dollars and Fifty Cents (\$8.50) per hour or fraction thereof for straight time and a half for all over six (6) hours. There shall be a minimum call of five (5) hours.
- c. Upon entering a city where license is required, the moving picture machine operator shall proceed to obtain a license, the fee for which shall be paid for accordingly.
- d. Moving Picture attractions carrying one operator and one machine and procuring an extra machine in any city that is played shall be required to engage a local union member to assist the traveling member.

**ARTICLE FIVE  
Industrial Shows**

**Section 1. Scale**

Persons engaged on tours with industrial shows shall receive no less than the rate provided for traveling stage employees.

**ARTICLE SIX  
Moving Picture Studios**

**Section 1. Jurisdiction**

Any member of this Alliance who obtains a position in a moving picture studio doing any sort of work over which this Alliance exercises jurisdiction shall be obliged to obtain the permission of that local union holding jurisdiction over such work in that studio or at its discretion shall be required to transfer their membership to the said local union, except in those cases in which special exemption is granted by the International President.

**Section 2. Studio Mechanics**

Studio mechanics' local unions shall be permitted to send on tour with established companies, to play in the theatrical jurisdiction of other local unions, not more than three (3) heads of departments, provided, however, that such company heads of departments shall not be permitted to displace Local heads of departments in any jurisdiction.

**ARTICLE SEVEN  
Claims**

**Section 1. Claims for Compensation**

Any person employed under pink contract to whom an employer owes a certain sum of money as compensation for services performed by said person which certain sum is due and unpaid, shall, if unsuccessful in their individual efforts to obtain payment, proceed to invoke the aid of the General Secretary-Treasurer in the manner hereinafter set forth.

**Section 2. Filing**

All claims for such unpaid compensation shall be filed with the General Secretary-Treasurer upon official forms which that officer shall provide for the purpose upon application.

**Section 3. Time Allowed**

It is mandatory that all such claims for unpaid compensation be filed with the General Secretary-Treasurer within thirty (30) days after the amount in question is due and payable.

**Section 4. Adjustment**

The General Secretary-Treasurer shall endeavor to adjust and settle all such claims referred to them. In any case where an adjustment cannot be obtained satisfactory to the Alliance, such case shall be reported to the International President for further action in accordance with the provisions set forth in this Constitution and Bylaws.

**Section 5. Illegal Claims**

Any member knowingly making a false claim for money to which they are not justly entitled shall be subject upon conviction to a fine of not less than Fifty Dollars (\$50.00).

**ARTICLE EIGHT**  
**Misappropriation of Funds**

**Section 1. Penalty for Misappropriation**

Any officer or member of the Alliance who shall misappropriate the funds or property of the International Alliance or of any affiliated local union shall not only be obliged to make full restitution therefor, but shall also be fined not less than One Hundred Dollars (\$100) and shall be liable also to expulsion.

When the offender has been expelled it shall be the duty of the General Secretary-Treasurer to notify all local unions at once of such action, of the name of the offender, and of their defalcation and to keep permanently a copy of the notice so issued.

**Section 2. Institution of Suits**

In the event that any officer or member of this Alliance shall have misappropriated or unlawfully converted the funds or property of this Alliance, or shall wrongfully detain such funds or property from the proper officers of this Alliance in violation of this Constitution and Bylaws, the International President shall be empowered to institute, in their own name or in the name of their duly authorized representative, any action or proceedings at law or in equity to redress such wrongs, as provided in Article Seven, Section 15 of the Constitution of this Alliance.

**ARTICLE NINE**  
**Standing Rules for Meetings**

The following rules of order shall be observed in all meetings by all Conventions and meetings of this Alliance and the affiliated local unions to the extent that they are not inconsistent with the Bylaws and any special rules of order the Alliance may adopt:

1. No business shall be taken up except in the order prescribed unless, on motion, such irregularity shall be sanctioned by a majority of the members present.
2. No motion shall be received or laid before the Alliance unless moved by two members, nor opened for discussion until stated by the presiding officer. When a question is before the Alliance, no other motion shall be in order, except, first, to adjourn; second, to lay on the table; third, the previous question; fourth, to postpone; fifth, to refer; sixth, to amend, which motions shall have precedence in the order in which they are here arranged. The first three shall be decided without debate. The fourth shall also be decided without debate, unless it is proposed to postpone to a definite period, in which case it shall be debatable.
3. Resolutions, amendments to the Constitution and Bylaws, and charges against officers and Locals must in all cases be presented in writing, otherwise they shall not be considered.

## **BYLAWS-ARTICLE NINE/TEN**

4. The mover of any verbal proposition shall, upon request of the chair or two or more members, reduce it to writing.
5. Any member entitled to a vote may move for a division of the question when the sense of the same will admit to it.
6. A motion to reconsider any former motion or vote shall only be made and seconded by members who voted with the majority.
7. When the reading of any paper is called for and objected to, the question shall be decided by vote. A division of this Alliance shall be taken on any question and recorded at the request of five members.
8. When members speak they shall rise and address the presiding officer, confining themselves strictly to the question under consideration. A member shall not be interrupted while speaking unless by the presiding officer, who may call to order or admonish to a closer adherence to the subject and to avoid all personalities. Nor shall a member be allowed to speak more than twice on the same subject without permission of the presiding officer. When two or more members rise at once the presiding officer shall decide who shall speak first.
9. On the call of a member for the previous question the presiding officer shall put it in this form: "Shall the main question be now put?" And until that is decided, it shall preclude all amendments to the question, and all further debate shall cease.
10. All standing committees shall be appointed by the President.
11. The officer or member presiding in the absence of the President, shall, for the time being, possess all the powers and privileges vested in the President by the Constitution and Bylaws of this Alliance.
12. No subject of a religious nature shall at any time be admitted.
13. No person who is not a member shall be allowed at any of the meetings without the consent of the Alliance.
14. In the absence of a standing rule to apply to questions before the Alliance, recourse shall be had to Roberts' Rules of Order.
15. Questions of order shall be decided by the presiding officer, but in case of an appeal from their decision the meeting shall determine the question without debate.
16. Refreshments other than cold water shall not be allowed while the meeting is in session.

## **ARTICLE TEN Official Forms**

### **Section 1. Official Forms**

The following forms shall be recognized as the official forms of the Alliance, to be used pursuant to the provisions of this Constitution and Bylaws.

Each official form shall bear the imprint of the seal of the Alliance.

Any officer or member of this Alliance who fails to use the appropriate official form whenever such form is required by the Constitution and Bylaws shall, upon conviction, be subject to a fine of Twenty-Five Dollars (\$25.00) for each offense.

### **Section 2. Application for Charters in This Alliance**

Applications for charters in this Alliance shall be made upon the following form:

APPLICATION FOR CHARTER

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

207 West 25th Street, 4th Floor New York, NY 10001

Date . . . . .

International President, I.A.T.S.E. 207 West 25th Street,  
4th Floor New York, NY 10001

Dear President . . . . . :

We, the undersigned applicants of the City of . . . . . County of . . . . . State of . . . . . request that a charter be granted for the establishment of a branch union in our city. We do hereby signify our desire to affiliate and abide by the laws of the International Alliance should this application for a charter be granted. In evidence of our good faith we enclose herewith remittance of One Hundred Dollars (\$100) in full payment of the required fee. We ask that investigation be made as soon as practicable.

This form shall contain columns in which shall be placed the names of the applicants, their positions in the theatre, laboratory, studio or other place of employment, their age, number of years of their experience, and the question whether or not the applicants have ever been members of the Alliance.

The form shall also contain spaces for the names of the theatres, laboratories, studios and other places of similar employment operating in the proposed jurisdiction of the charter applied for and for the address to which further correspondence regarding the application may be forwarded. The form shall also include the question, "Is there a central labor union in your city?" to be answered by the applicants.

Each charter application shall be endorsed upon the back in the following manner: Information as to the Rules Covering the Formation of New Local Union

1. A charter cannot be granted to less than fifteen (15) persons, and these must either be bona fide theatrical or stage employees or moving picture machine operators, or of any other occupation or craft over which this Alliance exercises jurisdiction. This does not mean that all fifteen (15) must belong to the one craft or the other but that each of the fifteen (15) must either be a theatrical or stage employee or a moving picture machine operator, or of any other occupation or craft over which this Alliance exercises jurisdiction.
2. Get your applicants together, to go over the matter and be sure that there exists an honest desire to establish and maintain a local union. If this be ascertained, have them sign the application and furnish the information called for.
3. Remittance of One Hundred Dollars (\$100) must accompany the return of the completed application to cover cost of charter and supplies issued when your application has been approved.
4. On the receipt of the completed application and required fee, an International Representative will be assigned to visit your city, conduct the necessary investigation and if all be found in conformity with our laws, charter will be granted.

**BYLAWS-ARTICLE TEN**

- 5. If, for any reason, the application is rejected, you will receive a refund in full of the charter fee tendered.
- 6. In addition to the signed application, you are requested to furnish a typewritten list of the names of the applicants.
- 7. If you desire further information or explanation on any point, do not hesitate to communicate with the

International President,  
207 West 25th Street, 4th Floor  
New York, NY 10001

**Section 3. Credentials of Delegates to Convention**

The following form shall be used as the official credential form for delegates to the Convention of this Alliance.

ORIGINAL No. of Votes . . . . .

**Credential to the Convention**  
of the International Alliance of Theatrical Stage Employees,  
Moving Picture Technicians, Artists and Allied Crafts of  
the United States, Its Territories and Canada

WE HEREBY CERTIFY THAT .....

IS A DELEGATE TO REPRESENT

Local No..... City of .....

Province or State of .....

in the Convention of the INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA, which convenes at (Location, City, State and Date) at 10:00 a.m.

We hereby further certify that such delegate was elected by the method checked below:

- (a)  Secret Ballot vote of membership of said Local; on..... (date) or;
- (b)  Was duly nominated and, in absence of opposition, membership dispensed with secret ballot vote, on..... (date) or;
- (c)  Was accredited as a delegate under Constitution and Bylaws of the Local by virtue of holding an office and was elected to such office by either (a) or (b) above, on ..... (date).....

Given under our hand and seal this.....day of ....., 20 .....

....., President  
....., Secretary (LOCAL SEAL HERE)  
.....(Signature of Delegate)

Delegate Must Be A Member in Good Standing in The Organization  
They Represent Delegate Can Represent But One Local Union

In the upper left-hand corner of the Credential Certificate shall appear a box containing the word "Original" or "Duplicate", as the case may be, and in the upper right-hand corner shall appear a box for the number of votes to be cast by the delegate.

**Section 4. Charges**

Charges against Local members shall be preferred in the following manner:

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

State of:

County of: ss:

**Affidavit of Charges**

.....being duly sworn according to law deposes and says that they are a member of Local No.....of the I.A.T.S.E. of the United States, Its Territories and Canada; that.....being a member or members) of that Alliance, Local No. ...., did on or about..... at.....in violation of the Constitution (or Bylaws) of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, Article ..... Section ..... or of the Constitution (or Bylaws) of Local No..... Section ..... commit the following acts:.....; that these charges are made not in levity or out of malice, but in good faith that the laws of the Alliance be upheld; that to the best of their knowledge, information and belief the acts here complained of were committed in the presence of, or are within the personal knowledge of.....who are members of this Alliance, Local No.....

.....Deponent  
Sworn to and subscribed before me this .....day of .....,  
A.D. 20 .....(SEAL) Notary Public

The charge shall be filed in duplicate and shall be endorsed upon the back as follows:

**INSTRUCTIONS**

1. This affidavit must be filled out in duplicate and one copy sealed by a Notary Public. If the charges are sustained by the Local, Notary's fee will be refunded to the member lodging the charge.
2. Before making a charge against a fellow member, read the Constitution and Bylaws of the Local and International Alliance as to trials and discipline.
3. These must be filed with the Local of which the accused is a member within sixty calendar days after the offense becomes or should have become known to the person making the charge, or as otherwise provided in Article Sixteen, Section 6.
4. Under the Constitution and Bylaws, any member who prefers false charges against a fellow member will be fined Two Thousand Five Hundred Dollars (\$2,500), and the costs of the proceedings.
5. These charges once filed cannot be withdrawn without the consent of the accused.



That the above is true to the best of the deponent's personal knowledge, information and belief.

.....

(signed) Sworn to and subscribed before me this..... day of ..... A.D. 20 .....

.....

(signed) Notary Public

**Section 7. Decisions of the Executive Board or Committee After International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts Hearings on Charges**

Decisions of the Executive Board or Committee shall be filed in the following manner:

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

**DECISION OF EXECUTIVE BOARD OR COMMITTEE**

On....., .....was tried  
Day Month Year Name of Accused

before the Executive Board or Committee of Local No....., upon charges preferred against them as follows: .....

.....

And now, to-wit, this.....day of....., 20..... it is the decision of the Board or Committee, upon all testimony presented at the trial that..... .. is or is not guilty as charged in that, as found by the Board or Committee, the accused did the following .....

.....

Therefore, it is recommended that they be.....in accordance with the Constitution and Bylaws of this Alliance and of Local No. ....

.....

.....

.....

Executive Board or Committee

**Section 8. Appeals**

Appeals from the decision of any tribunal of this Alliance shall be filed in the following manner:

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

**APPEAL**

....., a member of Local No.....  
I.A.T.S.E. of the United States, Its Territories and Canada appeals from the decision of.....  
.....against them for the following reasons:

- 1.....
- 2.....
- 3.....

And they ask that their case be heard on appeal as provided by the Constitution and Bylaws of this Alliance as soon as may be.

.....Appellant  
.....Address

**Section 9. Contracts**

All traveling stage employees' contracts and all moving picture machine operators and traveling wardrobe union road contracts shall be executed upon printed forms supplied by the International Alliance, and shall contain such clauses as shall be determined by the International Alliance.

**Section 10. Official Forms**

Wherever the Constitution and Bylaws of this Alliance provide for the use of an official form the General Executive Board shall prescribe the form for official use and it shall continue to be the official form until altered by vote of the General Executive Board or by amendment by a majority vote of the delegates at any Convention.

**ARTICLE ELEVEN**  
**Bulletins and Supplies**

**Section 1. Bulletins**

Official Bulletins shall be compiled and published quarterly by the General Secretary-Treasurer. A copy shall be mailed, at the periodical rate, by the General Office to each member of this Alliance to their last known address. At the option of each member, the General Office may instead send the Official Bulletin in electronic format to an email address provided by the member. One copy shall also be sent to the Secretary of each local union and at their option, such copy shall either be mailed or delivered in electronic format.

The Bulletins shall contain the addresses of the local unions, the names and addresses of the Local Secretaries and Business Agents as well as their contact information. At the option of the local union, the email addresses of the Secretary and Business Agent will also be published in the Bulletin.

The Bulletins shall also contain the contact information for each District Secretary, and such other information, communications, reading and advertising matter as shall be determined by the General Secretary-Treasurer, with the consent of the International President.

**Section 2. I.A.T.S.E. Emblem**

All local unions shall insist that the I.A.T.S.E. emblem be placed on all theatrical scenery, properties, electric, sound and television equipment constructed within the jurisdiction and such emblems shall be furnished by the local unions.

**Section 3. Union Label and Slide**

All moving picture machine operators' union labels for box office display, shall be procured from the General Office.

**ARTICLE TWELVE  
Research and Legislative Department**

The Alliance shall maintain a Research and Legislative Department which shall be housed in the headquarters of the General Office.

**ARTICLE THIRTEEN  
Retired Members of General Executive Board**

A retired member of the General Executive Board of the Alliance who retires under the I.A.T.S.E. Retirement Plan after serving as an officer of the Alliance for at least twenty (20) consecutive years shall automatically be designated and appointed as and become an Officer-Emeritus of the Alliance in the office they occupied at the time of such retirement. An Officer-Emeritus of the Alliance may be assigned by the International President to attend meetings of the General Executive Board and Conventions of the Alliance and, if so engaged shall be compensated for their services at the rate of an International Representative and also receive per diem and transportation expenses. At any such meetings, when assigned by the International President, an Officer-Emeritus, by virtue of such office, shall have voice but no vote. An International President Emeritus shall be compensated at the current International President's salary, prorated on a daily amount, when assigned on official International business and a General Secretary-Treasurer Emeritus of the Alliance shall be compensated at the current General Secretary-Treasurer's salary, respectively, to be prorated on a daily amount, when assigned on official International business.

In addition to the foregoing and in grateful recognition and appreciation of past services rendered to the Alliance as well as the benefits and advantages to be derived from its being able in the future to draw upon their knowledge and experience, an Officer-Emeritus shall continue to be covered by and remain a participant in the life, health and welfare insurance program maintained by the Alliance on the same basis and to the same extent as prior to their retirement.

**ARTICLE FOURTEEN  
Membership in Rival Organizations Prohibited**

Any member who joins, belongs to or becomes or remains a member of any other union or organization (exclusive of political organization) whose aims, purposes, activities or actions are in conflict or competition with or hostile to those of the Alliance or any of its affiliated local unions shall be deemed to be engaged in conduct detrimental to the advancement of the purposes which this Alliance pursues, and, upon being found guilty thereof after trial, shall be subject to expulsion. The International President, with the consent of the General Executive Board of this Alliance, is authorized and empowered, whenever the circumstances require it, to make appropriate findings

## **BYLAWS-ARTICLE FOURTEEN/FIFTEEN**

as to, and to declare and publish the names of any union or organization (exclusive of political organization) whose aims, purposes, activities or actions are deemed in conflict or competition with or hostile to those of the Alliance or any of its affiliated local unions, and any such findings and declaration shall be conclusive unless set aside and vacated by the delegates at the next succeeding Convention of the Alliance. It shall be the duty and obligation not only of the Alliance but also of each of its affiliated local unions to take all steps necessary to implement and enforce the provisions of this Article Fourteen.

Any member who works under a contract of a labor organization or union which is deemed to be engaged in conduct detrimental to the advancement of the purposes of which this Alliance pursues, and upon being found guilty thereof by trial, shall also be subject to a fine and/or expulsion.

## **ARTICLE FIFTEEN**

### **Effective Date**

This Constitution and Bylaws shall become operative and in full force and effect immediately upon its adoption by the affirmative vote of a majority of all the delegates of this Alliance in Convention assembled as provided in the Constitution of this Alliance in force prior to the adoption hereof, and upon the adoption of this Constitution, said Convention shall be deemed to be a regularly constituted Convention of this Alliance under this Constitution for the purpose of adopting Bylaws, election of officers and the transaction of all other business properly coming before said Convention.

## **INSTALLATION OF OFFICERS**

**I [full name] DO HEREBY PLEDGE MY WORD OF HONOR TO PERFORM THE DUTIES OF MY OFFICE AS SET FORTH IN THE CONSTITUTION AND BYLAWS OF THIS UNION TO THE BEST OF MY ABILITY AND TO BEAR TRUE ALLEGIANCE TO THE INTERNATIONAL ALLIANCE. AT THE CLOSE OF MY OFFICIAL TERM, I SOLEMNLY PROMISE THAT I SHALL DELIVER TO MY SUCCESSOR IN OFFICE ALL BOOKS, PAPER AND PROPERTY OF THIS UNION AND OF THE INTERNATIONAL ALLIANCE WHICH MAY BE IN MY POSSESSION. TO THESE PROMISES I PLEDGE YOU MY WORD, FULLY REALIZING THAT TO VIOLATE THIS PLEDGE IS TO STAMP ME A PERSON UNWORTHY OF TRUST.**

**[INSTALLING OFFICER]: YOU HAVE OBLIGATED YOURSELF TO FAITHFULLY AND TO THE BEST OF YOUR ABILITY DISCHARGE THE DUTIES OF YOUR OFFICE. YOU WILL NOW PROCEED TO YOUR STATION AND PERFORM THE DUTIES OF THAT OFFICE AND SO CONDUCT YOURSELF AS TO BE WORTHY OF THE TRUST REPOSED IN YOU.**

## LOCAL UNION LISTING

### Reference Letters

for General Department (“Class A”) Local Unions  
listed numerically on the following pages

| <b>Reference Letters</b> | <b>Description</b>   |
|--------------------------|--|
| AAE                      | Amusement Area Employees   |
| ADC                      | Associated Designers of Canada   |
| ADG                      | Art Directors Guild<br>(inclusive of Scenic, Title and Graphic Artists, Set Designers,<br>Model Makers, and Studio Arts Craftspersons) |
| AG&AOE&GA                | Animation Guild and Affiliated Optical Electronic and Graphic Arts   |
| APC                      | Affiliated Property Craftspersons  |
| ATPAM                    | Association of Theatrical Press Agents and Managers  |
| CDG                      | Costume Designers Guild  |
| CHE                      | Casino Hotel Employees EE                      Exhibition Employees  |
| EE/BPBD                  | Exhibition Employees/Bill Posters, Billers and Distributors  |
| ICG                      | International Cinematographers Guild (inclusive of Publicists)   |
| M                        | Mixed  |
| MAHS                     | Make-Up Artists & Hair Stylists  |
| MAHSG                    | Make-Up Artists & Hair Stylists Guild  |
| MPC                      | Motion Picture Costumers   |
| MPEG                     | Motion Picture Editors Guild<br>(inclusive of Story Analysts, Motion Picture Laboratory<br>Film/Video Technicians and Cinetechnicians) |
| MPP,AVE&CT               | Motion Picture Projectionists, Audio Visual<br>Engineers and Computer Technicians  |
| MPP,O&VT                 | Motion Picture Projectionists, Operators and Video Technicians   |
| MPP,O,VT&AC              | Motion Picture Projectionists, Operators,<br>Video Technicians & Allied Crafts   |
| MPP,VT&CT                | Motion Picture Projectionists, Video<br>Technicians & Computer Technicians   |
| MPSELT                   | Motion Picture Studio Electrical Lighting Technicians  |
| MPSG                     | Motion Picture Studio Grips<br>(inclusive of Motion Picture Crafts Service,<br>and Motion Picture Studio First Aid Employees)          |
| MPSP&SW                  | Motion Picture Set Painters & Sign Writers   |
| MPSPT                    | Motion Picture Studio Production Technicians   |
| MPST                     | Motion Picture Studio Teachers and Welfare Workers   |

## LOCAL UNION LISTING

### Reference Letters

for General Department (“Class A”) Local Unions  
listed numerically on the following pages

| <b>Reference Letters</b> | <b>Description</b>   |
|--------------------------|--|
| MPVT/LT/AC&GE            | Motion Picture Videotape Technicians/Laboratory Technicians/Allied Crafts and Government Employees     |
| O                        | Operators  |
| PC,CP&HO                 | Production Coordinators, Craftservice Providers and Honeywagon Operators                               |
| PST,TE,VAT&SP            | Production Sound Technicians, Television Engineers, Video Assist Technicians and Studio Projectionists |
| PWG                      | Production Workers Guild   |
| S                        | Stage Employees  |
| SA&P                     | Scenic Artists and Propmakers  |
| S&FMT                    | Sound & Figure Maintenance Technicians   |
| SM                       | Studio Mechanics   |
| SM&BT                    | Studio Mechanics & Broadcast Technicians   |
| SS,CC,A&APSG             | Script Supervisors, Continuity Coordinators, Accountants and Allied Production Specialists Guild       |
| SS,PC,CC&PA              | Script Supervisors, Production Coordinators, Continuity Coordinators and Production Accountants        |
| TBR&SE                   | Television Broadcasting Remote & Studio Employees  |
| TBSE                     | Television Broadcasting Studio Employees   |
| T&T                      | Treasurers & Ticket Sellers  |
| TW,MA&HS                 | Theatrical Wardrobe, Make-Up Artists & Hair Stylists   |
| TWU                      | Theatrical Wardrobe Union  |
| USA                      | United Scenic Artists<br>(inclusive of Theatrical Sound Designers)                                     |

**NUMERICAL LIST OF AFFILIATED LOCAL UNIONS**

| <b>Local No.</b> | <b>GENERAL DEPARTMENT ("CLASS A")</b>   | <b>Date of Charter</b> |
|------------------|---|------------------------|
| S                | 1 New York-Westchester-Putnam Counties-<br>Nassau/Suffolk Counties of Long Island, NY .....   | July 17, 1892          |
| S                | 2 Chicago, IL .....   | July 17, 1893          |
| S                | 3 Pittsburgh/New Castle, PA.....  | July 17, 1893          |
| S                | 4 Brooklyn and Queens, NY .....   | July 17, 1893          |
| S                | 5 Cincinnati-Hamilton-Fairfield-Springdale-<br>Oxford, OH .....   | July 17, 1893          |
| S                | 6 St. Louis, MO.....  | July 17, 1893          |
| S                | 7 State of Colorado .....   | July 17, 1893          |
| S                | 8 Philadelphia, PA-Camden-Mercer County, NJ .....   | July 17, 1893          |
| S                | 9 Syracuse-Rome-Oneida-Utica, NY.....   | July 17, 1893          |
| S                | 10 Buffalo, NY.....   | July 17, 1893          |
| S                | 11 Boston-Lynn-Salem-Waltham-Brockton-<br>Plymouth-Cape Cod, MA .....   | July 17, 1893          |
| S                | 12 Columbus-Newark-Marysville-Delaware, OH .....  | Nov. 1, 1893           |
| S                | 13 Minneapolis-St. Cloud-Little Falls-Brainerd-<br>St. John's University-College of St. Benedict-<br>St. Paul, MN.....  | Jan., 1894             |
| S                | 14 Albany-Schenectady-Amsterdam-Troy, NY.....   | March 5, 1895          |
| S                | 15 Seattle-Everett-Olympia-Tacoma-Bremerton-<br>Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-<br>Port Angeles-Burlington-Concrete-<br>Stanwood-Marysville-Longview, WA..... | Jan., 1894             |
| S                | 16 San Francisco-Marin County-Santa Rosa-<br>Lake Mendocino-Sonoma-Napa County-<br>San Mateo County-Palo Alto, CA.....  | May 1, 1894            |
| S                | 17 Louisville-Frankfort-Danville, KY .....  | May 1, 1894            |
| S                | 18 Milwaukee-Waukesha, WI.....  | June 1, 1894           |
| S                | 19 Baltimore, MD .....  | June 1, 1894           |
| S                | 21 Newark-Middlesex-Mercer-Ocean and Union<br>Counties-Asbury Park-Long Beach, NJ.....  | July 1, 1894           |
| S                | 22 Washington, DC/Washington, DC<br>Suburbs, MD/Northern Virginia .....   | July 15, 1894          |
| M                | 23 State of Rhode Island.....   | July 16, 1894          |
| S                | 24 Toledo-Lima-Marion-Bowling Green-<br>Tiffin-Findlay, OH .....  | Aug. 1, 1894           |
| S                | 25 Rochester, NY.....   | Sept. 1, 1894          |
| M                | 26 Grand Rapids-Muskegon-Battle Creek-<br>Kalamazoo-Holland-St. Joseph, MI.....   | May 13, 1992           |
| S                | 27 Cleveland-Ashtabula-Lorain-Elyria-<br>Sandusky-Erie County, OH.....  | March 1, 1894          |
| M                | 28 Portland-Salem, OR .....   | March 1, 1895          |
| S                | 30 Indianapolis-Kokomo-Richmond-Earlham College-<br>Logansport-Peru-Connersville-Muncie-Portland-<br>Anderson, IN.....  | May 1, 1895            |
| S                | 31 Kansas City-St. Joseph, MO/Kansas City-<br>Topeka-Lawrence-Emporia, KS .....   | May 1, 1895            |
| S                | 32 Duluth, MN .....   | May 15, 1895           |
| S                | 33 Los Angeles-Long Beach-Pasadena-<br>Santa Monica, CA.....  | March 1, 1896          |

| <b>Local No.</b> | <b>City and State/Province</b>  | <b>Date of Charter</b> |
|------------------|---|------------------------|
| S                | 38 Detroit-Pontiac-Mt. Clemens-Port Huron, MI.....  | Jan. 18, 1894          |
| S                | 39 New Orleans, LA .....  | Feb. 3, 1896           |
| S                | 42 Omaha-Fremont, NE/Council Bluffs-Sioux City, IA...   | Dec. 1, 1896           |
| APC              | 44 Hollywood, CA .....  | May 19, 1939           |
| S                | 46 Nashville, TN.....   | July 20, 1897          |
| S                | 48 Akron-Canton-Massillon-Alliance-Mansfield, OH ....   | Sept. 9, 1897          |
| S                | 49 Terre Haute, IN .....  | Dec. 25, 1897          |
| S                | 50 Sacramento-Chico-Stockton-Marysville, CA .....   | Dec. 25, 1897          |
| S                | 51 Houston-Galveston, TX .....  | May 1, 1899            |
| SM               | 52 States of New York/New Jersey/Connecticut/<br>Northern Delaware/Greater Pennsylvania ..... | July 1, 1924           |
| S                | 53 Springfield-Pittsfield, MA.....  | July 21, 1898          |
| S                | 54 Binghamton, NY .....   | July 21, 1898          |
| M                | 55 Roanoke-Salem-Blacksburg-Radford-Danville-<br>Staunton-Lynchburg, VA.....                  | June 30, 1917          |
| S                | 56 Montreal, QC .....   | July 25, 1898          |
| S                | 58 Toronto, ON .....  | Sept. 5, 1898          |
| S                | 59 Jersey City, NJ .....  | Jan. 1, 1899           |
| M                | 60 Pensacola-Panama City-Destin, FL .....   | Dec. 21, 1898          |
| M                | 62 Colorado Springs/Pueblo, CO.....   | March 30, 1899         |
| M                | 63 Winnipeg, MB.....  | March 30, 1899         |
| M                | 64 Wheeling, WV/Steubenville, OH/<br>West Alexander, PA.....                                  | April 11, 1899         |
| S                | 66 Dayton-Springfield-Darke-Miami and Champaign<br>Counties, OH .....                         | May 1, 1899            |
| S                | 67 Des Moines-Ames-Waukee-Mason City, IA.....   | May 15, 1899           |
| S                | 69 Memphis, TN .....  | Aug. 15, 1899          |
| S                | 74 Southern Connecticut.....  | May 15, 1900           |
| S                | 76 San Antonio, TX .....  | Jan. 25, 1900          |
| M                | 77 Atlantic City-Vineland, NJ .....   | Aug. 10, 1900          |
| S                | 78 Birmingham, AL. ....   | Nov. 7, 1900           |
| MPSG/CS          | 80 Hollywood, CA .....  | May 19, 1939           |
| S                | 82 Wilkes-Barre, PA .....   | Feb. 1, 1901           |
| S                | 84 Hartford-No. Conn.-New London, CT .....  | May 10, 1901           |
| S                | 85 Davenport, IA/Moline-Rock Island, IL .....   | May 15, 1901           |
| S                | 87 Richmond-Petersburg-Charlottesville-Emporia, VA ....                                       | July 1, 1901           |
| M                | 93 Spokane, WA/Wallace-Kellogg, ID .....  | Oct. 1, 1902           |
| M                | 96 Worcester, MA .....  | Oct. 1, 1902           |
| S                | 97 Reading, PA. ....  | July 13, 1903          |
| S                | 98 Harrisburg-Hershey-Carlisle, PA .....  | July 13, 1903          |
| S                | 99 State of Utah/Boise-Nampa-Caldwell-Twin Falls-<br>Sun Valley, ID /Southern Idaho .....     | July 15, 1903          |
| TBSE             | 100 New York, NY.....   | April 1, 2005          |
| S                | 101 Niles-Warren-Youngstown, OH .....   | Jan. 22, 2001          |
| S                | 102 Evansville, IN .....  | July 15, 1903          |
| M                | 105 London-St. Thomas-Sarnia, ON .....  | July 15, 1903          |
| S                | 107 Alameda County-Oakland-Berkley-Contra Costa<br>County-Solano County-Richmond, CA .....    | Oct. 1, 1903           |
| MPP,AVE&CT       | 110 Chicago, IL .....   | Jan. 1, 1915           |
| PWG              | 111 United States .....   | Sept. 1, 2023          |
| S                | 112 Oklahoma City, OK .....   | July 15, 1904          |
| S                | 113 Erie, PA .....  | July 15, 1904          |

| <b>Local No.</b> | <b>City and State/Province</b>   | <b>Date of Charter</b> |
|------------------|--|------------------------|
| S                | 114 Portland-Lewiston-Augusta-Bangor, ME .....   | July 15, 1904          |
| M                | 115 Jacksonville-Tallahassee-Gainesville, FL.....  | July 15, 1904          |
| S                | 118 Vancouver, BC .....  | July 16, 1904          |
| TBSE             | 119 Bay Area-San Francisco, CA .....   | April 1, 2002          |
| M                | 121 Niagara Falls-Buffalo, NY .....  | July 15, 1905          |
| S                | 122 San Diego-Palm Springs-Palm Desert-Hemet-<br>Banning-Elsinore-29 Palms, CA.....              | July 15, 1905          |
| S                | 124 Joliet, IL .....   | Oct. 1, 1905           |
| M                | 125 Lake Porter and La Porte Counties-Ft. Wayne-<br>Lafayette-Frankfurt-Crawfordsville, IN ..... | Aug. 1, 1973           |
| S                | 128 Dallas-Fort Worth-Arlington Metropolitan Area, TX.....                                       | Jan. 1, 2025           |
| S                | 129 Hamilton-Brantford, ON.....  | July 14, 1906          |
| M                | 134 San Jose-Santa Clara, CA .....   | April 1, 1907          |
| S                | 138 Springfield-Jacksonville, IL.....  | Aug. 1, 1907           |
| S                | 140 Chattanooga, TN .....  | Sept. 1, 1907          |
| S                | 142 Mobile, AL.....  | April 1, 1908          |
| MPP,AVE&CT       | 143 St. Louis, MO.....   | July 16, 1908          |
| S                | 146 Fort Wayne, IN.....  | July 16, 1908          |
| M                | 151 Lincoln, NE.....   | Aug. 1, 1908           |
| M                | 152 Hazleton, PA .....   | July 1, 1923           |
| S                | 154 Ashland, OR.....   | June 29, 2016          |
| S                | 158 Fresno-Modesto-Stockton, CA .....  | Nov. 1, 1908           |
| SS,PC,CC&PA      | 161 States of New York/New Jersey/Connecticut .....  | April 10, 1944         |
| S                | 168 Vancouver Island, BC .....   | Oct. 1, 1992           |
| MPP,O&VT         | 181 Baltimore, MD .....  | April 1, 1910          |
| M                | 183 Beaumont-Orange-Port Arthur, TX .....  | April 20, 1910         |
| M                | 187 South Bend-Mishawaka-Elkhart-Goshen-Plymouth-<br>Culver, IN/Niles, MI .....                  | May 19, 1910           |
| S                | 190 Wichita-Hutchinson-El Dorado, KS .....   | Oct. 15, 1910          |
| S                | 191 Cedar Rapids-Waterloo-Dubuque, IA.....   | Jan. 1, 2014           |
| M                | 193 Bloomington-Springfield-Jacksonville-Normal-<br>Macomb-Peoria, IL .....                      | Dec. 20, 1910          |
| M                | 195 New Hampshire/Lowell, MA.....  | Dec. 20, 1910          |
| S                | 197 Knoxville-Maryville-Alcoa-Gatlinburg, TN.....  | Feb. 4, 1911           |
| MPP,VT&CT        | 199 Detroit, MI .....  | Feb. 9, 1911           |
| S                | 200 Allentown-Easton-Stroudsburg-Bethlehem, PA .....   | April 12, 1999         |
| S                | 201 Flint-Owosso, MI.....  | May 1, 1911            |
| M                | 204 Little Rock, AR .....  | May 28, 1911           |
| M                | 205 Austin, TX .....   | July 15, 1911          |
| SM               | 209 State of Ohio .....  | Jan. 14, 1935          |
| S                | 210 Edmonton, AB .....   | July 15, 1911          |
| S                | 212 Calgary, AB .....  | July 15, 1911          |
| M                | 215 Bakersfield-Visalia, CA .....  | July 15, 1911          |
| TBSE             | 216 Cleveland, OH .....  | April 1, 2024          |
| M                | 217 Rockford, IL.....  | Sept. 4, 1911          |

| <b>Local No.</b> | <b>City and State/Province</b>   | <b>Date of Charter</b> |
|------------------|--|------------------------|
| M                | 218 Pottsville-Mahanoy City-Shenandoah-Lansford-Shamokin, PA.....  | Nov. 10, 1908          |
| MPP,O&VT         | 219 Minneapolis-St. Paul-St. Cloud-Little Falls-Brainerd-St. John's University-College of St. Benedict, MN ... | Oct. 20, 1911          |
| S                | 220 Sioux Falls-Mitchell-Huron, SD.....  | Oct. 20, 1911          |
| S                | 229 Fort Collins, CO/Cheyenne-Laramie, WY .....  | April 1, 1923          |
| M                | 232 Northhampton-Amherst, MA.....  | Jan. 22, 1912          |
| M                | 240 Billings, MT.....  | March 8, 1912          |
| S                | 250 British Columbia Interior .....  | Oct. 4, 2021           |
| M                | 251 Madison-Columbia-Sauk County, WI. ....   | July 17, 1912          |
| O                | 262 Montreal, QC .....   | Nov. 14, 1912          |
| M                | 266 Jamestown-Chautauqua, NY/Warren County, PA.....  | Jan. 7, 1913           |
| S                | 271 Charleston, WV.....  | Jan. 7, 1913           |
| M                | 274 Lansing-East Lansing-Jackson-Saginaw-No. Central Michigan-<br>Traverse City-Cadillac-Alpena, MI.....       | Feb. 4, 1913           |
| M                | 278 Asheville, NC.....   | March 17, 1913         |
| M                | 283 Hanover-Gettysburg-York County-Lancaster County, PA.....   | April 19, 1913         |
| S                | 284 Wilmington, DE.....  | May 16, 1913           |
| S                | 285 Norfolk-Chesapeake-Portsmouth-Virginia Beach-Newport News-Hampton-Williamsburg, VA.....                    | April 1, 2005          |
| M                | 289 Elmira-Hornell-Watkins-Ithaca-Corning-Cortland-Binghamton, NY .....  | July 10, 1913          |
| M                | 295 Regina-Moose Jaw, SK.....  | July 10, 1913          |
| S                | 298 Shreveport, LA.....  | Oct. 1, 1924           |
| M                | 300 Saskatoon, SK.....   | July 10, 1913          |
| TBSE             | 305 Miami Dade County-Broward County-Palm Beach County, FL.....  | May 21, 2021           |
| MPP,O,VT&AC      | 306 New York, NY.....  | July 12, 1913          |
| M                | 311 Middletown-Newburgh-Kingston, NY .....   | March 27, 1922         |
| TBSE             | 317 Indianapolis, IN .....   | March 10, 2017         |
| M                | 320 Savannah, GA .....   | Feb. 6, 1914           |
| S                | 321 Tampa-Clearwater-Lakeland-St. Petersburg, FL .....   | Feb. 6, 1914           |
| M                | 322 Charlotte-Greenville, NC.....  | Feb. 13, 1914          |
| M                | 329 Scranton-Pittston, PA.....   | April 8, 1914          |
| M                | 331 Temple-Killeen-Bryan-Waco, TX.....   | July 10, 1914          |
| M                | 333 Charleston-Myrtle Beach, SC.....   | April 20, 1914         |
| S                | 336 Phoenix-Prescott, AZ .....   | Jan. 2, 1962           |
| M                | 339 Missoula-Kalispell-Butte-Anaconda-Great Falls-Helena, MT .....   | June 1, 1914           |
| M                | 346 Lexington, KY .....  | June 3, 1914           |
| M                | 347 Columbia, SC.....  | June 9, 1914           |
| M                | 353 Port Jervis-Sullivan County, NY.....   | Nov. 1, 1924           |
| S                | 354 Tulsa-Ponca City, OK .....   | Aug. 1, 1914           |
| M                | 357 Kitchener-Stratford-Cambridge-Guelph-Waterloo, ON .....  | Dec. 1, 1922           |
| M                | 363 Lake Tahoe-Reno, NV .....  | Oct. 12, 1914          |
| M                | 369 Huntington, WV-Ironton, OH/Ashland, KY .....   | Nov. 28, 1914          |
| M                | 395 Ann Arbor-Monroe, MI .....   | Nov. 28, 1914          |
| PC,CP&HO         | 411 Province of Ontario .....  | Oct. 12, 1998          |
| M                | 412 Bradenton-Sarasota, FL .....   | Aug. 1, 1925           |

| <b>Local No.</b> | <b>City and State/Province</b>   | <b>Date of Charter</b> |
|------------------|--|------------------------|
| TBSE             | 414 Milwaukee, WI .....  | Jan. 1, 2015           |
| M                | 415 Tucson, AZ.....  | July 1, 1926           |
| M                | 417 Durham-Chapel Hill-Raleigh, NC .....   | Jan. 15, 1926          |
| M                | 421 Herrin-Centralia IL/Cape Girardeau, MO .....   | Aug. 1, 1914           |
| M                | 423 Albuquerque-Roswell-Santa Fe, NM .....   | Jan. 25, 1916          |
| M                | 426 Casper, WY .....   | April 1, 1921          |
| M                | 442 Santa Barbara Tri-Counties (Santa Barbara/Ventura/<br>San Luis Obispo Counties), CA..... | April 4, 1916          |
| TBSE             | 444 United States.....   | April 22, 2021         |
| M                | 461 St. Catherines-Well and-Niagara Falls, ON.....   | Oct. 20, 1916          |
| M                | 467 Thunder Bay, ON.....   | Dec. 15, 1920          |
| M                | 470 Oshkosh-Fond du Lac-Green Bay-Wisconsin Rapids-<br>Marshfield-Wausau, WI .....           | Oct. 1, 1973           |
| M                | 471 Ottawa-Kingston-Belleville, ON .....   | Jan. 1, 1971           |
| MPP, O&VT        | 472 Flint-Owosso, MI.....  | Nov. 20, 1916          |
| SM               | 476 Chicago, IL .....  | Feb. 2, 1931           |
| SM               | 477 State of Florida.....  | July 1, 1986           |
| SM               | 478 State of Louisiana/Southern Mississippi.....   | July 1, 1986           |
| SM               | 479 State of Georgia .....   | Oct. 1, 1986           |
| SM               | 480 State of New Mexico .....  | Aug. 1, 1988           |
| SM               | 481 New England Area .....   | April 1, 1989          |
| M                | 482 Champaign-Urbana-Decatur-Danville-Rantoul-<br>Charleston, IL .....                       | Jan. 29, 1917          |
| SM               | 484 States of Texas/Oklahoma.....  | April 1, 1991          |
| SM&BT            | 487 Mid-Atlantic States .....  | Jan. 1, 1991           |
| SM               | 488 Pacific Northwest.....   | April 1, 1992          |
| SM               | 489 Greater Pittsburgh, PA Area .....  | Nov. 18, 1991          |
| SM               | 490 State of Minnesota .....   | Oct. 21, 1992          |
| SM               | 491 States of North and South Carolina/Savannah, GA ...                                      | Nov. 7, 1994           |
| SM               | 492 State of Tennessee/Northern Mississippi .....  | Aug. 28, 1996          |
| SM               | 493 State of Missouri . .....  | Feb. 5, 1997           |
| SM               | 494 Puerto Rico/U.S. Virgin Islands .....  | Sept. 19, 1997         |
| M                | 500 South Florida .....  | Jan. 1, 2002           |
| S                | 501 Lititz, PA .....   | July 4, 2018           |
| M                | 504 Orange County-Parts of Corona, CA.....   | Aug. 19, 1912          |
| M                | 510 Fargo, ND/Moorhead, MN .....   | May 12, 1915           |
| MPSPT            | 514 Province of Quebec.....  | Oct. 3, 2005           |
| M                | 523 Quebec, QC .....   | Oct. 17, 1917          |
| M                | 524 Glens Falls-Saratoga, NY .....   | Jan. 9, 1919           |
| M                | 536 Red Bank-Freehold, NJ.....   | March 17, 1919         |
| M                | 540 Baton Rouge, LA .....  | March 21, 1919         |
| M                | 574 Greensboro-Burlington-High Point, NC.....  | Nov. 18, 1919          |
| M                | 578 North Central West Virginia .....  | Feb. 20, 1914          |
| M                | 580 Windsor-Chatham, ON. ....  | Nov. 21, 1919          |
| M                | 589 Jackson-Vicksburg-Natchez, MS .....  | Dec. 20, 1919          |
| M                | 591 Hagerstown-Frederick, MD/Waynesboro, PA/<br>Winchester, VA/Martinsburg, WV .....         | Dec. 24, 1919          |
| M                | 592 Saratoga Springs, NY.....  | Dec. 24, 1919          |
| ICG              | 600 United States .....  | May 17, 1996           |

| <b>Local No.</b> | <b>City and State/Province</b>  | <b>Date of Charter</b> |
|------------------|---|------------------------|
| M                | 611 Watsonville-Santa Cruz-Salinas-Gilroy-Hollister-Monterey-Pacific Grove-Seaside, CA..... | Feb. 1, 1926           |
| S                | 614 San Bernardino-Riverside-Pomona-Redlands-Ontario-Barstow-Bishop, CA.....                | July 1, 1923           |
| M                | 618 Bloomington-Bedford-Columbus-French Lick, IN  | March 18, 1920         |
| S                | 629 Augusta, GA.....  | Oct. 16, 1979          |
| M                | 631 Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista-Daytona Beach, FL.....          | Dec. 14, 1924          |
| M                | 632 Northeastern New Jersey .....   | Oct. 15, 1926          |
| M                | 634 Sudbury and North Bay, ON.....  | July 1, 1920           |
| M                | 635 Winston-Salem, Lexington and Thomasville, NC .....                                      | Nov. 1, 1923           |
| M                | 636 Lewiston-State College-Huntington-Altoona-Williamsport-Johnstown-Indiana, PA .....      | Jan. 1, 1924           |
| S                | 647 Naples-Ft. Myers-Marco Island, FL .....   | July 1, 1992           |
| M                | 665 State of Hawaii.....  | June 7, 1937           |
| ICG              | 667 Eastern Canada .....  | Oct. 1, 1981           |
| M                | 668 Monroe, LA.....   | Jan. 15, 1929          |
| ICG              | 669 Western Canada. ....  | March 16, 1990         |
| ICG              | 671 Province of Newfoundland and Labrador.....  | April 2, 2013          |
| M                | 674 Biloxi-Gulfport, MS.....  | April 1, 1929          |
| M                | 675 Eugene-Corvallis-Bend, OR .....   | May 15, 1929           |
| M                | 680 Halifax-Dartmouth, NS/St. John-Moncton-Fredericton, NB .....                            | Aug. 15, 1929          |
| M                | 690 Iowa City, IA.....  | June 15, 1930          |
| PST,TE,VAT&SP    | 695 Hollywood, CA .....   | Sept. 15, 1930         |
| M                | 699 Johnson City-Kingsport, TN/Bristol, VA.....   | Oct. 15, 1931          |
| MPEG             | 700 United States .....   | Nov. 2, 1998           |
| MPC              | 705 Hollywood, CA .....   | Nov. 1, 1937           |
| MAHSG            | 706 Hollywood, CA .....   | Nov. 1, 1937           |
| M                | 709 Province of Newfoundland and Labrador.....  | Nov. 2, 2013           |
| TWU              | 719 Denver, CO .....  | Aug. 1, 1949           |
| M                | 720 Las Vegas, NV .....   | Feb. 23, 1939          |
| MPSELT           | 728 Hollywood, CA .....   | May 15, 1939           |
| MPSP&S-W         | 729 Hollywood, CA .....   | Aug. 1, 1953           |
| M                | 731 Rapid City-Black Hills Area, SD.....  | July 1, 1971           |
| TBSE             | 745 Minneapolis, MN .....   | July 1, 2009           |
| TWU              | 747 Columbus, OH .....  | Oct. 21, 1948          |
| TBSE             | 748 State of Arizona .....  | April 1, 2003          |
| T&T              | 750 Chicago, IL .....   | Aug. 1, 1941           |
| T&T              | 751 New York, NY .....  | Aug. 1, 1941           |
| T&T              | 752 Philadelphia, PA.....   | Aug. 1, 1941           |
| T&T              | 753 Boston, MA .....  | Aug. 1, 1941           |
| T&T              | 756 Cleveland, OH. ....   | Aug. 1, 1941           |
| T&T              | 757 Detroit, MI .....   | Aug. 1, 1941           |
| TBSE             | 762 Chicago, IL .....   | July 1, 2006           |
| TWU              | 764 New York, NY and Vicinity .....   | Sept. 4, 1942          |
| TWU              | 768 Los Angeles-Long Beach-Pasadena-Santa Monica-Cerritos, CA .....                         | Dec. 3, 1942           |
| TWU              | 769 Chicago, IL. ....   | Jan. 4, 1943           |

| <b>Local No.</b> | <b>City and State/Province</b>   | <b>Date of Charter</b> |
|------------------|--|------------------------|
| TWU              | 772 Washington, DC.....  | Aug. 27, 1943          |
| T&T              | 774 St. Louis, MO.....   | Oct. 27, 1943          |
| TWU              | 775 Boston-Plymouth-Cape Cod, MA .....   | June 22, 1944          |
| TWU              | 777 Milwaukee, WI. ....  | Sept. 6, 1944          |
| MPVT/LT/AC&GE    | 780 Chicago, IL .....  | Nov. 10, 1944          |
| TWU              | 783 Buffalo, NY .....  | Feb. 5, 1945           |
| TWU              | 784 San Francisco-Oakland-Berkeley-San Mateo-<br>Cupertino-San Jose-Concord, CA..... | Feb. 13, 1945          |
| TWU              | 786 Detroit, MI.....   | April 4, 1945          |
| TWU              | 787 Pittsburgh, PA .....   | April 16, 1948         |
| T&T              | 788 Rochester, NY.....   | May 3, 1948            |
| TBR&SE           | 793 Pacific Northwest.....   | April 1, 1998          |
| TBSE             | 794 New York, NY.....  | June 7, 1945           |
| TBSE             | 795 San Diego, CA .....  | April 15, 1999         |
| TBSE             | 796 State of Texas .....   | Oct. 1, 2000           |
| MAHS             | 798 New York, NY/State of Tennessee/<br>Northern Mississippi.....                    | Feb. 18, 1949          |
| TWU              | 799 Philadelphia, PA/Camden, NJ.....   | May 1, 1946            |
| ADG              | 800 Los Angeles, CA .....  | July 1, 2003           |
| TBSE             | 804 Philadelphia, PA.....  | Nov. 25, 1946          |
| TWU              | 805 St. Louis, MO.....   | Dec. 9, 1946           |
| TWU              | 810 Kansas City, MO .....  | Feb. 27, 1947          |
| TBSE             | 819 Washington, DC.....  | June 20, 1949          |
| TBSE             | 820 Pittsburgh, PA.....  | June 21, 1949          |
| TW,MA&HS         | 822 Toronto, ON .....  | Feb. 6, 1950           |
| M                | 824 Athens, GA.....  | July 1, 2001           |
| TW,MA&HS         | 825 Memphis, TN .....  | April 1, 1971          |
| SA&P             | 828 Province of Ontario .....  | Jan. 14, 1998          |
| EE/BPBD          | 829 New York, NY .....   | Dec. 11, 1950          |
| TW,MA&HS         | 830 State of Rhode Island .....  | Dec. 19, 1950          |
| TWU              | 831 Omaha, NE/Council Bluffs, IA.....  | Dec. 29, 1950          |
| TBSE             | 833 Baltimore, MD .....  | July 1, 1972           |
| EE               | 834 Atlanta, GA.....   | June 1, 1991           |
| EE               | 835 Orlando-Daytona Beach, FL.....   | July 1, 1998           |
| AG&ADE&GA        | 839 Hollywood, CA .....  | Jan. 18, 1952          |
| TWU              | 840 New Orleans, LA .....  | Jan. 1, 1955           |
| M                | 842 Oneonta-Cooperstown-Sidney-Delhi-Cobleskill-<br>Walton, NY .....                 | April 1, 1973          |
| MPSPT            | 849 Maritime Provinces.....  | Jan. 1, 1990           |
| MPSPT            | 856 Province of Manitoba.....  | July 1, 1999           |
| T&T              | 857 Los Angeles-Orange Counties, CA.....   | June 1, 1955           |
| TWU              | 858 Rochester, NY .....  | Dec. 7, 1955           |
| TWU              | 859 Atlanta, GA .....  | April 1, 1956          |
| T&T              | 862 Pittsburgh, PA.....  | Oct. 1, 1956           |
| TW,MA&HS         | 863 Montreal, QC .....   | Oct. 1, 1956           |
| TWU              | 864 Cincinnati, OH .....   | Oct. 1, 1956           |
| M                | 865 Odessa-Midland-Lubbock, TX .....   | Oct. 16, 1956          |
| T&T              | 868 Washington, DC .....   | July 1, 1957           |
| TWU              | 869 Albuquerque, NM .....  | Sept. 23, 1957         |
| SS/C,C,A&APSG    | 871 Hollywood, CA .....  | Jan. 1, 1958           |

| <b>Local No.</b> | <b>City and State/Province</b>               | <b>Date of Charter</b> |
|------------------|--|------------------------|
| MPSPT            | 873 Toronto, ON .....                        | June 1, 1958           |
| TWU              | 874 Sacramento, CA and Vicinity.....         | Oct. 1, 1958           |
| TWU              | 883 Cleveland, OH .....                      | Aug. 18, 1960          |
| MPST             | 884 Hollywood, CA .....                      | Sept. 1, 1960          |
| TWU              | 886 Dayton, OH.....                          | April 1, 1961          |
| TWU              | 887 Seattle, WA.....                         | July 1, 1961           |
| MPSPT            | 891 British Columbia-Yukon Territory.....    | April 1, 1962          |
| CDG              | 892 Hollywood, CA .....                      | Dec.1, 1976            |
| TWU              | 893 Indianapolis-Bloomington, IN.....        | April 1, 1963          |
| TWU              | 894 Knoxville, TN .....                      | Jan. 1, 1964           |
| TWU              | 896 Houston, TX.....                         | April 1, 1964          |
| TWU              | 897 Louisville, KY.....                      | June 1, 1964           |
| M                | 900 Huntsville, AL .....                     | Jan. 1, 1966           |
| TBSE             | 902 Johnstown-Altoona, PA.....               | March 1, 1967          |
| TW,MA&HS         | 904 Tulsa, OK .....                          | Oct. 1, 1977           |
| TWU              | 905 San Diego, C.....                        | April 1, 1968          |
| M                | 906 Charlottetown, PE.....                   | April 1, 1968          |
| TWU              | 913 Baltimore, MD .....                      | Oct. 2, 1972           |
| TWU              | 915 Nashville, TN.....                       | April 1, 1975          |
| CHE              | 917 Atlantic City, NJ .....                  | Jan. 1, 1980           |
| S                | 918 Anchorage, AK .....                      | Jan. 1, 1983           |
| S                | 919 Burlington, VT/Hanover-Lebanon, NH ..... | Oct. 1, 1983           |
| S&FMT            | 923 Anaheim, CA .....                        | Oct. 1, 1984           |
| TBSE             | 926 Auburn, ME .....                         | April 1, 1985          |
| S                | 927 Atlanta, GA.....                         | June 15, 1991          |
| AG&AOE&GA        | 938 British Columbia.....                    | April 21, 2020         |
| ATPAM            | 18032 New York, NY.....                      | July 1, 1994           |
| ADC              | 659 Canada .....                             | Jan. 1, 2021           |
| USA              | 829 United States.....                       | April 28, 1999         |

## LOCAL UNION LISTING

### Reference Letters

for Special Department (“Class B”) Local Unions  
listed numerically on the following pages

| Reference Letters | Description                       |
|-------------------|-----------------------------------|
| AAE               | Amusement Area Employees          |
| AE                | Arena Employees                   |
| AMTS              | Admissions, Mutual Ticket Sellers |
| BPTS              | Ball Park Ticket Sellers          |
| MT                | Mail Telephone Order Clerks       |
| T                 | Theatre Employees                 |
| TSA               | Ticket Sales Agents               |

### NUMERICAL LIST OF AFFILIATED LOCAL UNIONS SPECIAL DEPARTMENT (“CLASS B”)

| Local No. | City and State/Province                   | Date of Charter |
|-----------|---|-----------------|
| T         | B-2 St. Louis, MO .....                   | May 1, 1937     |
| T         | B-4 Boston, MA .....                      | May 1, 1938     |
| T         | B-7 Denver, CO .....                      | March 21, 2002  |
| T         | B-18 San Francisco, CA .....              | April 4, 1945   |
| T         | B-20 Portland, OR .....                   | Aug. 1, 1937    |
| T         | B-26 Minneapolis-St. Paul, MN .....       | Oct. 24, 2005   |
| T         | B-27 Cleveland, OH .....                  | Jan. 1, 1977    |
| T         | B-29 Philadelphia, PA .....               | Jan. 4, 2002    |
| T         | B-32 San Jose, CA .....                   | April 1, 2005   |
| T         | B-38 Cincinnati, OH .....                 | May 1, 1937     |
| T         | B-46 Chicago, IL/Milwaukee, WI .....      | May 1, 1937     |
| T         | B-66 Sacramento, CA .....                 | Aug. 27, 1946   |
| T         | B-90 Rochester, NY .....                  | Feb. 1, 1940    |
| T         | B-148 Akron, OH .....                     | Jan. 20, 1998   |
| T         | B-173 Toronto-Hamilton, ON .....          | June 1, 1981    |
| T         | B-179 Detroit, MI .....                   | Jan. 20, 1941   |
| T         | B-184 Houston, TX .....                   | Nov. 12, 1999   |
| AAE       | B-192 Hollywood, CA .....                 | Oct. 1, 1965    |
| MT        | B-751 New York, NY .....                  | July 1, 1971    |
| AMTS      | B-754 Cincinnati, OH .....                | Jan. 1, 1966    |
| T         | B-778 British Columbia .....              | Feb. 5, 2020    |
| TSA       | B-868 Washington, DC .....                | March 12, 1979  |
| T         | B-906 Charlottetown, PE .....             | July 1, 1973    |
| BPTS      | F-72 New York City, NY and Vicinity ..... | Aug. 1, 1957    |
| AE        | AE-936 Albany, NY .....                   | Jan. 1, 1996    |
| AE        | AE-938 Jacksonville, FL .....             | Oct. 1, 1999    |

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