

# **SUMMARY**

## **Proposed Changes to Local 44 Constitution and Bylaws August 21, 2024**

### **CONSTITUTION**

#### **Article I (Name)**

No substantive changes.

#### **Article II (Purposes)**

No substantive changes.

#### **Article III (Jurisdiction & Affiliation)**

Minor wording and reorganization changes only.

#### **Article IV (Membership)**

1. Consolidates Retiree membership categories to (1) Fully Retired; (2) Disability Retired; and (3) Reduced Active.
2. Revises eligibility requirements for Reduced Active members.
3. Clarifies voice and voting rights for each category of retirees.
4. Other minor wording and formatting changes.

#### **Article V (Financial Obligations)**

1. Revises dues structure. Beginning January 1, 2025 quarterly dues will be \$350 for all new joining members. All existing members will continue with their current dues structure as long as they remain members.
2. Lowers the initiation fee to a flat \$5,500 (with 3% annual increases).
3. Increases reinstatement fee and late fees.
4. Other minor wording changes.

#### **Article VI (Officials)**

1. Revises composition of the Executive Board based on percentage of voting membership in each craft. Each craft with less than 20% of the voting membership will have two Executive Board members. Each craft with more than 20% of the voting membership will have three Executive Board members.
2. Revises compensation for the Business Agent and Secretary-Treasurer beginning with the 2028 election cycle to 10% and 5%, respectively, of the equivalent of 52 weeks of pay at the Propmaker Foreman rate, based on a 60-hour workweek.
3. Other minor wording changes.

#### **Article VII (Executive Board)**

1. Revises composition of the Executive Board as described in Article VI.
2. Adds language on the power of the Executive Board to set a budget for negotiations where Local 44 is the employer.
3. Revises officer vacancy language.
4. Revises language regarding the presence and voting rights of Alternate Executive Board members (Alternates may only speak and vote when the regular Executive Board member is not present and may not swap in and out while an agenda item is pending).
5. Other minor changes.

#### **Article VIII (Powers and Duties)**

1. Minor wording changes to duties of various officers.
2. Adds language regarding the Business Agent's responsibility to report to the Executive Board for collective bargaining negotiations where Local 44 is the employer.
3. Adds language regarding the right of the Business Agent to remove Stewards.
4. Adds language regarding the duty of the Business Agent to communicate with the United States Department of Labor and report to the Executive Board.
5. Adds language regarding the ability of the Secretary-Treasurer to delegate appropriate duties.
6. Adds language regarding the availability of meeting minutes.
7. Adds language regarding the recordkeeping and financial responsibility duties of the Secretary-Treasurer.
8. Adds language regarding the impartiality and delegation of duties for the Sergeant-At-Arms.
9. Adds a reporting responsibility for Delegates to the International Convention.

#### **Article IX (Elections and Voting)**

1. Revised schedule for Local 44's election. The election is conducted within a single calendar year instead of over the holidays.
2. Clarifies various duties and responsibilities of the Election Committee.
3. Changes the procedure for nominations from a petition process to a Nominations Meeting chaired by the Election Committee.
4. Allows electronic voting in Local 44 elections.
5. Maintains prior language regarding run-off elections.

#### **Article X (Misappropriation of Funds)**

No substantive changes.

### **Article XI (Discipline of Members)**

1. Clarifies the timing by which the Executive Board takes cognizance of charges against a member.
2. Clarifies the basis for cognizance.
3. Clarifies the penalty for preferring false charges.
4. Clarifies the composition of the Trial Board and the role of the Secretary-Treasurer and Executive Board at trial.
5. Requires that the membership be informed of charges and the outcome of the trial or appeal.

### **Article XII (Impeachment of Officers)**

1. Removes vague language regarding grounds for impeachment for acts or practices contrary to Local 44's "best interests."
2. Removes redundant definition of impeachment.
3. Harmonizes cognizance for impeachment of officers with cognizance for member discipline.
4. Establishes a clearer timeline for appeals.
5. Other minor wording changes.

### **Article XIII (Appeals)**

No substantive changes.

### **Article XIV (Permanency and Control)**

No substantive changes.

### **Article XV (Amendments)**

Consolidates the process for amending the Constitution and the Bylaws.

### **Article XVI (Meetings)**

1. Changes frequency of general membership meetings from annual to biannual.
2. Lowers quorum to 5% of members in good standing but raises the threshold for valid acts from 50% to two-thirds of those present and voting.
3. Allows for virtual attendance and voting at meetings.
4. Other minor wording and format changes.

### **Article XVII (Seal)**

No substantive changes.

## **BY-LAWS**

## **Section 1. Regulations Governing Employment**

1. Removed reference to nonexistent provisions on wages and working conditions.
2. Reorganized and clarified penalty provisions.
3. Removed section on voluntary labor (previously Section 4)

## **Section 2. Salary, Payment, and Employer Misconduct**

No substantive changes.

## **Section 3. Rendering of Service**

1. Simplifies definition and procedure for reporting simultaneous shifts and obtaining permission.
2. Added penalty provisions

## **Section 4. Safety**

Renumbered from previous Section 7.

## **Section 5. Personal Equipment**

No substantive changes.

## **Section 6. Notification of Call Board**

No substantive changes.

## **Section 7. Disorderly Conduct**

Removed property destruction provisions and penalties.

## **Section 8. I.A.T.S.E. Emblem**

No substantive changes.

## **DELETED SECTIONS**

1. Previous Section 2 on false representation.
2. Previous Section 6 on failing to fulfill engagements.
3. Previous Section 9 on distant location work.
4. Previous Section 10 on complaints and disputes.
5. Previous Section 12 on picket duty dues credit.