



33rd GENERAL CONVENTION INDEX – GEB Resolutions

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RESOLUTION GEB NO. 1

SUBJECT: IUPAT LGBTQ & JOINT CORE COMMITTEE RESOLUTION

– IUPAT Preamble and Objects

WHEREAS, The Constitution of the International Union of Painters and Allied Trades serves as the guiding and governing document in the spirit and fundamental principles of organized labor in the crafts and professions of the IUPAT, District Councils, Local Unions and all its members and,

WHEREAS the Constitution of the IUPAT intentionally outlines the purpose, structure and limits of our International Union, District Councils, Local Unions and all its members and,

WHEREAS it is built to provide a foundation upon which the International Union of Painters and Allied Trades operates and enacts the vision of its collective body to ensure the success and prosperity of all its members and their families in their totality.

THEREFORE, BE IT RESOLVED that the following amendments and additions to the Constitution of the International Union of Painters and Allied Trades hereby be considered for adoption:

PREAMBLE

We the members of District Councils and Local Unions affiliated with the International Union of Painters and Allied Trades— **acknowledge the intrinsic value and dignity of every individual**, believing that organization and collective action is necessary to foster and adopt ways and means for the continuous improvement of the working, ~~and~~ living standards, **and well-being** of the members of this International Union; to secure legislation **and policies** in the interests of our members; to bring about higher wages, shorter hours, and better working conditions, and **a workplace** safe for them; to influence public opinion by peaceful and legal methods in favor of our affiliated organizations and all organized labor generally; to promote, encourage and bring into existence satisfactory **and inclusive** contractual relationships with employers in the industries from which the members of our affiliates are drawn; to advance and maintain better relations between our members and their employers; and to otherwise enrich the lives of our members and their families, **we believe that every person deserves to be treated with respect, fairness and compassion, all members** ~~other working men and women~~, and all mankind—do hereby formulate and adopt this Constitution for our guidance and government.

Sec. 2. The objects of this International Union are: To organize workers and to improve their lives and livelihoods and the welfare of their families through the benefits of collective bargaining;

RESOLUTION GEB NO. 2

WHEREAS, communicating with members about the status of IUPAT's various work and campaigns is essential; and

WHEREAS, modern technology has changed dramatically so that print publications are now only a small part of how members get information;

WHEREAS, an electronic version of the Journal will reduce costs, have a smaller environmental footprint, and arguably increase distribution and readership; and

THEREFORE, BE IT RESOLVED that section 77 of the General Constitution shall be amended to read as follows:

Sec. 77. The General Secretary-Treasurer shall mail the "Painters and Allied Trades Journal" only to those members who have a correct mailing address on file with the International Union. These addresses shall be furnished by the Local Union Financial Secretary or by the member to the General Secretary-Treasurer and to the Business Manager/Secretary Treasurer of the District Council. **A print edition of the Journal shall be published and mailed according to this paragraph at least once per year. All other editions of the Journal shall be published in an electronic format and forwarded to each member's available email address on file.**

RESOLUTION GEB NO. 3

WHEREAS, members of the IUPAT must adhere to a high standard of respect for one another and uphold a profound sense of responsibility, for the well-being of our Union; and

WHEREAS, members should clearly understand the basis of any charges against any members, Local Unions, District Councils, Regional Conferences, or any other subordinate body of the International Union; and

WHEREAS, the current Constitutional language around charges is not written clearly, and does not reflect the existence of social media in daily public life, or of our Union's steadfast commitment to equity and inclusion; and

WHEREAS, any charges must be based on fair rules that are easily and widely understood

THEREFORE, BE IT RESOLVED that section **260** of the General Constitution shall be amended to read as follows:

Sec. 260. The basis for charges against members, Local Unions, District Councils, Regional Conferences or any other subordinate body of the International Union may, among other things, consist of the following:

(1) Violation of any provision of the Constitution ~~or of~~, any rule or regulation promulgated by the General Executive Board, **or District Council or Local Union Bylaws.**

(2) Violation of the oath of membership or ~~of provisions in the ritual of this International.~~ the oath of office.

~~(4) Disloyalty to the International Union.~~

~~(5) Conduct unbecoming to a member or officer of this International Union.~~

~~(6)~~ (3) If an officer: **in addition to the above**, neglect, inefficiency or incompetence in the performance of the officer's duties; ~~failure to advance and promote the interests of the members of the International by performing acts detrimental to such interests of the International.~~

~~(7) If an officer: utilizing the officer's official position to engage in enterprises, which are inimical to the welfare of this organization and contrary to good morals and sound trade union principles. The General Executive Board shall be authorized to determine what activities are in contravention of good morals and sound trade union principles, and its judgment in that respect shall be final.~~

~~(8)~~ (4) Misappropriation, embezzlement, improper handling ~~of Union funds,~~, **or** misuse of Union funds ~~tampering with or altering~~

(5) Falsifying Union financial records ~~so as to falsify same; altering or tampering with~~, membership records, or ~~making false~~ official reports, ~~or failure to account for receipts and disbursements to the membership and to the International Union.~~

~~(9) Fostering secession; engaging~~ **(6) Engaging** in, advocating, or encouraging dual unionism ~~or engaging in subversive activities as prescribed as proscribed~~ in Section 89 of this Constitution ~~or destroying peace and harmony within the Local Unions.~~

~~(107)~~ Libeling, slandering, or in any other manner abusing fellow members, officers of subordinate bodies, or the General Executive Board or the General Officers of the International Union.

~~(118)~~ Abusing fellow members or officers in the meeting hall, or disrupting Union meetings.

~~(12)~~ **(9) Causing improper division within the Union, or bringing disrepute upon the Union by making public comments, on social media or otherwise, that disparage individuals or groups on the basis of their religion, race, creed, color, national origin, age, gender or sexual orientation, particularly in circumstance where the speaker identifies themselves as an IUPAT member.**

(10) Violation of the trade union rules promulgated in accordance with the Constitution of this International Union; or violation of trade union rules of the locality in which a member is working.

(11) Engaging in any activities which tend to bring any subordinate body of this International Union or the International itself into disrepute, or which tend to reflect upon its good name, standing and reputation.

(12) Violation of orders issued by representatives acting under the direction of the General President or of the General Executive Board. (The orders of such representatives shall have the same force and effect upon members, officers and subordinate bodies as though issued by the authority appointing such representatives. Such orders must be obeyed immediately upon their issuance. If any party is aggrieved by such order, that party may bring the matter to the attention of the officer or body under whom the representative is acting, and obtain summary review of the order; but pending any such review, the order of the representative shall stand and be in full force and effect.)

(13) And for such other acts and conduct which shall be considered inconsistent with the duties, obligations and loyalty of a member, officer or subordinate body of this International Union.

RESOLUTION GEB NO. 4

SUBJECT: LGBTQ CORE COMMITTEE RESOLUTION – IUPAT Charges, Trials, Appeals and Disciplinary Action

WHEREAS, the International Union of Painters and Allied Trades fights for the rights of workers and holds in its values that an injustice to one is an injustice to all, and

WHEREAS, the integrity within every District Council, Local Union and its members is empowered to maintaining discipline and ensuring the well-being of its members as outlined in the Constitution of the International Union of Painters and Allied Trades, and

WHEREAS, clear guidelines and representation can serve as opportunities for historically underrepresented workers to find support and validation to address misconduct and uphold the standards of the International Union of Painters and Allied Trades,

WHEREAS, it is essential to clarify and refine disciplinary procedures in a process that adapts to evolving challenges and circumstances,

THEREFORE, BE IT RESOLVED that the following amendments and additions to the Constitution of the International Union of Painters and Allied Trades hereby be considered for adoption:

Sec. 253 (addition) (c) Every District Council shall have adopted within its Bylaws a procedure for filing charges, handling trials, specifying a definition for a “reasonable time” for charges to be heard once received by the District Council and defined means of correspondence to the charged and charging parties.

Sec. 260 (amendment) 5. Conduct unbecoming to a member or officer of this International Union includes and is not limited to act(s) of harassment, discrimination, and retaliation regardless of race, color, religion, sex (including pregnancy), gender identity, sexual orientation, national origin, disability, age, or genetic information.

Sec. 270 (amendment): (e) In the event of noncompliance with a decision handed down by a trial or appellate body, the member, officer, District Council, Local Union or other subordinate body shall stand suspended from all privileges of the International Union, **District Council and Local Union** until the provisions of the decision have been complied with. **All fines and non-monetary penalties shall be handled within 30 days of receipt of the decision of the trial board, or additional penalties shall be added.**

Specific Penalties Sec. 27X (addition): **Any officer, delegate, or committee member or member found guilty of harassment or discrimination of another member of the IUPAT shall pay a fine of \$1,000 for the first offense for which they have been found guilty. If the same member is found guilty of a second offense of harassment or discrimination within 3 years, they shall pay a fine of \$1,000 and be suspended for 30 days. If the same member is found guilty of a third offense of harassment or discrimination within 3 years, they shall be removed from the membership of the union. (b) In addition to financial penalties, any member found guilty of harassment or discrimination must take sensitivity training. This training must be conducted in person. If a District Council does not have the capacity to hold this training internally, an approved outside organization will be contracted to host the training by the District Council or appellate body. (c) At the discretion of the trial board, a member found guilty of harassment or discrimination for the first time may attend sensitivity training and make a public apology(ies), determined by the District Council Trial Board, to reduce the financial penalty by 50%.**

BE IT FURTHER RESOLVED that the International Union of the Painters and Allied Trades, each District Council and every Local Union work together to ensure that the charging and charged parties have equitable representation at every step of the “Charges, trial, Appeals and Disciplinary Action” process. This shall include and is not limited to the review and guidance of the IUPAT Ethics Committee.

RESOLUTION GEB NO. 5

WHEREAS, the IUPAT stands for International solidarity and the IUPAT equally supports workers no matter their nation of origin; and

WHEREAS, the International scope of the IUPAT creates complications based on different laws in Canada and the United States; and

WHEREAS, the Constitution does not currently accurately reflect certain Canadian legal requirements about the designation of exclusive bargaining representatives

THEREFORE, BE IT RESOLVED that section **124b** of the General Constitution shall be amended to read as follows:

Sec. 124(b). District Councils shall be authorized to act as the exclusive bargaining representative of their members and any other employees represented by the District Council or any affiliated Local Union, **except in jurisdictions where the entity listed in the official documents establishing the bargaining unit is required by law to act as the exclusive bargaining representative and that listed entity is a Local Union.** District Councils shall be authorized to establish rates of wages and uniform dues for all Local Unions of the same character within their jurisdiction. They shall have power, subject to a ratification vote of the members working thereunder to negotiate collective bargaining agreements establishing wages, benefits and working conditions and to enforce the same; collect all fines duly imposed; issue a quarterly working card; order strikes and decide all disputes between Local Unions or members, subject to appeal to the General Executive Board. However, this section shall not deprive any other officer or body of jurisdiction to decide any such matters in dispute when the Constitution vests any jurisdiction over such matters in other officers or bodies.

RESOLUTION GEB NO. 6

WHEREAS, all checks emanating from District Councils require careful review and the signatures of two designated Officers.

WHEREAS, the growth of our membership and the international footprint of our Union require frequent travel by District Council Officers; and

WHEREAS, the limited availability of designated District Council check signatories is sometimes burdensome to conducting Union business,

THEREFORE, BE IT RESOLVED That section **135** of the General Constitution shall be amended to read as follows:

Sec. 135. (a) All checks or orders on the bank issued by District Councils must be signed by any two of the following: (1) the President, (2) Business Manager/Secretary-Treasurer, ~~or~~ (3) one of the Trustees, **or (4) one elected Business Representative.**

(b) For checks or orders on the bank that are issued electronically on behalf of the District Council, such as payroll direct deposit, a report or register listing all such payments must be signed by two of the three individuals listed in Section 135(a) with a written statement attached that the signatories have reviewed and approved all payments in the listing. All electronic payments described herein must be reported the same as any payments in Section 135(a).

RESOLUTION GEB NO. 7

WHEREAS, the current rules governing the return of paid-in-advance dues to members receiving clearance cards creates unnecessary administrative friction and delay between District Councils; and

WHEREAS, individual members are better positioned to responsibly take their dues money from the Union Local they clear out of to the Union Local they clear into

WHEREAS, the clearance card process should provide flexibility for our members to work in different areas without jeopardizing their status as members in Good Standing or complicating and frustrating receipt of earned fringe benefits; and

WHEREAS, members sometimes temporarily work in jurisdictions but do not become permanent residents of those jurisdictions; and

WHEREAS, the General Vice President can appropriately manage any potential disputes arising from these circumstances

WHEREAS, the term “traveling member” is not defined in the Constitution and therefore adds no useful meaning

THEREFORE, BE IT RESOLVED That sections **234, 237, 243, & 246** of the General Constitution shall be amended to read as follows:

Sec. 234

(b) ~~A No~~ Clearance Card shall **not** be **required granted for to** a member wishing to **transfer to a Local** ~~deposit the Clearance~~ within the same District Council. **When appropriate, such Local Union transfers may be** ~~unless~~ granted ~~an~~ **exception** by the Business Manager/Secretary-Treasurer.

Sec. 237.

(a) When a member has paid Local Union dues in advance of the month in which the card is issued, the member shall be **paid the balance** ~~credited with for the months following the issuance of the clearance card. Thereafter the member shall be responsible for paying dues to Local Union where the card is deposited. the proper amount on the space provided on the card and the amount shall, upon application, be forwarded to the Financial Secretary of the Local Union accepting the card.~~

~~(b) If a Local Union fails to forward dues within 30 days after being notified to do so through the General Office, the amount due shall be charged to the account of~~

~~said Local Union on the books of the International Union and the General Secretary-Treasurer shall forward the amount to the Local Union to which it is due.~~

Sec. 243

(a) No clearance card shall be required of a member leaving the jurisdiction of a District Council to work for his or her home employer; but the member shall be required to notify the Business Manager/Secretary-Treasurer of his or her District Council, in person or in writing, of his or her so leaving, and returning.

(b) A member when so working cannot be compelled to take out a clearance card, but he or she must register his or her name with the Business Manager/Secretary-Treasurer of the District Council in which he or she is working before starting to work.

(c) A traveling member that has not established permanent residency in a jurisdiction where work is being performed may not be required to clear into the District Council where work is being performed without the approval of the Business Manager/Secretary Treasurer of his or her home District Council. Any disputes concerning this section shall be submitted by the affected member or Business Manager/Secretary-Treasurer(s) for resolution by appropriate General Vice President. The decision of the General Vice President may be appealed for final resolution by the General Executive Board.

Sec. 246

As soon as a ~~traveling~~ member deposits his or her clearance card, he or she shall fill out a beneficiary card.

RESOLUTION GEB NO. 8

WHEREAS, timely payment of dues is the foundation of our union's financial health; and

WHEREAS, members must pay their fair share to support the entire Union family; and

WHEREAS, we want to institute a system that makes it easier for members to regain good standing but also discourages exploitation of the lower bar to membership through frequent dropping and rejoining; and

WHEREAS, long-term and continuous Union membership is a backbone of solidarity and power; and

WHEREAS, members should retain the right to drop and re-initiate their membership whenever they deem appropriate; and

WHEREAS, Business Manager/Secretary-Treasurers should retain discretion over whether re-initiating members are responsible for back dues and assessments

THEREFORE, BE IT RESOLVED that sections **117, 118 & 119** of the General Constitution shall be amended to read as follows:

Sec. 117. (a) No member shall be charged any interest or penalty for late payment of dues except as specifically authorized by this constitution.

(b) Any member indebted for three (3) months' dues or an amount equal to three (3) months' dues shall stand suspended, neither a vote of the Local Union nor a hearing being required to suspend the member. Dues shall include regular, administrative, and working dues.

(c) The failure of the Financial Secretary to report a suspension or collect a reinstatement fee or his or her action in accepting delinquent dues shall not constitute a waiver of default, provided that the General Executive Board may restore the membership rights of any member if it concludes that he or she has been unfairly prejudiced by application of this rule.

(d) If the General Secretary-Treasurer finds, from an examination of the reports, daybook sheets or dues records of a member, that he or she ~~became~~ should have become suspended, the General Secretary- Treasurer shall call the same to the attention of the Local Union, and it shall be required to ~~reinstate~~-suspend such member ~~by~~ and ~~requiring~~-require the member to ~~retroactively~~ pay the required reinstatement fee as set forth above.

Sec. 118. (a) A suspended member, failing to become reinstated within three (3) months from the date of his or her suspension, shall be dropped from the roll; to again become a member of the International Union he or she must pay the full fee(s) applicable to new member/candidates of the Union to which he or she makes application.

(b) The dropped member shall also pay to the Local Union that suspended him or her all dues, assessments, fines and other indebtedness he or she owed said Local Union at time of suspension. This shall be paid regardless of any dispensation made in the Administrative Processing Fee of the District Council/Local Union initiating him or her. ~~Payment of back dues and assessments may be waived at the sole discretion of the Business Manager/Secretary-Treasurer of the District Council.~~

(c) A member that becomes dropped and seeks initiation three (3) times within a rolling five (5) year period, under the rules of this section shall, upon the third initiation and each subsequent initiation, be assessed an additional penalty of \$150 for each initiation following a drop until they have a five (5) year period in which no drop occurs. \$50 of each penalty so assessed shall be forwarded to the International Union. The rolling five (5) year period shall begin January 1, 2025.

(d) With exception of penalties incurred pursuant to subsection (c), payment of back dues and assessments may be waived at the sole discretion of the Business Manager/Secretary-Treasurer of the District Council.

~~Sec. 119. At any time within three (3) months after the date of suspension a suspended member may be reinstated on payment of back dues and arrearages, including dues for the current month, and a \$50.00 reinstatement fee, \$25.00 of which will be retained by the Local Union and \$25.00 to be sent to the office of the General Secretary-Treasurer.~~

RESOLUTION GEB NO. 9

WHEREAS, over the years the General President and the General Executive Board have been called upon to render interpretations of various terms of the Constitution; and

WHEREAS, many of these interpretations were the result of ambiguities in the language of the Constitution or of the application of clear language to situations not clearly envisioned by the drafters; and

WHEREAS, it is not possible to provide all such interpretations in usable form to members and officers of IUPAT affiliates; and

WHEREAS, other provisions that have not yet resulted in controversy contain latent ambiguities; and

WHEREAS, each of the technical amendments that follow are offered to clarify, not change, existing interpretations of Constitutional language; and

WHEREAS, the International Union strives for administrative efficiency and cost savings through the adoption of new technologies and internal administrative practices, and wishes to update some of the practices codified in the Constitution that do not affect the rights of membership or governance of the Union; and

WHEREAS, the Constitution should be free of typographic and formatting errors so that it is as clear as possible,

THEREFORE, BE IT RESOLVED that section 15 of the General Constitution shall be amended to read as follows:

The General Executive Board shall determine the timing of the International's fiscal year, with fiscal quarters established ~~The fiscal quarters in the year shall begin~~ January 1, April 1, July 1, and October 1.

BE IT FURTHER RESOLVED that section **39** of the General Constitution shall be amended to read as follows:

Sec. 39. **(a) Unless altered pursuant to Subsection (b), below, the** General Convention shall be governed by the following rule of order:

1. Call to Order.
2. “Pledge of Allegiance to the Flag” and “Canadian Salute”.
3. Presenting Credentials.
4. Reporting of Committee on Credentials.
5. Roll Call.
6. Appointment of Committees.
7. Resolutions, Memorials and Petitions.
8. Reports of Officers.
9. Reports of Committees on Officers’ Reports.
10. Reports of Committees.
11. Unfinished Business.
12. Election of Officers.
13. Installation of Officers.
14. New Business.
15. Adjournment.

(b) The Convention Chair may exercise his or her discretion to alter the Order of Business when necessary to accommodate participants or it is otherwise for the efficient and orderly conduct of business.

BE IT FURTHER RESOLVED that section **101** of the General Constitution shall be deleted:

~~Sec. 101. Members, whose age or physical condition debars them from earning the current rate of wages, shall be permitted to work for less but must first obtain written permission from their District Council Business Manager/Secretary-Treasurer prior to doing so.~~

BE IT FURTHER RESOLVED that section **286(a)1** of the General Constitution shall be amended to read as follows:

**IUPAT LOCAL UNION AND DISTRICT
COUNCIL PENSION ~~FUND~~ CONTRIBUTION**

Sec. 286. (a) Contributions by United States District Councils and Local Unions to the IUPAT Industry Pension Fund:

(1) Each affiliated District Council and Local Union in the United States shall pay each month to the Trustees of the IUPAT Industry Pension Fund, pursuant to a Participation Agreement if required by such fund, an amount determined by the General Executive Board for the following employees, provided they are otherwise eligible for coverage under such Pension Fund:

(i) each full-time Business Representative, Officer, and ~~Employee~~ Organizer;
(ii) any other full-time employee of the District Council or Local Union who is not otherwise participating in the Industry Pension Plan, a District Council or Local Union pension plan, or a defined benefit pension plan to which contributions are required through a collective bargaining agreement.

~~who is eligible for coverage under such Pension Fund.~~ This contribution shall be a standing appropriation and shall not require a vote of the District Council delegates or Local Union members. The General Executive Board shall be empowered, between Conventions, to adjust the contribution rate(s) to the Fund when such action is consistent with the actuarial integrity of the Fund and the interests of Fund participants.

The required contribution ~~rate~~ for each full-time Business Representative, Officer, and Organizer shall be separate and apart from and over and above any other amounts that may be contributed to the Fund or to another pension fund on behalf of such

employees pursuant to collective bargaining agreements or as otherwise permitted pursuant to District Council or Local Union Bylaws.

(2) Each affiliated District Council and Local Union in the United States hereby designates as its representatives on the Board of Trustees on the IUPAT Industry Pension Fund the Trustees duly appointed and empowered pursuant to provisions set forth in the Restated Agreement and Declaration of Trust of such Fund.

(3) Each affiliated District Council and Local Union in the United States hereby agrees to be bound by, and fully comply with, any and all provisions set forth in the Restated Agreement and Declaration of Trust, as amended from time to time, the Plan Document(s) adopted by the Board of Trustees, and any and all rules and regulations that may, from time to time, be adopted and approved by the Board of Trustees of the IUPAT Industry Pension Fund.

(b) Unless limited by applicable law, Pension contributions by Canadian District Councils and Local Unions shall be made to the IUPAT Industry Pension Fund (Canada) in the minimum amount of 10% of salary for each eligible officer and employee (as defined in Subsection (a)(1) above). ÷

~~(1) The International Union shall maintain a pension fund or funds for full-time Business Representatives, officers and employees of all affiliated District Councils and Local Unions in Canada who are eligible for coverage under such Pension Fund.~~

~~(2) Each eligible District Council and Local Union shall pay each month to the Trustees of such pension fund an amount determined by the General Executive Board. The General Executive Board shall be empowered between Conventions, to adjust the contribution rate(s) to the Fund when such action is consistent with the actuarial integrity of the Fund and the interests of Fund participants. The contribution rate set forth above, or such rate(s) as may from time to time be determined by the General Executive Board, shall be separate and apart from and over and above any other amounts that may be contributed to the Fund or to other pension funds on behalf of such employees pursuant to District Council and Local Union Bylaws.~~

~~(3) The Trustees of the Pension Fund shall be appointed by the General President with the approval of the General Executive Board.~~

~~(4) The Trustees of the Pension Fund shall be empowered to merge and/or consolidate the Pension Fund with an IUPAT Industry Pension Fund (Canada) if, in their discretion, such action will be in the interests of Fund participants.”~~

BE IT FURTHER RESOLVED that sections **199(a) – 202(c),(j)** of the General Constitution shall be amended to read as follows:

Sec. 199. (a) Reports to the General Secretary-Treasurer and Membership. Financial Secretaries shall close the books **(i.e. official financial records)** of the Local Union at the end of each month. As soon as possible but not later than the 10th of the following month, they shall ~~mail~~ **send** all required monthly reports, forms, and cards ~~which are to be sent~~ **required** to the office of the General Secretary-Treasurer.

Sec. 200. (a) The Financial Secretary shall turn over all monies collected to the Treasurer of the Local Union, on a timely, but not less than weekly, basis for the Treasurer to deposit into the proper Local Union account.

(b) The Financial Secretary is to indicate ~~on~~ **in** the monthly journal that the funds were given to the Treasurer. The Treasurer, in turn, is to sign on the same line indicating his or her receipt of same.

(c) It is also permissible for the Financial Secretary to deposit all funds collected and to turn over a certified deposit slip **or digital equivalent** to the Treasurer

Sec. 201. Payment of Monthly Remittance to the General Secretary–Treasurer: When forwarding the original copy of the monthly billing statement to the office of the General Secretary-Treasurer, the Financial Secretary shall enclose a check or money order **or digital equivalent** for the amount shown immediately to the right of the notation, “Total Net Charges to Be Paid by Month 10,” found in the lower portion of the billing statement.

Sec. 202 . . . (c) The Financial Secretary shall provide each member who reinstates or who deposits a clearance card with a change of address card **or digital equivalent** and forward the same to the General Secretary-Treasurer.

...(j) The Financial Secretary shall complete and sign all clearance cards **or their digital equivalents** deposited and mail the same to the General Secretary-Treasurer, with monthly reports. Change of address cards **or their digital equivalents** shall be submitted to the General Office with the clearance cards **or their digital equivalents** if the member’s address has changed. If the address is the same, that should be indicated on the reverse side of the clearance card.

BE IT FURTHER RESOLVED that the following sections of the General Constitution shall be amended to correct grammatical and formatting errors:

Section 6(b),(c),(e),(g),(i):

Sec. 23(b)

Sec. 2

Sec. 7

Sec. 18 (c)

Sec. 29

Sec. 49

Sec. 59

Sec. 55(d)

Sec. 75

Sec. 84

Sec. 85

Sec. 123

Sec. 131

Sec. 150

Sec. 152

Sec. 153

Sec. 162

Sec. 165

Sec. 169

Sec. 179

Sec. 183(d)

Sec. 232

Sec. 243(b)

Sec. 260

Sec. 276

Parliamentary Rules and Rituals

RESOLUTION GEB NO. 10

WHEREAS, the current salaries of the General President, General Secretary Treasurer, and the General Vice Presidents are meant to reflect the steadfast leadership and commitment required of each position; and

WHEREAS, these IUPAT officers must always work together in a collaborative, effective, and dedicated manner; and

WHEREAS, creating a more equal and transparent process when periodically increasing salaries will advance the goal of a united, strong, and democratic union,

THEREFORE, BE IT RESOLVED that sections **53, 61, and 74** of the General Constitution shall be amended to read as follows:

Sec. 53. The salaries of General Vice Presidents shall be set ~~and maintained~~ at sixty percent (60%) of the General President's salary at the time of the Constitutional Convention, and they shall be allowed such amount for allowances and expenses as are permitted under policies established by the General Executive Board.

Sec. 61. The salary of the General Secretary-Treasurer shall be set ~~and maintained~~ at seventy-five percent (75%) of the General President's salary at the time of the Constitutional Convention, and he or she shall be allowed such amount for allowances and expenses as are permitted under policies established by the General Executive Board. He or she shall also be allowed a yearly Contingent Fund for extra expenses in such amount as may be determined by the General Executive Board, not to exceed the sum of \$3,000.00 per annum. At the meeting of the General Executive Board for each quarter, the General Secretary-Treasurer shall submit a report of his or her contingency expenses for approval. The amount of the expenses approved shall be recorded in the official proceedings of the General Executive Board meeting.

Sec. 74. . . .(c) All salaries set forth in Sections 49, 53, and 61 of the General Constitution shall be automatically increased each year by the same amount for each position, arrived at by applying a percentage equal to the percent increase

in the cost of living during each preceding calendar year, as determined by the CPI-U issued by the U.S. Bureau of Labor Statistics, multiplied by the salary of the General Vice Presidents for the preceding year. As soon as possible after the issuance of the applicable CPI-U, the auditing committee shall certify to the General Secretary-Treasurer the amount of salary increase to be implemented in accordance with the foregoing formula. The salary increase shall be effective, each year upon certification of the percentage rate by the auditing committee and paid retroactive to January 1st of each year. The General Executive Board is authorized to eliminate or defer any cost-of-living adjustment that would otherwise be payable under this subsection when in its judgment such action is needed to assure the financial stability of the International Union.

RESOLUTION GEB NO. GEB 11

WHEREAS, the current formula for *per capita payments* can act as barrier to entry for nonmember workers doing our work; and

WHEREAS, the International Union of Painters and Allied Trades must keep pace with competing, and, in some cases, predatory unions in an increasingly challenging market; and

WHEREAS, continuing to collect administrative dues deducted from wages will be affordable, will not impose an extra burden on members who are temporarily out of work, and will produce the revenue needed to fund the International programs needed to grow our Union and to elevate our members' wages and working standards;

THEREFORE, BE IT RESOLVED that sections 17, 18, 93, & 162 of the General Constitution shall be amended to read as follows:

Sec. 17. (a) For the period ~~2020~~ **2025 to through 2024****2027**, the per capita tax shall remain at \$31.10 **per month. For the period 2028 through 2029, the per capita tax shall be set at \$6.00 per month.** ~~Thereafter, absent General Executive Board action, on January 1 of each year, the International Union's per capita tax shall be automatically increased by a percentage equal to 1.8 times the percent increase in the cost of living during a twelve-month period ending August 31 preceding each respective effective date, as determined by the Consumer Price Index for All Urban Consumers (CPI-U) issued by the U.S. Bureau of Labor Statistics. For example, the increase effective January 1, 1990, shall be determined by the cost of living increase in the period September 1, 1988 to August 31, 1989. In each case, the new per capita tax shall be rounded to the nearest ten cents (10¢). If the CPI-U is negative or flat for the year, absent General Executive Board action, the per capita tax shall be increased, using the above formula, as if the CPI-U increased by 1%. As soon as possible after the issuance of the CPI-U, a Committee appointed by the General President shall meet and certify the amount of per capita tax increase under the foregoing formula. The certified amount shall be forwarded to the General Executive Board and shall become effective on January 1 unless the General Executive Board reduces the certified amount, in which event the amount established by the General Executive Board shall become~~

~~effective on January 1. The General Secretary-Treasurer shall notify all Local Unions in writing of the new per capita tax to become effective on the first of the year. The Committee appointed by the General President will also review, and make recommendations to the General Executive Board on International Union finances.~~ The per capita tax shall be paid for each member in good standing except Life Members while not working at the trade and members who transfer to Life Membership ~~on or after January 1, 1980.~~

For non-members paying the Local Union agency fees or other fees equivalent to dues paid by members, the Local Union shall remit to the International Union a fee equivalent to the per capita tax set forth in this section. For non-members paying the Local Union agency fees, service fees, or other fees that are less than dues paid by members, the Local Union shall remit to the International Union a fee equivalent to eighty percent (80%) of the per capita tax set forth in this section.

(b) Each Local Union shall pay to the International Union a \$2.00 per month death benefit payment on all members covered by the Death Benefit Fund pursuant to Section 284 and the rules and regulations of the Fund, except Life Members while not working at the trade, and members who transfer to Life Membership ~~on or after January 1, 1980.~~

(c) Each Local Union shall collect from the member and forward to the International Union a \$3.00 per month death benefit payment on each member who transfers to **the LE Class of Life Membership** ~~after April 1, 1975~~ **before January 1, 1995** who no longer works at the trade, and who elects to continue his or her eligibility in the Death Benefit Fund.

(d) For members who transfer to **the LP Class of Life Membership** on or after January 1, 1995 the Local Union shall collect from the member a monthly fee of \$8.00 and forward \$5.00 of that amount to the office of the General Secretary-Treasurer, as per Section ~~9899~~(e)(1).

For members who transfer to the LR Class of Life Membership, the Local Union shall collect from the member a monthly fee of \$12.00 and forward \$9.00 of the amount to the office of the General Secretary-Treasurer as per Section 99(e)(1).

As of January 1, 2028 the categories of LR and LP Life Membership will combine into a single classification of “Life Membership”, the Local Union shall collect from the member a monthly fee of \$8.00 and forward \$5.00 of

that amount to the office of the General Secretary-Treasurer, as per Section 99(e)(1).

(e) No changes can be made in this section except in Convention.

(f) The General Executive Board shall not exempt any Local Union from payment of per capita tax; provided, however, the General Executive Board may, in its sole discretion, upon a specific finding that the interests of the International or the good and welfare of members so require, grant a waiver of this provision or otherwise reduce the obligation of Local Unions to pay per capita tax.

Sec. 18. (a) Each member shall pay to the International Union, International administrative dues in the following amounts: Effective ~~June~~ **January, 1, 2020 2025**, \$0.~~05~~-**25** for every hour worked; ~~and effective June January 1, 2022-2026~~, \$0.~~10~~-**35 for every hour worked; effective January 1, 2027, \$0.45** for every hour worked; **and effective January 1, 2028, \$0.55 for every hour worked** under a collective bargaining agreement to which the International Union or any affiliate is a party, provided that the General Executive Board shall have authority to exempt certain groups of members from the obligation to pay International administrative dues, or to establish a reduced rate for specialty bargaining units.

(b) These international administrative dues shall be collected by the District Council and transmitted to the General Secretary-Treasurer on a monthly basis.

(c) District Councils shall collect International administrative dues through the dues check-off provisions of all collective bargaining agreements. The administrative costs of collection shall be the responsibility of the District Council.

(d) Members who execute a dues check-off authorization shall remain in good standing even if their employer does not transmit dues, provided they meet all other good standing requirements. Members who refuse to execute an authorization for dues check-off are still obligated to pay the full amount of International administrative dues. District Councils are responsible for collecting and transmitting the dues of such members. A member who fails to pay International administrative dues within 90 days of being paid by his or her employer shall stand suspended. If such failure continues for 180 days, the member shall be dropped.

(e) The General President, with the approval of the General Executive Board, may establish alternate arrangements with any District Council for the payment by the District Council of International administrative dues on behalf of the members of that District Council.

(f) District Councils shall provide the International Union with all documentation that the General Secretary-Treasurer determines is necessary to verify the amount of International administrative dues owed by each member, including but not limited to each collective bargaining agreement maintained by the District Council and remittance reports received by the District Council showing the hours worked by each member. Such reports shall be submitted in the format prescribed by the General Secretary-Treasurer.

Membership Fees and Dues

Sec. 93. (a) Except as may be otherwise provided in Sections 94 and 99, membership fees and dues shall be as follows:

(1) Administrative Processing Fee: A District Council shall charge an Administrative Processing Fee (APF) to new members other than industrial members (see Section 94) in the amount of one hundred dollars (\$100.00), with \$25.00 paid to the International Union to offset its administrative processing costs. Advance payment of regular dues may not be required. No other fees may be charged to an applicant.

(2) Regular Local Union Dues: All Local Unions shall have regular monthly dues equal to no less than the per capita tax payable to the International Union and any per capita tax or other amount owed monthly to the District Council and, except for unaffiliated Local Unions, no more than twice the per capita tax payable to the International Union, rounded up to the next even dollar amount. ~~Minimum regular Local Union dues shall be automatically increased when the per capita tax is increased. The General Executive Board will give advance written notice to all Local Unions of the new minimum dues applicable.~~ **As of January 1, 2028, the maximum Local Union regular monthly dues shall be no more than the highest hourly wage rate of the Local Union as of January 1, 2025.** All regular Local Union dues shall be a flat monthly rate and shall not be expressed as a percentage of wages or a set amount per hour worked. The General Executive

Board shall have the authority to approve exception to the maximum dues rate and the form of dues otherwise mandated by this section.

Assessments: District Councils or Local Unions may only assess members for special purposes; assessments shall not be used to raise funds for general purposes. Assessments must be approved by secret ballot vote of the members. One-time assessments may only be imposed at a special meeting held for the purpose of voting on the proposed assessment. Notice of such special meeting must be given to all members in good standing 15 days in advance of the meeting and such notice must specifically state the question to be voted on. Recurring assessment must be provided for in the Bylaws.

(b) Dues of all members shall be charged in full for the month of application, or admission by transfer from foreign unions and, in all instances, membership shall begin from the first day of that month.

(c) The APF shall be waived for any graduate of an IUPAT Job Corps program and for any veteran completing an IUPAT-approved pre-apprenticeship program established for veterans, and may be waived or reduced for any others on approval of the Business Manager/Secretary-Treasurer, with the concurrence of the General President.

(d) All District Councils (and Local Unions not fully affiliated with a District Council) shall adopt and implement an approved form of administrative dues check-off based on a percentage of wages earned.

(e) Whenever the International Union has an agreement with any other union whereby each agrees to honor the other union's transfers (clearance cards) the APF shall be waived for any member transferring to a Local Union from such other union, provided that the transferring member deposits evidence of his or her good standing in such other union with the Local Union. Failure to deposit such evidence within 30 days of initiation shall result in termination of transfer rights and shall require the member to pay an APF to retain membership.

Sec. 162. (a) District Councils shall strive to procure the passage of uniform lien laws throughout the United States and Canada, making a mechanic's lien the first lien on real estate to secure the wages of labor. Such liens should be granted without unnecessary delays.

(b) It shall be the policy of the International Union to encourage participation by its membership in all local, State, Provincial and National elections and involvement by workers in political affairs and issues within their communities. Each District Council shall adopt and promote this policy and shall, to the extent permissible by law, establish and implement programs designed to communicate to members and their families the importance of registering to vote and voting in all local, State, Provincial and National elections. The District Council shall, in addition, maintain records concerning whether its members have registered to vote and encourage members who have not taken advantage of their right to vote in our democracies to do so.

(c) Members in good standing who are elected or appointed to full-time Federal, Provincial, State or Municipal offices or positions and who, as a result, are unable to work in the trades or employee units within the jurisdiction of the International Union shall, during the term of such government service, continue to accrue consecutive years of membership credit toward Life Membership.

~~(d) Each District Council will make a maximum effort to secure a voluntary minimum contribution of five cents (\$0.05) per hour per member and/or initiate a weekly voluntary payroll deduction plan in an equivalent amount, such voluntary contributions to be forwarded to the IUPAT PAT Committee for support of political candidates and/or political support programs.~~

RESOLUTION GEB NO. 12

WHEREAS, the Death Benefit is an important benefit that should be equitably and fairly available to all members who qualify, including industrial members; and

WHEREAS, the Constitution includes decades-old provisions that are no longer relevant to any members; and

WHEREAS, the Death Benefit should not be denied to members who involuntarily fall out of good standing for reasons of hospitalization, mental or physical incapacitation, financial distress, or becoming unable to communicate about non-payment; and

WHEREAS, the Constitution and the Death Benefit Program should reflect the current and future needs and priorities of members

THEREFORE, BE IT RESOLVED That sections **284-285 and 94(d)** of the General Constitution shall be amended to read as follows:

Sec. 284. The International Union shall maintain a Death Benefit Fund to provide a benefit upon death in an amount not less than \$3,000.00 for every member in good standing, subject to ~~such~~ **established** exceptions, conditions, terms and procedures ~~as are set forth in Sections 281, 282 and 283 of the General Constitution issued January 1, 1975,~~ and rules and regulations developed, amended from time to time, and published by the General Executive Board pursuant to and consistent with said Constitutional provisions **and principles of equity and fairness.**

~~PUBLICATION~~

Sec. 285. The General Executive Board shall publish in a separate pamphlet, and distribute to the Local Unions, the ~~applicable provisions of the January 1, 1975 General Constitution and~~ **Constitutionally established** rules and regulations issued by the General Executive Board governing the Death Benefit Fund. The pamphlet shall be made available to the members at each respective Local Union office.

Sec. 94 (d) Members of industrial Local Unions, industrial members in mixed Local Unions, or members of each bargaining unit within industrial Local Unions, who are less than 60 years of age, ~~may~~ **shall** participate in the International Union's Death Benefit Fund **unless exception is granted by the General Executive Board.** ~~if they, as a group, vote to participate by secret ballot vote at a specially called meeting.~~ Local Unions ~~whose industrial members vote to participate in this manner~~ must make the death benefit payments on such members as required by Section 17.

RESOLUTION GEB NO. 13

WHEREAS, the current rules and regulations governing Life Membership include obsolete and unnecessarily complicated provisions; and

WHEREAS, we aim to simplify and increase access to Life Membership for eligible members; and

WHEREAS, Life Membership encourages commitment to our Union and demonstrates our Union's appreciation for members' longstanding support

THEREFORE, BE IT RESOLVED that section **99** of the General Constitution shall be amended to read as follows:

Sec. 99. (a) Eligibility: The General Executive Board is authorized to establish eligibility criteria for one or more classes of Life membership.

(b) Procedures for Transfer: Eligible members desiring to transfer to Life Membership shall petition their Local Union for approval. When said approval is granted, the Financial Secretary shall forward the same to the office of the General Secretary-Treasurer.

(c) Determination of Eligibility: The Financial Secretary shall forward to the General Secretary-Treasurer an application for Life Membership, properly completed, and an affidavit setting forth facts to establish the member's age. The member's record as set forth at the General Office will be considered proof of eligibility for transfer. Any member or Local Union wishing to establish eligibility when transfer is denied, may submit abstract of ledger accounts, or other supporting evidence for consideration and review by the General Secretary-Treasurer.

(d) The General Secretary-Treasurer shall issue to such members a certificate of Life Membership, Life Membership card and a pin appropriate for the occasion. The issuance of certificate, card and pin shall be without cost to the member or the Local Union in which he or she is a member.

(e) The General Executive Board shall publish in a separate pamphlet, and distribute to the Local Unions, the Constitutionally established rules and regulations issued by the General Executive Board governing Life Membership. The pamphlet shall be made available to the members at each respective Local Union office.

(f) Rights, Privileges and Limitations:

1. ~~Dues for Life Members shall be \$12.00 per month, provided that the General Executive Board may establish lower dues for certain classes of Life Members.~~
Except as otherwise provided for in this Constitution, the General Executive Board is authorized to establish the rights and privileges of Life Members.
 2. Life Members ~~and LR Life Members~~ shall not be entitled to run for or hold any office or position within the International Union, or to run for or hold a position as delegate to the General Convention.
 3. Life Members ~~and LR Life Members~~ shall be amenable to all the laws of the International Union, including those relating to charges, trials and disciplinary actions.
 4. ~~The entitlement of Life Members and LR Life Members to International Union Benefits shall be governed by Sections 283-285 of the Constitution.~~
 5. ~~Neither a~~ Life Members ~~nor an LR Life Member~~ shall **not** be permitted to vote on questions of dues and assessments, if for any reason whatsoever, he or she is classed as exempt from payment thereof. He or she shall not be permitted to vote on ratification of collective bargaining agreements ~~unless he or she is working at the trade and paying full dues.~~
 6. ~~Neither a~~ Life Members ~~nor an LR Life Member~~ shall **not** be entitled to Local Union Sick, Accident or Death Benefits, unless at the time of transfer, he or she exercises the option to participate in such benefits; and, if he or she exercises such option, he or she shall pay continuously the required assessments.
 7. Any “life member” who returns to work at the trade shall be classified to “Regular” status for the period starting with the ~~quarter~~ **month** he/she returned to work. Such member may revert to life classification the ~~quarter~~ **month** following his/her last day worked.
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RESOLUTION GEB NO. 14

WHEREAS, an increasingly competitive market in the United States and Canada threatens IUPAT's market share in our trades; and

WHEREAS, many employers engage in conflicts that require members to strike or to be locked out of work; and

WHEREAS, harnessing our collective resources in a Market Recovery and Defense Fund will enable IUPAT to create and protect work opportunities for members; and

WHEREAS, the Market Recovery and Defense fund will provide needed support for workers who are striking or locked out in the pursuit of core Union goals and principles; and

WHEREAS, such a Fund will put our Union on a level playing field with other unions that possess similar sources of strength,

THEREFORE, BE IT RESOLVED that section **288** of the General Constitution shall be amended to read as follows:

MARKET RECOVERY AND DEFENSE FUND

Sec. 288. (a) The General Secretary-Treasurer shall establish a Market Recovery and Defense Fund, and operate such fund in accordance with this section.

(b) Funding sources of the Market Recover and Defense Fund shall be as follows:

(1) The International Union shall allocate funds to the Market Recovery and Defense Fund in such amounts as the General Executive Board shall determine are necessary to adequately fund a program to defend or recover market share of any IUPAT trade in any area of the United States or Canada and to render financial assistance to workers striking or locked out in support of core Union goals and principles.

(2) Each member working under a National Agreement shall pay a recurring assessment of \$0.20 per hour to the Market Recovery and Defense Fund.

(c) All monies in the Market Recovery and Defense Fund shall be maintained in liquid, interest bearing accounts or instruments.

(d) A District Council or unaffiliated Local Union shall be eligible to seek funding assistance from the Market Recovery and Defense Fund if it satisfies criteria established by the General President.

(e) The General President, with the approval of the General Executive Board, shall have authority to use any undistributed monies in the Market Recovery and Defense Fund for general operating purposes when necessary.

RESOLUTION GEB NO. 15

WHEREAS, Local Unions are entitled to Convention representation according to the number of members; and

WHEREAS, we strive to encourage member participation at the Convention from Local Unions of all sizes; and

WHEREAS, our District Councils have significant variation in the number of Local Unions and size of those respective Local Unions

WHEREAS, increasing the overall number of delegates will better represent a wider range of members' opinions; and

WHEREAS, the resulting increase will preserve fairness of representation within and between District Councils.

THEREFORE, BE IT RESOLVED THAT That **section 28** of the General Constitution shall be amended to read as follows:

Sec. 28. (a) Local Unions shall be entitled to representation in the General Convention according to the number of members on whom per capita tax shall have been paid, determined as of a date certain to be set by the General Executive Board prior to each Convention.

(b) Local Unions having ~~100-200~~ members or less shall be entitled to one delegate.

(c) Local Unions having **200 or more members** ~~100-members~~ and less than ~~500~~**400**, two delegates.

(d) Local Unions having ~~500-400~~ **or more** members and less than ~~1,000,600~~ three delegates.

(e) Local Unions having ~~a membership of 1,000~~**600 or more members** shall be entitled to four delegates and an additional delegate for each ~~500-200 additional~~ members **or major fraction over 400, over 601** ~~or major fraction over 1,000~~. **A major fraction is any fraction more than half, meaning here that, for example, 199 additional members over 601 garners no additional delegate, i.e. delegate totals round down, not up.**

RESOLUTION GEB NO. 16

WHEREAS, the current formula for selecting delegates to the District Council does not adequately encourage rank-and-file members to serve as District Council delegates; and

WHEREAS, Business Representatives, Organizers, and other District Council employees can and do effectively serve as delegates to the District Council, the service of such officers should not reduce the opportunity for rank-and-file members to also serve as delegates to the District Council

THEREFORE, BE IT RESOLVED that section **151** of the General Constitution shall be amended to read as follows:

Sec. 151. **(a)** Each Local Union affiliated with each District Council shall elect the number of delegates as provided for in the District Council Bylaws.

(b) All elected Business Representatives shall serve as automatic delegates to the District Council, but shall not be counted to reduce the total number of delegates allotted to their Local Union by the District Council Bylaws.

(c) Appointed Business Representatives, Organizers, or other employees of the District Council or its affiliated benefit funds must be appropriately nominated and elected as delegates to the District Council, but an appointed employee so elected shall not be counted to reduce the total number of delegates allotted to their Local Union by the District Council Bylaws.

(d) The Chairperson of each duly constituted CORE Committee shall serve as an automatic, non-voting delegate to the District Council.

RESOLUTION GEB NO. 17

WHEREAS, District Councils are a foundation of our Union's organizational structure, which serve as a bridge between Local Unions and the International Union; and

WHEREAS, supporting IUPAT members is a daily task, catered to the individual needs and character of each Local Union and District Council; and

WHEREAS, holding at least one annual meeting of the general membership of each District Council will allow members to engage in goal setting, trust-building, and building a stronger Union

THEREFORE, BE IT RESOLVED That section **127** of the General Constitution shall be amended to read as follows:

Sec. 127 (d) Each District Council shall be required to hold at least one (1) general membership meeting each year in which all members shall be invited to participate. The agenda for such meeting shall include the status of all District Council programs, department goals, the successes or setbacks of the previous year, and the District Council's plan for the next year. Every effort should be made to provide members fifteen (15) days' notice of District Council Meetings. Remote or virtual meetings are permitted at the Discretion of the Business Manager/Secretary-Treasurer where exclusively in-person meetings are not practical.

RESOLUTION GEB NO. 18

WHEREAS, there should be uniform nomination rules for all levels of Leadership in our Local Unions, District Councils and delegates to Our Convention

THEREFORE, BE IT RESOLVED that **sections 29, 156, & 211** of the General Constitution shall be amended to read as follows:

Sec. 29. (a) All delegates shall be elected by secret ballot by their respective Local Unions during the month of May preceding the General Convention. Nominations shall be held one meeting prior to the election meeting. Notice of the nomination and election meeting shall be given to the membership at least five (5) days prior to the nomination date and fifteen (15) days prior to the election date.

(b) To be eligible as a delegate a member must:

(1) be a resident of the United States or Canada;

(2) (A) be employed (including employment as defined in Section 41), actively seeking employment, or unable to be employed or to seek employment due to disability, within our trades, during the major portion of the 12 months immediately prior to the date of nomination, and (B) be currently active in the trades and not voluntarily drawing a pension from a pension plan sponsored or affiliated with the International Union or a subordinate body of the International Union;

(3) be a member in continuous good standing for two (2) years immediately prior to the date of nomination, and must have been a member of the Local Union in which he or she wishes to seek office for at least the prior six months, except where qualified members are not available who meet these tenure requirements, in which case the Local Union may elect as delegates members regardless of their length of membership;

(4) have attended at least one meeting, and attended, or excused his or her absence from, at least twenty-five percent (25%) of the meetings held by the Local Union during the 12 months immediately prior to the date of nomination; a member may excuse his or her absence on the basis of work conflict, illness, or personal emergency, so long as he or she submits the excuse in writing to the Local Union no later than five (5) calendar days after the missed meeting.

(5) No member shall be nominated if not present unless absent due to: (a) official Union business; or (b) confinement to his or her home or a hospital due to temporary illness; or (c) unless he or she sends notice to

the Local Union Recording Secretary that he or she will accept nomination. In either case, the notice shall be in writing, including email, and received by the Business Manager/Secretary-Treasurer prior to the opening of nominations.

Sec. 156. (a) No member shall be nominated if not present unless absent due to: (a1) official Union business; or (b2) confinement to his or her home or a hospital due to temporary illness; (3) or unless he or she sends notice to the Local Union Recording Secretary that he or she will accept nomination. In either case, the notice shall be in writing, including email, and received by the Business Manager/Secretary-Treasurer prior to the opening of nominations.

Sec. 211. (a) No member shall be nominated if not present unless absent due to: (a1) official Union business; or (b2) confinement to his or her home or a hospital due to temporary illness; (3) **or unless he or she sends notice to the Local Union Recording Secretary that he or she will accept nomination. In either case, the notice shall be in writing, including email, and received by the Business Manager/Secretary-Treasurer prior to the opening of nominations.**
