

GT NO. 1

Article VI, Representation, Section 1a

Amend Article VI, Section 1a which reads as follows:

Sec. 1a. Each Local Union except Shop and Navy Yard Rigger Local Unions for whom representation is hereinafter provided, shall be entitled to representation ~~as follows: One delegate for 100 members or less and an additional one for each 100 or major fraction thereof, up to 500; one for each additional 250 or major fraction thereof up to 1,000; and one for each additional 500 or major fraction thereof, thereafter,~~ which shall be determined by the average number of dues receipts billed for during the five (5) years ending the last day in December of the year preceding the Convention, ~~plus the average number of Lifetime member months, including honorary dues paying members.~~

By substituting the following:

Sec. 1a. Each Local Union except Shop and Navy Yard Rigger Local Unions for whom representation is hereinafter provided, shall be entitled to representation **based on the total dues payments billed during the delegate calculation period in accordance with the Outside and Regional Delegate Chart. Total dues payments shall be equal to the sum of 1) dues payments billed and 2) the number of lifetime member months during the convention calculation period** which shall be determined by the number of dues receipts billed for during the five (5) years ending the last day in December of the year preceding the Convention.

OUTSIDE & REGIONAL DELEGATE CHART		
DUES PAYMENTS		DELEGATES
FROM	TO	
0	9,000	1
9,001	15,000	2
15,001	21,000	3
21,001	27,000	4
27,001	37,500	5
37,501	52,500	6
52,501	75,000	7
75,001	105,000	8
105,001	135,000	9
135,001	165,000	10
165,001	195,000	11
195,001	225,000	12
225,001	255,000	13
255,001	285,000	14
285,001	315,000	15

GT NO. 2

Article VI, Representation, Section 1b

Amend Article VI, Section 1b which reads as follows:

Sec. 1b. Each Shop, Navy Yard Rigger and Regional Local Union shall be entitled to representation as follows: ~~One delegate for less than 500 members; two delegates for 500 and less than 1,000 members; three delegates for 1,000 and less than 1,500 members; four delegates for 1,500 and less than 2,500 members; five delegates for 2,500 and less than 3,500 members; and six delegates for 3,500 members or more.~~

By substituting the following:

Sec. 1b. Each Shop and Navy Yard Rigger Local Union shall be entitled to representation **based on the total dues payments billed for during the five (5) years ending the last day in December of the year preceding the Convention in accordance with the Shop Delegate Chart.**

SHOP DELEGATE CHART		
DUES PAYMENTS		DELEGATES
FROM	TO	
0	29,999	1
30,000	59,999	2
60,000	89,999	3
90,000	149,999	4
150,000	209,999	5
210,000		6

GT NO. 3

Article VIII, Salaries, Sections 1-6

Amend Article VIII, Sections 1 through 6 which reads as follows:

Sec. 1. The General President shall receive a salary of ~~Three Hundred Forty Two Thousand Five Hundred and Thirteen Dollars (\$342,513.00)~~ per year. Effective January 1, 2012, and each January 1st thereafter, the increase in salary shall be based on the ~~average increase negotiated for ironworkers in the United States and Canada as provided by the Construction Labor Research Council and the United States Department of Labor.~~ The General President shall receive all necessary expenses and One Hundred Dollars (\$100.00) per day for daily expenses, ~~effective January 1, 2012.~~

Sec. 2. The General Secretary shall receive a salary of ~~Two Hundred Seventy Two Thousand One Hundred Fifty Three Dollars and Fifty Cents (\$272,153.50)~~ per year. Effective January 1, 2012, and each January 1st thereafter, the increase in salary shall be based on the ~~average increase negotiated for ironworkers in the United States and Canada as provided by the Construction Labor Research Council and the United States Department of Labor.~~ The General Secretary shall receive all necessary expenses and One Hundred Dollars (\$100.00) per day for daily expenses, ~~effective January 1, 2012.~~

Sec. 3. The General Treasurer shall receive a salary of ~~Two Hundred Thirty Nine Thousand and Nine Hundred Seventy Four Dollars (\$239,974.00)~~ per year. Effective January 1, 2012, and each January 1st thereafter, the increase in salary shall be based on the ~~average increase negotiated for ironworkers in the United States and Canada as provided by the Construction Labor Research Council and the United~~

~~States Department of Labor.~~ The General Treasurer shall receive all necessary expenses and One Hundred Dollars (\$100.00) per day for daily expenses, ~~effective January 1, 2012.~~

Sec. 4. The General Vice Presidents shall each receive a salary of ~~One Hundred Eighty-Three Thousand and One Hundred Seventy Dollars (\$183,170.00)~~ per year. Effective January 1, 2012, and each January 1st thereafter, the General Vice Presidents shall receive an increase in salary based on the ~~average increase negotiated for ironworkers in the United States and Canada as provided by the Construction Labor Research Council and the United States Department of Labor.~~ They shall each receive transportation, reasonable lodging, and One Hundred Dollars (\$100.00) per day for daily expenses, ~~effective January 1, 2012.~~

Sec. 5. The General Organizers shall each receive a salary of ~~Five Hundred Twenty-eight Dollars per day (\$528.00)~~ per day. Effective January 1, 2012, and each January 1st thereafter, the increase in salary shall be based on the ~~average increase negotiated for ironworkers in the United States and Canada as provided by the Construction Labor Research Council and the United States Department of Labor.~~ They shall receive transportation, reasonable lodging, and One Hundred Dollars (\$100.00) per day for daily expenses, ~~effective January 1, 2012.~~

Sec. 6. Any member who is obliged to cease regular employment in order to perform duties for the International Association shall receive the sum of ~~Five Hundred Twenty-eight Dollars per day (\$528.00)~~ per day. Effective January 1, 2012, and each January 1st thereafter, said member shall receive an increase in salary based on the ~~average increase negotiated for ironworkers in the United States and Canada as provided by the Construction Labor Research Council and the United States Department of Labor.~~ Said member shall receive transportation, reasonable lodging, and One Hundred Dollars (\$100.00) per day for daily expenses, ~~effective January 1, 2012.~~ Reimbursement for transportation and reasonable lodging shall be made only upon submission and approval of appropriate vouchers.

By substituting the following:

Sec. 1. The General President shall receive a salary of **Three Hundred Sixty-Nine Thousand Six Hundred and Forty-Eight Dollars (\$369,648.00)** per year. Effective January 1, 2017, and each January 1st thereafter, the increase in salary shall be based on the **calculated average increase from Local Union audit reports submitted annually pursuant to Article XXI, Section 23a. The current fiscal year will be compared with the previous fiscal year to calculate the average increase.** The General President shall receive all necessary expenses and One Hundred Dollars (\$100.00) per day for daily expenses.

Sec. 2. The General Secretary shall receive a salary of **Two Hundred Ninety-Three Thousand Seven Hundred and Fourteen Dollars (\$293,714.00)** per year. Effective January 1, 2017, and each January 1st thereafter, the increase in salary shall be based on the **calculated average increase from Local Union audit reports submitted annually pursuant to Article XXI, Section 23a. The current fiscal year will be compared with the previous fiscal year to calculate the average increase.** The General Secretary shall receive all necessary expenses and One Hundred Dollars (\$100.00) per day for daily expenses.

Sec. 3. The General Treasurer shall receive a salary of **Two Hundred Fifty-Eight Thousand Nine Hundred Eighty-Five Dollars and Fifty Cents (\$258,985.50)** per year. Effective January 1, 2017, and each January 1st thereafter, the increase in salary shall be based on the **calculated average increase from Local Union**

audit reports submitted annually pursuant to Article XXI, Section 23a. The current fiscal year will be compared with the previous fiscal year to calculate the average increase. The General Treasurer shall receive all necessary expenses and One Hundred Dollars (\$100.00) per day for daily expenses.

Sec. 4. The General Vice Presidents shall each receive a salary of **One Hundred Ninety-Seven Thousand Six Hundred Eighty-One Dollars and Fifty Cents (\$197,681.50)** per year. Effective January 1, **2017**, and each January 1st thereafter, the General Vice Presidents shall receive an increase in salary based on the **calculated average increase from Local Union audit reports submitted annually pursuant to Article XXI, Section 23a. The current fiscal year will be compared with the previous fiscal year to calculate the average increase.** They shall each receive transportation, reasonable lodging, and One Hundred Dollars (\$100.00) per day for daily expenses.

Sec. 5. The General Organizers shall each receive a salary of **Five Hundred Seventy Dollars and Fifty Cents (\$570.50)** per day. Effective January 1, **2017**, and each January 1st thereafter, the increase in salary shall be based on the **calculated average increase from Local Union audit reports submitted annually pursuant to Article XXI, Section 23a. The current fiscal year will be compared with the previous fiscal year to calculate the average increase.** They shall receive transportation, reasonable lodging, and One Hundred Dollars (\$100.00) per day for daily expenses.

Sec. 6. Any member who is obliged to cease regular employment in order to perform duties for the International Association shall receive the sum of **Five Hundred Seventy Dollars and Fifty Cents (\$570.50)** per day. Effective January 1, **2017**, and each January 1st thereafter, said member shall receive an increase in salary based on the **calculated average increase from Local Union audit reports submitted annually pursuant to Article XXI, Section 23a. The current fiscal year will be compared with the previous fiscal year to calculate the average increase.** Said member shall receive transportation, reasonable lodging, and One Hundred Dollars (\$100.00) per day for daily expenses. Reimbursement for transportation and reasonable lodging shall be made only upon submission and approval of appropriate vouchers.

GT NO. 4

Article XIII, General Executive Council, ADD NEW Section 14

Amend Article XIII by adding a new section to be known as Section 14:

Sec. 14. Upon review and consideration, if the General Executive Council deems it advisable, action can be taken to combine or consolidate any of the segregated International bank and finance accounts/funds for investment purposes. The General Treasurer shall continue to track amounts received and spent based upon the source and purpose of the income.

GT NO. 5

Article XVI, Sources of Revenue, Section 1

Amend Article XVI, Section 1 which reads as follows:

Sec. 1. The revenue of the International Association shall be derived from the following sources:

1. Monthly per capita tax receipts, initiation or reinstatement fees, differential, and transfer fees

2. Sale of supplies
3. Travel Service dues receipts
4. Interest
5. Investments
6. Assessments levied in accordance with provisions of the Constitution
7. Death Benefit Fund Assessment
8. Convention Fund Assessment
9. ~~Initial Organizing Contract~~ Fund Assessment
10. International Ironworkers Organizing Fund Assessment
11. Such other sources as may from time to time be appropriate

By substituting the following:

Sec. 1. The revenue of the International Association shall be derived from the following sources:

1. Monthly per capita tax receipts, initiation or reinstatement fees, differential, and transfer fees
2. Sale of supplies
3. Travel Service dues receipts
4. Interest
5. Investments
6. Assessments levied in accordance with provisions of the Constitution
7. Death Benefit Fund Assessment
8. Convention Fund Assessment
9. **Shop Organizing** Fund Assessment
10. International Ironworkers Organizing Fund Assessment
11. **Supplemental Per Capita Tax**
12. Such other sources as may from time to time be appropriate

GT NO. 6

Article XVI, Sources of Revenue, Section 2a

Amend Article XVI, Section 2a which reads as follows:

Sec. 2a. There shall be paid, as International Per Capita Tax, the sum of Twenty-eight Dollars and Sixty-five Cents (\$28.65) per month by all members of the International Association, except that members of Shop and Navy Yard Riggers Local Unions shall pay, as International Per Capita Tax, the sum of Fourteen Dollars (\$14.00) per month. If deemed absolutely necessary by the General Executive Council, it may increase effective January 1, ~~2013~~, January 1, ~~2014~~, January 1, ~~2015~~, and January 1, ~~2016~~, in an amount not more than Two Dollars (\$2.00) per month in each such year for all members of this International Association, not to exceed Five Dollars (\$5.00) for the Convention period, except the Per Capita Tax for the members of Shop and Navy Yard Rigger Local Unions may increase in an amount not more than One Dollar (\$1.00) per month in each such year, not to exceed Two Dollars and Fifty Cents (\$2.50) for the Convention period.

By substituting the following:

Sec. 2a. There shall be paid, as International Per Capita Tax, the sum of Twenty-eight Dollars and Sixty-five Cents (\$28.65) per month by all members of the International Association, except that members of Shop and Navy Yard Riggers Local Unions shall pay, as International Per Capita Tax, the sum of Fourteen Dollars (\$14.00) per month. If deemed absolutely necessary by the General Executive Council, it may increase effective January 1, **2018**, January 1, **2019**, January 1, **2020**, and January 1, **2021**, in an amount not more than Two Dollars (\$2.00) per month in each such year for all members of this International Association, not to exceed Five Dollars (\$5.00) for the Convention period, except the Per Capita Tax for the members of Shop and Navy Yard Rigger Local Unions may increase in an amount not more than One Dollar (\$1.00) per month in each such year, not to exceed Two Dollars and Fifty Cents (\$2.50) for the Convention period.

GT NO. 7

Article XVI, Sources of Revenue, Section 2b

Amend Article XVI, Section 2b, which reads as follows, by deleting it in its entirety and renumbering the remaining sections accordingly:

~~Sec. 2b. Per Capita Tax of Thirteen Dollars (\$13.00) for members of Regional Local Unions shall be increased by Two Dollars and Fifty Cents (\$2.50) each year on January 1, 2012, January 1, 2013, January 1, 2014 and January 1, 2015. Effective January 1, 2016, Regional members Per Capita Tax shall be increased to that of Outside members Per Capita Tax. Any other increases taken either by Convention or General Executive Council action shall also be paid by Regional members.~~

GT NO. 8

Article XVI, Sources of Revenue, Section 2d

Amend Article XVI, Section 2d, which reads as follows:

~~Sec. 2d. Each Outside and Regional Local Union shall pay an International Supplemental Per Capita Tax of one-quarter of one percent (1/4 of 1%) of the applicable hourly journeyman wage rate for each hour worked per member per month to the International Organizing Fund.~~

By changing to Section 2c and substituting the following:

Sec. 2c. Each Outside and Regional Local Union shall pay an International Supplemental Per Capita Tax of **three-eighths of one percent (3/8 of 1%)** of the applicable hourly journeyman wage rate for each hour worked per member per month to the International **which shall be distributed in accordance with the following: one-eighth of one percent (1/8 of 1%) to the General Fund and two-eighths of one percent (2/8 of 1%) to the International Ironworkers Organizing Fund.**

GT NO. 9

Article XVI, Sources of Revenue, ADD NEW SECTION Sec. 2d

Amend Article XVI by adding a new section to be known as Section 2d:

Sec 2d. Each Shop and Navy Yard Rigger Local Union shall pay an International Supplemental Per Capita Tax of Five Dollars and Fifty Cents (\$5.50) per member per month which shall be distributed in accordance with the following: Fifty Cents (\$.50) to the General Fund and Five Dollars (\$5.00) to the

Shop Organizing Fund as designated in Article XXVIII, Special Provisions Governing Shop and Navy Yard Rigger Local Unions Only, Sec. 14a.

GT NO. 10

Article XIX, General Rules, Section 1

Amend Article XIX, Section 1 which reads as follows:

Sec. 1. The standard initiation fee for outside Local Unions of the International Association shall be Five Hundred Dollars (\$500.00). The standard initiation and reinstatement fee for apprentices of outside Local Unions shall be One Hundred Dollars (\$100.00). The standard reinstatement fee for outside Local Unions shall be Eight Hundred Dollars (\$800.00). All applicants for membership shall pay their initiation or reinstatement fee and the dues for the month they are initiated or reinstated at the time of submitting application for membership. The General Executive Board, or authorized designated representative(s) may, at its discretion, reduce the initiation or reinstatement fee for members of any Local Union or for any and all Local Unions for any period. Fifty percent (50%) of all initiation and reinstatement fees ~~must be immediately remitted along with the application to the office of the~~ General Treasurer.

By substituting the following:

Sec. 1. The standard initiation fee for outside Local Unions of the International Association shall be Five Hundred Dollars (\$500.00). The standard initiation and reinstatement fee for apprentices of outside Local Unions shall be One Hundred Dollars (\$100.00). The standard reinstatement fee for outside Local Unions shall be Eight Hundred Dollars (\$800.00). All applicants for membership shall pay their initiation or reinstatement fee and the dues for the month they are initiated or reinstated at the time of submitting application for membership. The General Executive Board, or authorized designated representative(s) may, at its discretion, reduce the initiation or reinstatement fee for members of any Local Union or for any and all Local Unions for any period. **The Local Union will be billed for** fifty percent (50%) of all initiation and reinstatement fees **by the** General Treasurer.

GT NO. 11

Article XXI, Constitution Governing All Local Unions Local Unions, Section 23a

Amend Article XXI, Section 23a which reads as follows:

Sec. 23a. Local Unions shall select a certified public accountant for the purpose of making a complete and detailed examination and audit of all books, property and funds annually for the period ending June 30 of each year, sending a certified copy under affidavit of auditors signing same, accompanied by bank statements covering all funds of the audit, to International Headquarters not later than ~~ninety (90)~~ **ninety (90)** days from the end of said period, or the members thereof will lose their right to all benefits and the Local Union subject itself to forfeiture of charter.

By substituting the following:

Sec. 23a. Local Unions shall select a certified public accountant for the purpose of making a complete and detailed examination and audit of all books, property and funds annually for the period ending June 30 of each year, sending a certified copy under affidavit of auditors signing same, accompanied by bank statements covering all funds of the audit, to International Headquarters not later than **one hundred**

and twenty (120) days from the end of said period, or the members thereof will lose their right to all benefits and the Local Union subject itself to forfeiture of charter.

GT NO. 12

Article XXI, Local Unions, Section 24a

Amend Article XXI, Section 24a which reads as follows:

Sec. 24a. Local Unions in the United States who invest in financial institutions other than those carrying Federal Deposit Insurance may make investments under the following guidelines. A Local Union choosing to invest its assets in other than accounts guaranteed by the Federal Government must engage a custodial bank and an Investment Manager registered under the Securities and Exchange Act of 1934 to invest the assets of the Local Union pursuant to a written signed set of investment guidelines. Such investment guidelines shall set forth the investment mix, as well as those security types that are not to be utilized in investing the assets of the Local Union. ~~A copy of the current investment guidelines shall be forwarded to the International Association together with the name and address of the custodial bank and the firm providing investment management services.~~ There shall be no direct investment in real estate, other than for Local Union and Trust Fund operations and use. As long as the criteria and requirements herein are met, the choice of investment remains the sole responsibility of the Local Union.

By substituting the following:

Sec. 24a. Local Unions in the United States who invest in financial institutions other than those carrying Federal Deposit Insurance may make investments under the following guidelines. A Local Union choosing to invest its assets in other than accounts guaranteed by the Federal Government must engage a custodial bank and an Investment Manager registered under the Securities and Exchange Act of 1934 to invest the assets of the Local Union pursuant to a written signed set of investment guidelines. Such investment guidelines shall set forth the investment mix, as well as those security types that are not to be utilized in investing the assets of the Local Union. There shall be no direct investment in real estate, other than for Local Union and Trust Fund operations and use **and no alternative investments such as hedge funds, venture capital, private placement debt, etc.** As long as the criteria and requirements herein are met, the choice of investment remains the sole responsibility of the Local Union.

GT NO. 13

Article XXI, Local Unions, Section 24b

Amend Article XXI, Section 24b which reads as follows:

Sec. 24b. Local Unions in Canada who invest in financial institutions other than major banks chartered by the Government of Canada may make investments under the following guidelines. A Local Union choosing to invest its assets in other than accounts of a major bank chartered by the Government of Canada, must engage a bank or similar financial institution supervised by the Government of Canada and engage a money manager, a common or collective trust or pooled trust maintained by a bank or trust company supervised by the Government of Canada or a province pursuant to a written signed set of investment guidelines. ~~A copy of the current investment guidelines shall be forwarded to the International Association together with the name and address of the custodial bank and the bank or trust company providing investment management services.~~ There shall be no direct investment in real estate, other than for Local Union and Trust Fund operations and use. As long as the criteria and

requirements herein are met, the choice of investment remains the sole responsibility of the Local Union.

By substituting the following:

Sec. 24b. Local Unions in Canada who invest in financial institutions other than major banks chartered by the Government of Canada may make investments under the following guidelines. A Local Union choosing to invest its assets in other than accounts of a major bank chartered by the Government of Canada, must engage a bank or similar financial institution supervised by the Government of Canada and engage a money manager, a common or collective trust or pooled trust maintained by a bank or trust company supervised by the Government of Canada or a province pursuant to a written signed set of investment guidelines. There shall be no direct investment in real estate, other than for Local Union and Trust Fund operations and use **and no alternative investments such as hedge funds, venture capital, private placement debt, etc.** As long as the criteria and requirements herein are met, the choice of investment remains the sole responsibility of the Local Union.

GT NO. 14

Article XXI, Local Unions, Section 28b

Amend Article XXI, Section 28b which reads as follows:

Sec. 28b. Each Local Union shall, after receiving the approval of the General Executive Board, notify, in writing, their fair employers and contractors in their jurisdiction not less than sixty (60) days in advance of any proposed new agreement and working rules and when requesting the aforementioned approval of the General Executive Board, the Local Union shall submit two (2) copies of its proposal, which shall not be submitted to their employers until same has been approved by the General Executive Board. The final draft of all new agreements and working rules and/or the final draft of all changes in existing agreements and working rules shall be submitted to and approved by the General Executive Board before they are signed by the officers of the Local Union, and any such agreement or working rules or amendments thereto which have not been approved by the General Executive Board shall have no binding force or validity. All agreements in the craft jurisdiction of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers shall include mandatory participation language for the Ironworkers Management Progressive Action Cooperative Trust (IMPACT) to be paid at the rate of ~~three-quarters of one percent (3/4 of 1%)~~ of the applicable hourly journeyman wage rate for each hour worked by Outside and Regional Local Unions. The General Executive Board shall not approve any agreement that does not include the above contribution to IMPACT. Local Unions which fail or refuse to comply with the provisions of this Section or Section 28d or that violate an agreement after approval of same by the General Executive Board will be subject to the forfeiture of their charter, and the officers or members of Local Unions violating the provisions contained in this Section or Section 28d shall be subject to charges and, after trial, such penalty as the General Executive Board may deem proper.

By substituting the following:

Sec. 28b. Each Local Union shall, after receiving the approval of the General Executive Board, notify, in writing, their fair employers and contractors in their jurisdiction not less than sixty (60) days in advance of any proposed new agreement and working rules and when requesting the aforementioned approval of the General Executive Board, the Local Union shall submit two (2) copies of its proposal, which shall

not be submitted to their employers until same has been approved by the General Executive Board. The final draft of all new agreements and working rules and/or the final draft of all changes in existing agreements and working rules shall be submitted to and approved by the General Executive Board before they are signed by the officers of the Local Union, and any such agreement or working rules or amendments thereto which have not been approved by the General Executive Board shall have no binding force or validity. All agreements in the craft jurisdiction of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers shall include mandatory participation language for the Ironworkers Management Progressive Action Cooperative Trust (IMPACT) to be paid at the rate of **five-eighths of one percent (5/8 of 1%)** of the applicable hourly journeyman wage rate for each hour worked by Outside and Regional Local Unions. The General Executive Board shall not approve any agreement that does not include the above contribution to IMPACT. Local Unions which fail or refuse to comply with the provisions of this Section or Section 28d or that violate an agreement after approval of same by the General Executive Board will be subject to the forfeiture of their charter, and the officers or members of Local Unions violating the provisions contained in this Section or Section 28d shall be subject to charges and, after trial, such penalty as the General Executive Board may deem proper.

GT NO. 15

Article XXI, Local Unions, Section 28c

Amend Article XXI, Section 28c which reads as follows:

Sec. 28c. The provisions of this Section shall apply only to Shop and Navy Yard Rigger Local Unions. Any Local Union desiring to terminate its agreement with an employer shall notify such employer, in writing, at least sixty (60) days but not more than ninety (90) days prior to the expiration date of such agreement and copy of such notification shall simultaneously be mailed to the General President. Two (2) copies of the proposed new agreement shall be submitted to the General Executive Board at least sixty (60) days prior to the expiration of the existing agreement and such proposed new agreement shall not be submitted to the employer until same has been approved by the General Executive Board. Two (2) copies of proposed amendments to existing agreement must be submitted to the General Executive Board and shall not be submitted to an employer until same has been approved by the General Executive Board. The final draft of all new agreements and/or the final draft of all amendments to existing agreements shall be submitted to and approved by the General Executive Board before same is signed by the officers of the Local Union, and any such agreements or amendments which have not been approved by the General Executive Board shall have no binding force or validity. All Shop and Navy Yard Rigger agreements shall include mandatory participation language for the Ironworkers Management Progressive Action Cooperative Trust (IMPACT) to be paid at the rate of ~~three-eighths of one percent (3/8 of 1%)~~ **five-eighths of one percent (5/8 of 1%)** of the applicable hourly wage rate for each hour worked by Shop and Navy Yard Rigger Local Unions. The General Executive Board shall not approve any agreement that does not include the above contribution to IMPACT. Local Unions which fail or refuse to comply with the provisions of this Section or Section 28d or violate an agreement after approval of same by the General Executive Board shall be subject to the forfeiture of their charter, and the officers or members of Local Unions violating the provisions of this Section or Section 28d shall be subject to charges and, after trial, such penalty as the General Executive Board may deem proper.

By submitting the following:

Sec. 28c. The provisions of this Section shall apply only to Shop and Navy Yard Rigger Local Unions. Any Local Union desiring to terminate its agreement with an employer shall notify such employer, in writing, at least sixty (60) days but not more than ninety (90) days prior to the expiration date of such agreement and copy of such notification shall simultaneously be mailed to the General President. Two (2) copies of the proposed new agreement shall be submitted to the General Executive Board at least sixty (60) days prior to the expiration of the existing agreement and such proposed new agreement shall not be submitted to the employer until same has been approved by the General Executive Board. Two (2) copies of proposed amendments to existing agreement must be submitted to the General Executive Board and shall not be submitted to an employer until same has been approved by the General Executive Board. The final draft of all new agreements and/or the final draft of all amendments to existing agreements shall be submitted to and approved by the General Executive Board before same is signed by the officers of the Local Union, and any such agreements or amendments which have not been approved by the General Executive Board shall have no binding force or validity. All Shop and Navy Yard Rigger agreements shall include mandatory participation language for the Ironworkers Management Progressive Action Cooperative Trust (IMPACT) to be paid at the rate of **five-sixteenths of one percent (5/16 of 1%)** of the applicable hourly wage rate for each hour worked by Shop and Navy Yard Rigger Local Unions. The General Executive Board shall not approve any agreement that does not include the above contribution to IMPACT. Local Unions which fail or refuse to comply with the provisions of this Section or Section 28d or violate an agreement after approval of same by the General Executive Board shall be subject to the forfeiture of their charter, and the officers or members of Local Unions violating the provisions of this Section or Section 28d shall be subject to charges and, after trial, such penalty as the General Executive Board may deem proper.

GT NO. 17

Article XXVI, Constitution Governing All Local Unions

Amend Article XXVI by adding a new section to read as follows:

Sec. __ The funds of this Local Union shall not be appropriated, contributed, or donated, except for the purpose of maintaining and helping others maintain union principles, wages and/or hours as sponsored by the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. Contributions, appropriations, or donations must be proposed at a regular meeting and be sustained by a majority vote, stating purpose, amount, etc., and if such amount is over One Thousand Dollars (\$1,000.00) such amount shall again be voted upon at the following regular meeting as unfinished business; a vote of two-thirds (2/3) of the members present is necessary to carry, unless otherwise stated in the Local Union By-Laws.

GT NO. 18

Article XXVIII, Special Provisions Governing Shop and Navy Yard Rigger Local Unions Only, Section 14a

Amend Article XXVIII, Section 14a which reads as follows:

~~Initial Organizing Contract Fund~~

Sec. 14a. - ~~Initial Organizing Contract Fund~~ - Each Shop and Navy Yard Rigger Local Union shall pay the sum of ~~one eighth of one percent (1/8 of 1%)~~ of the applicable hourly wage rate for each hour worked per member per month to the ~~Initial Organizing Contract Fund~~, a separate fund maintained for the purpose of defraying the Local Union's expenses in ~~obtaining the first initial contract following the organizing of a Shop.~~ The Fund may be used to defray the cost of research, educational material and defense. The General Executive Board shall provide rules and regulations governing the administration

of the Fund.

By substituting the following:

Shop Organizing Fund

Sec. 14a. - **Shop Organizing Fund** - Each Shop and Navy Yard Rigger Local Union shall pay the sum of **Five Dollars (\$5.00)** per member per month to the **Shop Organizing Fund**, a separate fund maintained for the purpose of defraying the Local Union's expenses **related to organizing**. The Fund may be used to defray the cost of research, educational material and defense. The General Executive Board shall provide rules and regulations governing the administration of the Fund.

GT NO. 19

All Relevant Sections of the International Constitution

In all Sections of the International Constitution which refer to banking procedures, add wording to include electronic banking.