

CONSTITUTION
AND
BY-LAWS
OF
STUDIO
ELECTRICAL LIGHTING TECHNICIANS
Local No. 728

§

*Endorsed by Matthew D. Loeb
International President
October 16, 2014*

§

OF THE INTERNATIONAL ALLIANCE OF
THEATRICAL STAGE EMPLOYEES AND
MOVING PICTURE MACHINE OPERATORS
OF THE UNITED STATES AND CANADA

§

Affiliated with the
AFL - CIO
California Labor Federation
L.A. County Federation of Labor
L.A. Central Labor Council
Calif. State Theatrical Federation
California Labor C.O.P.E.
District No. 2 IATSE & MPMO
of California, Arizona, New Mexico,
Utah and Nevada

Union
Bug

OBLIGATION

I, (full name), do solemnly pledge my word of honor to abide by the Constitution and By-Laws of Local No. 728, of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada. I further affirm that I will obey the mandates of the American Federation of Labor and Congress of Industrial Organization, so long as the International Alliance be a part of that organization. The will of the majority I shall always abide by. I will use every honorable means to secure employment for the members of this union, in preference to non-members. Also I pledge to keep confidential the work of this body and to do all in my power to discourage and prevent violation of this requirement by brother and sister members. Should I fail to keep true to this, my solemn obligation, I shall willingly submit to such discipline as my lack of loyalty may bring upon me.

Signature _____

Union

Bug

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DEFINITIONS

SECTION 1 - PLURAL & SINGULAR AND GENDER

In this Constitution and By-Laws the plural shall include the singular and the singular shall include the plural. The Masculine shall include the Feminine.

SECTION 2 - GENERAL OFFICE

The term "General Office" as used in this Constitution and By-Laws shall be construed to refer to the appropriate International Officers 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 By-Laws shall apply to Local Unions and individual members and shall be construed to mean those Local Unions or individual members shall have fully complied with all their obligations to the Alliance or its subdivisions, not only financially but in all other respects.

SECTION 4 - HOME RULES

The term home rule as used in this Constitution and By-Laws shall be construed to mean the right of Local Unions to exercise control 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 By-Laws 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 By-Laws shall include the Officers of Local Unions of the Alliance. All charges against an Officer of a Local Union shall be filed under the current article of the International Constitution and By-laws.

SECTION 7 - UNFAIR EMPLOYER

The term 'unfair' as used in this Constitution is to indicate the attitude of an employer and 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 men consent to remain in his employ. (See ARTICLE 23)

SECTION 8 - CONSTITUTION

The term 'Constitution' as used in this Constitution and By-Laws shall be construed to mean the fundamental principles that determine the powers and duties of the governing body that guarantees certain rights to the members of this Local; a written instrument embodying such rules.

SECTION 9 - BY-LAWS

The term "By-Laws" as used in this Constitution and By-Laws shall be construed to mean rules adopted by this Local for the government of its members and the regulation of its affairs.

SECTION 10 - ASSESSMENTS

Assessments will replace the words "Dues", "Fine", "fines" and/or "Fined" where they apply in this Constitution and By-Laws.

SECTION 11 - QUORUM

- a) 25 Members in good standing, including Officers, constitutes a quorum, at membership meetings, for the transaction of all business except as provided in Article 6, Section 3 of the By-Laws.
- b) A quorum of the Executive Board shall consist of one more than 50% of the elected Executive Board Members.

ARTICLE 1

SECTION 1 - NAME AND ORGANIZATION

This organization shall be known as STUDIO ELECTRICAL LIGHTING TECHNICIANS LOCAL UNION NO. 728, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, AFL-CIO (Hereinafter called the "Local").

SECTION 2 - JURISDICTION

Jurisdiction of this Local shall embrace the jurisdiction set forth in the Charter granted and as more fully defined as Motion Picture Studio Electrical Lighting Technicians. Full and direct Charter issued to Motion Picture Studio Electrical Lighting Technicians shall be construed as granting jurisdiction to such Locals over all persons engaged as Motion Picture Studio Electrical Lighting Technicians, Floor Men, Lamp Operators and all persons engaged on all electrical and lighting apparatus used in the making and taking of motion and still pictures, electronic imagery, except that used in sound recording in locations where motion pictures and electronic imagery are made.

This is not to include theatres, place of amusement or jurisdiction of Sister Locals of the I.A.T.S.E. and M.P.M.O. of the United States and Canada.

SECTION 3 - AMENDMENTS

- a) All alterations, revisions, amendments, or repeals of this Constitution and By-Laws shall be submitted to the Executive Board in resolution form.
- b) Any proposed amendment must be discussed at no more than three consecutive executive board meetings for approval by the board. It must be approved by a super majority of the board.
- c) The resolution shall be printed in the bulletin, on the website, and sent via any mass communication methods in common use at the time notifying the membership of the proposed amendment prior to a general membership meeting. The membership shall also be notified of the date of the meeting where it will be discussed. The resolution shall be read at said meeting and shall not be debated until after such reading.
- d) In July of even numbered years, a ballot will be mailed to all members in good standing to vote on any resolutions presented in the aforementioned process. Resolutions must pass by a majority of the ballots returned to the local.
- e) It cannot become effective until ratified by the International.

SECTION 4 - INCONSISTENT LAWS REPLACED

The former Constitution and By-Laws adopted and approved and in effect prior to the adoption of this revised Constitution and By-Laws, is hereby replaced, and all decisions, ruling, laws, resolutions and regulations heretofore passed and adopted by this Local, its Officers or Members, which are inconsistent with this Constitution and By-Laws, or any portion thereof, are hereby repealed.

All actions heretofore taken, agreements entered into, decisions, rulings, laws, resolutions and regulations heretofore passed and adopted, by this Local or its Officers, which are not inconsistent with this Constitution and By-Laws, are hereby approved and shall remain in effect.

ARTICLE 2

SECTION 1. OBJECTIVE

The objective of this Local shall be the maintenance of fair rate of wages and working-conditions for its members and to see that only competent persons are employed in the making and taking of motion pictures within our jurisdiction. (For definition of competent qualified person, see By-Laws Article 2 inclusive).

SECTION 2. PURPOSES

This Local shall endeavor to accomplish the foregoing objective by organizing the unorganized, educating its membership, negotiating Collective Bargaining Agreements with employers, securing progressive legislation, and by all other appropriate means within the International.

ARTICLE 3

SECTION 1. INTERNATIONAL CONSTITUTION AND BY-LAWS

No part of this Constitution and By-Laws shall take precedence over the current Constitution and By-Laws of the International.

SECTION 2. SUPREME LAW

This Constitution and By-Laws shall be the supreme law of this Local for the government of all its affairs. This Constitution and By-Laws shall be in effect at all times except when it conflicts with the law of the land or contractual obligation. In such cases, the law or contract shall be in force until such time as the law or contract may be amended or changed.

SECTION 3. COPIES TO BE FURNISHED

One copy of this Constitution and By-Laws shall be furnished each Member with instructions to read the same, and they shall be bound by all of the provisions hereof.

SECTION 4. PROVISIONS FOR BY-LAWS

All laws, rules and regulations for the management and operation of the affairs of this Local and for the conduct of its Members and Officers, and all matters pertaining to the good and welfare of this Local, which are not specifically set

forth in this Constitution, may be included in the By-Laws or added thereto from time to time in the manner provided.

SECTION 5. DECISIONS OF THE EXECUTIVE BOARD

a) All decisions and rulings rendered, adopted or passed, and action taken by the Executive Board, NOT INCONSISTENT WITH THIS CONSTITUTION AND BY-LAWS, shall be obeyed as rulings of this Local and shall so stand unless over ruled by a majority vote of the members present at a meeting of the membership. All agreements heretofore entered into by the Board shall be and remain valid and binding upon this Local and the individual members thereof. All agreements hereafter entered into by the Board, if valid under this Constitution, Article 17, Section 6 & 7, shall be and remain valid and binding upon this Local and the Individual members thereof for the duration thereof.

b) In the absence of a specific provision governing a situation, the decision of the Executive Board shall control as provided herein.

SECTION 6. QUESTIONS SETTLED BY SECRET REFERENDUM VOTE

a) For the best interest, good and welfare of the entire Membership, and so that Democracy may prevail and all Members working or on location or residing outside the city may exercise their right of

franchise and be able to vote on any decision or matter in question before the organization, any question, election or issue may be settled by a secret referendum vote under the supervision of the Executive Board when ordered by the Executive Board or when requested in writing by ten percent (10%) of the members in good standing.

b) This provision shall take precedence over and shall be the final determining Section of these Laws where there is any question or conflict concerning such laws.

ARTICLE 4

SECTION 1 - PERMANENCY OF LOCAL

This Local shall NOT have the power to dissolve itself if there be seven (7) dissenting Members in good standing.

ARTICLE 5

SECTION 1 - MISAPPROPRIATION

Any Officer or Member of this Local who, upon conviction of any misappropriation of funds or property of this Local or any affiliated Local Union, shall be fined One Hundred (\$100.00) Dollars plus costs, make restitution and be subject to expulsion.

ARTICLE 6

MEMBERSHIP

SECTION 1 - QUALIFICATIONS FOR MEMBERSHIP

- a) No person shall be eligible to Membership or to retain Membership in this Local who shall be proven a Member of any organization having for its aim or purpose the overthrow, by force, of the Constitution and Governments of the United States and Canada.
- b) Such applicant shall be of legal age to engage in gainful employment within the jurisdiction of this Local.
- c) There shall be no discrimination against any person in respect to Membership in this Local by reason of race, color, creed, national origins, sex or age.

SECTION 2 - APPLICANTS

- a) Applicant upon filing application for admission to this Local shall deposit into the hands of the Treasurer, one half (1/2) of the prevailing Initiation Fee, plus a Service Fee.

Any applicant who willfully makes false statements upon the Application shall be subject to expulsion and/or refusal of admittance to Membership and their fees be returned.

- b) The Membership shall be notified through Local 728 "BULLETIN" or other means available that said applicant has made application and shall then be referred to the General Office as provided for in the Constitution and By-Laws of the International Alliance. When applicant receives the endorsement of the international Office, the Local may then proceed to notify said applicant to pay the balance of the Initiation Fees plus the quarterly assessment for the current quarter.
- c) Upon fulfilling the above requirements, the Membership shall be so notified through Local 728 "BULLETIN" or other means available. The applicant will then be voted on and obligated at the next Regular Membership Meeting or Regular Executive Board Meeting.

SECTION 3 – (OMITTED)

SECTION 4 - INITIATION FEES

The Initiation Fees of this Local shall be not more than four (4) weeks salary.

SECTION 5 - TRANSFERS

a) TRANSFERS IN: Any MEMBER OF ANY OTHER Local of the I.A.T.S.E. & M.P.M.O. wishing to become a Member of this Local must present his application in accordance with the Constitution and By-Laws of the International and of Local 728 of the I.A.T.S.E. & M.P.M.O. governing same.

b) At the time of acceptance into Local 728, transferees shall be required to pay the difference in Initiation Fees from their original Local and this Local.

c) TRANSFERS OUT: All applications must be made in writing on proper application form. The applicants must state what Local they wish to transfer to. Members granted transfer cards will be considered Members of this Local until they have been accepted as Members of a Sister Local. If said Member is rejected by the Local to which they make application, they must present their transfer card back to this Local within ninety (90) days or pay the Initiation Fee as a new member.

SECTION 6 - UNION CARDS

a) ALL ACTIVE MEMBERS MUST AT ALL TIMES HAVE A PAID UP LOCAL 728 MEMBERSHIP CARD, OR RECEIPT, ON THEIR PERSON WHILE WORKING IN THE I.A.T.S.E. AND THIS LOCAL'S JURISDICTION.

b) Any Member who reports his card lost shall appear before the Executive Board to explain the loss and may be subject to a service Fee of \$5.00 Dollars.

SECTION 7 - HONORABLE WITHDRAWAL CARDS

a) The Local shall be obliged, upon request, to issue to any paid up Member in good standing, who is not under charges of misconduct, an Honorable Withdrawal Card. At such time as the Withdrawal Card is issued, the present Union Card shall be surrendered. Refusal by Local to issue such Withdrawal Card upon request, shall be subject to the penalty of Charter revocation. The Local shall refuse to reinstate or readmit to Membership any holder of an Honorable Withdrawal Card who has committed acts detrimental to this Alliance after the date of issuance of the Withdrawal Card. (For violations of this Section refer to By-Laws, Article 5, Section 3).

b) Local Members applying for a Withdrawal Card shall adhere to the current Constitution and By-Laws of this Local and the International.

- c) No holder of an Honorable Withdrawal Card shall be reinstated or readmitted to Membership by this Union unless and until the name of the former Members shall have been first submitted to the General Secretary-Treasurer for investigation and approval of the General Office.
- d) Any member who request this Local to pay his dues because of illness or disability over four (4) quarters shall be required by the Local to take an Honorable Withdrawal.

SECTION 8 - HONORABLE WITHDRAWAL & REINSTATEMENT

- a) Any Member wishing to take a withdrawal must be in good standing and must make application and sign the applicable Withdrawal Form.
- b) Any Member holding an Honorable Withdrawal Card and who has not committed any act detrimental to the International Alliance or to this local and wishing to be reinstated to active membership, shall be required to pay a reinstatement fee of \$ 25.00 Dollars, plus all per capita tax accrued during period of withdrawal, plus the current quarterly assessment; said application shall be referred to the Executive Board for approval, and upon their approval shall then be referred to the General Office of the International Alliance.

ARTICLE 7

OFFICERS

SECTION 1 - DEFINITIONS

The Officers of this Local shall be: President, Vice-President, Business Representative-Secretary, Treasurer-Call Steward, Members of the Executive Board.

SECTION 2 - ASSESSMENTS & VACATIONS

- a) All Officers of this Local shall receive their assessments as compensation for services rendered.
- b) All salaried Officers, elected or appointed, shall receive vacation pay as per current contract with the Producers, and all other provisions of the current contract agreement shall be applicable.
- c) The sick leave time of any salaried Officer elected or appointed shall not exceed ten (10) days in any past twelve (12) month period and shall not be accumulative.

SECTION 3 - RETIRED MEMBERS

I.A. Retired Members shall not hold elective office in Local 728.

SECTION 4 - FAILURE TO ATTEND

Non-salaried Officers who fail to attend three (3) meetings, both Executive Board and Membership within a twelve (12) month period without a satisfactory excuse, in writing, shall be recognized as vacating such office. This Section is not in conflict with Article 17, Section 16 of the Constitution.

ARTICLE 8

NOMINATIONS AND ELECTIONS OF OFFICERS

SECTION 1 - LENGTH OF TERMS OF OFFICE

President, Vice President, Business Representative-Secretary, Treasurer-Call Steward, Delegates to the I.A.T.S.E. & M.P.M.O. Convention, Delegates to the Central Labor Council of the Los Angeles County Federation of Labor, AFL-CIO shall be elected as hereinafter provided, and shall hold their office for a period of three (3) years or until their successor has been installed, as thereinafter provided.

SECTION 2 - ODD/EVEN YEAR ELECTIONS

Beginning in November 1982, all offices will be for three (3) years:

First year elections will be for President, four (4) Executive Board members. Two (2) alternates (runners-up) will be elected for one (1) year to fill Board vacancies during that year.

The following year elections will be held for Vice President, Call Steward-Treasurer, three (3) Executive Board members, and two (2) alternates for one (1) year to fill Board vacancies.

The next year elections will be for Business Representative-Secretary, four (4) Executive Board members, and two (2) alternates for one (1) year to fill Board vacancies.

In the fourth year the election procedure begins again as in the second paragraph of this Section.

SECTION 3 - DELEGATES TO CONVENTIONS

The Business Representative-Secretary and the President shall, by virtue of their office, serve as delegates to all conventions of the International Alliance, and to any other Convention, Labor Council or Trade Assembly at which the Local shall be entitled to representation, or to which this Local may be invited.

SECTION 4 - WRITE-INS

No write-ins shall be allowed.

SECTION 5 - NOMINATIONS FOR ONE OFFICE ONLY

No Member shall be permitted to accept a nomination for more than one (1) office, this not to include nominations for election of delegates to Conventions or Central Labor Council.

SECTION 6 - NOMINATIONS & REQUESTS FOR NOMINATIONS

a) In order to assure the most democratic nominations possible, all nominations will take place on the floor at the SEPTEMBER Membership meeting regardless of odd or even year, and that notice of such nominations to take place shall be put in Local 728 monthly newsletter "THE BULLETIN" of JULY, AUGUST and SEPTEMBER prior to the meeting.

b) Any Member working in our jurisdiction, on the day of nomination, may send the Local a written request to place his name in nomination for any office; said request to be placed in nomination by the presiding officer of the meeting.

SECTION 7 - ELIGIBILITY

A person must have been a member of Local 728 for a period of two (2) years and must have attended 50% of meetings during the two (2) years before he can become a candidate for any office, and further must be in good standing at the time of nomination. A member in good standing shall be any person who is not in arrears and who neither has voluntarily withdrawn from membership nor become inactive from membership nor has been expelled or suspended from membership.

SECTION 8 - VACANCIES TO EXECUTIVE BOARD

a) Filling Vacancies

In the event of death or resignation of an Executive Board member, the procedure of Article 8, Section 2, Alternates, shall have precedence.

b) Salaried Officers' Vacancies

In the event of a vacancy in the office of Business Representative-Secretary or Treasurer-Call Steward occurs, the Executive Board shall appoint an officer to fill the vacancy until nominations are had at the next Membership Meeting, either General or Special, as needed, and after due and proper notice is given to the members that such nominations will be held. A special election will be held which will follow the procedure as outlined in Article 8, Sections 6 thru 8.

ARTICLE 9

BALLOTING PROCEDURE FOR ELECTION OF OFFICERS

SECTION 1 - NOTIFICATION

After nominations are held at the Membership meeting, by the following Friday the Business Representative-Secretary shall notify such candidates of their nomination (and request they sign an enclosed acceptance or rejection of said nomination).

SECTION 2 - ACCEPTANCE OF NOMINATION

- a) By 6:00 p.m. of the following Friday, nominees so notified shall return their acceptance or rejection forms to the Business Office.

- b) Acceptance forms will be placed into a container so specified, for the purpose of drawing names at random. The order of names drawn shall be the order of placement on the Ballot.

- c) The President shall appoint three (3) members at large to watch the random drawing and one (1) Executive Board Member to do the actual drawing.

SECTION 3 - BALLOTS

Within the next ten (10) working days, the Business Representative-Secretary shall cause to have printed and mailed to each member in good standing of Local 728, one (1) Official Ballot with instruction sheet. Accompanying this Ballot, there shall be two envelopes enclosed marked "Envelope Number 1" and "Envelope Number 2". Number 1 shall be a self-addressed stamped envelope bearing the number of the member and addressed to the auditing firm to whom it is to be returned, with the return address of the auditing firm in the outside corner. Number 2 shall be an envelope with the following printed on the face, with no other mark of identification: "BALLOT ENVELOPE. Place your ballot in this envelope and seal". After the member has marked his ballot, he then places it in the envelope marked "Ballot Envelope", places Envelope Number 2 in Envelop Number 1 and mails it within fifteen (15) days of the date stamped on Envelope Number 1.

SECTION 4 - COUNT & AUDIT OF BALLOTS

The Executive Board at its regular meeting in October-November shall designate some reputable commercial Auditing company to audit the votes, which shall be done in the following manner: The Auditor, upon receipt of envelope Number 1 shall cause them to be deposited in a fireproof safe or vault, until 12'0 clock noon of Tuesday of the following week. He shall then open envelope Number 1 and after all envelopes Number 1 have been opened, he shall open all envelopes Number 2, and then proceed to tally the votes. After the tally is completed, he shall make out, in affidavit form which he shall have notarized, a complete statement of the total number of votes cast, and the number of votes cast for each candidate or office, and deliver it in person with all ballots and Number 1 envelopes to a Special Meeting of the Executive Board called for this specific purpose, all ballots to be kept for one year from the date of this meeting. The Business Representative-Secretary shall then notify the entire membership of the results of the election. Each and every ballot must bear the seal of the Local. Candidates shall be allowed to have watchers present during the counting of the ballots (added by International Office).

SECTION 5 - INSTALLATION

Elected Officers shall be installed into office at the next Regular Meeting following the report of the auditing firm to the Executive Board.

SECTION 6 - RETENTION OF OUTGOING OFFICERS

The outgoing salaried officers shall be retained for a period of thirty (30) days and continue to receive the same compensation and benefits while retained, to provide adequate transfer of responsibility. At the discretion of the Executive Board, the thirty (30) days period may be extended an additional thirty (30) days, if so needed.

SECTION 7 - ONLY HOLD ONE OFFICE

No member of this Local shall hold more than one office with this Local, with the exception of Delegate to conventions or C.L.C.

ARTICLE 10

GENERAL FOREMAN

SECTION 1 - STUDIO DEPARTMENT HEADS

Studio Department Heads shall meet with the Business Representative as often as needed to discuss or obtain contractual interpretations affecting the Membership.

SECTION 2 - MEMBERS BECOMING EMPLOYERS

Any member who becomes an employer shall not hold office.

ARTICLE 11

PRESIDENT

SECTION 1 - DUTIES

- a) It shall be the duty of the President to attend all meetings of this Local, call members to order at the specified times, appoint all officers (pro tem) in place of absentees, enforce due observance of this Constitution and By-Laws and compel due decorum during meetings.
- b) He shall call special meetings of this Local whenever he deems it necessary (or otherwise as stipulated in Article 6, Section 3 of the By-Laws).
- c) He shall have the power to call a meeting of the Executive Board when required or requested.
- d) He shall decide on all motions.
- e) He shall not make or second any motion but state the question as proposed for consideration.
- f) He shall have the power to cast the deciding vote in cases of a tie vote,

except in the case of election of officers and membership.

g) He shall not take part in any debate while in the chair.

h) He shall sign all orders on the treasury legally authorized by the Executive Board or the Local.

i) Immediately after his election by the membership, the President, of the Local Union, with the approval of the Executive Board, shall appoint the following committees: Constitution and By-Laws Committee, Ways and Means Committee and Parliamentarian.

j) He shall have the power to appoint any committee but must waive the right of any such appointment when so ordered by a majority vote of the General Assembly. The General Assembly will then proceed with the election to be decided by majority vote of those present and voting. Such committees and the new members so chosen shall be appointed by the President forthwith.

k) The President shall be an exofficio member of all committees.

l) The President of this Local shall receive an expense allowance.

m) He shall be required to inform the Local office of his whereabouts at all times.

- n) The President of this Local shall chair both the Executive Board and Membership Meetings.
- o) The President shall call the office once a week to be informed of the condition of business.

ARTICLE 12

VICE PRESIDENT

SECTION 1 - DUTIES

- a) In the absence of the President, the Vice President shall preside and perform all the duties of the President.
- b) If the President and Vice President are absent, the Secretary shall call the meeting to order and those present shall choose one of their number to act as President and perform all such duties pro tem.
- c) He shall have voice at all meetings except when serving as President pro tem.
- d) He shall be required to inform the Local office of his whereabouts at all times.
- e) The Vice President, by virtue of Office, shall have a voice but no vote, except when serving as President at Executive Board Meetings.
- f) In absence of an Executive Board Member, the Vice President shall have a vote.

ARTICLE 13

BUSINESS REPRESENTATIVE-SECRETARY

SECTION 1

The Business Representative-Secretary shall be under the supervision of the Membership, through the Executive Board.

SECTION 2 - DUTIES OF BUSINESS REPRESENTATIVE

- a) He shall see that the orders of the Local and Executive Board are carried out.
- b) He shall report to the Local any violation of the By-Laws of this Local or of the International Alliance and his report shall be considered as charges when in writing.
- c) He shall have general supervision of all members under our jurisdiction.
- d) He shall keep the office informed as to his whereabouts at all times.
- e) He shall have general supervision of the office.
- f) He shall submit a written report of his activities to each meeting of the Executive Board and General Membership.

SECTION 3 - DUTIES OF SECRETARY

- a) He shall keep or cause to be kept minutes of all proceedings of the Local and faithfully record same in a book provided for that purpose. It shall be his duty to read all papers, section of the By-Laws, reports of committees, etc., which may be ordered to be read.
- b) Whenever a committee has been appointed, he shall notify the members comprising said committee and inform them of the resolutions, matter or question referred to them.
- c) All books, papers, resolution, seal of the Local and all other documents pertaining to his office shall be given into his charge and shall not be taken from his possession except by order of the Executive Board or General Assembly, but a member in good standing shall have the privilege of examining his books during the business hours of this Local office.
- d) He shall furnish bond in the amount sufficient to comply with all federal statutes for the faithful performance of his duties, the premium of which shall be paid by the Local as authorized by the Executive Board. The amount of bond to be increased in accordance with increased finances of the Local. (This means he shall cause all necessary bonds to be made or furnished).
- e) He shall keep an index record and insert thereon each member's name and address in such order that it will show when he was admitted, expelled, transferred or whatever the case may be.

- f) He shall notify all members of special meetings.
- g) At the opening of each meeting, he shall have the roll of officers called.
- h) He shall be responsible for the prompt and proper handling of any and all correspondence referred to him for attention.
- i) He shall have the legal authority to comply with any and all government regulations.
- j) He is required to attend all meetings of the Executive Board with a voice only; and he shall also attend all Membership Meetings with a voice and vote, unless excused by the Executive Board.

SECTION 4 - SALARY OF BUSINESS REPRESENTATIVE-SECRETARY

He shall receive weekly as salary not less than CLT plus expenses. Plus any additional itemized expenses of official business. This expense account not to be paid while on vacation or sick leave.

ARTICLE 14

TREASURER-CALL STEWARD

SECTION 1 - DUTIES OF TREASURER

- a) He shall report to the Executive Board, at their regular meeting each quarter, a list of all delinquent members.
- b) He shall sign all vouchers when ordered by the Executive Board or the Local, same to be attested by the President and at the installation of his successor, transfer to him all books, papers, etc., belonging to the Local.
- c) He shall be responsible for the judicial and economical purchase of Local supplies as authorized by the Executive Board.
- d) He shall submit all bills for payment to the Executive Board for examination and audit and draw vouchers for same in accordance with Article 17, Section 11.
- e) He shall be responsible for all monies received by him and give his receipt for same. He shall, when ordered by the Local or the Executive Board, render an account of all monies received by him on account of the Local. He shall report quarterly, in writing, at the next regular meeting in January, April, July and October, and at such other time as this Local may request. All financial questions are to be answered during the business hours of this Local.

- f) He shall hold all monies accompanying application for membership, same to be deposited in the business account until the application is either accepted or rejected. If accepted, to be accounted for as part of the day's receipts. If rejected, to be returned to the applicant immediately taking his receipt for same.
- g) He shall receive, or cause to be received, all assessments and all other monies due this Local and enter same in cash book and ledger and deposits of money shall be made each day, as necessary, in such bank or savings institution as the Executive Board or the Local may select.
- h) He shall pay all bills or orders on the treasury when ordered by the Executive Board or the Local.
- i) The Treasurer shall not accept personal or other checks except in payment for assessments or other indebtedness to this Local.
- j) It shall be compulsory for the Treasurer of this Local to collect, or cause to be collected, from each individual member thereof, except retired members, or as ordered by the Executive Board and approved by the Membership, quarterly assessments of not more than one (1) day's pay, at Operator's (5451) rate, causing the proper receipt stamps to be affixed to the dues book of the individual member as evidence of such payment.

k) He shall be responsible for the prompt and proper handling of any and all correspondence referred to him for attention. He shall have the legal authority to comply with any and all government regulations.

SECTION 2 - DUTIES OF CALL STEWARD

a) He shall be in charge of the availability list.

b) He shall be under the supervision of the Business Representative-Secretary.

c) He shall turn over any business that may come to his notice pertaining to the Business Representative-Secretary.

SECTION 3 - SALARY OF TREASURER-CALL STEWARD

a) He shall receive a salary of not less than CLT plus expenses.

b) He is required to attend all meetings of the Executive Board with voice only. He shall also attend all Membership Meetings with voice and vote, unless excused by the Executive Board.

ARTICLE 15

SERGEANT-AT-ARMS

SECTION 1

The President, or in his absence, the person chairing the Membership Meeting, shall appoint a Sergeant-at-Arms from the Membership.

SECTION 2 - DUTIES OF SERGEANT-AT-ARMS

It shall be the duty of the Sergeant-at-Arms to attend the door at such meetings, and allow no person who does not show proper credentials to enter, or any member under the influence. And under the direction of the presiding Officer, maintain order and decorum in the meeting of this Local.

SECTION 3 - CHARGE OF REGISTER

He shall have charge of the register and shall present same to each Member to be signed after ascertaining that Member's card is paid up to date.

SECTION 4 - ASSIST INITIATIONS

He shall introduce candidates for initiation and assist at initiation.

ARTICLE 16

DELEGATES TO CENTRAL LABOR COUNCIL

SECTION 1 - NUMBER & LENGTH OF TERMS

Three (3) Delegates to the CLC shall be elected for three (3) years and their dues shall be paid as compensation.

SECTION 2 - ATTENDANCE & REPORTS

It shall be the duty of said delegates to attend all meetings of said bodies to which they are elected and give a report to the Local at the next Regular Membership Meeting, if required.

ARTICLE 17

EXECUTIVE BOARD

SECTION 1 - NUMBER OF MEMBERS

The Executive Board shall consist of eleven (11) Members to be elected from the Membership at Large in accordance with Articles 8 and 9 of this Constitution. In the absence of an Executive Board Member, the Vice President shall have a vote.

SECTION 2 - BOARD MEETING ATTENDANCE

The Business Representative-Secretary, Treasurer-Call Steward and Vice President shall attend all Board Meetings, unless properly excused.

SECTION 3 - ATTENDANCE

See Article 7, Section 4 of this Constitution.

SECTION 4 - ELECTION

Elections for Officers of the Executive Board will be for four (4) members the first year, three (3) members the next year, and four (4) members the following year, and the member so elected shall serve for a period of three (3) years. (Effective as of November 1981 election.)

SECTION 5 - MEMBERS ATTENDING EXECUTIVE BOARD MEETINGS

All members of Local 728 in good standing may attend Executive Board Meetings, both regular and special having neither voice nor vote, with adequate notification.

SECTION 6 - DUTIES AND RESPONSIBILITIES

The Executive Board shall have the general supervision of all affairs, membership and business of this Local and shall be vested with all and complete authority necessary for the government of this Local, subject, however, to the Constitution and By-Laws of this Local and the I.A.T.S.E. & M.P.M.O. and the Membership.

SECTION 7 - ENFORCEMENT OF THIS CONSTITUTION AND BY-LAWS

They shall interpret and decide upon the enforcement of our laws and regulations and may perform such acts and make such rulings and decisions consistent with this Constitution and By-Laws as may be necessary to carry on the business and promote the interests of this Local when properly authorized by the General Membership of this Local, if not in conflict with the Constitution and By-Laws of this Local.

SECTION 8 - COMPLAINTS

They shall investigate all complaints or other matters referred to them, accepting any honorable means toward an amicable settlement.

SECTION 9 - MEETINGS

The Executive Board shall meet once a month and have a full written report of their actions submitted to the General Assembly.

SECTION 10 - SUBCOMMITTEES OF THE EXECUTIVE BOARD

The Chairman of the Executive Board is authorized to appoint subcommittees to handle the various duties of the Board and that these subcommittees report back to the Board who shall submit their recommendations to the General Assembly for final action.

SECTION 11 - FINANCIAL TRANSACTIONS

The Executive Board shall examine and audit all bills of this Local and be responsible for the correctness of same. The responsibility for the accuracy of the Local's financial transactions rest with the Executive Board.

SECTION 12 - DECISIONS

The Executive Board shall decide on all matters referred to them by the Local, and their decision shall be binding in all cases when concurred in by the GENERAL ASSEMBLY.

SECTION 13 - SPECIAL MEETINGS

The Board shall have the power to call a special meeting of the Local.

SECTION 14 - STRIKE VOTE

They shall NOT have the power to call a strike in any Studio or place of amusement but must first have the sanction of the General Office and Local.

SECTION 15 - AUTHORITY OF CHAIRMAN

The Chairman of the Executive Board shall have the authority to poll the Executive Board when requested by any Officer of the Local.

SECTION 16 - LEAVE OF ABSENCE

The Executive Board shall have the authority to grant an Officer or Member of the Board a leave of absence from their official duties should the circumstances reasonably warrant such action, and the next alternate shall be installed as an Executive Board member, pro tem, to serve in his place for that period, provided, however, that such leave of absence is not for more than three (3) months, In which case the vacancy shall be filled as provided in Article 8, Sections 7 and 8 of this Constitution.

ARTICLE 18

LOT STEWARDS

SECTION 1

A lot steward and/or Alternate shall be appointed when necessary by the Business Representative. He shall have membership dues paid for his services. If a Lot Steward resigns, he shall be liable for all assessments due that quarter.

SECTION 2

Lot Steward and/or their Alternates shall organize into a body with the Business Representative as Chairperson and have meetings when necessary to consider conditions of work and trade.

SECTION 3

Any Steward and/or Alternate absenting himself/herself from 50% of Lot Steward and/or General Membership meetings per year, without satisfactory excuses, shall forfeit his/her Stewardship and be replaced by a member so qualified and appointed by the Business Representative.

SECTION 4

Any Lot Steward and/or Alternate knowing of any violation or infringement of the rules of this Local and failing to report the same to the Business Representative shall be fined, upon proof of guilt, at the discretion of the Executive Board.

ARTICLE 19

REVENUES

SECTION 1 - FISCAL QUARTERS

The fiscal quarters of Local No. 728 shall be the same as the fiscal quarters of I.A.T.S.E. and M.P.M.O. of the United States and Canada, and shall remain so unless and until changed by the I.A.T.S.E. and M.P.M.O. of the United States and Canada in which event the fiscal quarters of Local No. 728 shall be changed in order to comply with the change. Until and unless such change takes place, the fiscal quarters as hereinafter provided.

SECTION 2 - UNIFORM ASSESSMENTS

Every Member not holding a Withdrawal or Retirement Card shall pay a uniform assessment representing not more than one (1) day's pay at Lamp Operators rate, for the fiscal quarter.

SECTION 3 - PER CAPITA TAX

Per Capita Tax shall be paid by Local No. 728 for every Member who pays his regular quarterly assessment. In the event the amount of the Per Capita Tax is increased or decreased, then the amount of the regular assessment of each Member as described herein shall be changed by increasing or decreasing the regular quarterly assessment, as the case may be, in order to compensate for the change.

SECTION 4 - QUARTERLY ASSESSMENTS

- a) All Members shall pay a regular and uniform quarterly assessment as provided herein and such assessment shall be due and payable on or before the FIRST DAY OF THE FISCAL QUARTER for which such assessments are due and payable.
- b) For violation of this Section see By-Laws, Article 5, Section 12.
- c) A member dropped for more than two (2) years can only be readmitted as a new member.

SECTION 5 - FINANCIAL OBLIGATIONS

- a) Members of this Local shall be obligated to meet the financial obligations properly imposed upon them by the Local.
- b) Members may be suspended or expelled by Local 728 for non-payment of dues and other financial obligations. In no event shall a Member be expelled unless he has been delinquent for a period of more than six (6) months, and unless such members have been given at least ten (10) days written notice, by certified mail, directed to last known address informing him that he will

stand expelled unless payment of his arrears is made within such ten (10) days period.

SECTION 6 - SUSPENSION OR EXPULSION

a) Any Member suspended or expelled shall pay the amount they were in arrears at the time of their suspension or expulsion, and all assessments charged against him during the period of his suspension or expulsion upon their application for reinstatement as a condition of their reinstatement. After complying with the above, any such Member shall be recognized as a new Member and they shall be governed by Article 6 of this Constitution and Article 6 of these By-Laws.

b) A Member dropped for non-payment of dues, less than two years, may be reinstated as a Member with the original initiation date by paying all back quarterly dues owed, plus a reinstatement fee of \$25.00, plus current quarter's dues.

SECTION 7 - READMISSION OF EXPELLED MEMBERS

a) Members EXPELLED for any other violation of the International Constitution and By-Laws or of this Constitution and By-Laws can be readmitted ONLY as new Members.

b) Members may be readmitted in accordance with the above, only upon application for membership and in the manner set forth in Article 6 of this Constitution, provided, however, that where the Constitution so provides, expelled Members may be refused readmission into the Local for a certain fixed period, or indefinitely.

SECTION 8 - LIABILITIES OF LOCAL

If at any time the liabilities of this Local exceed the receipts thereof, the deficiency shall be raised by either assessment of each Member payable, or immediate reinstatement of one (1) day's pay at Lamp Operators Rate, otherwise to be charged as assessments, and proceeded with as herein provided.

SECTION 9 - UNION CARD

Assessments of all newly obligated Members shall commence from the time they are obligated and they shall receive a Union card ONLY after they are obligated.

SECTION 10 - MEMBER INDEBTEDNESS

Member indebted to this Local for any sum of money other than the regular assessments and failing to pay same within the allotted time shall have the same charged against them as unpaid assessments and subject to all laws governing same.

SECTION 11 - ASSESSMENTS OF DISABLED MEMBERS

Any Member of Local No. 728 who becomes ILL or DISABLED and is financially unable to pay their Union dues may make application by affidavit to the Executive Board.

ARTICLE 20

DISCIPLINE OF MEMBERS

This Article shall comply with the current International Constitution and By-Laws.

ARTICLE 21

IMPEACHMENT OF OFFICERS

This Article shall comply with the current International Constitution and By-Laws.

ARTICLE 22

APPEALS

This Article shall comply with the current International Constitution and By-Laws.

ARTICLE 23

UNFAIR PRODUCTIONS (EMPLOYER)

SECTION 1

A Member shall not work in any studio, or on any location or on any production, or unit, within the jurisdiction of this Local, that is declared to be unfair by the Executive Board or Business Representative.

SECTION 2 - DEFINITIONS OF UNFAIR

The term "unfair" as used herein to indicate the attitude of an employer may 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 personnel consent to remain in his employ. A refusal to sign the Basic Agreement shall be considered "unfair".

ARTICLE 24

GENERAL MEMBERSHIP MEETING PROCEDURE

SECTION 1 - REGULAR ORDER OF BUSINESS

No business shall be taken up except in the regular order prescribed. After roll call of Officers, and on a motion, such irregularity shall be sanctioned by a majority of the Members.

SECTION 2 - BUSINESS

No business shall be received or laid before this Local unless moved and seconded by two (2) Members, or open for discussion until stated by a presiding Officer. When a question is before the Local no other motion shall be in order, except the following:

- 1) Committee of the whole
- 2) adjourn
- 3) to lay on the table
- 4) the previous question
- 5) to postpone
- 6) to refer
- 7) to amend

which motions shall have precedence in the order in which they are here arranged. The first four shall be decided without debate, unless it is proposed to postpone to a definite period, in which case it shall be debatable.

SECTION 3 - SUBMIT IN WRITING TO EXECUTIVE BOARD

Resolution, amendments to the Constitution and By-Laws, reports of committees and charges against Officers and Members must in all cases be presented in writing to the Executive Board, otherwise they will not be considered.

SECTION 4 - VERBAL MOTIONS BE PUT INTO WRITING

The mover of any verbal proposition shall, upon the request of the Chair, or two or more Members, reduce it to writing.

SECTION 5 - DIVISION OF QUESTION

Any Member entitled to a vote may move for a division of the question when the sense of the same will admit it.

SECTION 6 - MOTION TO RECONSIDER

Any motion to reconsider any former motion or vote shall be made and seconded by Members present who voted in the majority on the motion.

SECTION 7 - QUESTION OF VOTE

When the reading of any paper is called for and objected to, the question shall be decided by vote.

SECTION 8 - MEMBERS RECOGNIZED BY CHAIR

When Members speak they shall arise and address the presiding Officers, confining themselves strictly to the merits of the question under consideration; a Member shall not be interrupted while speaking, unless by the presiding Officer, who may call to order or admonish to a closer adherence to the subject and to avoid all personalities, nor shall a Member be allowed to speak more than twice on the same subject without the permission of the presiding Officer, who shall decide who shall be dealt with immediately by the presiding Officer.

SECTION 9 - CALL FOR PREVIOUS QUESTION

On a call of a Member for the previous question, the President shall put it in this form: "Shall the main question be now put?" and until this is decided, it shall include all amendments to the main question, and all further debate shall cease.

SECTION 10 - RELIGION

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

SECTION 11 - NON-MEMBERS

Non-Members of the I.A.T.S.E. & M.P.M.O. shall not be allowed at any time in any meeting without the consent of the Executive Board and/or the Membership.

SECTION 12 - DECISIONS OF PRESIDING OFFICER

Questions of order shall be decided by the presiding Officer, but in case of appeal from his decision, the meeting shall decide without debate.

SECTION 13 - SUSPENSION OF RULES

No suspension of the rules shall be allowed unless so ordered by a majority vote of the assembly.

SECTION 14 - POWERS OF PRESIDING OFFICER

The Officer or Member presiding in the absence of the President shall, for the time being, possess all the powers and principles vested in the President.

SECTION 15 - COMMITTEE OF THE WHOLE

This Local shall have the power to go into a committee of the whole at all times.

BY-LAWS

Nothing in the provisions of this Constitution and By-Laws shall be construed to deprive a Member charged with a violation thereof, of the right to a fair trial whereby their guilt or innocence may be determined, provided such request is in writing. If found guilty, Member will be subject to cost of the trial.

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BY-LAWS

ARTICLE ONE

JURISDICTION

Local 728, I.A.T.S.E. shall have jurisdiction over all Motion Picture Chief Lighting Technicians, Assistant Chief Lighting Technicians, Chief Rigging Electricians and/or Sub-Foremen, Running Repair Men, Special Operators, Lamp Operators, Riggers and Dimmer Men, and QTV Operators.

ARTICLE TWO

DUTIES DEFINED (FILMS AND TAPE)

SECTION 1 - DUTIES DEFINED

a) CHIEF LIGHTING TECHNICIAN

The Chief Lighting Technician shall be in charge of Lighting all sets. And in charge of all Local 728 Members working on any shooting unit and all electrical apparatus used in the making and taking of Motion Pictures, Still Pictures and Electronic Imagery (except that used in sound recording) on that shooting unit.

b) ASSISTANT CHIEF LIGHTING TECHNICIAN

An Assistant Chief Lighting Technician carries out the instructions of the Chief Lighting Technician. The Assistant Chief Lighting Technician places the men and it is his responsibility to see that all sets are properly serviced for the day's shooting and the next day's shooting in conjunction with the Chief Lighting

Technician. Also, order enough Members for the next day or night shooting. He is also responsible for all equipment and Time Cards where applicable, and must inform the Local daily of any changes in personnel or location off studio property. It shall be the duty of the Assistant Chief Lighting Technician (Local No. 728 Member) when going on distant location to notify this Office as to place, time and name of Members going to distant location. Failure to do so, the Assistant Chief Lighting Technician shall be subject to an assessment of not less than One-Hundred (\$100.00) Dollars.

c) CHIEF RIGGING ELECTRICIAN AND/OR SUB-FOREMAN

A Chief Rigging Electrician and/or Sub-Foreman shall supervise the rigging of all sets to the specifications and approval of the Chief Lighting Technician in charge of the shooting unit or Assistant Chief Lighting Technician.

d) RUNNING REPAIRMAN

Running Repairman shall repair, lubricate and maintain all electrical equipment on sets under the jurisdiction of Local 728.

e) SPECIAL OPERATOR

Special Operator shall do Special Operator's work such as fixture wiring, Still Lighting and dimmers, or any other special job.

f) LAMP OPERATOR

Lamp Operator shall do all other electrical work on the shooting company in the jurisdiction of Local 728 under the supervision of the Chief Lighting Technician and/or Assistant Chief Lighting Technician according to his work assignments.

g) RIGGER

A Rigger shall do work in the jurisdiction of Local 728 under the supervision of the Chief Lighting Technician and/or Chief Rigging Electrician and/or Sub-Foreman according to his work assignment.

ARTICLE THREE

WORK BOOK (AVAILABILITY LIST)

SECTION 1 - "OUT-OF-WORK" BOOK

a) Any Member registered as "out of work" shall have his name registered on the availability list.

(A.A.) Any person working under the jurisdiction of Local 728 shall be obligated to notify the Call Steward at all times when they are laid off and/or receive a personal call for work from an employer. This must be done within twenty-four (24) hours, (weekends and holidays excepted). Penalty for non-compliance shall be a summary Twenty-Five (\$25.00) Dollars assessment for each occurrence.

- b) Request calls received by the Call Steward from any employer for any Member of this Local, in good standing, will be given prompt consideration by him and he shall make every effort to fill the call.
- c) Any Member of this Local having his name on the "Out-of-Work" Book (Availability List), while working under the jurisdiction of Local No. 728, and fails to personally notify the Call Steward by 12:00 Noon of the following day to remove his name from the "Out-Of-Work" Book (Availability List), shall be assessed not less than Twenty-Five (\$25.00) Dollars per day.

SECTION 2 - LOCAL TO REFER WORK

It shall be the duty all Members to notify the Union office prior to selecting men for work. Any Member who does not comply with this Section shall be guilty of a violation and shall be assessed not more than One-Hundred (\$100.00) Dollars per day for each offense.

SECTION 3 - CHANGING ADDRESS OR TELEPHONE

Any Member changing his place of residence or telephone number shall notify the office on a form provided for that purpose within one week, and failing to do so shall be assessed Fifteen (\$15.00) Dollars for each offense.

SECTION 4 - ASSESSMENTS

All assessments shall become due after forty-eight (48) hours and shall be paid.

ARTICLE FOUR

WORKING CONDITIONS

SECTION 1 - NOT RECEIVING WAGES

Any Member not receiving his wages for services rendered in jurisdiction of Local No. 728, within 24 Hours upon request after it is due, must report same to the Business Office.

SECTION 2 - EMPLOYERS INDEBTED TO MEMBERS

No Member of this Local shall work for a non-signator without prior consent of the I.A.T.S.E. & M.P.M.O.

SECTION 3 - WORKING UNDERSCALE

No member shall work for less than scale.

SECTION 4 - INFORMING OF WORKING UNDERSCALE

It is the duty of any Member knowing of any other Member working for less than the regular scale of wages to report same to the Local Business Office.

SECTION 4A - OVERSCALE DEAL MEMOS

Any Member negotiating overscale deals (agreements) (deal memos), shall submit a copy of said memo (agreement) to this Office. Failure to do so negates the Local's responsibility to represent in disputes involving overscale deals (agreements).

SECTION 5 - DOUBLE SHIFTING

No Member shall be allowed to take more than one call in any one day, unless deemed necessary by the Local. Any monies received for double-shifting shall be paid as an assessment.

SECTION 6 - CARDS CHECKED

All cards shall be checked on each shift at every studio by an accredited official and a Daily Report sent into the Local Office, open to the membership at all times, during business hours.

SECTION 7 - NO WORK W/OUT COMPENSATION

No Member of this Local shall be allowed to work in the jurisdiction of this Local without compensation, unless approved by the Business Representative.

SECTION 8 - NOT REPORTING FOR WORK

a) Any Member who accepts employment and does not report for work, without reporting to the Local with a satisfactory excuse, shall be fined One-Hundred (\$100.00) Dollars for each offense.

b) Any Member who walks off the job, without notifying his superior and/or the Local Office, without a satisfactory reason, shall be fined One-Hundred (\$100.00) Dollars for each offense.

SECTION 9 - REFUSAL TO SHOW CARD

Any Member of this Local who willfully refuses to show his card when called upon to do so, may be assessed Ten (\$10.00) Dollars and may be replaced on the job by the order of the Business Representative.

ARTICLE FIVE

CONDUCT OF MEMBERS

SECTION 1 - OFFICERS FAILING TO ATTEND MEETINGS

Any Officer of this Local who falls to attend three (3) Meetings of both the Executive Board and General Assembly within a 12 month period, without satisfactory excuse in writing, shall forfeit his office.

This means any combination of three (3) meetings.

SECTION 2 - CONSPIRING TO VIOLATE THIS CONSTITUTION AND BY-LAWS

Any Member who conspires with other Members of this organization to violate any part of this Constitution, By-Laws, etc., is subject to an assessment of (One-Hundred (\$100.00) Dollars for each offense.

SECTION 3 - WITHDRAWAL CARD HOLDERS

a) Holders of withdrawal cards may not accept employment within our jurisdiction without first applying to this Local for an active working card (with the exception of maintaining Roster status as per the Collective Bargaining Agreement through the office).

b) Any Member knowingly allowing this condition to exist without notifying the Local shall be subject to the proper disciplinary action.

SECTION 4 - INFRINGEMENT OF RULES

Any accredited official knowing of any infringement of the rules of this Local and failing to report same shall be replaced.

SECTION 5- ACTS OF NON-UNIONISM

Any Member proven guilty of an act of non-unionism or any member using disrespectful or vulgar language or acting in a disrespectful or vulgar or disorderly manner or appearing under the influence at any meeting of this Local or its Boards or in the Business Offices, or the headquarters of the Local, or any member who willfully damages, defaces or destroys any of the property of this Local in any manner whatsoever may be remanded to Trial, and after proper charges have been filed, subject to an assessment of not less than One-Hundred (\$100.00) Dollars nor more than Five-Hundred (\$500.00) Dollars, or suspension for a period of not more than one (1) year or both.

SECTION 6 - ANTAGONISM AND/OR PREJUDICES

Any Member proven guilty of practicing antagonism or fostering prejudice among fellow members of the Local, or against members of any other I.A.T.S.E. & M.P.M.O. Local, shall be subject to discipline.

SECTION 7- SUBVERSIVE ACTIVITIES

Any Member upon conviction of subversive activities detrimental of the Officers or Members of this Local, or against the

I.A.T.S.E. and M.P.M.O. of the United States and Canada, or the Government of the United States of America, the America Federation of Labor, or any member affiliated with an organization which advocates the overthrow of any of the above, shall be assessed, suspended or expelled at the order of the Local.

SECTION 8 - HARASSMENT

Any Member harassing another Member in any way for color, race, sex or religion shall be fined One-Hundred (\$100.00) Dollars per offense and/or suspended and put on a one (1) year probation upon conviction.

SECTION 9 - SUBVERTING ELECTIONS PROCEDURES

Any Member who by evasion, subterfuge or connivance attempts to circumvent the intent and purposes of any portion of Articles 8 and 9 of this Constitution concerning elections shall, upon conviction thereof, immediately be expelled from membership and no Member so expelled shall ever be eligible for membership in the Local thereafter.

SECTION 10 - BOGUS CHECKS

a) Any Member of this Local tendering a check in payment for financial obligations or assessments which is returned to the Treasurer unhonored by the bank shall be subject to the following: first time -Ten (\$10.00) Dollars Assessment; second time - Twenty-Five (\$25.00) Dollars Assessment: and the Treasurer shall accept only cash, money order, cashiers or certified check from such time forward.

b) Any assessments imposed shall be paid within seventy-two (72) hours and same shall be charged to Member as unpaid assessments and subject to all laws governing same or he may be remanded to Trial by the Executive Board.

SECTION 11 - SUSPENSION OF PRIVILEGES

Any Member allowing himself to become suspended or expelled shall not be allowed to enjoy the privileges of this Local.

SECTION 12 - WORKING WHILE DELINQUENT

Any member accepting employment while delinquent shall be subject to a \$50.00 fine per each offense, remanded to the Executive Board, or both.

SECTION 13 - WORKING UNDER THE INFLUENCE

Any Member working under our jurisdiction, found guilty of working under the influence or attends any meeting of this Local under the influence, shall be assessed not less then One-Hundred (\$100.00) Dollars for each offense and may be expelled from the Union.

ARTICLE SIX

MEETINGS

SECTION 1 - WHEN HELD

The Regular Membership Meeting shall be held at a time, date and place selected by the Executive Board and approved by the Membership.

SECTION 2 - DURATION OF MEETINGS

All meetings of this Local, if not adjourned earlier, shall stand adjourned three (3) hours from the time of convening. (Unless a motion to stop the clock is approved).

SECTION 3 - SPECIAL MEETINGS

A SPECIAL MEMBERSHIP MEETING of this Local shall be called by the President at the request of the Executive Board or the request of fifty (50) Members in good standing, said request to be in writing and signed and to state the specific subject for which the meeting is to be called. Each member must be notified at least twenty-four (24) hours previous to the meeting or by telegram if deemed necessary. NO OTHER BUSINESS CAN BE TRANSACTED at this special meeting but that for which the meeting was specially called.

SECTION 4 - ATTENDANCE AT SPECIAL MEETINGS

Any Member in good standing, signing a petition requesting a SPECIAL MEETING, in accordance with Section 3 above, shall attend such meeting or be liable to an assessment of Twenty-Five (\$25.00) Dollars, if they do not have a good and sufficient reason acceptable to the Executive Board and the General Assembly.

SECTION 5 - INFORMING OUTSIDERS OF LOCAL BUSINESS

Any Member informing an outside party or members in arrears of the business of this Local shall be assessed not less than One-Hundred (\$100.00) Dollars or be suspended for not more than three (3) months or both. Any member knowing of a violation of the above and not reporting it to the Executive Board is equally guilty and subject to the same penalties.

SECTION 6 - ALL RECORDS PRESENT AT MEETINGS

Any Officer having charge of the records of this Local shall have them in the meeting room at roll call, provided sufficient written notice has been given to the Secretary.

SECTION 7 - ROBERT'S RULES OF ORDER

Robert's Rules of Order shall be used as a guideline for parliamentary procedure.

ARTICLE SEVEN

CHARGES & COMMITTEES

SECTION 1 - MEMBER FILING CHARGES

Any Member filing charges against an Officer or Member of Local No. 728, Officer

or Member of the I.A.T.S.E. and M.P.M.O. in the jurisdiction of Local No. 728, and failing to appear, without a proper excuse, charges will be dismissed with the approval of the accused and the Member filing such charges will be assessed One-Hundred (\$100.00) Dollars.

SECTION 2 - FAILURE OF COMMITTEE TO PERFORM DUTIES

Any Officer or Committee Person failing to perform the duties incumbent upon him without satisfactory excuse, shall be replaced.

SECTION 3 - NO COMPENSATION FOR COMMITTEES

At no time shall any individual or committee be compensated for their service by this Local unless it takes all of said individual or committee's time and is so specified at the time of appointment and when approved by General Assembly.

SECTION 4 - NO COMMITTEE GIVEN FULL POWERS

At no time shall an appointive committee or any individual of this Local be given full power to act on business or expenditures of the funds of this Local.

SECTION 5 - CONDUCT UNBECOMING A MEMBER

Any Member acting in any manner that could be construed as committing a breach of the Constitution and By-Laws or conducting himself in a manner unbecoming a Member, any unbrotherly act or an act of non-unionism shall be disciplined.

SECTION 6 - NO FILES TAKEN WITHOUT CONSENT

At no time has any Member of the Local the right to take files or communications from this Office without the consent of the Executive Board and the approval of the Membership.

SECTION 7 - COMMITTEE REPORTS ENTERED INTO MINUTES

All Committee Reports shall be made in writing and entered in the Minutes of the Meetings.

SECTION 8 - FAILURE TO APPEAR WHEN CITED

Any Member who falls to appear when properly cited by the Board or Committee without tendering them a satisfactory excuse, shall for the first offense be assessed Twenty-Five (\$25.00) Dollars; for the second offense Fifty (\$50.00) Dollars; and the third offense One-Hundred (\$100.00) Dollars.

ARTICLE EIGHT

SECTION 1 - CONTEMPLATING STRIKE

Any Member or members contemplating any action of any kind whatever, whether to strike or make a demand of their employer for more wages, or redress of grievances, shall report same to the Executive Board in writing over their signatures.

SECTION 2 - STRIKES

Shall comply with the current International Constitution and By-Laws.

SECTION 3 - NOT WORKING ON STRIKE

No member is allowed to work in any Studio or place of amusement in any jurisdiction declared on strike or where a lockout or unfair labor conditions are in effect, when properly authorized or recognized by the I.A.T.S.E. ANY MEMBER CONTINUING TO WORK AFTER A STRIKE HAS BEEN CALLED SHALL BE EXPELLED.