

**CONSTITUTION
AND
BY – LAWS**

**International Union Of
Elevator Constructors
Local 132**

**REVISED August 21, 2019
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ARTICLE I
NAME, AFFILIATION AND JURISDICTION

This organization shall be known as INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS, Local Union No. **132**. This local has been issued a charter by the INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS and is subject to the constitution, By-Laws, rules, regulations, and practices of the INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS.

ARTICLE II
OBJECTS

The objects of this union shall be to encourage a higher standard of skill among its members, to cultivate a feeling of friendship among the craft, to obtain and maintain a fair standard of wages, to assist each other in securing employment, to protect the jurisdiction of the craft, to engage in cultural, civic, legislative, fraternal, educational, charitable, welfare, social and other activities which further the interests, directly or indirectly, of this organization and its membership, and to use all legal and appropriate means for the accomplishment of the foregoing objects.

ARTICLE III
MEETINGS

Section 1. The regular meeting of this Local shall be held on the third (**3rd**) Wednesday of each month, at 6:00 p.m., at such place as shall have been selected by the Local. No notice of regular meeting shall be required.

Section 2. At the direction of the Executive Board, or upon written request of not less than ten (10) members, the President shall call a special meeting of the Local upon reasonable written notice to the membership. The notice shall specify the business to be brought before such meeting and only the business so specified shall be considered at the meeting.

Section 3. A quorum for the purpose of transacting any business by the Local shall consist of not less than ten (10) members present in person at any regular or special meeting. No action of any meeting shall be invalid for the lack of a quorum unless the question of lack of a quorum was raised before such action was taken. A regular meeting may transact any and all business coming before it without prior notice if the business to be transacted at such meeting, except as otherwise specifically provided in these By-Laws. All decisions of a Local meeting shall be by a majority of the members voting unless otherwise specifically provided by the By-Laws.

Section 4. No member shall attend a meeting under the influence of alcohol or any controlled substance nor conduct himself while at the meeting in such a manner as to interfere with the proper and orderly conduct of the business of the Local. He/she must comply with and obey all requests or orders by the presiding officer pertaining to the conduct of the meeting, and at no time use vulgar or profane language, nor make any slanderous statements or accusations toward any member or officer

of the Local or of the International Union. Any member entering the meeting who, in the opinion of the chairman, is under the influence of alcohol or a controlled substance, shall be ejected. There shall be NO SMOKING in the meeting room or during the meeting. Any member who uses profane or unbecoming language during the meeting or who otherwise disrupts the meeting shall be admonished by the chair and if he/she shall again offend, he/she shall be excluded from the room and may be subject to disciplinary action under ARTICLE XVIII of the IUEC Constitution and By-Laws.

Section 5. Unless otherwise provided, either by the laws, practices or by vote adopted by this Local, Robert's Rules of Order shall be the guide and authority for the method of conducting the affairs of the Local at its meetings.

Section 6. Order of Business. The order of business to be followed at a regular meeting shall be the following.

1. Pledge of Allegiance
2. Opening of meeting and roll call of officers.
3. Reading of minutes of previous meeting.
4. Communications and bills and actions thereon.
5. Initiation of candidates.
6. Reports of committees, and propositions of new members.
7. Reports of delegates.
8. Reports of officers.
9. Unfinished business.
10. New business.
11. Report of financial officers.
12. Good and welfare.
13. Adjournment.

ARTICLE IV OFFICERS

Section 1. The officers of this Local shall consist of a President, Vice President, Recording Secretary, Financial Secretary-Treasurer, Warden, Business Representative, three (3) Trustees and an Executive Board to consist of five (5) members. The position of Business Representative and Recording Secretary shall be one. These officers shall be elected in accordance with the provisions of Article XI.

Section 2. Offices of President, Vice President, and Warden shall be for a term of one (1) year. The Executive Board shall be for a term of two (2) years, and shall be elected in such a manner that on odd numbered years three (3) members are elected, and on even numbered years two (2) members are elected.

The Business Representative/Recording Secretary and the Financial Secretary-Treasurer shall be for a three (3) year term. The Trustees shall serve for a term of three (3) years and shall be elected in such a manner that the term of one (1) Trustee shall expire at the end of each term successively. Neither the President, Vice President, Recording Secretary, Financial Secretary-Treasurer, Business Representative, or members of the Executive Board, can act as a Trustee.

Section 3. No member shall be eligible to hold office in this Local Union in any capacity unless such member has been a member in good standing in this Local Union for two (2) years prior to his/her election.

Section 4. No member may hold office in violation of the provisions of the Labor-Management Reporting and Disclosure Act of 1959 relating to Communist membership and the commission of crimes.

Section 5. All officers of the Local must, as a condition of holding office, execute all necessary forms required by law to be filed with any State or Federal agency, either for or on behalf of the Local, or as an officer or employee thereof.

Section 6. No officer or member shall be empowered to contract any indebtedness unless authorized by the Local.

ARTICLE V DUTIES OF OFFICERS

Section 1. President

1. It shall be the duty of the President to preside at all meetings of the Local, conduct the same in accordance with parliamentary rules, rule on all questions of law, procedure and points of order; have the deciding vote in case of a tie; announce the results of all votes, and enforce a due observance of order.
2. He/she shall enforce the provisions of the Constitution of the International and the By-Laws, as well as all duly adopted rules, resolutions and regulations of the Local.
3. He/she shall appoint all committees unless directed otherwise by the Local.
4. He/she shall examine and sign all official documents requiring his/her signature, and countersign all orders for money.
5. He/she shall exert general supervision over the interests of the Local, and perform such other duties as may be required of him/her by the Local Union consistent with the provisions of this Constitution and the policies of this International.

Section 2. Vice President

It shall be the duty of the Vice President to assist the President in conducting the meeting of the Local. In the absence of the President, he/she shall in every respect discharge the duties of the President. He/she shall perform such other official duties as may be assigned to him/her by the Executive Board for the welfare of the union, not inconsistent with the Constitution and By-Laws.

Section 3. Recording Secretary

1. It shall be the duty of the Recording Secretary to keep a correct account of all proceedings of the Local, and accurate records of attendance at all meetings, and he/she shall record the reports of all committees.
2. He/she shall read all documents and correspondence of the Local and he/she shall be held responsible for their safekeeping and prompt delivery to his/her successor in office.
3. He/she shall draw all orders on the Treasurer passed by the Local, and endorsed by the Trustee and President by attesting the same by their signatures.
4. He/she shall have charge of the seals of the Local, and attach the same to all documents requiring authentication.
5. The Recording Secretary shall maintain a record of all members in good standing with their last known address. Said record shall not be open to inspection by any member except as and to the extent required by law.
6. He/she shall also perform such other duties as are required by the Local, and at the expiration of his term of office, or when called upon by the Local, he/she shall deliver to his/her successor in office, or the Board of Trustees, all property in his/her possession belonging to the Local.

Section 4. Financial Secretary-Treasurer

1. It shall be the duty of the Financial Secretary-Treasurer to keep a correct account of each member's indebtedness and to receive the monies due the Local, giving a receipt for the same and entering same in a daybook and/or computer belonging to the Local.
2. He/she shall report to the Recording Secretary at each meeting the amount of his/her receipts for insertion in the minutes. He/she shall also report at each regular meeting the amount received and from whom.
3. He/she shall submit his books and accounts to the auditors for examination quarterly.
4. He/she shall read at the first meeting in each quarter the names of members who may be in arrears for dues, fines or other property, and shall furnish the Secretary with a list of such delinquents, and at the first meeting of each quarter, he/she shall present a balance sheet showing each member's account, and shall present a list of paid-up members at each election. He/she shall issue no cards until members are fully paid up.
5. The Financial Secretary-Treasurer shall maintain at the Union office a copy of the Standard Agreement and a copy of any Local agreements the Local may have, together with all annual and financial reports required to be filed under the Labor Management Reporting and Disclosure Act of 1959. The Financial Secretary-Treasurer shall make available for inspection by a member at the Local Union's principal office, during regular business hours, any of the reports or agreements, which are subject, by statute, to inspection by Union members.
6. At the expiration of his/her term of office, he/she shall deliver to his/her successor in office, or to the Board of Trustees, all property of the Local in his/her possession.
7. It shall be the duty of the Financial Secretary-Treasurer to receive all monies due the Local from the Business Representative and giving his receipt for same.
8. He/she shall pay all orders for bills which have been legally contracted and passed for payment by the Local and endorsed by the Local. Such orders shall be counter signed by the President or Vice President or a Trustee.

9. He/she shall keep a correct account of the receipts and disbursements, file his/her voucher and report quarterly on the first at the meeting of January, April, July and October to the Local and He/she shall report the amount of expenses and funds in his/her hands and submit the accounts to the Trustees or auditors for examination quarterly.
10. He/she shall be allowed to have a sum not exceeding twenty (20) Thousand Dollars (\$20,000), said money to be deposited in the bank in the name of International Union of Elevator Constructors Local Union No. 132, subject to checks signed by him/her as Financial Secretary-Treasurer, all money exceeding twenty (20) Thousand Dollars (\$20,000) shall be invested in (1) savings accounts in the name of International Union of Elevator Constructors Local Union No. 132 subject to withdrawals signed by the Financial Secretary-Treasurer; (2) Government bonds, or (3) other legal investments as authorized by the Local Union.
11. The Financial Secretary-Treasurer position is additionally responsible for: keeping the monthly receipts and disbursements reports, quarterly reports, tax reports, deposits, yearend reports along with the other reports and forms necessary for the position. He/she shall be paid in accordance to article X, section 4

Section 5. Warden

1. The Warden shall examine all present at the meeting and report to the President all those without a paid-up card.
2. He/she shall obtain the names of all candidates awaiting initiation and report the same to the President. He/she shall conduct the candidates through the initiation ceremony and shall perform such other duties as pertains to his/her office.
3. He/she shall have charge of the door at all meetings and see that only members shall enter, and be furnished with an assistant when necessary.

Section 6. Trustees

1. The Board of Trustees shall have supervision of funds and property of the Local.
2. They shall examine the books quarterly and perform such other duties as are prescribed in the Constitution, or as the Local may direct.
3. In case of the absence of the Financial Secretary-Treasurer, Trustees shall act as custodians of all bankbooks and funds.
4. The Trustees shall make an annual audit review, with the report of the Local's C.P.A., of the books and accounts of the Local, and give a report of this audit to the Local. The Trustees shall make periodic reviews of the Local's books, preferably once a quarter-and give a report at the membership meeting following each review.
5. The Trustees shall examine and have co-signing ability for any orders of money when an additional signature is required.

Section 7. Business Representative

1. The Business Representative of the Local Union, by virtue of the election to the office of Business Representative, shall be a delegate to the Central Body and the Building and Construction Trades Council. If a full time weekly salaried officer, his/her election to

- office shall constitute his/her election as a delegate the International Union of Elevator Constructors' Convention.
2. The Business Representative is the principal officer of the Local Union, who meets in daily contact with the public and the employer. He/she shall control over the day-to-day operation and affairs of the Local Union.
 3. The Business Representative shall vigilantly protect the trade jurisdiction of the Elevator Constructors in the Elevator Industry in his/her locality. He/she shall compel employers to observe and respect the Standard Agreement, and all other agreements of the union and he/she shall adjust all grievances between members of the Local Union and their employers with justice and fairness. He/she shall foster and promote the employment of members of the Local Union.
 4. Where authorized by the Local Union, he/she shall collect dues and shall report to the Recording Secretary at each meeting the amount he/she has received for insertion in the minutes. He/she shall also report at each regular meeting the amount received and from whom, and at the close of each meeting, he/she shall turn over to the Financial Secretary-Treasurer all monies received by him/her and the Financial Secretary-Treasurer's receipt shall be sufficient voucher for the same.
 5. In case of any trouble arising between meetings, where assistance may be required, he/she may call upon the Executive Board to settle the matter.
 6. He/she shall report at each meeting-the number of members out of employment, shall state the conditions of the trade and other matters of interest to the Local. The report must be in writing and turned over to the Recording Secretary at each meeting. He/she must keep regular office hours. He/she shall perform such other duties as the Local may direct, or the Constitution and By-Laws may require.

Section 8. Executive Board

- 1 The Executive Board shall consist of five (5) members of the Local, three (3) of whom shall constitute a quorum. They shall elect their own chairman and recording secretary from among their own members. The regular meeting of the Executive Board shall be held once a month. Special meetings of the Executive Board shall be called by the Secretary when a request has been made in writing for such special meeting either by the President, Business Representative, or Chairman of the Executive Board. The Executive Board has no authority to assume to itself the authority to act on its own motion or to run the affairs of the Local and may only transact such business as is referred to it by the Local Union or the Business Representative (or Business Manager).
- 2 The Executive Board shall decide all grievances and appeals submitted to them in due form, and their decisions shall be binding until accepted by a majority vote of the members present. The report and recommendations of the Board may be voted upon separately if the Local so desires.
- 3 If at any time the Executive Board shall deem a new law necessary to govern the Local, in a manner not provided for in the Constitution, it may submit an amendment to the Constitution together with its recommendation at a regular meeting for adoption in accordance with Article XIX.
- 4 All excuses of the members for non-attendance at regular or special meetings shall be submitted to the Executive Board for their decision.

5 All members present at Executive Board meetings must vote on every motion submitted; this must be a recorded vote. Failure to do so by any member, he/she shall be declared absent from said meeting and after three (3) failures to vote or absent himself from meetings without excuse, his office is to be declared vacant by the Local.

ARTICLE VI COMMITTEES

Section 1. The President, upon recommendation of the Local, may establish such committees as desired and delegate specific duties to them. All committees shall perform the duties assigned to them within the time specified and shall report in writing and no member shall be excused from serving on committees when called upon unless excused by the President or unless he/she is already a member of some other committee.

Section 2. The first person named on a committee shall act as chairperson until said committee meets. Its members can then elect a permanent chairperson.

Section 3. Any committeeperson who is absent for three (3) consecutive meetings shall stand suspended from said committee.

Section 4. In no case shall a committee be discharged until a full and complete report and account of all transactions has been made.

Section 5. Committees shall consist of members in good standing. Non-members shall be Allowed to participate at the discretion of the committee.

ARTICLE VII DELEGATES

Section 1. In addition to the Business Representative who, by virtue of his/her election to office, is a delegate to Central Body and Building Construction Trade Councils, all other delegates to the Central Body and Building Construction Trade Council shall be elected at the regular election in accordance with Article XI.

Section 2. In addition to the Business Representative who, if a full time weekly salaried officer, is a delegate to the International Convention, by virtue of his/her election to office, the chosen number of delegates to the International Convention shall be elected by the Local Union in accordance with the provisions of Article XI. For the secret ballot election of such delegates there must be written notice of nomination and election meetings.

ARTICLE VIII VACANCIES

Section 1. Temporary vacancies in any office shall be filled at each meeting by appointment by the President. Permanent vacancies caused by resignation, death, dismissal, removal from office, retirement or loss of membership may be filled by the President. The President shall appoint a successor to fill the unexpired term, provided, however, if the vacancy is the Business Representative or the Treasurer, a meeting of all the officers and the vacating officer (if possible), shall be called, candidate (s) for the office shall be named and the successor will be chosen by a majority vote of all the officers present. If the unexpired term is more than six months, the vacancy shall be filled in accordance with the nomination and election procedures set forth in the Local Constitution and By-Laws Article XI.

Section 2. In the absence of the President and Vice President, the Recording Secretary shall call the meeting to order and the Local shall elect a President pro tem.

ARTICLE IX REMOVAL FROM OFFICE

Section 1. If any Local Union Officer or Business Representative, or member of the Executive Board, shall fail to attend three (3) consecutive Local Union meetings, without reasonable excuse, his/her office shall be declared vacant by the Local Union.

Section 2. Officers of a Local Union may be removed from office, for just cause, after notice and trial in accordance with Article XVIII of the International Constitution and By-Laws.

The report of the Executive Board shall be accepted or rejected. An acceptance of the report of the Executive Board and removal of the officer shall require a majority vote of the members of the Local Union in accordance at a regular meeting of the Local Union.

ARTICLE X SALARIES OR EXPENSES OF OFFICERS AND REIMBURSEMENT OF COMMITTEE AND REPRESENTATIVES

Section 1. The salaries and manner of payment of expenses shall be fixed by vote of the Local.

Section 2. Members serving in committees may be reimbursed, and if compelled to lose their regular time for said duty, shall receive pay for same from the Local. No committee, representative, officer or any other member of the Local, shall receive more than his/her regular wages, and then only upon submission of a written itemized report with itemized vouchers.

Section 3. Business Representative pay shall be 45 hours a week at MIC scale 52 weeks with no vacation checks.

Section 4. Financial Secretary – Treasurer position shall be compensated, at Mechanics rate, 8 hours per month (24 hours per Quarter), 8 hours for quarter ending duties and an extra 8 hours if needed for the yearend report. Any additional hours shall be pre-approved by the executive board. Included in said compensation will be pension and annuity benefits only on hours worked away from

his/her job as per the Participation agreement with the Trustees of the NEI Pension Plan and the Elevator Constructors Annuity and 401(k) Retirement Plan signed with the Fund Office.

ARTICLE XI NOMINATION, ELECTION AND INSTALLATION OF OFFICERS

Section 1. Except in the case of an election to fill a vacancy as provided for in Article VIII, the nomination of officers shall be held during the month of November at the regular membership meeting. All members in good standing shall have the right to nominate, vote for or otherwise support the candidate of his/her choice.

Section 2. To be eligible for nomination, a member must have been a member in good standing for two (2) years immediately prior to the election. All candidates must be present at the nomination meeting in order to be nominated or, if unable to attend, a letter of acceptance, signed by the candidate, must be presented by the member nominating him/her.

Section 3. As candidates are nominated, their standing in the Local Union shall be checked by the Financial Secretary-Treasurer before the presiding officer permits the nomination to be listed. The Financial Secretary-Treasurer shall have available all books, records and other information required to establish the eligibility of each candidate, such as length of membership, good standing and payment of dues.

Section 4. Where there are two or more running for office, the names of candidates shall be drawn from a hat. The first name drawn shall appear at the head of the ballot; the second name drawn shall appear below the first name, etc.

Section 5. After the close of nominations, the President shall appoint an election committee, composed of one (1) judge and two (2) tellers, to conduct the election, whose duty it shall be to safeguard the secrecy and honesty of the election, prepare and count the ballots, and announce the results of the election in a signed statement. After the ballots have been counted, the judge shall enclose the ballots in a sealed package and said package and other records pertaining to the election shall be delivered to the Trustees, or other responsible officers, who shall preserve them intact for a period of one (1) year.

Section 6. The election of officers shall be by secret ballot at a regular or special meeting, held at least twenty-eight (28) days after the nomination meeting. The election committee, together with the Recording Secretary, fifteen (15) days prior to the election meeting, shall mail to every member in good standing a specific notice of the date, time and place of the election and of the offices to be filled. The President may designate the place or places where balloting may take place.

Section 7. The election of all officers shall be by the ballot system and the candidate for an office receiving the greater number of votes shall be declared elected. Each member seeking to vote must present his/her dues card to the election committee for a check as to whether or not he/she is in good standing and eligible to vote. Each member shall be entitled to one (1) vote. There shall be no absentee voting (exception in special circumstances where in the sole determination of the election committee, a substantial number of the members will not be able to exercise their right to vote in

person), and no voting by proxy and not write-in voting. Any candidate may have an observer at the polls and at the counting of the ballots.

Section 8. In cases of an election complaint, the complaining member or candidate shall submit his/her complaint in writing to the Recording Secretary within seventy-two (72) hours after the election results have been announced and such complaint shall be heard and determined promptly by the Local Executive Board. A new election may be ordered only if it is determined that the matter complained of might reasonably have changed the result of the election.

Section 9. Installation of officers shall take place at the first meeting in January and, in case an officer does not appear for installation without a legitimate excuse within two (2) regular meetings after the time provided for installation, his/her office shall be declared vacant. The Executive Board shall determine what is or is not a legitimate excuse.

Section 10. The election of delegates to the International Convention and central bodies shall be conducted in the same manner as the election of officers and in accordance with the provisions of this Article and Article II, Section 2(a) of the IUEC Constitution. All members in good standing shall have the right to nominate and vote in the election of delegates to the International Convention and central bodies. Any member in good standing in the International Union of Elevator Constructors in accordance with Article II, Section 2(e) of the International Constitution and By-Laws shall be eligible to be a candidate as a delegate to the International Convention.

ARTICLE XII PROPERTY

Section 1. All officers, at the expiration of their term in office or when removed or when their office is declared vacant, shall deliver to their successors, all books, papers, money or other property in their possession, and they shall not be relieved from their obligation until this law is complied with.

Section 2. The funds or property of this Local shall be used only for such purposes as are specified in the Constitution and By-Laws and as may be required to transact and properly conduct its business, such as payment of salaries, purchasing of stationery, books, cards, printing, payment of rent, or any legally authorized bills against the Local.

Section 3. Except as noted below, the Funds of the Local Union can only be expended after a vote of the membership authorizing the expenditure. After the membership has authorized an expenditure, an order must be drawn on the Financial Secretary-Treasurer, signed by the authorized officers, and stamped with the seal of the Local. No appropriation of money can be voted on after 11:00 P.M. The Business Manager or Business Representative is authorized in advance to direct the payment of bills and expenses related to the regular operation of the Local, such as salaries, purchasing of supplies, payment of rent or other bills, subject to ratification of the membership.

Section 4. In voting on the expenditure of union funds, the Local is prohibited from (1) directly or indirectly making loans, donations or gifts to union members or officers and (2) directly or indirectly dividing any portion of the union funds among the membership, provided, however, that

the Local Union is not prohibited from expending union funds to pay salaries and other legitimate expenses of the Local Union officers, committee members, etc.

Section 5. No funds or property of this Local shall be loaned, given or expended to promote, support, endorse, assist or oppose, directly or indirectly, the candidacy of a member seeking or retaining office in the International Union or any of its Local Unions, joint boards or subordinate organizations.

Section 6. No funds or property of this Local shall be given away or expended to assist any seceding, dual or antagonistic organization, or any Local Union, joint board or subordinate organization which is violating the Constitution of the International. The funds and property of this Local shall be used only to effectuate the purpose and objects of the Local under and subject to the provisions of the International Constitution.

Section 7. Local Unions funds derived from any source shall be held in the name of the Local Union and shall not be transferred or conveyed to any other person, body, committee or organization, whether incorporated or unincorporated, except that Local Unions may establish legal declarations of trust or appoint trustees to hold title to real estate for the benefit of the Local Union.

ARTICLE XIII MEMBERSHIP REQUIREMENTS OF APPLICANTS AND OATH OF OBLIGATION

Section 1. The minimum age for admission into the International Union of Elevator Constructors shall be eighteen (18) years. All applicants shall have at least a high school education or its equivalent.

Section 2. Procedure on Applications. Every qualified applicant for membership shall complete an application form and file it with the Recording Secretary. Applications shall be referred to the Executive Board and submitted to the International General Secretary-Treasurer for investigation. All applications shall be countersigned by two (2) members in good standing, one of whom has worked at least one (1) month with the applicant. The two (2) signers of the request shall appear before the Executive Board with the applicant when called to appear. The Executive Board considering all applications shall consider the report of the International General Secretary-Treasurer, and investigate the character and qualifications of the applicant and report at the regular meeting. After the acceptance for membership of an applicant upon the favorable report of the Executive Board, the applicant shall be notified to appear for initiation. When the application of a candidate is rejected, a time of six (6) months must elapse before he can present another application.

Section 3. Initiation. After the candidate has been notified to appear for initiation, should the applicant fail to present oneself within thirty (30) days after being notified, the time may be extended for good cause by a vote of the majority of the members present at the meeting at which the extension of time is asked for. When presenting oneself for initiation, the applicant shall pay an initiation fee as directed by the International. Upon payment of the initiation fee, each applicant for admission to membership shall take the Oath of Obligation prescribed in the International Constitution. After initiation, the member must secure the quarterly working card from the Financial Secretary-Treasurer

and shall be presented with a copy of the International Constitution and By-Laws, the Local Constitution and By-Laws, the Standard Agreements, and the Local Expense Agreement.

Section 4. Good Standing. A member who lost good standing in accordance with the IUEC Constitution and By-Laws shall be suspended from all rights and privileges of membership, including voice or votes in the Local Union unless otherwise provided herein. A member shall lose good standing in the Local Union by (1) suspension or expulsion from membership after trial proceedings, pursuant to Article XVIII of the IUEC Constitution and By-Laws, or by (2) suspension or expulsion for non-payment of dues in accordance with Article XIV of the IUEC Constitution and By-Laws. Dues are payable in advance and the current quarterly working cards shall be obtained on or before the first day of each quarter. A late fee of \$10.00 shall commence on the 2nd day of the quarter and an additional \$1.00 per day after and shall be doubled on the 1st day of each succeeding month. (Month 1 - \$10; Month 2- \$20; Month 3 - \$40 etc.) Any member owing over the amount of three (3) months dues but less than six (6) shall stand automatically suspended. A suspended member, upon becoming five (5) months in arrears, shall be so notified by the Financial Secretary-Treasurer by registered or certified mail at the member's expense. Whenever a member stands suspended for having owed over the amount of three (3) months' dues, he/she shall return to good standing only in accordance with Article XIV of the IUEC Constitution. Any member in arrears in dues or assessments for a period of six (6) months or more shall stand expelled and shall not be re-initiated except in accordance with Article XIV of the IUEC Constitution.

Section 5. Transfer and Withdrawal. Transfer and withdrawal cards shall be issued in accordance with the provisions of the International Constitution or any amendments thereto.

Section 6. Oath of Obligation.

I, _____, solemnly and sincerely pledge my word and honor never
(STATE NAME)
to reveal any of the business of this Local to anyone not known to me to be a member. I further pledge myself to assist and support the officers of this organization, to obey the Constitution and By-Laws of both the International and the Local Union, and I pledge to do all in my power to promote the interests of the trade, and assist all members of this Local. I further pledge to obey all directives and orders of the International and the Local Union and never commit any act or offense that will bring the International, the Local Union, or the Trade Union Movement in general, into disrepute. I further pledge that at the present time I am not a member of the Communist organization or belong to any other subversive organization or group that believes in or teaches the overthrow of the United States Government (and/or the Government of Canada) by force, or by illegal or unconstitutional methods. I further promise to pay all dues or assessments as levied by the International or the Local Union. Failure on my part to keep this Oath of Obligation subjects me to penalty as provided by the Constitutions of the International and Local Union.

**ARTICLE XIV
DUES AND ASSESSMENTS**

Section 1. The initiation fee for membership in this Local shall be as directed by the International. The dues of this Local Union shall consist of a minimum of 9 hours at Mechanics total

package, per quarter, per member for Mechanics, assistant Mechanics, Apprentices and Helpers. The International Dues are included in the aforementioned dues formula and may be payable by the member directly to the International Union by means of voluntary check off. The International Dues paid by voluntary check off will be subtracted from the dues owed to the Local Union. In addition, a five (5) dollar per quarter per member assessment will be added to the quarterly working cards for use as Convention expense only. This assessment will end with the convening of the 32nd General Convention. An Addendum of the current dues structure will be distributed each time there is a change. Failure of the membership to establish a dues structure capable of generating sufficient funds to operate this Local will result in the intervention of the International. No member, including officers, shall be exempt from paying dues or assessments.

Section 2. Members, in addition to their membership dues shall pay a death assessment of ten (10) dollars per death of an active member of Local 132.

Section 3. After a resolution has been introduced at a regular meeting of the Local to increase or change the rate of dues, initiation fees or assessments, or to levy an additional assessment, the resolution shall be laid over at least one (1) meeting for consideration. The Local shall mail specific written notice to each member at his/her last known home address at least fifteen (15) days prior to the next regular meeting at which the membership will consider the question of whether or not such dues, initiation fee or assessment shall be charged or levied. The notice shall indicate the proposal increase or assessment to be voted on. A majority vote by secret ballot of the members in good standing present and voting at such meeting shall decide the issue.

Section 4. All fines imposed or assessments levied shall be charged by the Financial Secretary-Treasurer to the member and shall stand and be payable before dues, except that no union security clause shall be enforced because of the failure to pay such fines or other disciplinary assessments.

ARTICLE XV HELPERS AND MECHANICS/ASSISTANT MECHANICS

Section 1. Should a member elect to change their class from a mechanic to the rank of an Assistant Mechanic, they must inform the Business Representative and give reasons for asking such a change. Should the request be granted by the Business Representative, the member must wait for a period of one (1) years' time before they can again be advanced to the mechanic class, unless offered a position as a Mechanic by his/her employer.

Section 2. Should a mechanic reduce their class to the rank of Assistant Mechanic without informing the Business Representative, after notice, charges and a hearing in accordance with Article XVII they shall be fined.

Section 3. Should a members' classification change, the Business Representative will report such change to the Executive Board.

ARTICLE XVI DUTIES OF MEMBERS

Section 1. All members of this Local Union shall have the duty to (1) keep the Financial and Recording Secretaries properly notified of their place of residence and all changes, (2) when changing or starting jobs notify the Business Representative of their whereabouts, (3) carry the working card while at work and show such card when called upon, and (4) comply with the provisions of this Constitution, the IUEC Constitution, and By-Laws, and all working agreements of the Local and International. For failure to fulfill these duties, or for commission of any offense specified in Article XVIII of the IUEC Constitution and By-Laws, members may be disciplined in accordance with Article XVIII of the IUEC Constitution and By-Laws.

ARTICLE XVII DISCIPLINE, TRIALS, APPEALS

Section 1. Any member having knowledge of the violation of any section of this Constitution and By-Laws is duty bound to prefer charges against the offending member.

Section 2. The provisions of Article XVIII of the IUEC Constitution shall be followed with respect to charges, trials, penalties and appeals.

ARTICLE XIX AMENDMENTS

Any amendments or alterations to this Constitution or By-Laws must be submitted in writing by five (5) members in good standing or by the Executive Board at a regular meeting and read at three (3) consecutive meetings and then passed by a two-thirds vote of the members present. Members shall be notified to attend for final action. Any alteration or amendment hereafter shall be applicable to the members of this Local in the same manner as if the said laws were inserted in these rules.

ARTICLE XX SAVING CLAUSE

If any provision of this Constitution shall be declared invalid or inoperative by any competent authority of the executive, judicial or administrative branches of the Federal or State Government, the remainder of this Constitution shall not be affected thereby.

It is understood that during the enforcement of this Constitution and By-Laws should any of the provisions herein contained come into conflict with the International Constitution, the Standard Agreement, rulings of the International Executive Board, or any city, state or federal laws, such provisions will be set aside.

The use of either the masculine or feminine gender in this Constitution and By-Laws will be understood to refer to either in both the masculine or feminine gender.

