

CONSTITUTION
OF THE
TREASURERS AND TICKET SELLERS UNION
LOCAL 751
I.A.T.S.E. AFL-CIO



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**CONSTITUTION
OF THE
TREASURERS AND TICKET SELLERS
UNION LOCAL 751
I.A.T.S.E. AFL-CIO**

ARTICLE ONE

Name, Affiliation, Jurisdiction, and Purpose

Section 1. Name

The name of this organization shall be Local Union No. 751, Treasurers and Ticket Sellers Union, International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada (hereinafter called the “Local”).

Section 2. Affiliation

This Local has been established and exists by virtue of a Charter issued by the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada (hereinafter called the “Alliance” or the “International”) and pursuant to the Constitution and Bylaws of the International.

Section 3. Jurisdiction

Jurisdiction of this Local shall embrace the jurisdiction set forth in the Charter granted, and as more fully defined in Article Eighteen, Sections 9 and 10 of the International Constitution.

Section 4. Purpose

This Local is dedicated to the principles of trade unionism. Its objects are to unite all workers within its jurisdiction for the following purposes:

- 1) To improve the wages and hours of work, to increase their job security and to better their working conditions.
- 2) To advance their economic, social and cultural interests.
- 3) To establish peaceful and harmonious relations between its members and their employers, and to increase the stability of the industry.
- 4) To assure full employment.
- 5) To promote and support democracy and free trade unionism.
- 6) To engage in such other activities as may be necessary or proper to strengthen the labor movement and to extend the process of collective bargaining throughout all trades and industries.

This Local shall endeavor to accomplish the foregoing purposes 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 TWO Government

Section 1. Supreme Law

The International Constitution and Bylaws, as well as this Constitution and Bylaws, shall be the supreme law of this Local. Any changes to the International Constitution and Bylaws shall automatically be adopted in this Local's Constitution and Bylaws.

Section 2. Membership Meetings

Regular meetings shall be held each month on generally the last Thursday of the month starting no later than 9:00 p.m.

The meetings for any three (3) consecutive summer months may be suspended by a majority vote of the members present at a regular meeting.

A quorum of thirty-five (35) members in good standing is required to open a meeting for the transaction of lawful business.

Section 3. Executive Board Meetings

The Executive Board shall meet at least once a month and at such other times as called by the President. A majority of the members of the Board shall have the power to call an Executive Board meeting. All members of the Board shall be notified in advance of such meetings. A majority of the members of the Executive Board shall constitute a quorum.

Section 4. Committee Chairs

At all membership meetings the Executive Board and the chairperson of all committees shall submit reports of their activities.

Section 5. Bad Standing

No member who is in bad standing because of arrears for dues, assessments or other charges shall be permitted to vote or attend any meeting.

Section 6. Special Meetings

Special Membership meetings (hybrid or fully remote) may be called at such time and place by the President or as a majority vote of the Executive Board may decide, or on a petition of thirty-five (35) members in good standing. The Secretary-Treasurer shall notify all members in writing of such meeting at least twenty-four (24) hours in advance of the time, place and purpose of such meeting. No business, other than that for which such meeting is called, shall be conducted thereat.

Section 7. Order of Business

The order of business at any special meeting shall be the business for which the meeting is called.

Section 8. Meeting Minutes

The Secretary-Treasurer/Business Agent shall submit the minutes of the previous month's Membership and Executive Board meetings to the membership in advance of the current month's Membership meeting.

Section 9. Robert's Rules of Order

All procedures at all meetings of this Local shall be according to Robert's Rules of Order.

ARTICLE THREE

Membership

Section 1. Qualifications for Membership

No person shall be eligible either to obtain membership or to retain membership in this Local who shall be a member of any organization having for its aim or purpose the overthrow, by force, of the Constitution and Government of the United States or Canada.

Any member who shall, upon trial, be found to lack any of the qualifications for membership in this Local, shall forthwith be expelled and shall surrender all rights and privileges as such member, including death benefits and other property rights, if any, in the assets of this Local; and no member, so expelled shall ever be eligible to reinstatement thereafter.

Any person applying for membership in this Local must be of good moral character and reputation, and unless waived by the International for proper cause upon application by the Local, must have been a resident within the Local's jurisdiction for at least eighteen (18) months preceding their application.

Such applicant shall be of legal age to engage in gainful employment within the jurisdiction of this Local.

There shall be no discrimination against any person for any reason in respect to membership in this Local, including but not limited to, color, creed, religion, national origin, sex, age or sexual orientation.

Section 2. Application for Membership

Every application for membership must be made upon the official printed form supplied by the International.

The endorsement of the application by the General Secretary-Treasurer of the International must be obtained before any action is taken by the Local upon the admission of the applicant, and if endorsement is refused the applicant shall be rejected.

With the possible exception detailed in Article Eight, Section 1, each application must be accompanied by a check or by electronic payment to cover the one thousand five hundred dollar (\$1,500.00) initiation fee (to be returned if the application is rejected) and such processing fee as may be determined by the International. This processing fee is not returnable.

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

Section 3. Examination of Applicant

The Secretary-Treasurer will present the application to the Executive Board and after a thorough investigation and examination as to the eligibility of the applicant, which shall be uniform for all applicants, the candidate shall be eligible for membership.

An applicant must work under the jurisdiction of the Local for at least three (3) qualifying years out of the last five (5) consecutive years before the date of application.

Applicants seeking membership in this Local shall be limited to such persons as possess the required qualifications as herein set forth and depend entirely upon their employment in a position within a classification of service subject to the jurisdiction of this Local.

The applicant's qualifying year must consist of at least one hundred (100) working days and begins on the first day the applicant starts working under the jurisdiction of the Local. An application will be accepted at the end of the third qualifying year.

These requirements may be reduced or altered by vote of the membership for organizing purposes.

Section 4. Balloting on Applicants

An applicant who has complied with the preceding sections of this Article and who is, therefore, eligible for membership shall be proposed for admission at a regular meeting of the Local. Such applicants shall not be present when their name is proposed for membership. Open discussion shall be permitted, and at the next meeting of the Local the application shall be balloted upon, and a vote of fifty percent (50%) plus one (1) of the members present shall be required for the acceptance of said applicant.

The candidate, if elected, shall be considered a member from the date of acceptance and shall be charged with the usual dues as of the current quarter.

The Secretary-Treasurer shall notify the applicant of their admission to the Local with the request that the newly elected member present themselves at the next regular membership meeting for induction into the Local. If the application for membership is rejected, the Secretary-Treasurer shall notify the applicant of the rejection and return the initiation fee which accompanied the application.

Upon induction into membership, new members shall swear or affirm their intention to observe the provisions of the Constitution and Bylaws of the International and the Local and to accept such laws as conclusive of their rights within this Alliance, in witness whereof they shall sign the pledge in the bound copies presented them. The pledge so signed shall be detached and forwarded to the General Secretary-Treasurer of the International by the Secretary-Treasurer.

Section 5. Registered Apprentices

This Local may register the number of Apprentices permitted by the International Constitution and Bylaws. They shall make application as Apprentices to this Local on regular application forms. They shall have the same financial obligations as the regular members. They shall at all times be under the supervision of the Business Agent. After serving three (3) qualifying years of Apprenticeship (as defined in Section 3 of this article) they shall, if not previously voted in, be balloted upon by the membership and shall become full regular members or their connection with the Local shall cease entirely, dependent upon the vote of the membership. In the event the Apprentice is not elected to membership their initiation fee shall be returned.

Section 6. Withdrawal from Membership

A member desirous of withdrawal from membership in this Local may do so by sending a letter of resignation to the Local's Secretary and in such case, the resignation shall become effective

upon receipt of such notice of resignation. A member so resigning shall forfeit all rights, benefits, and privileges incident to membership in the Alliance and in the Local.

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

ARTICLE FOUR

Headquarters

The headquarters and main office of this Local shall be within the City of New York, NY at such place as may be designated by the Local.

ARTICLE FIVE

Nomination and Election of Officers

Section 1. Elected Officers

There shall be elected to office the following officers, viz.:

President

Vice President

Secretary-Treasurer/Business Agent

Twelve (12) Executive Board members

Three (3) Trustees

Delegates to the International Convention, to consist of three (3) delegates in addition to the President, Vice President and Secretary-Treasurer/Business Agent who shall serve as delegates to the International Convention by virtue of their office.

Section 2. Nominations Meeting

The regular monthly meeting in February shall be known as the nomination meeting. Members shall be notified of the date, time and place of the meeting at which nominations are to be taken at least fifteen (15) days in advance of such meeting.

Section 3. Eligibility

With the exception of the three (3) non-Officer delegates to the International Convention, to be eligible for office, a member must be actively engaged in the industry within Local 751's jurisdiction and have worked for at least one hundred and twenty (120) days in the past thirty-six (36) months and have been a member in continuous good standing for two (2) years. Time served as an officer or an employee of Local 751 shall be applicable to the "one hundred and twenty (120) days in the past thirty-six (36) months" requirement.

Section 4. Limits of Nominations

With the exception of running to be a Delegate to the International Convention, no member's name shall be submitted or accepted in nomination for more than one office.

Section 5. Nominations

Eligible candidates to any elective office must be nominated from the floor, and nominations shall remain open until closed by action of the members assembled. See Appendix A for the complete Nominations Guidelines.

Section 6. Composition of Executive Board

The Executive Board shall be comprised of the President, Vice President, Secretary-Treasurer/Business Agent, three (3) Trustees and twelve (12) Executive Board members, all of whom shall be elected for a term of three (3) years.

Section 7. Election Cycle

Every three (3) years, there shall be an election for President, Vice President, Secretary-Treasurer/Business Agent, three (3) Trustees, and six (6) of the twelve (12) Executive Board members. The following year, there shall be an election for the remaining six (6) Executive Board members.

Section 8. Election of Non-Officer Delegates to the International Convention

An election for the three (3) non-Officer Delegates to the International Convention shall take place in the year in which the Convention will be held.

Section 9. Installation of Officers

All elected officers and members of the Executive Board and the Trustees shall be installed at the regular meeting in April.

Section 10. Election Board Chairperson

The President shall appoint a chairperson of the Election Board.

Section 11. Secret Mail Balloting

Voting by the members of the Local shall be done by secret mail ballot. The election ballot and instructions will be mailed to each member in good standing, no less than twenty-eight (28) days prior to the date of the election.

Section 12. Composition of the Board of Election Inspectors

Board of Election Inspectors shall consist of three (3) members in good standing who volunteer their services.

Section 13. Duties of the Board of Election Inspectors

The duties of the Board of Election Inspectors shall be to supervise the counting of all votes in connection with the election and to verify that each ballot has been cast by a member in good standing, from the roster provided by the Secretary-Treasurer. A candidate may elect to designate an observer (who must, however, be a member in good standing in the Local) to be present during the counting of the votes.

Section 14. No Candidates on the Board of Election Inspectors

No member of this Local who is a candidate for elective office or for Executive Board or for Trustee shall be eligible to serve on the Election Board.

Section 15. Tallying of Ballots

At the prescribed hour on election day, after the last regular mail delivery has been received, the Election Board will proceed with the opening and tallying of the election ballots. The Election Board and a recognized, accredited balloting association shall be responsible to the Local for a true, faithful and accurate report of the votes cast.

Section 16. Certification of Election Results

After the count has been made, the chairperson of the Election Board shall immediately notify the President or President pro-tem, who shall convene the meeting to receive their report. The chairperson of the Election Board then shall present a statement in writing setting forth the whole number of votes cast, and the number received by each candidate. They shall certify the correctness to the same by their signature and shall place their report in the custody of the Secretary-Treasurer of the Union. The candidates receiving the highest number of votes for each office shall be declared elected. In the event of a tie vote being cast for any office, the candidates tied shall submit to a secret ballot at the next regular meeting of this Local; and the Secretary-Treasurer shall notify the membership of such contemplated election at least fifteen (15) days in advance of the meeting.

Section 17. Penalty for Voter Fraud

Any member who shall in any manner try to vote fraudulently or interfere with the proper conduct of the election shall be reported to the Executive Board and the penalty for this offense, if found guilty, shall be suspension or expulsion at the option of the Local, in accordance with Article Ten Section 25.

Section 18. Retention of Election Records

All records pertaining to the election shall be retained by the Local for at least three (3) years.

ARTICLE SIX Duties of Officers

Section 1. President

The President shall preside at all meetings of the membership and of the Executive Board and shall at all times conduct same in accordance with this Constitution and Bylaws and the standing rules attached hereto. For misconduct during the course of a meeting, at the discretion of the President or presiding officer, a member may be ejected from the meeting if their conduct persists in disrupting the meeting, or a disrupting member may be summarily fined in an amount not to exceed one hundred dollars (\$100.00).

In absence of a specific law to govern a given condition, the President shall decide the matter in a spirit of fairness and equity, and such ruling shall be enforced unless changed by the Executive Board or the membership.

The President shall see that all officers perform their duties as prescribed by the Constitution and Bylaws and shall be a member Ex-officio of all committees. With the consent of the Executive Board, the President shall use all moral and financial aid in enforcing the rules, wage scale and conditions of this Local.

The President shall appoint the members of all committees.

The President shall have full charge of the office of this Local, represent it in all dealings with employers, but shall at all times be under the supervision of the Executive Board.

The President shall be a member, ex-officio, of all negotiating committees. Contracts negotiated by any such committee shall be subject to ratification of the membership unless the membership has in advance empowered the Committee to conclude the contract without ratification.

If a vacancy should occur during the term of any officer of this Local, the President shall have the power to appoint a member in good standing as a successor to serve out the remainder of the term.

The President shall also be empowered to appoint Delegates to such conventions or trade assemblies (other than those named in Article Five, Section 1 hereof) as shall be of interest and importance to this Local.

In the event a vacancy occurs in the office of President, the Secretary-Treasurer/Business Agent shall succeed the office of President. The newly installed President and the Executive Board shall designate a successor Secretary-Treasurer/Business Agent to serve out the remainder of the term.

Section 2. Vice President

The Vice President shall report to the President. In the temporary absence of the President, the Vice President shall assume all duties of the President at all meetings unless the Vice President delegates said duties to the Secretary-Treasurer Business Agent. In the absence of any officers at a meeting, the body shall select a presiding officer.

Section 3. Secretary-Treasurer/Business Agent

The Secretary-Treasurer/Business Agent shall report to the President. It shall be the duty of the Secretary-Treasurer/Business Agent to attend all meetings of the membership and of the Executive Board and to keep minutes, but not necessarily verbatim, of the proceedings of such meetings in a record provided for such purposes. The Secretary-Treasurer/Business Agent shall keep a duplicate copy of all correspondence and shall keep the seal in their possession.

It shall be the duty of the Secretary-Treasurer/Business Agent to keep a true and accurate record of all income and disbursements and all assets and liabilities of this Union.

The Secretary-Treasurer/Business Agent shall deposit all money in a bank approved by the Executive Board, same to be in the name of the Local, subject to withdrawal by checks signed by the Secretary-Treasurer and the President.

The Secretary-Treasurer/Business Agent shall collect all dues, fines and assessments from the members and shall report quarterly to the meeting the standing of all members.

The Secretary-Treasurer/Business Agent shall deliver to the Chairperson of the Board of Trustees for auditing purposes all books and papers in their possession and shall attend such auditing meetings.

The Secretary-Treasurer/Business Agent shall supply employers with referred personnel when called upon to do so and they shall keep a correct list of all work given out, as well as a list of the unemployed.

The Secretary-Treasurer/Business Agent shall report to the Executive Board all alleged violations by members of the laws of the Local and shall perform such duties as ordered by the membership or by the Executive Board between membership meetings.

Section 4. Trustees

The books of this Local must be audited every six (6) months by the Trustees, who will make a detailed report of their findings at the next regular meeting. The Trustees are charged with responsibility of seeing to it that any officers and employees of this Local who handle its funds and property are bonded to the extent and in the amount and form required by law. The expense

of such bonds shall be borne by the Local. The Trustees shall also be responsible for seeing to it that all books and records of this Local, used as the basis for preparing reports required by law to be filed with the Government, are preserved for at least five (5) years from the dates such reports were filed.

Section 5. Executive Board

The Executive Board shall be comprised of the President, Vice President, Secretary-Treasurer/Business Agent, three (3) Trustees, and twelve (12) Board Members. The Executive Board shall investigate all complaints of members and decide, if possible, upon all questions in dispute between employer and employee, accepting any honorable means toward an amicable settlement that may be deemed essential to the best interests of this organization.

The Executive Board shall decide upon all matters referred to them by the membership and their decision shall be binding unless reversed by a majority vote of the members present at a regular or special meeting of the Local. The Executive Board shall act as a trial board of this Local unless the member elects to be tried at an open meeting as provided in Article Ten, Section 16 hereof (except as provided in the International's Constitution and Bylaws). They shall have the power to summon as a witness any members and those failing to answer may be adjudged in contempt and penalized by fine or suspension.

Section 6. Sergeant-At-Arms

It shall be the duty of the Sergeant-At-Arms to be present at all membership meetings and see that none but members enter the meeting hall and carry out such instructions as are given to them by the presiding officer.

Section 7. Delegates to International Convention

The Delegates shall perform their duties as prescribed by the Constitution and Bylaws of the International Alliance and report thereon at the next regular meeting following the Convention.

Section 8. Other Delegates

Other delegates shall attend meetings of the Bodies or Conventions to which they are accredited and shall report thereon to the membership at the next regular meeting.

Section 9. Compensation of Officers

Compensation for officers whenever serving the Local in an official capacity shall be decided by the Executive Board with the approval of the membership. Per the unanimous vote held at the Executive Board (Council) meeting on November 17, 1988, any future wage increases for the officers shall equal the wage increases in the most recently negotiated contract between Local 751 and The Broadway League (League of American Theatres and Producers).

ARTICLE SEVEN

Transfer and Reinstatement

Section 1. Transfer

Any member of another Local of this Alliance wishing to transfer their membership to this Local shall present a transfer card from the Local union of which they are a member.

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

affiliated, which Local shall within sixty (60) days after issuance, either accept or reject such applicant.

Any member taking a transfer card from this Local shall for all purposes continue to be a member of the Local until the transfer card is accepted by another Local. Pending the acceptance of the transfer card by another local, the transferring member shall remain upon the roster of members of this Local and shall continue to pay all dues and assessments to this Local and enjoy all the rights and privileges of membership.

Section 2. Reinstatement of Members

Any member who has been suspended from membership shall be required to pay a reinstatement fee of one hundred dollars (\$100.00), together with all financial obligations that may have accrued against them during the period of their suspension. Any member who has been expelled for failure to pay financial obligations or is the holder of an Honorable Withdrawal card shall be governed by Article Twenty-one, Section 14 of the International Constitution and Bylaws.

ARTICLE EIGHT Revenues

Section 1. Initiation Fee

The initiation fee shall be one thousand five hundred dollars (\$1,500.00) but may be reduced or waived by vote of the membership for organizing purposes.

Section 2. Dues and Assessments

Except as described below, the minimum quarterly dues of this Local shall be not less than five dollars (\$5.00) over and above the amount of the quarterly per capita tax as required by the I.A.T.S.E. International Constitution as amended, rounded up to the nearest five dollars.

Beginning in 2028, and for each subsequent calendar year, for those members who attend a minimum of four (4) regular monthly meetings in the previous calendar year (beginning in 2027, and for each subsequent calendar year), the minimum quarterly dues of this Local shall be twenty-five dollars (\$25.00), (\$100.00 annually).

Members initiated in the previous calendar year shall be exempt from the attendance requirement for that year only.

For members who wish to pay dues annually, payment is due by January 31st of the upcoming year. For members who wish to pay quarterly, payment is due by January 31st, April 1st, July 1st, and October 1st for each quarter, respectively.

The foregoing, however, shall not affect the obligation of the members to pay the required percentage of earnings as contained in the Dues Check-Off and/or Assessments sections of the Local 751 contract under which the member is working.

The quarterly dues for pensioners who are no longer working in the field shall be eighteen dollars (\$18.00), seventy-two dollars (\$72.00) annually.

Members at least sixty-five (65) years of age may at their option be declared Retired Members provided they fully cease employment under the Local's jurisdiction or under the jurisdiction of

any other affiliated IATSE local union or the International. Retired Members shall have voice, but no vote at meetings of the Local and shall not be eligible to hold office. The dues payable by each retired member shall be the current amount per quarter as determined by the International payable in advance.

Section 3. Special Assessments

If at any time the Executive Board deems it necessary to acquire additional revenue, for the best interest of the Local, it shall recommend to the membership a special assessment.

Section 4. Increase in Dues, Initiation Fees or Special Assessments

The amount of dues provided for herein shall not be increased nor shall any special assessment be levied or increased nor shall initiation fees be increased unless approved upon secret ballot by a majority vote of the members in good standing present at a regular or special meeting, written notice of which has been mailed to the members at least fifteen (15) days in advance.

Section 5. Investments

The Trustees in conjunction with the Officers are authorized to invest funds of this Local in obligations of the U.S. Government or Agencies thereof, or in certificates of deposit issued by Banks, or in investment grade corporate bonds provided, however, approval for such investment is first obtained from the Executive Board. A quarterly report regarding the funds shall be reviewed by the Trustees.

Section 6. Authority to Expend Funds

The funds of this Local shall be used to defray the proper operating expenses provided for herein and for other legitimate purposes to accomplish the objects of the Local.

ARTICLE NINE

Good Standing

Members in good standing of this Local shall enjoy all rights, privileges and benefits of this Constitution and Bylaws. The continuous good standing for two (2) years requirement for eligibility for office shall be construed to mean that the member has fulfilled the requirement for membership in the Local and/or International, and has not voluntarily withdrawn from membership, nor been expelled or suspended from membership either for being in arrears in their financial obligations or for any offense after appropriate trial proceedings consistent with Article Ten of this Constitution and Bylaws and Article Sixteen of the International's Constitution and Bylaws.

Failure on the part of any member to pay any financial obligation to this Local within **thirty (30)** days after it became payable shall result in such member being automatically declared not in good standing. A member not in good standing shall be deprived of the right to hold office, to attend meetings and to vote. Any member whose dues, assessments and/or fines are not paid for the current period within 30 days after they are due or who is in default more than 30 days should be considered suspended from membership, shall no longer be considered a member in good standing, and shall not be entitled to the benefits of membership until the member is no longer in arrears.

If such default continues for a period of more than six (6) months from the date that the financial obligation first became payable and should the member fail to pay up in full their indebtedness within ten (10) days after written notice by certified mail of their default has been sent (such written notice to specify the amount due and how such amount was arrived at), the member shall be

deemed automatically expelled unless prior thereto, the member has been granted an extension of time to pay by vote of the membership.

Payment of any financial obligation due by a member to the Local shall be enforceable by fine, suspension or expulsion and, in addition thereto, by resort to court action. If court action is required, the delinquent member shall also be liable to the Local for reasonable legal fees and other expenses incurred by it in connection with the suit.

ARTICLE TEN

Discipline of Members and Impeachment of Officers

Section 1. Grounds

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

Section 2. Fair Trial

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

Section 3. Charges

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

Section 4. Penalty for Preferring False Charges

If false charges shall be maliciously preferred against any member, the person or persons preferring such charges shall be fined two thousand five hundred dollars (\$2,500.00), the fine to be imposed upon the acquittal of the member accused.

Section 5. Charges Filed in Duplicate

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

Section 6. To Whom and When Preferred

Charges shall be filed with the Secretary of the Local and must be filed within sixty (60) calendar days after the offense becomes or should have become known to the person making the charge (except as provided in Article Sixteen of the International Constitution and Bylaws).

Charges alleging deliberate acts or conduct, which materially interfere with Article One, Section 3, paragraph 5 of the IATSE Constitution and Bylaws must be filed with the Local of which the accused is a member within three hundred sixty-five (365) days after the offense becomes known or should have become known to the person making the charge.

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

Section 7. Charges Against a Local Officer

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

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

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

Section 8. Withdrawal of Charges

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

Section 9. Publication of Charges

After the Local has taken cognizance of the charges, the presiding officer shall read them at the next regular meeting of the Local (except as provided in Article Sixteen of the International Constitution and Bylaws). No debate or discussion shall be permitted, but the presiding officer shall request those having personal knowledge of any of the facts alleged in the charges to submit their names as witnesses to the secretary of the meeting. The presiding officer shall refer the charges to the Executive Board sitting as the trial committee in accordance with the Constitution or Bylaws of the Local.

If no regular membership meeting is scheduled within a period of thirty (30) days after the date cognizance of the charges is taken, or if a meeting is scheduled but no quorum is present, the charges shall then be read by the presiding officer at the meeting of the Executive Board of the Local, to be scheduled no later than ten (10) days after the end of such thirty (30) day period.

Section 10. Waiver of Trial

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

Section 11. Notice

Within one (1) week after reference of the charges the Executive Board shall cause to be served upon the accused personally, or by certified mail to their last known address, a duplicate copy of the charges, and shall notify them of the time and place appointed for the hearing thereon. Provided

that such notice shall be served or sent to the accused at least fifteen (15) calendar days prior to the date for the hearing.

Section 12. Postponements

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

Section 13. Appearance for Trial

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

Section 14. Trial Body

The Executive Board of the Local, as provided by its Constitution or Bylaws, shall sit as a trial body to hear all evidence upon the charges, and to determine the guilt or innocence of the accused and make recommendations as to the penalty to be imposed if found guilty.

Section 15. Challenges

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

Section 16. Trial in Open Meeting

Where the accused shall be aggrieved by the ruling of the Board upon the challenge of an individual member or members, the accused shall have the election to proceed before the Board, waiving the challenge, or to demand trial before the members of the Local in open meeting (except as provided in Article Sixteen of the International Constitution and Bylaws). Provided, that if the accused elects to be tried in the last-named manner the hearing shall be conducted in the manner set forth for trials before the Board.

Section 17. Hearing

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

Section 18. Member Counsel

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

Section 19. Witnesses Sworn

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

Section 20. Interrogatories and Depositions

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

Section 21. Transcript

A written transcript of all testimony adduced at the hearing shall be made, provided, however, that in the event the Local elects to tape record the proceedings, such recording must be fully and accurately transcribed by the Local in typewritten form in the event of an appeal to the International President.

Section 22. Report Findings

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

Section 23. Action by Membership of a Local Union

At the next membership meeting of the Local, but in no event sooner than twenty (20) days from the date on which the accused has been notified of the availability of the written transcript or tape recording, the report of the Executive Board or Trial Committee shall be submitted to the membership for appropriate action as hereinafter provided. The transcript of the hearing shall not be read except upon motion duly seconded and carried by a majority vote of the members present or if so requested by the accused or in any case under the circumstances referred to in Section 24 hereof.

Section 24. Acquittal or Conviction

After submission of the report, the accused, if aggrieved by the decision of the Executive Board, shall be afforded an opportunity (except as provided in the International Constitution and Bylaws) to speak either in favor of or against such decision. Upon completion of debate, the membership shall proceed to vote upon the findings of the Executive Board as to the guilt or innocence of the accused. If a majority of the members present so vote, the findings of the Executive Board shall be adopted. If the findings are not accepted, the transcript shall be read unless this has been done theretofore, and the question shall be put whether the accused shall be granted a trial by the membership or whether the membership shall proceed to vote upon the guilt of the accused. If a majority of the members present vote for the latter procedure, a vote shall be taken on the guilt of the accused, and if two-thirds (2/3) of the members present shall vote contrary to the findings of the Executive Board, the findings shall stand reversed, otherwise, the findings shall stand upheld.

Section 25. Imposition of Penalties

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

When membership voting on the report of the Executive Board is completed, available remedies within the Local shall be deemed exhausted.

Section 26. Where Trial Was Before Membership

When the accused is tried before the membership as provided in Section 16, the guilt or innocence of the accused shall be determined by majority vote, and the penalty shall be imposed as prescribed in Section 25.

Section 27. Sentence Reported to International President

The President of the Local shall forward a report of the sentence imposed upon an accused member to the International President of the Alliance for filing.

Section 28. Appeals

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

Section 29. Apprentices

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

ARTICLE ELEVEN**Appeals****Section 1. Right Of Appeal**

Any member aggrieved by the decision, rule, regulation, order or any other act or omission or mandate of an officer or the Executive Board of this Local may, after exhausting their remedies within the Local by appeal to the membership, appeal the case in the following order: (1) from the decision of the membership of the Local to the International President of this Alliance; (2) from the decision of the International President to the General Executive Board; (3) from the ruling of the General Executive Board to the Alliance in convention assembled and the latter body shall be the tribunal of ultimate judgment. However, in the interim, the ruling of any proper tribunal of this Local or the Alliance shall be enforced pending disposal of the appeal, unless a stay of the decision has, upon application, been granted. All appeals by a member to the membership of the Local must be heard within sixty (60) days of the date the appeal was filed or the member may appeal directly to the International President.

Section 2. Time Allowed For Filing

Appeals from a lower to a higher tribunal shall be cognizable only if filed within thirty (30) days after the decision. Appeals concerning nominations or elections must be made within fifteen (15) days.

Section 3. Must Be In Writing

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

Section 4. Copy Of Appeal

When an appeal is taken to the International President from the decision of the Local, a copy of the appeal shall be filed with the Secretary of the Local. Within two (2) weeks the Local shall forward to the International President all the records in the case. If the appeal involves a determination made after trial of charges against a member or officer, the records in the case shall

include the sworn charges and the transcript of testimony or if a tape recording was made, the original unedited tape recording and a typewritten transcript thereof, the findings and sentence, and any additional matters of evidence on record. The correctness of the transcript or of the tape recording and stenographic transcript thereof and the record shall be certified by the Local under the appropriate seal. The Local shall also answer to the appeal, setting forth reasons in support of its decision, and serve a copy of the answer on the appellant by certified mail.

Section 5. Decisions Conclusive

The members of the Local shall submit all their rights within the Local and the Alliance first to the determinations of their proper tribunals.

Section 6. Exhausting Internal Remedies

The members further consent to be disciplined in the manner provided by this Constitution and Bylaws, and under no circumstances to resort to outside tribunals until all the remedies therein provided shall have been exhausted.

Section 7. Appellate Process

In order for an appeal to be cognizable by the International President, all remedies within the local union, including an appeal to the membership, must be exhausted. Appeals within Locals from the decision of an officer to the executive board and from the executive board to the membership must be made within thirty (30) days. Appeals concerning nominations or elections must be made within fifteen (15) days.

ARTICLE TWELVE

Altering or Amending the Constitution

Alterations or amendments to this Constitution shall be made in writing and shall be electronically disseminated to the members prior to two readings being held at two consecutive regular meetings. At the second meeting, the proposed alterations or amendments must receive a favorable vote of at least two-thirds (2/3) of the members present. No such alteration or amendment shall, however, be effective until the International President endorses it.

BYLAWS

Bylaws of the Local shall be enacted by the membership at any regular or special meeting and shall become effective immediately. Prior notice of at least forty-eight (48) hours shall be given to the membership of such an order of business.

Section 1. Monthly Membership Meetings

The monthly membership meeting shall be the last Thursday in each month. However, the President may move the day of the meeting based on conflicts such as the dates of the IATSE General Executive Board Meeting or national holidays such as Thanksgiving.

Section 2. Notification of Address Change

Any member, on changing their residence, shall notify the Secretary-Treasurer/Business Agent immediately. Any notice sent to the last address as shown on the books of this Local shall be deemed legal and sufficient notice.

Section 3. Members Doubling Up

Members desiring to double up or work two shifts on any job or jobs under the jurisdiction of the Local must obtain the consent of the Secretary-Treasurer/Business Agent or be subject to charges.

Section 4. Leaving Position

Any member leaving a position must notify this Local and their employer at least two (2) weeks in advance.

Section 5. Non-Union/Management Positions

Any member of this Local who accepts a non-union position with an Employer with whom this Local has a contract, or whose job functions may infringe upon the jurisdiction or interests of this Local, shall not be allowed to attend membership meetings, Executive Board meetings, or to vote in any Local election or to hold any elected position within the Local. If there are questions concerning the application of this Bylaw, it shall be settled by the Officers and the Executive Board.

Section 6. Reinstatement

Members holding honorary withdrawal cards, who have committed no act unfriendly to the best interests of the International Alliance and this Local may be reinstated to active membership upon written application to the Secretary-Treasurer of this Union, and upon payment of all back dues, assessments or any other indebtedness that may have accrued against them, subject to the approval of the General Secretary-Treasurer of the International Alliance.

Section 7. Representation of the Craft

- (a) Honest, courteous, respectful and intelligent service to the public are the most necessary requisites of the members of this Local. Your employer expects it and your Local demands it. Any persistent, indifferent or repeated violator of this demand is a detriment to the Local and other members, and a hindrance to the advancement of this Local. Failure to do so shall subject such member to a two hundred fifty dollars (\$250.00) fine for the first offense, five hundred dollars (\$500.00) for the second offense and for the third offense shall be liable to suspension or expulsion from the Local.
- (b) The neatness and appearance of a member on a job serves as a credit to the individual member and the Local. The Business Agent or Steward shall uphold and enforce this Bylaw at all times.

Section 8. Honoring the Contract

- (a) No member shall be permitted to donate their contractually covered services gratis to the Employer except by permission of the Secretary-Treasurer/Business Agent under penalty of a fine.
- (b) Any member knowing of another member working for less than the scheduled price of wages, or returning any part of his earnings to his employer, and not notifying the Local of same, shall be suspended or expelled at the option of the Local, and if expelled, his name shall be sent to the General Secretary-Treasurer of the International Alliance.
- (c) Any member violating any clause or section of any basic agreement signed between this Local and an employer shall be summoned before the Executive Board and if found guilty shall be fined the sum of two hundred fifty dollars (\$250.00) for the first offense;

five hundred dollars (\$500.00) for the second offense and for the third offense shall be liable for suspension or expulsion from the Local.

- (d) No member shall be permitted to sign any letter, communication or petition regarding their working conditions for any employer without first notifying Local of same. Failure to do so shall subject such member to a two hundred fifty dollars (\$250.00) fine for the first offense, five hundred dollars (\$500.00) for the second offense and for the third offense shall be liable to suspension or expulsion from the Local.

Section 9. Strikes and Failure to Picket

- (a) No member shall be allowed to work in any theatre or place of employment that is declared on strike by the membership. Any member continuing to work in any theatre or place of employment after it being declared on strike, at the discretion of the membership, shall be fined, suspended or expelled.
- (b) Any member failing to picket when notified by the Business Agent shall be subject to fine or suspension unless satisfactory excuse is given to and accepted by the Executive Board.

Section 10. Members Of Committees

The Chairperson shall remove any member of a committee who shall refuse or neglect to perform their duty.

Section 11. Summons

Any member who is summoned to appear at a meeting of the membership, the Executive Board or a legally appointed committee of the Local and fails to appear, after receiving due notice of same, shall be penalized to such an extent as the Local may see fit, after trial.

Section 12. Confidentiality

Any member informing any outside parties of the confidential business of this Local will be fined the sum of one thousand dollars (\$1,000.00), or suspended or both, at the option of the Local. Any member knowing of a member doing the same and not reporting it to the Local, shall be deemed equally guilty, and subject to the same penalties.

Section 13. Dishonesty Or Drunkenness

Any member dismissed from their position for dishonesty or drunkenness, upon being found guilty thereof, shall be penalized to such an extent as the Local may see fit.

Section 14. Anti-Bullying

Any member of the Local who uses or attempts to use violence, intimidation, or coercion upon any other member shall be fined, suspended or expelled, as may be determined by the Trial Body.

Section 15. Anti-Discrimination

Any member who discriminates against any person for any reason, including but not limited to, race, color, creed, religion, national origin, sex, age or sexual orientation shall be fined, suspended or expelled, as may be determined by the Trial Body.

Section 16. Conduct Unbecoming a Member

Conduct unbecoming a member or that which is contrary to trade unionism, or that which would bring discredit to this Local or the Alliance, shall be an offense against this Local, and upon being found guilty thereof after trial, the offending member shall be liable to such penalty as the Local may see fit.

Section 17. Alteration of Bylaws

No portion of these bylaws may be suspended but may be amended or altered by a resolution approved by a majority of the members present at a regular or special meeting after the members have been properly notified. The International President must approve all changes.

APPENDIX A NOMINATIONS GUIDELINES

1. Nominations will be the last order of New Business at the February meeting in an election year.
2. With the exception of the three (3) non-Officer delegates to the International Convention, to be eligible for office, a person must be actively engaged in the industry within Local 751's jurisdiction and have worked for at least one hundred and twenty (120) days in the past thirty-six (36) months and have been a member in continuous good standing for two (2) years. Time served as an officer or an employee of Local 751 shall be applicable to the "one hundred and twenty (120) days in the past thirty-six (36) months" requirement.
3. Eligible candidates to any elective office must be nominated from the floor.
4. Nominations will be called for each office or position up for election in that particular year by either the President, Vice President, or Secretary-Treasurer/Business Agent. In no event shall those officers call for nominations for an office for which they are running.
5. Nominations for each office/position shall be called three (3) times before nominations will be closed.
6. With the exception of running to be a Delegate to the International Convention, no member's name shall be submitted or accepted in nomination for more than one office.
7. Only one nomination is necessary. A nomination does not have to have a "second."
8. Nominees have the option of providing to the Local 751 office a campaign statement. Campaign statements must: (a) be no longer than two hundred and fifty (250) words, not including salutation and signature, and (b) be received by the Local office no later than 12:00 p.m. on the Friday immediately following the nominations meeting. Campaign statements may be emailed to the Local 751 Office Manager at an email address that will be provided.
9. Nominees may also include photographs of themselves to accompany their campaign statements. As with the campaign statement, photographs must be received by the Local office no later than 12:00 p.m. on Friday immediately following the nominations meeting. Photographs may be emailed to the Local 751 Office Manager at an email address that will be provided.
10. If Nominees wish to send a campaign mailer, they may purchase from the Local office a set of mailing labels for a ten dollar (\$10.00) printing fee. The fee may be paid by check, money order or via the PayPal link on the Local 751 website. Cash is not accepted. Nominees are solely responsible for their own mailings.
11. Prior to the February nominations meeting, the Local 751 President shall appoint an Executive Board Member who is not running for re-election as the Election Board Chairperson.

12. At the February nominations meeting, Local members who are not running for office will be asked to volunteer to serve on the Election Board of Inspectors. Three (3) volunteers will be needed.
13. Secret ballots will be mailed by MK Election Services, LLC (or its replacement) during the week immediately following the nominations meeting.
14. Election Day shall be the first Tuesday in April.
15. Secret ballots must be received by MK Election Services LLC (or its replacement) via the U.S. Postal Service, no later than 5:00 p.m. on the Monday immediately preceding Election Day.
16. Ballots will be counted by representatives of MK Election Services, LLC (or its replacement) at the Local 751 office (or via video conferencing) on Election Day.
17. The Election Board Chairperson and the Election Board of Inspectors will assist the representatives of MK Election Services, LLC (or its replacement) in the counting of the ballots.
18. Once the election results have been certified by MK Election Services, LLC (or its replacement), the Election Board Chairperson and the Election Board of Inspectors shall notify all candidates of the results.
19. The Local 751 Office Manager will then post the election results on the Local's website.

THIS CONSTITUTION AND BYLAWS WAS REVISED AND PRINTED

2026

ENDORSED BY

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

ON THIS DATE OF

SEPTEMBER 14, 2026

BY INTERNATIONAL ALLIANCE PRESIDENT MATTHEW D. LOEB

STANDING RULES

1. No business shall be taken up except in the order prescribed, unless on motion, such irregularities shall be sanctioned by a majority of the members present.
2. No motion shall be received or laid before this Local, unless moved by two (2) members, nor open for discussion until stated by the presiding officer. When a question is before the Local no other motions shall be in order, except, first to adjourn; second, to lay on the table; third, the previous question; fourth, to postpone; fifth, to refer; sixth, to amend; which motions shall take precedence in the order in which they are arranged. The first three shall be decided without debate, unless it is proposed to postpone to a definite period, in which case it shall be debatable.
3. Resolutions, amendments to the Constitution and Bylaws and charges against officers and members, must in all cases be presented in writing, otherwise they shall not be considered.

4. The mover of any verbal proposition shall, upon the request of the chair, or two (2) or more members, reduce it to writing.
5. Any member entitled to a vote may move for a division of the question when the sense of the same will admit it.
6. A motion to reconsider any former motion or vote shall only be made and seconded by members who voted in the majority.
7. When the reading of any paper is called for and objected to, the question shall be decided by vote.
8. A division of this Local shall be taken on any question and recorded at the request of five (5) members.
9. When members speak, they shall rise and address the presiding officer, 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. When two (2) or more members rise at once the presiding officer shall decide who shall speak first.
10. On the call of five (5) members for the previous question the President shall put in this form: "Shall the question be now put?" Until this question is decided, it shall preclude all amendments to the main question and further debate shall cease.
11. The officer or member presiding in the absence of the President shall, for the time, possess all the powers and privileges vested in the President by the Constitution and Bylaws of this Local.
12. No subject of a religious nature shall at any time be admitted.
13. No person who is not a member shall be allowed at any of the meetings without consent of this Local.
14. In the absence of a standing rule to apply to questions before the Local, recourse shall be had to Roberts Rules of Order.
15. Questions of order shall be decided by the presiding officer; but in case of an appeal from their decision, the meeting shall determine without debate.
16. Refreshments, other than cold water or soft drinks, shall not be allowed in the headquarters of this Local while the meeting is in session.