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CONSTITUTION *and* BY-LAWS

of LOS ANGELES LOCAL
UNION NO. 33

of the
International Alliance Theatrical
Stage Employees and Moving
Picture Machine Operators of
the United States and Canada

Affiliated with the
American Federation of Labor
California State Federation of Labor
Los Angeles Central Labor Council
California State Theatrical
Federation
Los Angeles Amusement Federation

Organized March 21, 1896

This Constitution and By-Laws
adopted Aug. 22, 1922
Revised and Adopted
March 11, 1924

PREAMBLE

We, the theatrical stage employees of the theatrical studios and amusement places of Los Angeles and vicinity, in order to develop and improve our conditions, to insure wages, to better the working condition of our members, to insure the employment in the various theatres, studios and place of amusement in Los Angeles and vicinity of competent persons, members of this Local, and that equity may be maintained, do signify willingness in all difficulties to accept any wise, honorable and conservative mediation and to secure the benefits and establish this Constitution.

ORDER OF BUSINESS

1. Opening of the Local.
2. Roll Call of Officers.
3. Reading the Minutes of the previous meeting.
4. Report of Investigating Committees.
5. Communications and Bills.
6. Report of Executive Board.
7. Report of Stewards.
8. Report of Delegates and Committees.
9. Report of Financial Secretary-Treasurer.
10. Report of Board of Trustees.
11. Report of Business Representative.
12. Proposals of Candidates.
13. Balloting on Candidates.
14. Initiations.
15. Nominations and Election of Officers.
16. Unfinished Business.
17. New Business.
18. Installation of Officers.
19. Condition of Members of the Local.
20. Good and Welfare.
21. Receipts of the Meeting.
22. Closing of the Local.

CONSTITUTION

ARTICLE I.

Section 1. This Local shall be known as Local No. 33 of the International Alliance Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada.

Sec. 2. The objects of this Local shall be the maintenance of a fair rate of wages for its members and to see that only competent persons, who are members of this Local are employed in the theatres, studios and places of amusement in the city of Los Angeles and our jurisdiction.

Sec. 3. This Local shall have jurisdiction over all studios, stage or location work, consisting of construction, placing and hanging of scenery and curtains and operating, maintaining, repairing stage scenery, curtains, properties and light systems, etc., all such work shall be done by members of this Local.

ARTICLE II.

Members

Section 1. Any theatrical employee (which term shall be deemed to include any male person who is 21 years of age, who has been employed in the jurisdiction of this Local at least six months as a carpenter, propertyman, electrician or their respective assistants, stage hands, flyman) who can be vouched for by at least two (2) members of this Local in good standing (who themselves have been mem-

bers of this Local at least one (1) year) and who has been a resident of the city and county for one (1) year, may make application to become a member by complying with the requirements of the constitution of this Local.

Sec. 2. Application for admission into this Local shall be made at any regular meeting, the applicant must cause to be deposited in the hands of the Financial-Secretary-Treasurer one half of the initiation fee, the said application to be referred to the Executive Board, who shall inquire into the qualifications of the applicant, should their report be unfavorable they shall not be required to answer any questions unless called upon by three (3) members in good standing, and then only at a regular meeting of the Local, but if their report is favorable the said application shall be referred to the General Office for endorsement, on receipt of a favorable endorsement from the General Office the application shall be acted upon at the next regular meeting.

Any candidate receiving a majority vote shall be declared elected and shall pay the balance of the initiation fee before taking the obligation, but if the application is rejected the applicant may make application again at the end of six (6) months.

Sec. 3. The initiation fee to this Local shall be One Hundred (\$100.00) Dollars.

Sec. 4. Any member of any other Local of the I. A. T. S. E. A. M. P. M. O. wishing to become a mem-

ber of this Local, must present his application in writing in conjunction with his withdrawal card from the Local of which he was last a member and a fee of One Hundred (\$100.00) Dollars. The application shall be subject to the same conditions as all other applications, with the exception of the resident clause as referred to in Art. II, Sec. 1, which shall be ninety (90) days.

Sec. 5. Any person regularly proposed and elected to membership in this Local and not appearing for initiation within thirty (30) days, unless sick or absent from the city, must forfeit his proposition fee.

ARTICLE III.

Officers

Section 1. Officers of this Local shall be President, Vice-President, Recording Secretary, Financial Secretary-Treasurer, Business Representative, an Executive Board consisting of Seven (7) Members, Sergeant-at-Arms, Board of Trustees consisting of Five (5) members, Delegates to the Central Labor Council consisting of Three (3) members, and Delegates to the Los Angeles Amusement Federation, consisting of Five (5) Members.

ARTICLE IV.

Election of Officers

Section 1. The President, Vice-President, Recording Secretary, Financial Secretary-Treasurer, Sergeant-at-Arms, Board of Trustees, Executive Board, Delegates to the Labor Council, Business Representative, Delegates to the Los

Angeles Amusement Federation, shall be elected at the annual election as hereinafter provided and shall comprise none but members who have been in good standing one year immediately preceding such election, and shall hold their respective office one year or until their successors are installed.

Sec. 2. Delegates to the I. A. T. S. E. & M. P. M. O. and State Federation Conventions shall be elected not less than five (5) weeks prior to the convention.

Sec. 3. Any member of this Local elected to office and failing to qualify for same within thirty (30) days must be declared ineligible and the office declared vacant and another election must be held immediately to fill said office.

Section 4. Nominations of elective officers shall be made at the first regular meeting in December, the election to be held on the second regular meeting in December, the members to be notified of the election by postal card. All members nominated for office shall be notified by mail of their nomination.

All members nominated for office must signify their intention not later than the Tuesday following their nomination, at 12 o'clock noon in writing to the business office of the Local of their acceptance of the nomination, so that their names can be printed on the Official Ballot, for the election at the following meeting.

No member shall be permitted to accept a nomination for more than one office, this not to include nomination for election of dele-

gates to conventions, Central Labor Council or Los Angeles Amusement Federation.

Section 5. The Board of Elections shall be composed of five (5) members who shall have been in good standing for one (1) year, the President shall appoint the board of elections, the announcement of the said appointments shall be made at the meeting of nominations, the members so appointed shall select one of them as the Judge of Elections. During the period of voting one member shall act as guard and shall stand by the ballot box, one member shall act as examining clerk who shall examine the voter's cards, signature and standing, one member shall act as ballot clerk, who shall tender the ballots to the members upon receiving the O. K. from the Financial Secretary-Treasurer. The balance of the Board to preserve order, prevent confusion and otherwise assist in the proper conduct of voting.

Promptly when the prescribed hour for the closing of the polls arrives the Board will retire to the business office of the Local, their first act shall be to count each ballot cast. Should there be any void or defective ballots they must be kept. The Board will then proceed with the tallying, taking up each ballot and going through the entire list of candidates before taking up the next ballot. The Election Board shall be responsible to the Local for a true and faithful and accurate record of all votes cast. When tallying is

completed all the ballots shall be placed in the ballot box, the same locked and sealed, and the ballots shall not be destroyed until sixty (60) days has elapsed after the next meeting of the General Executive Board of the I. A. T. S. E. & M. P. M. O.

Section 6. The members of the Board of Election shall receive the prevailing rate of wages per hour for extra men in legitimate theatres for their services.

Section 7. The Examining Clerk shall be furnished a book with a line sufficiently large for the member to write his name. Upon entering the voting room the member shall present his card to the examining clerk (the card to bear the member's signature in ink). The member will write his name in the membership book; upon comparing signatures, and found to be correct he shall proceed to the ballot clerk, who will hand him an Official Ballot. In voting he must place a (X) mark in square to the right of the candidate's name he wishes to vote for, taking care that he does not vote for more candidates than the law prescribes for any office. The polls shall be declared open by the President at 10:00 A. M. sharp and shall remain open continuously until 1:00 P. M. sharp, when the polls shall be declared closed by the President.

Section 8. The Secretary shall have printed the ballots with the heading OFFICIAL BALLOT OF LOCAL No. 33 I. A. T. S. E. & M. P. M. O. with each and every

nominee's name and office he is nominated for, same to be arranged on the ballot in alphabetical order.

The form of the ballot shall be as follows: the ballot shall have a stub, the stub to be numbered consecutively and perforated, the same to be detached before the ballot is deposited in ballot box.

Section 9. This Local shall furnish a ballot box securely constructed so as to hold a large number of ballots, with an aperture for depositing of ballots, a lock and key, key to be held by the President until polls are closed, when the President shall open the box in the presence of the election board.

Section 10. The officers-elect shall be installed at the first regular meeting following the election.

ARTICLE V.

President

Section 1. It shall be the duty of the President to attend all meetings of the Local, call the members to order at the specified time, appoint all officers (pro tem) in place of absentees, and enforce a due observance of the Constitution and By-Laws, to convene special meetings of the Local when he deems it necessary (Or otherwise stipulated in section 2 of the By-Laws) he shall have power to call a meeting of the Executive Board when required; he shall also decide on all motions, unless otherwise ordered by the Local; he shall not make or second any mo-

tion, but state the questions proposed for consideration, and whenever an equal division occurs he may have the deciding vote, except in the election of officers and members, and shall not take part in any debate while in the chair; he shall sign all orders on the Treasurer legally authorized by the Local, he shall appoint all committees unless otherwise ordered by the Local, and be exofficio member of the same.

ARTICLE VI.

Vice-President

Section 1. In the absence of the President, the Vice-President shall preside and perform all the duties of the President, and if the President and Vice-President both are absent, the Recording Secretary shall call the meeting to order, and those present shall choose one of their number to act as chairman and perform all such duties for the time being.

ARTICLE VII.

Recording Secretary

Section 1. It shall be the duty of the Recording Secretary to attend all meetings of the Local; he shall keep minutes of all proceedings of the Local and faithfully and regularly record the same in a book provided for that purpose; it shall be his duty to read all papers, sections of the By-Laws, reports of committees, etc., which may be ordered to be read; and when reading the minutes of the preceding meeting he shall read

them as then written in the book of minutes.

Sec. 2. He shall officially notify all persons elected members of the Local of such election, and on the election to office of any member not present, he shall notify the said member of such election within five (5) days, and whenever a committee has been appointed, he shall notify the members comprising said committee and inform them of the resolution, matter or question referred to them.

Sec. 3. All books, papers, resolutions, seal of the Local and all other documents appertaining to his office shall be given into his charge and shall not be taken from his possession except by order of the Local. But a member in good standing shall have the privilege of examining his books, etc., at any regular meeting.

Sec. 4. Furthermore, his duty shall be to keep an index record and insert thereon each member's name and address in such order that it will show when he was admitted, expelled, transferred or whatever the case may be. He shall notify all members of special meetings; he shall notify the Business Representative of all changes of address of members; also at the opening of each meeting, call the roll of officers and mark the absentees; and if any officer absents himself for three (3) consecutive meetings, he shall report the same to the presiding officer. He shall sign all orders on the Treasurer, when ordered

by the Local, the same to be attested by the President, and at the installation of his successor transfer to him all books, papers, etc., belonging to the Local.

Sec. 5. The Recording Secretary shall turn over all important business that may come to his notice between meetings to the Business Representative.

Sec. 6. He shall receive \$.... per week for his services.

ARTICLE VIII.

Financial-Secretary-Treasurer

Section 1. He shall be answerable for moneys received by him and give his receipt for the same. He shall, when ordered by the Local or Trustees, render an account of all moneys received and paid by him on account of the Local. He shall report quarterly in writing, at the first regular meeting in January, April, July, and October, and at such other times as this Local may require, and also furnish his annual report at the first regular meeting in January of each year.

Sec. 2. It shall be the duty of the Financial Secretary-Treasurer to keep a book (ledger) wherein each member's name will show when he was admitted and his financial standing with the Local. He shall hold all moneys accompanying applications for membership, same to be deposited in application account until the application is either accepted or rejected. If accepted, to be accounted for as part of the day's receipts; if re-

jected, to be returned to the applicant, immediately taking the applicant's receipt for same. He shall receive all dues, fines, assessments and all other moneys due this Local and enter same in cash book and ledger. After each meeting the money must be deposited in such bank or saving institution as this Local may select. It shall be his duty to notify all members by letter (never by postal) ten days before they are three (3) months in arrears. He shall at the first regular meeting report to the presiding officer the names of any members who may be three (3) months in arrears. He shall pay all bills or orders on the treasury when ordered by the Local to do so upon presentation of an order drawn by the Recording Secretary signed by the President and Recording Secretary or by action taken by the Executive Board.

Sec. 3. The Financial Secretary-Treasurer, before his installation shall give security for the amount of Five Thousand (\$5000) Dollars for the faithful performance of his duties, to be approved by the Board of Trustees and the Local. If he fails to give such security within one (1) month from the date of election to office, his office shall be declared vacant and an immediate election for another in his stead shall take place. The Local shall defray all expenses of obtaining bond. At the end of his term he shall deliver to his successor in office all moneys, vouchers, receipts, etc.,

that he may have in his possession belonging to this Local.

Sec. 4. The Financial Secretary-Treasurer shall receive \$.... per week.

ARTICLE IX.

Sergeant-at-Arms

Section 1. It shall be the duty of the Sergeant-at-Arms to be present at all meetings of the Local to attend the door at such meeting and allow no person to enter who does not show proper credentials, or any member under the influence of liquor, and under the direction of the presiding officer maintain order and decorum in the meetings of this Local.

Sec. 2. He shall answer at the roll call for officers stating whether absent or present.

Sec. 3. He shall have charge of the register and shall present same to each member for his signature after ascertaining that the member's card is paid up to date.

Sec. 4. It shall be the duty of the Sergeant-at-Arms to bear the ballot box containing the ballots to the Presiding Officer and Vice-President, who shall see that it is in proper condition for voting. He shall then see that each member present who wishes has voted and present the ballot box to the Presiding Officer and Vice-President for their inspection after which the result shall be immediately announced.

Sec. 5. He shall introduce candidates for initiation and assist at initiation. He shall also introduce all visitors to the Presiding Officer.

Section 6. The Sergeant-at-Arms shall receive his dues for his services.

ARTICLE X.

Board of Trustees

Section 1. The Trustees shall have a general supervision of all securities belonging to this Local. All financial assets in excess of Five Thousand (\$5000) Dollars to be deposited in the name of the Local and Board of Trustees. They shall demand and receive from the Financial Secretary-Treasurer, on an order from the Local, all moneys, and together with the Financial Secretary-Treasurer deposit it in such bank or saving institutions as the majority of the members present at any regular meeting may decide, in the name of the Local. The bank books to be deposited in the hands of the Financial Secretary-Treasurer. It shall take a majority of the Board of Trustees in conjunction with the Financial Secretary-Treasurer to obtain access to the Local's securities deposited in safe deposit box.

Sec. 2. The bonds of the Financial Secretary-Treasurer shall be given to the Board of Trustees and held by them in the name of the Local.

Sec. 3. The Trustees shall audit the books of the Financial Secretary-Treasurer at the termination of each quarter and report their findings to the Local. Failing to perform their duties they shall be fined Five (\$5.00) Dollars for each offense.

Section 4. The trustees shall receive their dues for their services.

ARTICLE XI.

Labor Council Delegates

Section 1. There shall be elected to any central or state labor body, in which this Local is entitled to representation, the proper number of delegates to which this Local is entitled, by the rules of said bodies. It shall be the duty of said delegates to attend all meetings of said bodies to which they are elected and give a verbal report of any matters of particular interest to this Local. Any delegates who attend the meetings of the councils to which he is elected and requiring a substitute in his place; he shall be reimbursed by the Local.

ARTICLE XII.

Executive Board

Section 1. The Executive Board shall investigate all complaints of members and decide if possible upon all questions in dispute, accepting any means toward an amicable settlement that may be deemed essential to the organization. The Board shall decide on all matters referred to them by the Local and their decision shall in all cases be binding unless reversed by a majority vote of the Local. The Board shall have power to act at all times. They shall have the power to call a special meeting of this Local. They shall not have the power to call a strike in any theatre, studio or

place of amusement, but must first have the sanction of the Local.

Sec. 2. The Executive Board of this Local shall meet the Wednesday immediately preceding each regular meeting, at 10:30 A. M. at the business office of the Local for the transaction of such business as may come before it. They shall render a written report of their meetings to the Local at the next regular meeting. The time and place of such meetings cannot be changed unless this Local is given at least one month's notice of such change. Failure to comply with this section, each member of the Executive Board shall be fined One (\$1.00) Dollar for each offence. Every meeting missed is an offence.

Sec. 3. The Executive Board shall have power to transact all business of the Local between meetings and shall have power to advance transportation to stranded members. And they shall authorize the Recording Secretary to draw warrant for same.

Section 4. The Executive Board shall receive their dues for their services.

ARTICLE XIII.

Duties of the Business Representative

Section 1. He shall see that the orders of the Local and the Executive Board are carried out.

Sec. 2. He shall report to the Local any violation of the By-Laws of this Local or of the International Alliance. His report shall be considered as charges.

Sec. 3. He shall maintain an "out of work" list and shall see that the members' dues are paid for the current quarter before placing them to work. He shall give preference as far as possible to members who have been unemployed the longest.

Sec. 4. He shall have a general supervision in placing of all members on the jobs under our jurisdiction.

Sec. 5. He shall keep the office informed as to his whereabouts at all times.

Sec. 6. He shall receive \$..... per week for his services.

ARTICLE X IV.

Dues and Assessments

Section 1. The dues of this Local shall be Nine Dollars (\$9.00) per quarter, payable in advance. Any member whose card is not paid for the current quarter shall be considered a delinquent member and the Business Representative shall fill his position with a member in good standing.

Sec. 2. Any member having failed to pay his dues for three (3) months and having been notified by the Financial Secretary-Treasurer as stated in Art. VIII, Sec. 2, shall be suspended.

Sec. 3. Any member three (3) months in arrears for dues, fines, or assessments, shall be suspended from the roll of membership, his position filled by a member in good standing, and on his application for reinstatement pay the amount he was in arrears at the time of his suspension and all dues, fines

or assessments which would have been charged against him during the period of his suspension, the fee for readmission to be Two Dollars (\$2.00. Any member allowing himself to remain suspended nine (9) months must make application as a new member and subject to all laws governing same. Any person who was formerly a member of this local who was dropped for nonpayment of dues or other causes and who on making application as a new member shall in addition to the fee of a new member be charged all dues, fines and assessments that would have been charged against him at the time he was dropped from the roll of membership.

Sec. 4. If at any time, the liabilities of this Local exceed the receipts thereof, the deficiency shall be raised by assessment of each member, payable at once, otherwise to be charged as dues and proceeded with as shown in Art. XIV., Sec. 3.

Sec. 5. Dues of all newly elected members shall commence from the time they were elected, and they shall receive working cards when obligated.

Sec. 6. Members indebted to this Local for any sum of money other than the regular dues, assessments or fines, and failing to pay the same within the allotted time, shall have the same charged up to them as unpaid dues.

ARTICLE XV.

Accusations and Trials

Section 1. Any elected officer

may be impeached for a violation of his office or for an infringement of the provisions of the Constitution and By-Laws, and all charges preferred against him shall be in writing and shall be referred to a committee of five, which committee shall inquire fully into the merits of the case and report the same as early as practicable to this Local for its decision. Should the committee report unfavorably, the impeached officer shall be entitled to a fair trial before dismissal from office.

Sec. 2. All accusations or charges against a member must be made in writing and presented to the Executive Board for investigation. They shall report their findings to the next regular meeting of this Local, when it shall be decided whether the charges are cognizable by the rules of this Local; and if so declared, the President shall forthwith appoint a committee of five to examine the case. The said committee shall immediately notify the parties together with their witnesses of the time and place of examination. If either of the parties fail to appear (except for reasons shown) the examination shall be proceeded with and the committee shall report at the next regular meeting thereafter, making such recommendations as the evidence may seem to justify.

Sec. 3. If the charges preferred are sustained in whole or in part by the evidence taken on examination, the accused member shall have the privilege of speaking in

his own defense. In case of his failure to appear, this Local shall proceed to pass judgment on his case (provided he has been notified by registered letter in plain envelope); he shall then be required to retire. The Secretary shall read to this Local the charge, charges or parts of charges sustained and the President shall put to vote, first the recommendation of the committee; that failing, the highest order of punishment, (expulsion) and if lost, he shall put the next highest order of punishment, which is suspension, or fine or both; and if that fail, to impose such penalty as this Local may deem fit, which shall be decided by a majority vote from which no appeal shall be taken, except to the I. A. T. S. E. & M. P. M. O. and notice of such appeal shall be made to the Secretary of this Local. Such notices of appeal must be made in accordance with the I. A. T. S. E. & M. P. M. O. Laws covering same.

ARTICLE XVI.

Withdrawal Cards

Section 1. Withdrawal cards may be issued to members in good standing, and will be divided into two classes, viz.:

Class "A"—To members wishing to transfer to another Local.

Class "B"—To members wishing to withdraw from the profession.

All applications for withdrawal cards, Class "A" must be made in writing, the applicant must state to what Local he wishes to transfer. Members granted withdrawal cards, Class "A" will be

considered members of this Local until they have been accepted members of a sister Local. If said member is rejected by the Local to which he makes application he must present his withdrawal card back within ninety (90) days or pay initiation fee as a new member. Application for withdrawal cards, Class "B" must be made in writing at a regular meeting; the applicant shall state reasons for wishing to withdraw. He shall be present if possible, and shall answer such questions as the President deems proper. Holders of withdrawal cards, Class "B," will be considered "Non-Union" and if they accept positions in a theatre or studio without first applying for readmission, they will be considered unfair. Any act committed against unorganized organized labor will be sufficient reason for refusing them readmittance into the Local. Holders of withdrawal cards, Class "B", wishing to become active members, must cause to be deposited in the hands of the Financial Secretary-Treasurer \$2.00 for each year or fraction thereof from date of withdrawal, together with a readmittance fee of two dollars, and the application for readmittance must come before a regular meeting of this Local.

ARTICLE XVII.

Altering and Amending the Constitution

Section 1. Any proposed alteration of this Constitution must be presented in writing by ten (10)

members in good standing, and at a regular meeting, such proposition not to be acted upon until the next regular meeting, and then no such alteration or amendment shall be made unless so ordered by a two thirds vote of the members in good standing then and there present.

ARTICLE XVIII.

Permanency of the Local

This Local shall not have the power to dissolve itself if there be seven dissenting members in good standing.

SICK AND DEATH BENEFIT FUND

ARTICLE I.

Section 1. This Local shall maintain a separate fund to be known as the Sick and Death Benefit Fund.

Sec. 2. This fund shall be maintained as follows:

First, Ten per cent (10%) of all money collected as dues shall be transferred to this fund.

Second, One third (1-3) of all money received as initiation fees shall be transferred to this fund.

Third, And whenever the deposits in the bank show an excess of Fifteen Thousand Dollars (\$15,000) to the fund's credit, the Local shall then cause to have the revenue thereof revert to the General fund until such time the Sick and Death Benefit fund shall show by its deposits in bank to have fallen below Five Thousand Dollars

(\$5,000) the Local shall then reimburse the fund as provided for in Section 2 of this Article to the extent of Fifteen Thousand Dollars (\$15,000).

ARTICLE II.

Section 1. Every member of this Local who has been in good financial standing of the I. A. T. S. E. M. P. M. O. for six (6) months shall be eligible for the benefits as hereinafter provided.

Sec. 2. Any member eligible for benefits shall notify the Business Representative or the sick committee at once in case of sickness.

Sec. 3. The Business Representative or the Sick Committee shall ascertain from the Financial Secretary if the Brother reported sick is in good financial standing and eligible for benefits; if so they shall investigate sickness and upon their report, if satisfactory, benefits shall be paid as provided for in sections 4, 5, 6, 7, 8, 9 and 10 of this Article.

Sec. 4. The Financial Secretary-Treasurer shall upon receiving a favorable report from the Business Representative or the sick committee cause to be paid to such member Ten Dollars (\$10.00) per week for a period of not more than ten (10) weeks in any one twelve (12) months, the Financial Secretary-Treasurer shall deduct dues as provided for in Art. XIV., Sec. 1.

Sec. 5. Benefits shall be paid only upon presentation of a Doctor's or satisfactory certificate stating cause of illness and probable duration of same.

Sec. 6. No benefits shall be paid for the first week's illness or fraction thereof, but should the illness extend to the major portion of the second week, the Brother shall be entitled to benefits for the first and second week.

Sec. 7. Members becoming sick, disabled or injured through drunkenness, vicious or immoral practices, shall not be entitled to benefits.

Sec. 8. Any member out of town wishing to receive benefits must send Doctor's or satisfactory certificate stating cause of illness and probable duration of the same. A certificate must accompany each week's illness.

Sec. 9. Any member suspended for non-payment of dues, etc., shall not be entitled to benefits until six (6) months from date of reinstatement.

Sec. 10. No member shall be entitled to benefits unless dues are paid in accordance with Art. XIV., Sec. 1.

Death Benefits

ARTICLE I.

Section 1. The sum of Two Hundred and Fifty (\$250.00) Dollars shall be allowed in the event of the death of a member in good standing.

Sec. 2. Every member of this Local must file with the office of this Local in writing over their signature naming their beneficiary.

Sec. 3. In case of the death of a member of this Local, who is in good financial standing, the

Business Representative or the sick committee shall ascertain if the funeral expenses have been paid; if so they shall order the death benefit to be paid to the beneficiary; if the funeral expenses have not been paid, they shall order the same paid, but not to exceed \$250.00.

Sec. 4. If beneficiary is not named, or if beneficiary named cannot be located within twenty-four hours the Business Representative or the sick committee shall make arrangements for the funeral and pay the expense of same not to exceed \$250.00.

Sec. 5. The Financial Secretary-Treasurer shall have charge of the fund and shall render a report at the first meeting in January, April, July, October, and an annual report the first meeting in January.

Sec. 6. The Business Representative, Financial Secretary-Treasurer and three members appointed by the President shall constitute the sick committee.

BY-LAWS

Section 1. The regular meetings of this Local shall be held on the second and fourth Tuesday of each month, at 10 A. M., at such place as may be selected by the Board of Trustees and approved by the Local.

Sec. 2. Special meetings of this Local shall be called by the President at the request of the Executive Board or at the request of fifteen (15) members in good standing. Such request to be in writing and to state the specific object for which the meeting is called. Each member must be notified by the steward at his place of employment and the Steward shall be notified in writing of the object of the meeting stated, at least twenty-four hours previous to the meeting. No other business can be transacted at a special meeting but that for which it was specially called.

Sec. 3-A. Any member failing to attend special meeting after having been duly notified, shall be fined one Dollar (\$1.00). Any member unable to attend a special meeting shall present an excuse to the Executive Board. They shall be empowered to exempt members from fine providing they consider circumstances warrant same.

Section 3-B. Any member absenting himself from three (3) consecutive meetings shall be subject to a fine of One Dollar (\$1.00)

unless he has a suitable excuse in writing.

Sec. 4. Fifteen (15) members in good standing shall constitute a quorum for the transaction of all business.

Sec. 5. No member shall work with a non-union man, except when Alliance men cannot be secured. Any member working with a non-union man, or a member not in good standing, must report same to the Business Representative within twenty-four (24) hours, failing to report same shall be fined the sum of Ten Dollars (\$10.00) for each offence.

Sec. 6. It shall be the duty of every Master Mechanic or head of department when in need of men to notify the Business Representative who shall select and place the men. The same to be consistent with the out of work list which is kept for that purpose. The men sent on these jobs by the Business Representative must be employed unless incompetency is proven. A violation of this section shall be a fine of \$10.00 for each and every offence. Heads of departments shall have the privilege of selecting their assistants and when so selecting the Business Representative must be notified before said assistants are engaged in order that he may be able to look up their records.

Sec. 7. Any member of a committee or witness who refuses or neglects to perform his duty shall be fined Five Dollars (\$5.00) unless he can give satisfactory excuse.

Sec. 8. No member shall be allowed to work in any studio, theatre or place of amusement that is declared on strike or where a lock-out is in effect. Any member continuing to work after a strike is declared shall be fined, suspended or expelled at the option of the Local.

Sec. 9. Any member guilty of presenting himself at any theatre, studio or place of amusement or headquarters of the Local whether working there or not, in an intoxicated condition, shall for the first offence, be fined Ten Dollars (\$10.00) and one (1) week's lay-off. For the second offence, be fined Twenty Dollars (\$20.00) and two (2) weeks' lay-off. Any member committing the above offence three times in any one twelve months shall be considered incompetent and deprived of his card in this Local for one (1) year. For each succeeding offence the same penalty shall be enforced. No reconsideration shall be allowed by this Local to any member found guilty of violation of this section.

Sec. 10. Any member filing charges against a member or members of the I. A. T. S. E. M. P. M. O. working in the jurisdiction of Local 33 and failing to appear at the next meeting shall be fined Two Dollars (\$2.00) and notified to appear at the time designated by the Local and failing to appear on this order shall be fined Five Dollars (\$5.00) or suspended at the option of the Local, unless satisfactory reasons are given for such member's absence.

Sec. 11. Any member changing his place of residence, shall notify the Business office within one (1) week and failing to do shall be fined Two Dollars.

Sec. 12. Any trouble that may arise in a studio, theatre or place of amusement or any strike that may be premeditated must first be submitted to the Executive Board; then, if the Executive Board fails to settle the difficulty, they must call a special meeting of the Local and whatever the majority of the members present agree upon, all members must be guided by.

Sec. 13. All fines and assessments shall be charged against members as unpaid dues.

Sec. 14. Any member in good standing is entitled to a membership card, to be had from the Financial Secretary-Treasurer. All fines and assessments levied must be paid before renewing a member's card.

Sec. 15. Any member allowing himself to become suspended shall not be allowed to hold a position as a head of a department for three (3) months after reinstatement. No new member can hold a head of a department in a theatre until he has been a member of this Local in good standing for one (1) year.

Sec. 16. Any member of this Local who, while trying to effect an engagement, traduces or vilifies the character or capabilities of any member or members of this Local shall for the first offence be fined not less than Twenty Dollars (\$20.00), for the second offence

Fifty Dollars (\$50.00) and for the third offence he shall be suspended for six (6) months or expelled at the option of the Local. Any head strikeis declared shall be fined, manager or stage director as to of department complaining to his ber under his supervision shall be fined Twenty-Five Dollars (\$25.00). Any head of department discharging a member under his employ through malice or spite shall be fined Twenty-Five Dollars (\$25.00) and the injured party reinstated.

Sec. 17. Any officer having charge of the books of this Local who shall fail to have them in the meeting room at roll call shall be fined Two Dollars and Fifty Cents (\$2.50) unless he can give satisfactory excuse. Any member or officer of a committee failing to produce books or set of books belonging to this Local on demand of the Local shall be fined the sum of Two Hundred and Fifty Dollars (\$250.00) or expelled at the option of the Local.

Sec. 18. Any member knowing of a vacancy in any studio, theatre or place of amusement, shall report the same to the Business Representative at the shortest notice.

Sec. 19. Any officer absenting himself from three (3) consecutive meetings without a satisfactory excuse shall forfeit his office and the said office be declared vacant by the President and nominations and election for the same opened.

Sec. 20. Any officer failing to perform the duties incumbent upon him without satisfactory excuse

shall be fined Five Dollars (\$5.00) for such neglect of duty.

Sec. 21. Any member committing a breach of decorum while the Local is in session shall be fined not less than fifty cents (50c) for each offence.

Sec. 22. Any member not receiving his salary within forty-eight (48) hours after it is due, must report the same to the Business Representative; failing to do so he will be subject to a fine of Five Dollars (\$5.00).

Sec. 23. Anyone owing money to members of this Local for labor done, shall have his name placed on the unfair list, and no member shall be allowed to work for him or with him until all recognized claims are settled. A book shall be kept for that purpose and the I. A. T. S. E. & M. P. M. O. notified accordingly.

Sec. 24. All fines must be paid within forty-eight (48) hours, or the member will not be allowed to work in any studio, theatre or place of amusement until the same is paid.

Sec. 25. No member of this Local can hold more than one regular position in any studio, theatre or place of amusement under our jurisdiction. Any member of this Local violating this section is guilty of a misdemeanor and shall be fined One Hundred Dollars (\$100.00) and not allowed to work until the fine is paid in full. Any member of this Local knowing that this section is being violated by another member and failing to report the same to the Executive

Board or the Business Representative is guilty of a misdemeanor and shall be fined Fifty Dollars (\$50.00) and not allowed to work until the fine is paid in full. No part of this section shall be construed so as to prevent our members from doing outside work not in conflict with the Laws of this Local or the I. A. T. S. E. & M. P. M. O.

Sec. 26. Any member wishing to lay off shall notify the head of his department and the Business Representative four hours before curtain rises. In all cases the man furnished by the Business Representative shall be the man employed. Any member violating this section shall be fined the sum of Five Dollars (\$5.00).

Sec. 27. No money shall be appropriated for any purpose whatever, except the necessary expense of the Union, unless by 2-3 vote of the members in good standing present at a regular meeting, and not then unless the members have been notified to attend for that purpose, at least one week previous, excepting sums as do not exceed \$10.00 in aggregate.

Sec. 28. This Local will not support anyone who may be discharged through dishonesty, intoxication or incompetency but will at all times strive to uphold the name of the Local.

Sec. 29. Any member of this Local found guilty of giving false testimony to any Board or committee shall be fined not less than Fifty Dollars (\$50.00), suspended

or expelled at the option of the Local.

Sec. 30. Any member making derogatory remarks about members or officers of this Local or talking Local matters in the presence of non-members of this Local shall be subject to a fine of Ten Dollars (\$10.00) for the first offence and Twenty-Five Dollars (\$25.00) and sixty (60) days suspension for each succeeding offence.

Sec. 31. Ignorance of the laws of this Local cannot be considered as an excuse where our laws have been violated by a member or members of this Local or by member or members of any other Local of the I. A. T. S. E. & M P. M. O. working under our jurisdiction.

WORKING RULES

THEATRES

Sec. 1. Members on a weekly salary basis, forty-eight (48) hours shall constitute a week's work; all work performed by men on a weekly salary basis between the hours of 12 o'clock midnight and 8:00 A. M. shall be considered as double the regular time, all time to be on the accumulative hourly basis; any time in excess of forty-eight hours shall be paid for as overtime. The rate is as follows: From 8:00 A. M. to 5:00 P. M., straight time; from 5:00 P. M. to 12 o'clock midnight, time and one-half, and from 12 o'clock midnight to 8:00 A. M. double time shall be paid.

Sec. 2. Any member failing to report for work after accepting a position shall be fined not less than Two Dollars (\$2.00) nor more than Five Dollars (\$5.00) for each offence.

Sec. 3. No member shall be allowed to leave his post during the performance without the permission of the head of department under whom he is working. Any member violating this section shall be fined Two Dollars (\$2.00) for each offence.

Sec. 4. All members when employed on any stage must confine their work to the department for which they were engaged.

Sec. 5. Any member engaged on the first night of a production must be allowed to finish the week except in the case of substitutes or the augmenting of the crew for the opening performance to expedite the handling of the show or the cutting of paraphernalia and then only with the sanction of the Business Representative.

Sec. 6. No member can supersede another member, unless such member has received one week's notice or is discharged for reasons covered by section 28 of the By-Laws. All regular hands contemplating making a change must give one week's notice to the head of his department, and vice versa. All regular heads of department contemplating making a change must give two weeks notice to the management and vice versa.

Rehearsals in Stock and Combination Theatres

Sec. 7-A. Rehearsals between the hours of 8:00 A. M. and 5:00 P. M. shall be charged for the same as a performance, the same not to exceed four (4) hours, all time in excess to be paid for as overtime; rehearsals held between the hours of 5:00 P. M. and 8:00 A. M. shall be charged for at the rate governing overtime, One Dollar and Twenty-Five Cents (\$1.25) per hour and the men cannot be called for less than four (4) hours, rehearsals to consist of setting and striking the scenes used in the production only. Any work other than the above shall be paid for as provided in Section 17.

Vaudeville Theatre

Sec. 7-B. For try-outs in vaudeville theatres, the heads of departments shall receive One Dollar and Fifty Cents (\$1.50) per hour between the hours of 8:00 A. M. and 5:00 P. M. and Two Dollars (\$2.00) per hour between the hours of 5:00 P. M. and 8:00 A. M. All extra men called for this work shall receive One Dollar (\$1.00) per hour between the hours of 8:00 A. M. and 5:00 P. M. and One Dollar and Fifty Cents (\$1.50) per hour between the hours of 5:00 P. M. and 8:00 A. M.

Sec. 8. When any head of department of a studio or theatre wishes to borrow scenery, props or electric apparatus or effects from another theatre or studio he must

furnish the help necessary to get and return same.

Sec. 9. No member of this Local shall be allowed to work a benefit without compensation unless he has the sanction of the Local's Executive Board. All requests for voluntary services of the members of this Local must be made in writing to the Local's Executive Board.

Sec. 10. In case any member being discharged on account of making a demand for his salary, no member shall be allowed to take his place until the difference is satisfactorily adjusted.

Section 11. All members working in a theatre must be at their post of duty thirty (30) minutes before the curtain rises excepting on the opening day of the production they shall report forty-five (45) minutes before the performance, excepting Picture De Luxe and Vaudeville theatres, they shall be required to be at their post of duty fifteen (15) minutes before the rise of the curtain, the work to consist of setting and striking the scenes used in the performance at the time, and to end when last scene is struck; stage hands if working on the stage are not allowed to assist the flyman or vice versa during the performance except in case of accident.

Sec. 12. Stock theatres, the heads of departments, their respective assistants and other members of the crew that may be required shall build the show to be produced in the theatre in which they are employed. The

building of productions to go on tour and productions for other theatres, the heads of departments and their respective assistants shall receive additional pay for same, to be governed by the prevailing wage scale. This is not to be construed to mean that they shall not build productions to go on tour for the stipulated salary providing it is first produced in the theatre in which they are employed.

Sec. 13. Loading or unloading cars, men shall receive not less than Five Dollars (\$5.00) per car per man.

Sec. 14. All members doing maintenance work in front of curtain line shall be compensated for their services in addition to their regular salary with the exception of the electrical department who may be permitted to renew lamps in the auditorium.

Sec. 15. Any member working overtime and failing to turn in same will be fined not less than \$25.00. Any member not working overtime, and turning in overtime shall be fined not less than \$25.00.

Sec. 16. Carpenters, property-men, electricians (and all other mechanics) building productions, installing scenery, properties or electrical effects in theatres, scenic studios, moving picture theatres or any amusement place or doing repair work shall receive One Dollar (\$1.00) per hour between the hours of 8:00 A. M. and 5:00 P. M., and shall be paid time and one-half between the hours of 5:00 P. M. and 8:00 A. M. The work

to consist of laying out, milling, building and all work requiring the services of skilled workmen.

Sec. 17. Taking in, and out shows, rolling drops, borders, hanging, running lines, setting blocks, patching scenery, tacking, glueing, profiling, loading and unloading trucks, storing or taking out scenery, props or electrical equipment from storehouses, scrimming, putting on keystones and corner blocks shall be considered labor and for this work they shall receive between the hours of 8:00 A. M. and 5:00 P. M. Seventy-five (75c) per hour, and between the hours of 5:00 P. M. and 8:00 A. M. One Dollar and Twenty-five cents (\$1.25) per hour.

Sec. 18. When men are called for less than four hours' work, it shall be considered as broken time and they shall be paid for at the rate of time and one-half.

Sec. 19. Dances, parties and private entertainments requiring the services of our craft shall pay for said services not less than One Dollar and Twenty-five Cents (\$1.25) per hour and if their services are required after 12:30 A. M. arrangements shall be made by the employer for proper transportation in order that they may reach their homes without any inconvenience.

Sec. 20. Rehearsals and try-outs are to be considered as a performance and to be governed by and paid for on that basis.

Sec. 21. It is understood that all carpenters, propertymen and electricians must confine them-

selves to their own departments and no member of this Local will be allowed to have charge of or do the work in more than one department. Any member violating this clause will be fined the sum of Fifty Dollars (\$50.00).

Sec. 22. Theatres not open regularly: carpenters, propertymen and electricians shall receive not less than Ten Dollars (\$10.00) for eight (8) hours or less and time and one-half for all time over eight (8) hours; this is to pay for getting the show ready for the performance, working it and to insure the return of scenery, properties and electrical equipment that may be borrowed or rented for the occasion; extra help shall be paid at the rate covered by Section 23.

Sec. 23. The following occupations shall be paid as follows: Extra flymen, Three Dollars and Fifty Cents (\$3.50) a performance; extra Grips, Three Dollars and Fifty Cents (\$3.50) a performance; extra Electrical Operators, Three Dollars and Fifty Cents (\$3.50) a performance; extra Electrical Operators in front of the curtain, Three Dollars and Seventy-Five Cents (\$3.75) a performance; Property Clearers, Three Dollars (\$3.00) a performance. Four (4) hours or less shall constitute a performance.

Sec. 24. Any member of this Local who endeavors to obtain employment in a theatre or a place of amusement, where the position is held by a member of this Local, who has not given or received

the customary notice, and any member guilty of violating this section shall be fined not less than Twenty-Five Dollars (\$25.00) or more than Fifty Dollars (\$50.00).

Sec. 25. Work performed on Sundays and holidays in scenic studios, conventions, auto shows, fairs, etc., shall be paid for at the rate of time and one-half from 8 A. M. to 5 P. M. and double time from 5 P. M. to 8 A. M.

Sec. 26. Any regular assistant electrician employed in any theatre or place of amusement shall not be permitted to act as an operator on front lamp; if front lamp is used an operator shall be employed to operate same.

Taking Motion Pictures In Theatres

Sec. 27. All members of this Local engaged as extra men on location or in theatres arranging for and the actual taking of motion pictures and loading the equipment for shipment back to the studio, they shall receive the following rate of wages, heads of departments and all other mechanics: Between the hours of 8:00 A. M. and 5:00 P. M., One Dollar (\$1.00) per hour; between the hours of 5 P. M. and 12 o'clock midnight, One Dollar and Fifty Cents (\$1.50) per hour and between the hours of 12 o'clock midnight and 8:00 A. M. Two Dollars (\$2.00) per hour. All laborers and stagehands shall receive between the hours of 8:00 A. M. and 5:00 P. M. Seventy-five Cents (75c) per hour. Between the hours of

5 P. M. and 12 o'clock midnight One Dollar and Twenty-five Cents (\$1.25) per hour and between the hours of 12 o'clock midnight and 8:00 A. M. One Dollar and Fifty Cents (\$1.50) per hour. Operators of sun arcs and rotary spot lamps or other mechanical equipment to be considered as a mechanic and paid for at that rate. This does not apply to members regularly employed by the studio.

Sec. 28. The business office of the local shall be open from 9:00 A. M. to 5:30 P. M. daily except Sunday, the office shall be open until 8:00 P. M. Monday and Saturday.

APPRENTICE SYSTEM

This Local shall adopt an apprentice system and at no time shall the number of apprentices exceed one to every twenty-five journeymen, the number of apprentices accepted shall not exceed five in any one twelve months, they shall be under the supervision of the Executive board and the Business Representative.

The Executive Board and the Business Representative shall accept the applications of applicants for apprenticeship, and they shall inquire into the candidates' qualifications and vouch for them. Their report shall be made at a regular meeting.

The apprentices shall be required to serve one hundred and fifty-six (156) actual working weeks, they shall be charged the regular dues of the Local members and they shall be entitled to the regular sick and death benefits of the local the

same as journeymen members of Local 33. They shall be admitted into the meetings of the Local but they shall have no voice or vote. Permission may be granted to an apprentice to speak on the floor, providing the majority of the members present so signify. They shall not emigrate from the jurisdiction of Local 33 to seek employment. For all violations of the laws of this local they shall be penalized by the Executive Board and the Business Representative by deducting a number of merit marks.

At the expiration of one hundred and fifty-six (156) of actual working weeks and the report of the Executive Board and the Business Representative is favorable to the candidate he shall be taken into the Local without fee or ballot and given all the privileges of Local 33, but if the report of the Executive Board and the Business Representative is unfavorable the applicant will be required to serve additional time as an apprentice until such time as he can qualify to the satisfaction of the Executive Board and the Business Representative.

The work of an apprentice shall consist of any work coming under the jurisdiction of Local 33, but they shall not be permitted to accept a position when a journeyman member of Local 33 is unemployed and journeymen members of Local 33 will not be allowed to hold two positions while there is an apprentice unemployed.

LOANS TO MEMBERS

Any member of this Local who has been in good standing for one year (1), may make application for a loan at the regular meeting of the Local, he must present a note properly endorsed by two or more members (who themselves have been in good financial standing for one year (1)) who shall not endorse more than one (1) loan.

Members receiving a loan shall pay 10 per cent of his salary earned in a theatre or any other place of employment and a rate of interest of $1\frac{1}{2}$ per cent per month, the time on the note shall not exceed one year (1) from date of issue. If at the expiration of one year (1) the loan has not been paid it shall be charged against the member as unpaid dues and the members endorsing the note shall be held responsible for same and the Local shall proceed against them for collection of the amount due on loan, excepting in case of the death of the member owing on loan. The maximum amount of loans shall be One Hundred Dollars (\$100.00) and the number of loans shall not exceed twenty-five (25) at any time and no member can make application for another loan for sixty days (60) after final payment of loan. The Local reserves the right to reject any and all loans.

Payment on loans must be made each week to the steward at the place of employment or to the business office of the local. The Executive Board shall have the authority to grant a loan on proper

application between meetings of the Local, the board to be governed by the laws of the Local on loans. The applicant must have the written consent of a majority of the Executive Board before the Financial-Secretary-Treasurer shall issue the loan to the applicant.

STANDING RULES

1. No business shall be taken up except in the regular order prescribed, unless on motion such irregularity shall be sanctioned by a majority of the members present.

2. No business shall be received or laid before this Local unless moved by two members, nor open for discussion until stated by the presiding officer. When a question is before the Local, no other motion shall be in order, except, first, to adjourn; second, to lay on the table; third, the previous question; fourth, to postpone; fifth, to refer; sixth, to amend; which motions shall have precedence in the order in which they are arranged. The first three shall be decided without debate, unless it is proposed to postpone to a definite period, in which case it shall be debatable.

3. Resolutions, amendments to the Constitution and By-Laws, reports of committee, and charges against officers and members must in all cases be presented in writing, otherwise they shall not be considered.

4. The mover of any verbal proposition shall, upon the requisition of the chair, or two or more members, reduce it to writing.

5. Any member entitled to vote may move for a division of the question when the sense of the same will admit it.

6. Any motion to reconsider any former motion or vote shall be made and seconded by members who voted with the majority, and must in all cases be presented in writing.

7. When the reading of any paper is called for and objected to, the question shall be decided by vote.

8. When blanks are to be filled, and different sums and times are proposed, the question shall be put on the largest sum and longest time.

9. When members speak they shall rise and address the presiding officer, confining themselves strictly to the merits of the question under consideration, a member shall not be interrupted while speaking, unless by the presiding officer, who may call to order or admonish to a closer adherence to the subject and to avoid all personalities. Nor shall a member be allowed to speak more than twice on the same subject without the permission of the presiding officer, who shall decide which shall speak first.

10. On the call of the five members of the previous question the President shall put it in form: "Shall the main question be now put?" and until that is decided it shall include all amendments to the main question and all further debate shall cease.

11. No subject of a partisan or

religious nature shall at any time be admitted.

12. No person who is not a member shall be allowed at any meetings without consent of the Local.

13. Questions of order shall be decided by the presiding officer, but in case of appeal from his decision the meeting shall determine without debate.

14. Refreshments, other than cold water, shall not be allowed in the apartments of this Local, while the meeting is in session.

15. No suspension of rules will be allowed unless so ordered by a two-thirds vote of the members then and there present.

16. The officer or member presiding in the absence of the President shall, for the time being, possess all the powers and principles vested in the President.

17. This Local shall have the power to go into a committee of the whole at all times.

18. In absence of a standing rule to apply to a question before the Local, recourse shall be had to "Roberts' Rules of Order."

DUTIES OF STEWARDS

Section 1. All persons when applying for work must produce membership cards and it shall be the duty of the Steward to make such demand once a month. Any member failing to produce his card when called for shall not be allowed to work.

Sec. 2. Any Stewart of any studio, theatre or place of amusement knowing of any infringement of the rules of this Local or the

I. A. T. S. E. & M. P. M. O. and failing to report same shall be fined (\$5.00) Five Dollars.

Sec. 3. Stewards must make written report every week and present same to the business office. Any Steward failing to do this will incur a fine of One Dollar (\$1.00) for each offense.

Sec. 4. Stewards permanently leaving a position at any studio, theatre or place of amusement must notify the Business Representative so that a new Steward can be appointed in his place. A violation of this section shall be punishable by a fine of not less than Five Dollars (\$5.00).

Sec. 5. Stewards must call for and examine members' cards when they go to work and report all delinquents to the Business Representative immediately, and report all sickness or accidents coming to their notice.

Sec. 6. Any member of this Local who endeavors to influence a Steward to overlook or condone any offense punishable under the Constitution and By-Laws of this Local or of the I. A. T. S. E. & M. P. M. O. by threats or otherwise, is guilty of a misdemeanor and shall be fined not less than Twenty-Five Dollars (\$25.00). The Steward's report of the matter shall be considered as charges and must be proceeded with under Art. XV., Sec. 2 and 3 of the Constitution.

SCHEDULE OF WAGES

For Seasons 1923 to 1925

Combination Theatres

Carpenter	\$50.00 per week
Propertyman	50.00 per week
Electrician	50.00 per week
Head Flyman	3.75 a performance

Vaudeville Theatres—Class "A"

Carpenter	\$50.00 per week
Propertyman	50.00 per week
Electrician	50.00 per week
Head Flyman	45.00 per week
Regular Grip	45.00 per week
Assistant Flyman	42.00 per week
Swing man	50.00 per week
Assistant Electrician	40.00 per week
Assistant Propertyman	40.00 per week

Vaudeville Theatres—Class "B"

Carpenter	\$50.00 per week
Propertyman	50.00 per week
Two Electricians	50.00 per week each
Assistant Propertyman	40.00 per week
Assistant Carpenter	45.00 per week
Head Flyman	45.00 per week

Stock Theatres—Class "A"

Carpenter	\$55.00 per week
Electrician	55.00 per week
Propertyman	55.00 per week
Assistant Carpenter	50.00 per week
Assistant Propertyman	40.00 per week
Assistant Electrician	40.00 per week
Head Flyman	3.75 a performance

Stock Theatres—Class "B"

Musical Tab. or Burlesque

Carpenter	\$50.00 per week
Propertyman	50.00 per week
Electrician	50.00 per week

Motion Picture Theatres—Class "A" De Luxe

Carpenter	\$50.00 per week
Two Electricians	50.00 per week each
Assistant Carpenter	45.00 per week
Head Flyman	3.75 a performance
Propertyman	50.00 per week

Motion Picture Theatres—Class "B"

That do not construct

Carpenter	\$50.00 per week
Electrician	50.00 per week

Extra men in Motion Picture Theatres Class
 "A-B," \$45.00 for forty-eight hours (48)
 Grips, Flymen and Operators \$3.50 a performance
 Operators in front of curtain line \$3.75 a performance
 Property Clearers ----- \$3.00 a performance
 Men doing mechanical work, \$1.00 per hour
 between 8:00 a. m. and 5:00 p. m., \$1.50
 per hour between 5:00 p. m. and 8:00 a. m.
 Men doing labor work, 75c per hour between
 8:00 a. m. and 5:00 p. m. and \$1.25 per
 hour between 5:00 p. m. and 8:00 a. m.
 Forty-eight hours (48) constitutes a week's
 work for all men on a weekly salary.
 Four hours (4) or less constitutes a per-
 formance.