

## **UNIONISM:**

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Reference/ materials from: IA Local 122 Constitution and By-Laws

This, like all study guides are not completely or exactly like the journeymen's test. This is only a guide.

**Full Name of our Union-** Local union #122

International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied Crafts, of the United States its Territories, and Canada AFL-CIO, CLC

### **GENERAL FACTS:**

- Our union is in district #2
- The founding organization of the IASTE is the Knights of Labor
- IASTE is associated with, The American Federation of Labor
- Local 122 was founded in 1905
- CIO = Congress of Industrialized Organizations
- CLC = Central Labor Council

### **MEMBERSHIP HIGHLIGHTS:**

#### Application

Any theatrical stage employee who has attained the age of eighteen and who has resided within the jurisdiction of the Local for the preceding eighteen months may apply for membership on an official application form. The initiation fee is \$1,000.00, one-half to be paid upon the submittal of the application to the secretary treasurer, and the balance to be paid upon the acceptance as a journeyman member.

The qualification for membership for the applicant will be determined by the Executive Board.

If the executive board finds the applicant qualified for membership, the application form is presented to the local for approval. Upon favorable vote, the applicant is sent to the General Secretary-Treasure of the International for endorsement.

#### Withdraw

Any member in good standing and who has declared under oath that he or she will not continue to work in the craft of this local's jurisdiction, may voluntarily withdraw from this Local and the Alliance, and shall receive an honorable withdraw card.

### **MEETINGS:**

Quorum: Seven Journeymen members in good standing constitutes a quorum for all membership meetings of this Local.

Types of Meetings:

Regular Meetings- shall be held on the first Monday of each month at 7:00pm. If the date falls on a holiday the meeting will be moved to the following Monday.

Special Meeting- Special meetings may be called by the President upon receiving a written petition signed by five members in good standing. No other business may be conducted at a special meeting than that for which it was called. The membership shall receive standard notice of a special meeting.

Executive board- At least one meeting per month, the time and place to be determined by the board members. Board meetings may be called at any time by the president and by a majority of the Board members. Four members of the Board constitute a majority and a quorum.

### **OFFICERS, NOMINATIONS, and ELECTION HIGHLIGHTS:**

The Officers of this Local are:

- President
- Vice President
- Secretary-Treasure
- Business Representative
- Four Members-at-Large of the Executive Board
- Three members of the Board of Trustees
- Three members of the Health and Welfare Trustees
- Sergeant-at-Arms

An officer can only hold one office in the same time period.

The Executive board consists of President, Vice President, Secretary-Treasure, and four Members-at-Large.

The terms of office for President, Vice President, Secretary-Treasure, Business Representative, Members-at-Large of the Executive Board, Trustees and Sergeant-at-Arms shall be 3 years.

The term of office for the three Elected Trustees of Health and Welfare and the Pension Fund shall be three years.

Nominations for officers shall be held at the regular meeting in November. Elections shall be held at a special meeting in December. Voting shall be by secrete ballot. Installation of officers shall be at the regular meeting in January.

### **SOME DUTIES OF OFFICERS: (there are many more duties)**

President

- shall be the chairman of all meetings of the membership and of the Executive Board, which he/she shall conduct in accordance with Robert's Rule of Order.

Vice President:

- assists the president,
- assume the duties and power of the President in the President's absence
- is authorized to sign checks for disbursement of union funds, with one other officer

The Business Representative:

- is the chief negotiator of all contracts between employers and the union
- represents the Local as the bargaining agent for all stage employees

The Trustees:

- Shall audit all financial records and accounts of the Secretary Treasurer semi- annually in January, prior to the CPA audit, and in July

### **DUES AND FINES HIGHLIGHTS:**

- Membership dues are \$65.00 per quarter year payable on or before 4:30pm of the first business day following a weekend or holiday, of the quarter.
- 4% is levied upon the gross earnings of members. This is payable monthly on or before the first regular work day of the month.
- Failure to pay shall subject a member to an automatic \$25 fine. If, forty-eight hours after the regular meeting, said money including the \$25 fine are not paid in full, the member shall be fine an additional \$50. If after an additional 48 hours, the moneys owed have not been paid in full, the member shall be suspended.
- the Secretary-Treasurer shall notify any suspended member by certified mail, return receipt requested, that they are suspended and the amount owed the Local
- a suspended member is deprived of participation in any of the activities of the union, which includes the right to work
- in order to reinstated, a suspended member must pay the amount he was in the arrears at the time of suspension plus a \$50 reinstatement fee

### **APPRENTICESHIP HIGHLIGHTS:**

- the maximum ratio of membership is one apprentice to three journeyman members
- the maximum period of indenture is 3 years
- the apprentice has voice in meetings but no vote
- the apprentice is expected to attend meetings
- six months before the 3 year deadline, the apprentice shall be given the standard journeyman test. 70% is needed to pass. If the apprentice fails, they shall be given one more chance at the end of the 3 years.

Standard Notice- A typewritten announcement by the Secretary-Treasure transmitting to the membership necessary information or notice of pending business to be enacted at the next regular or special meeting. 15 days in advance of a special meeting, this notice shall be mailed to the last known address of each active member.

Good Standing- A status applied to a member who meets his financial obligations and complies with all rules of this Local and of the Alliance.

### **CONDUCT HIGHLIGHTS:**

Conduct becoming a member is the basic law governing all members in all functions of this Local.

There are 4 aspects of the basic law: **honesty, sobriety, concern, competence**  
Members in violation of the basic law shall be notified of the violation by standard notice and the fines accompanying the violation.  
First offence=\$100. Second Offence=\$200

**WORKING RULES HIGHLIGHTS:**

- Authorization of department head must be obtained before leaving the work area.
- Authorization of Steward must be obtained before leaving the work site.
- Any member leaving a call without the proper authorization shall be subjected to the following penalties.  
First offence= \$50. Second Offence=\$100. Third Offence= Thirty day suspension

- Inability to appear for assigned work must be reported to the Business Representative as soon as possible. If the Business Representative cannot be contacted, the steward or department head should be contacted at the work location.

**LATENESS-** 1<sup>st</sup> incident- Letter describing incident placed in file  
2<sup>nd</sup> incident- \$50 fine  
3<sup>rd</sup> incident- \$100 fine  
4<sup>th</sup> incident- Thirty day suspension

It is the duty of the steward to notify the Business Representative of any and all violations in writing.

**NO SHOWS-** 1<sup>st</sup> incident- \$50 fine  
2<sup>nd</sup> incident- \$100 fine  
3<sup>rd</sup> incident- thirty day suspension

**JOB REFERRAL LIST HIGHLIGHTS-**

- Each person on the job referral list shall be listed in ascending order with the most senior workers on top.
- The referral list shall be a “venue” based hiring hall system, with a separate referral list maintained for each venue. The most experience worker shall be on top of the list.

**STEWARD-**

- shall perform the functions of the Business Representative’s office at the job level
- all large calls (at least 8 persons) shall have a steward
- To enforce the contract and manage safety on the job site.