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Constitution & General By-laws of
ADULT PERFORMERS ACTING GUILD A.P.A.G.

SUBCAHPTER OF THE I.E.A.U.



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PREAMBLE

By coming together as one industry, uniting to protect performers rights to a safer more professional work environment, which will greatly improve our lives and our future, for ourselves as well as our families.

Regardless of your genre inside the adult film industry our vision is of a Union and a society where we can work and live with dignity and respect, developing skills, receiving the education and opportunities in which we are, as of now, being denied.

To become a part of the humane society by paying our taxes and be given the other things all workers of all other industries have been given such as, but not limited to Social Security, Disability and the right to a Voice.

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Article I Organization

Sec. 1. This Organization shall be known as the Adult Performers Actors Guild or A.P.A.G. (Also referred to herein as the "Guild". Whereas, "Union" refers to as the International Union or Union as a whole.)

Sec. 2. This Guild shall be composed of all workers, either employed, self-employed, or multi-employed that are working as Adult Performers in any type of Sexual Explicit Content.

Sec 3. This Document shall be known as the Adult Performers Actors Guild Constitution.

Sec. 4. This guild has been established and exists by virtue of a Charter issued by the International Entertainment Adult Union and pursuant to the Constitution and By-laws of the International.

Article II Jurisdiction

Sec. 1. There shall be no geographical limitations on the jurisdiction of this Local.

Article III Government

Sec. 1. The International Constitution and By-laws shall be the supreme laws of this Union.

Sec. 2. The following By-laws shall be subject to, and governed by, the California Non-Profit Act and the Articles of Incorporation of Organization. In the event of a direct conflict between the herein contained provisions of these By-laws and the mandatory provisions of the California Non-Profit Act, said Non-Profit Act shall be the prevailing controlling law. In the event of a direct conflict between the provisions of these By-laws and the Articles of Incorporation of Organization, it shall then be these By-laws which shall be controlling, for which this said Union holds an unincorporated status.

Article IV Fiscal Year

Sec. 1. The Fiscal Year of the Local shall begin January first (1st) and end December thirty first (31st) of the succeeding Year.

Article V Special Provisions

Sec. 1. This guild, shall abide by all and any said special restrictions, licensing, permits, zoning requirements and all or any other special provisions established by the original county of origin, regardless of the uniqueness of this guild.

Sec. 2. The members of the guild shall submit all their rights within the guild and the Alliance first to the International for determination of their proper tribunal.

Sec. 3. The members further consent to be disciplined in the manner provided by this Constitution and By-Laws, and under no circumstances to resort to outside tribunals until all the remedies therein provided shall have been exhausted.

Article VI Objectives and Purpose

The objectives and purpose of the Union shall be the following:

Sec. 1. Working to unite workers in all areas of adult entertainment regardless of race, creed, color, sex, sexual orientation, sexual gender, nationality, gendered expression, citizenship status, marital status or ancestry and to seek to provide benefits and advantages similar to those of other National and International Unions to its members either directly or indirectly.

Sec. 2. Advancing and strengthening the rights of all people affiliated with adult entertainment to bargain collectively.

Sec. 3. Cooperating with and helping other National and International Unions through

moral, monetary, or other means to share experiences, pool resources, and learn from each other's best practices.

Sec. 4. Strengthening and safeguarding the International Union by every lawful means so that it may carry out its purposes and obligations.

Sec. 5. Working to provide members, officers and subordinate bodies resource centers, education, help lines, seminars, group therapies, collective bargaining, political work, direct action, unity partnership in understanding and other resources.

Sec. 6. Bettering the lives and working conditions of all International Union members in all aspects of their work in the adult entertainment industry.

Sec. 7. Receiving, administrating and expanding the International Union, in the interest of all its members.

Sec 8. Participating and engaging in civil, social, legal, economic, and charitable activities, which will advance the International Union's standing in the community and further the interests of this organization and its members either directly or indirectly.

Sec. 9. Establishing peaceful and harmonious relations between its members and their officers, and to increase the stability of the industry.

Sec. 10. Working to add "You cannot discriminate against a legal source of income" to the EOCC.

Sec. 11. Working to protect children from sexually explicit materials by creation of laws at the federal level that push all "hardcore sexual content" behind membership registered area.

Sec. 12. Working to obtain group health insurance benefits for members.

Sec. 13. Working to establish a credit union bank for loan processing and payroll administration.

Sec. 14. Sharing information and resources to help members qualify for Social Security

and Unemployment Benefits.

Sec. 15. Working to establish an industry tax used to create funds to help people in this industry.

Sec. 16. Supporting Class-Action lawsuits for better working conditions and improved industry requirements.

Sec. 17. Working to reclassify employment status.

Sec. 18. Working to provide free or low-cost HIV and other STD testing to all Union members.

Sec. 19. Working to establish the requirement of safety certificates for blood pathogens and health matters especially for members of this industry between the age of 18 & 21.

Sec. 20. Working to provide safe houses for sex trafficking victims.

Sec. 21. Working to establish counseling programs and rehab centers catering to the unique needs of the individuals in this industry.

Sec. 22. Supporting research into the potentially unsafe Prep-medication for prevention of AIDs virus for the adult film industry. This Union shall have all rights to take any type of legal action to protect workers' safety, and has full authority to hire medically-licensed assistants to obtain such research.

Sec. 23. Helping companies comply with OSHA regulations.

Sec. 24. Working to provide a safety net of funds from any and all sources to help industry workers with the cost, counseling, housing placement and other necessary benefits for those industry workers affected by any type of deadly disease.

Sec. 25. Working to establish resources so that Union members have options to invest in retirement accounts.

Sec. 26. Working to provide free and affordable money management teams.

Sec. 27. Working to provide discount programs that help union members save money for daily life expenses.

Sec. 28. All Union members have the ability to submit to the International Board through email submission to the International secretary suggested objectives and goals that you would like for us to provide for you. As your Union, we are here for you. Our purpose is to help make life easier and provide a more stable future. Once your request is submitted it will be sent for a vote by the International Board. The board has full authority to add your request to the objectives and goals of this Union.

Article VII Membership Qualifications

Sec. 1. Qualifications for Membership; A person shall be eligible for membership if they are;

- a) Of or above the legal adult age of eighteen (18) years of age.
- b) Has been working, or is working, or is about to work, in the adult entertainment business as an Actor or Actress, on any type of sexual content whether self-employed, employed, or multi-employed.

Sec. 2. This guild has discretion to deny membership to any applicant if their admittance would not be in the best interest of this local or its members. Any dispute of membership shall be decided by the International Union, by filing an appeal specified in Section XVI of this Constitution and By-laws.

Sec. 3. Self-employed individuals as well as Multi-employed individuals are eligible of membership.

Sec. 4. The Union shall not discriminate against any member on the basis of race, creed, color, sex, sexual orientation, sexual gender, nationality, gendered expression, citizenship status, marital status or ancestry.

Sec 5. Each member of the guild in "Good Standing" shall be entitled to a membership card, once initiation fee has been processed.

- a) An applicant is responsible for paying his or her financial obligations to Union on time and as required by International Constitution.

Sec. 6. Each member, on changing their residence, shall notify the Corresponding Secretary immediately. Any notice sent to the last address as shown on the books of this Union shall be deemed legal and sufficient notice.

Sec. 7. Members agree that the Union shall be the exclusive representative of the classified employees in the unit described below. The Union recognizes that the board is legally responsible agency charged with the operations and agrees to represent fully without discrimination, all classified employees in the negotiating unit.

Sec 8. This guild recognizes the Union as the sole and exclusive bargaining agent for employees included in the established bargaining unit for the purpose of representing such employees in the negotiation of salaries, wages, hours and working conditions. Members of the unit shall comprise all classified employees.

- a) Temporary Employees
- b) Multi-employees
- c) Self-employed
- d) Part-time employees

Sec. 9. Proof of a safety certification may be required for membership qualifications within jurisdiction of this local between the age of eighteen to twenty-one. In such cases, where proof is required, members shall have ninety days to provide such proof to the Secretary. Failure to do so may result in loss of membership.

Sec. 10. (a) No person shall be eligible either to membership or to retain membership in this guild, who shall be a member of any organization having for its aim or purpose the overthrow, by force, of the Constitution.

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

© Any person applying for membership in this guild must be of good moral character and reputation, and unless waived by the International for proper cause upon application by the guild.

Article VIII

Membership Applications

Sec. 1. All persons seeking membership shall;

- a) File for membership through the International Website until the International Board deems otherwise.
- b) Provide official, government documentation as proof of the applicant's true age at any time the International Union or Local deems necessary.
- c) Pay an Initiation Fee to the International Union subject to Article XXVI of this Constitution.
- d) Adhere to any other special requirements by government, state, local, county and federal laws based upon the subordinate bodies' unique circumstances.

Sec 2. Applications must include the following:

- a) Applicant's true, full, legal name
- b) Applicant's true legal date of birth
- c) A valid email addresses
- d) A valid mailing addresses
- e) Employment information showing that one is within the Union's Jurisdiction

Sec. 3. Any applicant that is guilty of making false statements on the application will be denied membership.

- a) Applicant, who is guilty of making false statements on the application, shall forfeit any fees and dues paid and may be held liable for any and all costs which may have been incurred.
- b) An Applicant cannot re-apply for membership for three months from the date of the International's rejection of their membership application.

Sec. 4. Membership applications shall only be processed on the first and third Monday of every month.

Sec. 5. An applicant may not be accepted for membership until the initiation fee and other requirements have been complied with.

Sec. 6. All applicants shall agree to abide by this Constitution, By-Laws and regulations, diligently study its principals and make themselves acquainted with its purpose.

Sec. 7. Applicants may be a member of more than one subordinate body of this Union, as long as they are working simultaneously, with full rights of democratic participation in each body provided that they are actually working in said industry, have filed all proper applications for each local, and agree to pay dues to both. They will only be required to pay one initiation fee and shall have only one vote at any convention or during any International Union election.

Sec. 8. Once guild is able to accept membership applications on that body's own behalf, they shall send an updated membership list, on the first and third Monday of each month, to the International Secretary with all membership information to be kept on file for legal record keeping by both the Local as well as the International. All members shall have access to the International site as well as the guild site by paying the one initiation fee governed only by the International. The Union shall safeguard all membership information.

- a) Membership information that first goes through the International shall be distributed to the subordinate body the 1st and 3rd Monday of each month. Once subordinate body has established its website. Only the stage name if available and the email address shall be given to the subordinate bodies until the subordinate bodies are more established and International Board has voted otherwise, however stating once again all subordinate bodies must give the International all members' information once receiving own membership as well on the 1st and 3rd Monday of each month using a secure electronic email or FTP system.
- b) Any officer of any subordinate body or International in which has access to any membership information must sign a legal binding contract stating that the membership information be kept in a backup, hard drive and not to be shared, sold, distributed or any other type of sharing information outside of this Union what so ever. If any officer becomes guilty of sharing any type of membership information this Union may take said officer to state and federal court asking for a minimum of two years in jail time, 20,000 fines or both.
- c) Access to the International site shall be given to the designated local officer under legal privacy contract so that each body may send out newsletters and group emails keeping each member informed of each chapter.
- d) Membership cards will be distributed by the International until the International Board votes otherwise.

Sec. 9. When submitting an application, all applicants agree to the membership pledge and membership responsibilities within this Union.

Sec. 10. A golden list of members has been established for this Union. The golden list is a

life-time membership which gives free privileges to all Union programs waiving any dues usually required. All first officers are placed upon this list. At no time, from this point forward shall anyone be added to said list unless they are a first officer. At no time shall the golden list not be honored regardless of the subordinate body the golden member belongs. There may, however, be a fee for membership card cost.

Sec. 11. A Silver list of members has also been created, they are the members which have signed up to this Union in the very beginning stages. The Silver list members have bypassed any and all initiation fees. However, they are still subject to membership dues at a 50% discounted rate. The Silver list shall also be honored regardless of the subordinate body the silver member belongs to.

MEMBERSHIP PLEDGE

Sec. 12. - In order that members gain an understanding of the obligations of membership and the support that members give to each other as sisters and brothers in this Union each person submitting Union membership agrees to pledge the following;

"I, _____, pledge to faithfully observe the Constitution and By-laws of the Adult Performers Acting Guild. I agree to defend the principles of democratic, progressive, social movement unionism and to do my part in building power for this great, unique union. I will not knowingly wrong a member or see a member wronged if it is in my power to prevent it. I shall stand with this Union as a collective voice and shall safeguard all this Union stands for."

Members Bill of Rights

Sec. 13. Members Rights shall include, but not limited to;

- a) The right to be heard, to be informed of Union activity and to be educated in Union values and skills.
- b) The right to participate in the Union's bargaining efforts and to vote on approval of Union contracts.

- c) The right to choose leaders of the Union in a fair and democratic manner.
- d) The right to have fair and equitable treatment on the job.
- e) The right to participate in the Union's efforts to uphold collective principles and values.
- f) The right not to be discriminated against based on their race, creed, color, sex, sexual orientation, sexual gender, nationality, gendered expression, citizenship status, marital status or ancestry.

Members Responsibilities

Sec. 14. The responsibility to exercise a code of conduct that supports this union's principles and goals.

- a) The responsibility to help build a strong and more effective labor movement. To support organizing and collective-bargaining organizations and campaigns.
- b) The responsibility to contribute to the support of the Union.
- c) The responsibility to treat all others with non-discrimination, respect and fairness.
- d) The responsibility to respect the interests of all Union members when making decisions about the goals of the Union.
- e) The responsibility to participate in the Union's efforts to establish and uphold all Union's values.
- f) The responsibility to give fully and fairly of one's talents and efforts.
- g) The responsibility to maintain membership in good standing by following federal, state and local laws relating to the industry.

Article IX Withdrawal from Membership

Sec. 1. Any member who wishes to resign from this guild membership must do so by:

- a) Sending a written and signed letter of resignation, stating and declaring that they do not want to continue membership in the Union, to the Secretary, by either email or direct mail. This will become effective upon receipt of such notice.
- b) All Union members will be considered members after submission and initiation fee is received and the above stated requirements above have been fulfilled. Payment of dues will be required and enforceable by civil court collections.
- c) A letter shall be sent before the end of the quarter period. At that time, the membership is considered withdrawn and the former member is released from any further Union obligations.
- d) The member is still obligated for dues and fees for that quarter period in which the resignation letter has been sent.

Sec. 2 Any member resignation whether in “Good Standing” withdrawal, withdrawal by non-compliance or any other type of resignation will be kept on file with the International and local Secretary for the minimum of five (5) years.

Sec. 3. Resigned member forfeits all rights, benefits and privileges of membership to the International Union and all its affiliates upon receipt of resignation.

Sec. 4. Non-payment of dues or fees past one hundred and twenty (120) days from which the such amount becomes due, will establish person’s membership into one of “Bad Standing”, unless otherwise specified in Article XI Section 1 and 2.

Article X Reinstatement of Membership

Sec. 1. For persons who have paid their financial obligations to the Union, including any charges incurred, may reapply to the Secretary/Treasurer to be restored to a “*Good Standing*” status, in which case all member benefits and rights are automatically reinstated.

Sec. 2. There will be a \$15.00 reinstatement delinquent charge paid to the International Union, in ADDITION to the membership dues required during the quarter reinstatement date. Person’s membership will then be reinstated back to “*Good Standing*.”

Article XI Unemployed Members

Sec. 1. Any member whose income is less than one thousand dollars (\$1,000) per quarter, shall be entitled to pay dues for that quarter at the sub-min rate at \$8.00 a quarter, until stated otherwise by the vote of the International Board, with the approval of the use of the Income Dues Stamp authorized by the Secretary and/or Treasure of the Local.

Sec. 2. Income Dues Stamp may not extend for more than two (2) consecutive quarters, after which said unemployed member must pay the quarterly dues to stay in “*Good Standing*” with the Union.

Sec. 3. Stamp shall be acquired by filling in a Union Dues Stamp application located on the international website and submitted to the Secretary/Treasurer of the I.E.A.U. for approval or dismissal.

Article XII

Members in “Bad Standing”

Sec. 1. This guild shall be prohibited from employing members in “*Bad Standing*” as officers or staff until such members have been reinstated and placed back into a “*Good Standing*” status by the Union.

Article XIII

Union Standards

Sec. 1 The following acts will not be tolerated by this Union and shall result in an automatic trial by the International Board Following Article XV & Article XVI. Once accepting membership in this guild, as well as any such officer position or leader inside this said Union, you are agreeing to abide by these By-laws. If found guilty of the following actions after acceptance and after all trial remedies following Article XV have been resolved by the International Board, infractions may result in outside legal actions in state or federal courts.

- a) Working either directly, indirectly or associating with any persons working in the adult entertainment business who are under eighteen (18) years of age.
- b) Misappropriating use of money or property.
- c) Resorting to a civil suit or criminal action against the International Union, or subordinate bodies chartered from it, or any of its members before all remedies are exhausted.
- d) Any membership in an organization having for its aim or purpose the overthrow, by force, of the Constitution.
- e) Committing any act of a malicious nature with the intent to disrupt the progress of the Union.
- f) Any type of non-positive social media interaction or press which would cast the Union in an ill repute.
- g) In which any member or officer informs any outside parties of any type of privileged information regarding the union.
- h) Unauthorized Voice recording, video recording or streaming of Union activities, meetings and conversations.
- i) Using any Union information as leverage against the Union, Union members and/or Union officers.
- j) Working without following city, county, state and federal laws relating to the industry.

- k) Discriminating or advocating discrimination against any other member, or by practicing antagonism or fostering prejudice among fellow members or officers including but not limited to speaking ill of another member or officers.
- l) Not adapting to any of this By-laws at the time of submission requirements and document submission and private information.
- m) Inappropriate communications such as sending jokes or comments in print or in emails.
- n) Inappropriate verbal communications such as making graphic or degrading comments about an individual and/or their body or personal characteristics. Using epithets, derogatory comments or slurs, such as inappropriate sex-oriented comments on appearance, including dress or physical features, or race-oriented stories and jokes.
- o) Leering or making explicit or implied on-the-job threats or promises in return for submission to physical acts. Visual insults or displays, such as derogatory posters, cartoons or drawings or inappropriate gestures.
- p) Knowingly, or with gross negligence, causing or allowing any violation of a health law, regulation, or rule to occur or exist.
- q) Subjecting another team member to discrimination or harassment on account of any protected characteristics in violation of Union's ethics policy and/or applicable law.
- r) Divulging to others, or permitting the disclosure to others, of trade secrets or other confidential or sensitive information or records of the Union.
- s) Accepting a kickback from any member, personal service, vendors, committee duties or any type of personal financial gain, including acceptance of gifts in the name of the Union.
- t) Any off-work misconduct which reflects negatively on your personal reputation suitability for continued employment with the Union, or causes or has the potential to cause harm to the Union or its reputation with its members, potential members, all and any other organization or the general public.
- u) Any other serious misconduct which constitutes a threat to service, production, safety, or good order and discipline, including, but not limited to, vile, vulgar, indecent, immoral or unlawful conduct.
- v) Any act of non-unionism, misconduct or repeated violations of any section of the Constitution and By-laws.
- w) Resorting to a civil suit or criminal action against the International Union, Local or any of its members.
- x) Refusing or neglecting to confirm or abide by the policies of this Local or to conflict with the International Constitution and bylaws as set forth by the Constitution and Bylaws.

Sec. 2 The International President, with the International Boards vote, shall have the authority to amend or add actions to this Article while in creation of said Union, if deemed necessary.

Article XIV

Complaint and Conflict Resolution

Sec. 1. A complaint by a member or officer of the Union, regardless of the member's subordinate body shall be in writing, within three 3 business days, of the incident.

Sec. 2. A member must be in "Good Standing" to make such complaint. No complaint is allowed to be made anonymously.

Sec. 3. The written complainant needs to send the written request to the designated Sergeant at Arms officer of the body in which member belongs. If there is no Sergeant at Arms complaint is to be sent to the Secretary.

Sec. 4. The request shall include:

- a) Date, time and place in which incident occurred.
- b) A written statement which describes in detail the complaint.
- c) A copy of any proof of incident.
- d) Names and contact information of all parties involved, as well as to any such witness statements of the incident.

Sec 5. A complaint form shall be made available for grievances on the International website, if no form is found, complaint made be made in any format as long as the requirements above and signature are submitted.

Sec. 6. If more than one person is involved in matters, a complaint form must be filed separately for each person or officer.

Sec. 7. If complaint regards matters that are not of Union membership, the International Board may resort to any legal means the International Board deems necessary. The Board also shall have the right to not file charge under such terms.

Sec. 8. If at any time Officer wishes to file a complaint they must also follow these by-law instructions before resulting to outside legal counsel or civil suit.

Sec. 9. The Sergeant at Arms of the accused body at that time, will arrange a confidential meeting with the complainant to take place as soon as possible, but no later

than fifteen (15) business days after the incident was reported, in which case the officer will presume mediation.

Sec. 10. If charges are brought to the SAA under said Constitutions and By-laws Article XIII Sec. 1, The SAA shall bring charges directly to International SAA or VP following Article XV.

Sec. 11. If complaint is against a member who is not a part of the same subordinate body, complaints shall be submitted to the office of the Sergeant at Arms of the accused body. If at any time the Sergeant at Arms has not arranged a meeting, the complaint at that time may be submitted to the body's Secretary for further action. If there is still no arrangement at that time, please contact the Vice-President of the International Board for further filing instructions.

Sec. 12. Within thirty (30) days of the Sergeant at Arms mediation meeting, a copy of the complaint shall be sent to the Vice President of accused body to conduct a hearing or for legal filing, which will submit its findings together with complaints and evidence following Article XV.

Sec. 13. All conflicts must use mediation to try and resolve conflicts that do not present an imminent danger to this said Union's reputation as well as to subordinate bodies. If an imminent danger is presented the International Body has fully legal authority to step in to quickly resolve conflict matters, withdrawing membership, or resorting to civil suit in any state or federal court, protecting the Union by every lawful means necessary.

Sec. 14. If at any time, member or officer resorts to legal representation before The Union exhausts all internal remedies, that member becomes automatically a member in "*Bad Standing*", and the process of article XV will still proceed.

Sec. 15. Any member placed in a "*Bad Standing*" status may not hold any officer position, nor shall they have voting rights in any said Union matters.

Complaint Process summary:

- 1) 1st - File a complaint with the Sergeant at Arms of your chapter after filling out the grievance forms from website.
 - i) Make sure to include all information required

- 2) 2nd - Within 15 days, the designated officer will contact you to discuss your complaint.
 - i) Your witness may be questioned before the designated officer contacts you.
- 3) 3rd - A mediation meeting between yourself, the accused and the designated officer shall be set within a 30-day period of the date in which grievance was submitted.
 - i) There must be a minimum of three mediation meetings before a trial date can be set.
 - ii) If complaint is against a member or officer not withholding Union standards set in Article XI, and complainant is able to show evidence of act, the designated officer has full right to provide information to International Board for immediate trial process.

Article XV Mediation & Trials

Sec 1. The person filing the complaint is the person who brings a case against another. That person will be considered the Plaintiff in all Union trial matters, while the accused individual shall be the defendant.

Sec. 2. All complaints regardless of the act must be brought to the Union's attention by following Article XIV of this said constitution.

Sec. 3. If designated officer / Sergeant at Arms finds that the complaint is within Article XIII of Union standards, proof of the incident must be provided. At that time, the complaint shall be sent to the International SAA for automatic trial procedure, in which case the mediation process may be skipped.

Sec 4. There shall be three (3) mediation meetings within the thirty-day period set forth in Article XIV, between Plaintiff, Defendant and designator officer who shall be the mediator. If at that time mediation cannot resolve the issue, the plaintiff may request officer to file complaint for a trial.

Sec. 5. If mediation resolves complaint, the Sergeant at Arms has full rights to require signing of all legal documents officer deems necessary. All documents, files and full reports must be sent to the International VP by email for legal record keeping within five (5) business days.

Sec. 6. If mediation cannot resolve complaint, a trial may be brought to the International Board, regardless of subordinate body, until further notice.

Sec. 7. The Sergeant at Arms of the said body must file for a trial within thirty days of the final mediation date to the International Board Vice President.

Sec 8. Once a trial has been filed the Union has sixty (60) days to set a trial date. The date shall be announced to all Union members of the subordinate body asking for nine (9) members in *"Good Standing"*.

- a) Seven members are to sit on the trial body, and two members shall be on trial body standby.
- b) If at any time not enough members volunteer for the trial body the Vice President has full rights to call upon members to be appointed.
- c) Trial body members shall not be announced until the day of trial.

Sec. 9. No officer of this local shall have a vote in trial, nor shall anyone with any personal references to the plaintiff or the defendant sit on the trial body.

Sec. 10. Trial shall take place during a conference call or live web program and any member in *"Good Standing"* is allowed to sit in on trial, up to ten additional members in order of request.

Sec. 11. At any time, the Defendant or the Plaintiff does not appear to trial, the trial will proceed regardless.

Sec. 12. The Sergeant at Arms must email the International VP all and any evidence the plaintiff and defendant wish to present during trial as well as state any witnesses ten (10) days prior to trial date.

- a) Evidence will be distributed to the trial body for prior review.
- b) Evidence and witnesses not presented (10) ten days prior will not be accounted for.

Sec. 13. A Trial Secretary shall be appointed to all trial proceedings to record all statements, trial minutes, and record vote.

Sec 14. At time of trial the International Vice President shall chair trial meeting and in the following manner:

- a) Calling trial to order
- b) State day and date of trial
- c) Announcement of defendant and plaintiff
- d) Roll call of trial body
- e) Read the complaint
- f) Calling forth plaintiff for statement and showing of evidence.
- g) Trial body questioning
- h) Calling forth any plaintiff witnesses.
- i) Trial body questioning
- j) Calling fourth defendant for statement.
- k) Trial body questioning
- l) Calling forth any defendant witness
- m) Trial body questioning
- n) Calling forth of designated officers report on matters
- o) All matter stated by designated officer must be stated upon factually proof.
- p) Closing statement or argument of Plaintiff
- q) Closing Statement or argument of defendant.
- r) Meeting Adjournment

Sec. 15. Once meeting is adjourned all members of trial body must remain for a private vote which shall be witnessed by the appointed Trial Secretary.

Sec. 16. The announcement of trial decision shall be emailed by the Secretary to the International Vice president so that trial decision shall be distributed to members involved in trial and announced to membership within fifteen (15) days of trial decision.

Sec. 17. The decision of the trial body, shall be the decision of the Union.

Sec. 18. If trial body finds defendant guilty and the defendant does not agree to withdraw membership or position status and holds any information or documentation acquired while in said position or if any of the actions in Article XIII are taking place while defendant is in trial, bringing this Union into an ill reputation, not upholding Union's ethics codes, sabotaging any social media sites related to Union fighter directly or INDIRECTLY, as well as any or all other actions against this Union, the International at this time, has all right to file a civil suit in any state or federal court system to withhold this Union's standing asking for a minimum of one year imprisonment and/or \$20,000 fine. At this time, the defendant may hire outside counsel.

Sec. 19. An appeal can be filed following Article XVI of this Constitution.

Summary of Trial process

- 1) 1st - Only designated officer assigned to your complaint can bring an action to trial, and not until mediation process has taken place. Unless complaint is within Article XI Union Standards.
 - i) If mediation works, all parties may be asked to sign legal documents union deems necessary to continue membership in "Good Standing".
- 2) 2nd - Once officer has filed for a trial, the Union has 60 days to call for a trial date and assume the trial body.
 - i) All trial procedures must follow By-laws of Article XV.
- 3) 3rd - Immediately after trial, a private vote taken by the trial body shall take place.
 - i) The outcome of vote will be emailed to you, and announced to membership within 15 days after decision was made.
- 4) 4th - The decision of the Trial body is the decision of the Union.
 - i) You have the right to file for an appeal.

Article XVI Appeals

Sec. 1. A person must be a member *in "Good Standing"* of the Union to file an appeal on any Union matter.

Sec. 2. An appeal by any member must be submitted within thirty (30) days of the decision, in writing to the International Vice President, regardless of subordinate body.

Sec. 3. The appeal must detail the following information:

- a) Date of submission of appeal
- b) Members Full Name, E-mail address, Phone Number
- c) The Subordinate body in which the member belongs too
- d) Decision being appealed
- e) Reason of appealing
- f) Date Decision was made
- g) If appeal is regarding a membership vote, an appeal must contain a minimum of three (3) other membership signatures for appeal to be proceed.

Any appeal not filled with the required information will be dismissed.

Sec. 4. The International Vice President receiving the appeal shall provide copies of the appeal to all parties of the complaint being appealed, including the Vice President of the subordinate body in which the decision was made.

Sec. 5. An appeal committee (body) of five (5) members shall be requested from the membership of the body with jurisdiction by the Vice President of said body, within fifteen (15) business days of submission.

Sec. 6. The five (5) appeal body members must be announced, as well as the appeal voting date, to the International Board as well as to all subordinate bodies membership to be a valid appeal body. No persons with any personal or business relationships with the Plaintiff or Defendant shall sit on appeal body.

Sec. 7. The appeal body has thirty (30) business days from its election to issue a decision by vote. The decision vote must come from the elected five (5). The Vice President may not vote on appeal. The decision may confirm, modify or reverse the decision being appealed and/or a prescribed remedy. The appeal body has authority to have documents the International Board deems necessary legally signed from Plaintiff and Defendant.

Sec. 8. No members with a conflict of interest may be elected to the appeal body.

Sec. 9. The appeal decision shall be e-mailed to the Vice President of subordinate body within 24 hours of appeal body vote, in which at that time, shall be forwarded to all members involved, including the International Vice President and subordinate bodies President, for legal record keeping.

Sec. 10. At that time, the appeal body shall be disbanded.

Sec. 11 The decision made by the appeal board will be considered binding by the Union unless challenged by the member. If the member is not satisfied with the decision of the appeal board, the member may bring the appeal back to the International board for a trial of membership after sixty (60) days have passed. At that time, the International Board shall follow the trial process, Article XVII.

Summary of Appeal

- 1) 1st - You must file an appeal within 30 days of decision with the International VP.
 - i) Make sure to include all required information.
- 2) 2nd - Your chapters VP shall request 5 members to volunteer on an appeal body
 - i) The announcement of appeal body shall be announced to membership within 15 days of creation.
- 3) 3rd - The appeal body has 30 days after its creation, to investigate, to vote and announce decision of appeal.
 - i) After 60 days, you may file a trial by membership to the International Board.

Article XVII

Trial by Membership

Sec. 1. No trial by membership may take place until after the 1st appeal has been brought to vote. After that time, a request for trial by membership may be made to the International Vice President.

Sec. 2. The International Board will be the final decision of proceeding to a trial by membership.

Sec. 3. Once a trial by membership has been announced, only members of that subordinate body shall take part.

Sec. 4. All trial by membership must be public acknowledgment after approval of International Board within ninety (90) days of submission.

Sec. 5. All trial information will also be made public acknowledgement on the International Board website as well as the Subordinate bodies website of said member making request for membership trial.

Sec. 6. Voting by membership must take place on the International Board website, following the link, dates and instructions set forth by International Board.

Sec 7. Once voting of membership has ended, the vote shall be final, in which case all Internal Union remedies have been exhausted.

Sec. 8. All parties accepting membership shall agree to all terms of said grievances and all involved agree that once all trials, mediation, and appeals listed in the I.E.A.U. By-laws have been exhausted, the ruling shall be considered final and irrevocable. Final rulings will not be subject to judgement or changed by non I.E.A.U. authorities or bodies.

Summary of Trial by Membership

- 1) 1st - No trial by membership may take place until after the 1st appeal has been brought to vote.
 - i) Unless a trial by membership has taken place all inside remedies have not been exhausted to be bring suit against Union.

Article XVIII Meetings

Sec. 1. This guild shall provide for meetings of membership at least three (3) times during the fiscal year.

Sec. 2. The board of this guild shall meet at least once a month.

Sec. 3. This guild must meet with the International Board at least once every two months during the time set by the International Board. The International President shall always chair meetings with all subordinate bodies regardless of who calls the meeting, thus this local shall chair meetings between any committee created by subordinate body.

Sec. 4. All outside Union meetings must be reported to the International Board before proceeding to meeting, with a meeting invite and must send a meeting report to the International Secretary no later than three (3) business days of said meeting.

Sec. 5. The Secretary shall be responsible for the recording of all minutes of each and every meeting of the Board in which business shall be transacted in such order as the Board may determine from time to time. However, in the event that the Secretary is unavailable, the Board Chair shall appoint an individual to act as Secretary at the meeting. This Locals minute meetings must be given to International Secretary within three (3) business days after meeting. Minutes must be available for membership

viewing and be placed on the minute books which shall be kept on record for three (3) years.

Sec. 6. This guild meetings shall be available for member review on both the International Website as well as the guilds and all meeting minutes shall be given to the International Secretary within three (3) days of ALL meetings.

Sec. 7. Failure to report meeting minutes, including outside union meetings, during time frame included in section 6 of this Article will become an issue for the International Board to review and if necessary shall follow Article XIV process, with the right to hire a trusteeship over subordinate body.

Sec. 8. Any member who is summoned to appear at a meeting of the membership, board meetings or legally appointed committees and fails to do so, shall be placed as a member in "*Bad Standing*", unless a valid excuse has been given by member.

- a) Any officer who is summoned to appear for a meeting by the International Executive Board or legally appointed committee of the subordinate bodies after receiving three notices, shall be subject to Article XIV, unless a valid excuse has been given by officer.

Sec. 9. All membership meetings must be announced 30 days prior to meeting by the Secretary.

Sec. 10. At any time, if an officer has missed three (3) meetings in a row, in which officer position entitles officer to be present, without having given a valued excuse, it shall be deemed the officer is no longer capable or willing to fulfill their duties and at that time, the officer's seat, no matter what position the officer holds, will automatically be called vacant. Officer shall have the right to an appeal as in Article XVI.

Sec. 11. All and any valued excuses shall be at the discretion of the President or committee leader.

Sec. 12. The President of meetings shall have full right to turn over chair to any attending officer, as long as President is in attendance to do so, and shall have final vote in the case of any tie. In the case of the President is absence the chair shall go the Vice

President.

Sec. 13. The chair of any meeting may have a right to vote as any other member or officer has the right to vote, in which place the chair is taking place of the President because of President being absent. The chair shall vote last, in case of tie.

Sec. 14. The meeting rules within these By-laws shall override any other rules of parliamentary procedures. In the absence of a standing rule to apply to questions before the Union, recourse shall be had to Roberts Rules of Order.

Sec 15. All meeting conflicts shall be under the direction of the Sergeant at Arms, in which the Vice President shall act in case of absence of SAA.

Sec. 16. All meetings, with the exception of meetings stated above, should comply with the traditional buddy system, in which minimum of two officers or members, at any time have a meeting where any type of information or discussion of Union takes place. In other words, two people shall make phone calls together on three ways. This section is to support honesty and reduce miscommunication.

Sec. 17. Any action required by law to be taken at a meeting of the Board, may be taken without a meeting if consent in writing setting for the action to be taken and shall be signed by all Board members. Such consent shall be placed in the minute book of the Union and shall have the same force and effect as a unanimous vote of the Board taken at an actual meeting. The Board members' written consent may be executed in multiple counterparts or copies, each of which shall be deemed an original for all purposes. In addition, facsimile signatures and electronic signatures or other electronic "consent click" acknowledgments shall be effective as original signatures.

Sec. 18. If only officers of the same Board are attending meeting they may vote to skip Sec. 19 part: b, c, f, k, n and l if no expenses are to be reported. However, if at any time, anyone at all is included in meeting besides the officers of the same Board, meetings must follow protocol.

Sec. 19. All meetings to International Board, subordinate bodies or committees shall be in order of business following these steps; (Please refer to Article XXX for each meeting step duties)

- a) Calling meeting or order / President
- b) Officer Pledge to be read / VP
- c) Reading of meeting rules / 2nd VP
- d) Roll call and announcement of guest / SAA
- e) Any Special announcements (optional)
- f) Unfinished Business / President
- g) Reports of Committees / Leader
- h) New Business / 2nd VP
- i) Voting Matters / President
- j) Reading of Membership / 2nd Sec.
- k) Monthly report of financial standing, including reading of receipts and expenses / Treasurer
- l) Open Discussions
- m) Closing Statement / 2nd VP
- n) Meeting Adjournment / President

(Meetings may be held by telephone or video conference at the direction of the President.)

Sec. 20. No officer or member shall be allowed into meeting after roll call has been taken, the meeting at that time is considered to be “Closed” so not to interrupt meeting procedures.

Sec. 21. All meeting agendas shall be given to all meeting attendees 72 hours before said meeting, including all documents in which may be needed for review for said meeting.

Sec. 22. All meeting agendas shall be followed exactly during course of meeting with agendas stating every subject and or question of concern. To add topics to the agenda please send topic request to secretary before 72 hours of meeting.

Sec. 23. All meetings **must not be conducted on any application conducted by mobile devices.**

Article XIX Conventions

Sec. 1. The purpose of Conventions shall be to update the Union leaders with information regarding Employment Law and Workers’ rights.

Sec. 2. Until which time this Union is powerful enough to create Conventions on its own behalf, each Union Officer is required to attend a Union Labor Conference at least once every two years.

- a) Once this Union is financially able, the cost shall come from funding of the Union. The International Board shall make the decision of financial ability.

Sec. 3. Once Conventions of this Union become in effect a Convention of the International Union shall meet every four (4) years and shall convene at such time and place as the International Executive Board may determine upon recommendation of the International Union President.

- a) The International Secretary shall issue call for the Convention and notify each subordinate body at least 100 days prior to the date of Convention and shall furnish a certification of delegation form containing the names of registered delegates to the subordinate bodies and spaces for the signatures of the President and Secretary signatures of the subordinate bodies.
- b) The Certification of delegation form must be returned to the International Secretary at least 30 days prior to the opening of Convention.
- c) If regular delegates are unable to attend, such alternates shall be selected by the International Board.

Sec. 4. The order of Business at a convention shall be as follows:

- a) Call to order;
- b) Report of credentials;
- c) Reading of Convention rules;
- d) Reports of officers and Executive Board of the Union;
- e) Report of committees
- f) Nomination and election of officers;
- g) Installation of officers;
- h) New business;
- i) Unfinished business;
- j) Adjournment

Sec. 5. The rules and order of business governing the Convention shall be enforced from the opening of any convention of the International Union until new rules have been adopted by action of the Convention.

Sec. 6. All subordinate bodies of the International Union must be in “*Good Standing*” with said Union to be entitled to representation in the Convention at least one month prior to the opening of Convention.

Sec. 7. The number of votes in which subordinate bodies shall be entitled to vote in the Convention shall be determined by the number of said members at the time of election.

Sec. 8. The International Executive Board shall have the authority to appoint those committees which are not required by the Constitution or the Convention to be elected if deemed necessary.

Sec. 9. Any International Union member in “Good Standing” is welcome to attend the meetings of the Conventions.

Sec. 10. Officers of the International Executive Board may have the privilege of speaking at Convention, but no officer is allowed to Vote.

Sec. 11. No legislation conflicting with the Constitution of the International Union shall be passed by subordinate body.

Sec. 12. All subordinate bodies shall file a certification of delegation form containing names of registered officers attending convention including signatures to the International Secretary within thirty (30) days of said Convention date.

Sec. 13. The International President shall preside over the convention of The International Entertainment Adult Union and conduct the same in conformity with Constitution. The International President shall have deciding vote in case of a tie on any question that is being voted on by the Convention. The International President shall fill any vacancy among the officers of the International Union, subject of the approval of the majority of the International Executive Board. The International President shall act to the best of their ability in furthering the interests of the organization.

Article XX

Special Conventions & Meetings

Sec. 1. Special Conventions or meetings may be called by the Executive Board or

President and shall be called upon on the request of twenty percent (20%) of the members of the guild.

Sec. 2. The date and place of a special convention or meeting shall be specified on the calls thereof.

Sec. 3. Action of said call, shall be confined to the matters in which it was called.

Sec. 4. The Secretary of the Local, within 24 hours of the receipt of call shall issue for a special meeting to be held no later than five (5) days after the date of the call.

Sec 5. A meeting of purpose must be stated on record for all specialty called meetings.

Sec. 6. Special meetings shall follow all meeting requirements and shall be in following order.

- a) Calling meeting to order
- b) Meeting pledge
- c) Meeting Rules
- d) Purpose of meeting statement
- e) Topics of concern
- f) Additional comments of concern
- g) Closing statement
- h) Meeting adjournment

Article XXI

Quorum

Sec. 1. The membership in attendance at any duly authorized meeting shall constitute a quorum.

Sec. 2. Quorum at any duly authorized meeting of the Executive Board or Representative Council or any committee shall be a majority of its members.

Sec. 3. If at any time the Board consists of an even number of members and a result in a tie, then the vote of the Board Chair shall be the deciding vote.

Sec. 4. The act of the majority of the Board members servicing on the Board or Board

Committees and present at a meeting in which there is a quorum shall be the act of the Board or Board Committees, unless otherwise provided by the By-laws, these By-laws, represent a law specifically of Union rights and obligations.

Sec. 5. If a quorum is not present at a meeting, the Board members present may adjourn the meeting from time to time without further notice until a quorum shall be present.

Sec. 6. A Board member who is unable to attend a meeting of the Board or a Board Committee may vote by signed email confirmation given to the boards, the Board member shall be considered present at such meeting and counted toward the number of Board members needed to be present to constitute a quorum.

Sec. 7. All voting meetings must be given a three (3) day prior notice to all officers and members, regardless of the emergency of the situation.

Article XXII Committees

Sec. 1. Shall be formed by the direction of any Executive Board upon Quorum of vote to exercise all or any portion of the authority of the Board, for the extent of the powers specifically delegated in the resolution of the Board or in these By-laws.

Sec. 2. The President of this guild shall have power to appoint organizers, representatives, coordinators, and organizing committees.

Sec. 3. Each said committee shall be made up of a minimum of five (5) volunteers of membership in "*Good Standing*" but no more than fifteen (15). Board members are allowed to volunteer to any said committee.

Sec. 4. Within the volunteer committee members two persons shall be appointed at the discretion of the board as Lead and 2nd Lead Directors of said committee.

Sec. 5. Each director must be sworn into said committee position by the Board President.

Sec. 6. A director has the authority to replace any committee member who is absent at any meeting of the committee as well as give direction of the function of committee so that the time frame and the obligations are able to be met.

Sec. 7. The duties of each committee shall be created during the creation and shall only perform duties in which it was created for.

Sec. 8. Meetings and actions of all committees shall be governed by the appointed committee directors and held and taken in accordance with this Constitution and By-laws.

Sec. 9. Special meetings of committees may also be called by resolution of the Board of Directors. Notice of special meetings of committees shall also be given to any and all alternate members, who shall have the right to attend all meetings of the committee. Minutes shall be kept of each meeting of any committee and shall be filed with the Union records.

Sec. 10. The International Board may adopt rules not inconsistent with the provisions of these By-laws for the government of any committee.

Sec. 11. A director shall perform all the duties of a director, including, but not limited to, duties as a member of any committee of the board on which the director may serve in such a manner as the director deems to be in the best interest of this Union and with such care, including reasonable inquiry, as an ordinary prudent and reasonable person in a similar situation may exercise under similar circumstances.

Sec. 12. The director of each committee shall send to the Secretary summary reports of said committee in timeframe the Board deems necessary. That timeframe must be set as a condition of creation of the committee.

Sec. 13. Any person who performs the duties of a director in accordance with these By-laws shall have liability based upon any failure or alleged failure and may be discharged from said position and released from obligations as a director by the decision of the International Board and by the request of the subordinate body board.

Sec. 14. Any member of a committee who shall refuse or neglect to perform their duty, shall be removed by the committee leader unless a reasonable excuse is given.

Sec. 15. Once committee has established its goal in which it was created, the committee shall be disbanded and any property or documents pertaining to committee shall at that time be turned over to the executive board.

Sec. 16. If committee is in need of funding to perform duties of committee, director shall request Fundraiser Committee to be formed to supply such funds. At no time shall funds for committees come from membership dues or fees.

Sec. 17. All committee members must be able to push committee goals on all person's social media sites, be willing to step out of their comfort boundaries to achieve goals if necessary, commit to committee goals and be willing to accepting obligations of committee seriously and whole heartedly. They shall also be prepared for any negative actions of others against committee goals and the ability to not let such negativity discourage committee involvement. If in which time committee members do not agree to such terms, after accepting committee membership, member may send in resignation from committee to committee leader so the said person shall be replaced in order to keep committee in strong standing.

Sec. 18. Committees may include, but not limited to,

- a) Assessment Committee
- b) Trial Committee
- c) Appeal Committee
- d) Fundraiser Committee
- e) Grant Committee
- f) Election Committee
- g) Convention Committee
- h) Audit Committee
- i) Membership Committee

Sec. 19. No committee, regardless of Board resolution, may:

- a) Approve of any action that, pursuant to applicable Law.
- b) Fill vacancies on, or remove the members of the Board of Directors, or in any committee that has the authority of the Board.
- c) Fix compensation of the directors serving on the Board or on any committee.
- d) Amend or repeal the Articles or By-laws or adopt new By-laws.
- e) Amend or repeal any resolution of the Board of Directors.

- f) Appoint any other committees of the Board of Directors or their members.
- g) Approve a plan of merger; consolidation; voluntary dissolution; bankruptcy or reorganization; or for the sale, lease, or exchange of all or considerably all of the property and assets of this Union otherwise than in the usual and regular course of its business; or revoke any such plan.
- h) Approve any self-dealing transactions.

Sec. 20. In the performance of the duties of a director, a director shall be entitled to rely on information, opinions, reports or statements, including financial statements and other financial data, in each case prepared or presented by:

- a) One or more officers or employees of the Union whom the director deems to be reliable and competent in the matters presented;
- b) Counsel, independent accounts or other persons as to the matters which the director deems to be within such person's professional or expert competence; or
- c) A committee of the Board upon which the director does not serve, as to matters within its designated authority, which committee the director deems to merit confidence.
- d) The director must act in good faith, after reasonable inquiry when the need may be indicated by the circumstances and without knowledge that would cause such reliance to be unwarranted.

Sec. 21. Assessment Committee

- a) Assessment committees shall follow the instructions and By-laws of Article XXXVII Sec. 1.
- b) Additional Assessment Committee By-laws may be added and amended by the International Board.

Sec. 22. Trial Committee

- a) Trial committees shall follow the instructions and By-laws provided in Article XV.

Sec. 23. Appeal Committee

- a) Shall follow the instructions and By-laws provided in Article XVI.

Sec. 24. Fundraiser Committee

- a) There may be many fundraising committees within any time period, as the board deems necessary.
- b) If at any time conflict arises, you are expected to act as an adult and as an

example for others. If there is a serious issue, one may contact the SAA for future instructions, in which case the person making such complaint may be removed from committee. If you cannot agree, take a vote within your committee.

c) All fundraiser committees shall follow the following steps.

- 1) Each member of fundraiser committee who handles money or finances must be placed under the Union's bond and insurance as temporary place holders to protect against any and all type of dishonesty and theft.
- 2) Members have thirty (30) days after accepting committee membership to provide proof of said insurance bond from Union, and shall send a copy of proof to the committee lead director with a colored copy of a valid state government ID.
- 3) Fundraiser may be in the form, but not limited to; raffles, auctions, car washes, bake sales, music events, private industry and public events, and member and public contributions and shall be open to any unique fundraiser idea suggested by membership.
- 4) The purpose of a fundraiser event shall be to support an object or goal stated in Article VI, or shall be by request of a committee to provide funding needed.
- 5) All items for fundraisers must come from the donations of any said type of business, vendors, services, or from members of Union. The Union, at no time, is responsible for supplying funds to purchase properties.
- 6) All donated items will receive a receipt for tax purposes.
- 7) The lead director has the authority to submit receipt to the International Treasure for 501c Stamp of approval and authentication, at which time it shall be sent back to the lead director for proper disbursement.
- 8) It shall be the duty of the lead director to keep a ledger of statement recording every receipt, types of expenses, as well as money raised. At the end of the event it is the responsibility to turn over ledger to International Secretary. All receipts of expenses shall be stapled separately to a paper receipt, with the amount of receipt and the purpose written on the bottom right hand side and organized in a proper, neat and orderly matter. All receipts are to be submitted with the ledger. Ledger must be submitted within twenty (20) days of the end of event.
- 9) Any expenses incurred shall first be purchased through direction of any Union-made services or Union-made materials so that we are able to support other Unions as well.
- 10) Once a Fundraiser Committee is formed, it shall be for the sole purpose in which it was formed.
- 11) Upon the approval of the Fundraiser Committee a volunteer of membership shall be announced in which submission shall be sent to the Secretary. Once there is the minimum requirement of five members that shall be the beginning of the committee. Additional members may be added.
- 12) Any member who wishes to volunteer for fundraiser committee, must be able to help

financially in the creation of materials needed. Those materials may be, but not be limited to;

- A glossy print donation booklet that explains the cause of the event, how they can benefit from donations, tax write off benefits, when – where – what time frame event will happen – publicity and advertisement opportunities – that 100% of funds go directly to said cause. This booklet shall be made, classy and clean and shall be used as an example of the quality of the fundraiser. (Upscale and Public) A booklet shall be distributed to each committee member so that they can present booklet in a proper manner in which shall be needed to gain donations required.
 - The printing of flyers, the amount of said flyer is in the discretion of committee.
 - Any promotional article, such as clothing, bumper stickers, advertising, and transportation cost.
 - Any rental equipment in which may be needed for event including location rental, website and social media tools and all and any other needs the committee shall agree upon.
- d) Each member on the Fundraiser committee shall be given 3% of funds raised, the 3% shall be in addition to the goal of funds.
- e) If event exceeds funding goal or event did not meet goal. The 3% of funds shall be divided in accordance to the amount received.
- f) Members of the committee which has requested fundraiser committee shall have authority to also set on fundraiser committee, and shall send volunteer request as to Secretary of board, with the exception of the directors. No persons on main committee can accept director position of fundraiser committee.
- g) The Secretary shall set up a conference meeting in which to introduce committee members to each other. At that time members who wish to be elected directors shall be appointed as such, at the discretion and decision of the Secretary at that time.
- h) During the first introduction meeting the following are required:
- 1) Purpose of the committee
 - 2) Goal of the amount to be reached
 - 3) Event which will be conducted to reach said goal
 - 4) Who will oversee creation of publication materials
 - 5) Summary of fundraiser details report from 2nd director which shall be given to Secretary to be placed for review at next meeting. Secretary shall produce summary within ten (10) days of introduction committee meeting.

- i) The Board has ten (10) days after the submission of summary to express any comments or concerns or ask any questions pertaining to fundraiser, and to approve or deny event. If ten (10) days has passed without proper notification, please contact the International Secretary.
- j) All fundraisers must abide by any and all county, state or federal requirements, and shall be subject to the Non-profit Act and at no time shall fundraiser be of poor taste.
- k) All funds received from event shall be placed in a separated funds account in which the International Board within the above stated ten (10) days shall provide account information to committee director.
- l) At any time, any member shall have full right to request an audit of said funds and funds statement shall be furnished for membership viewing within twenty (20) days of end of event. Funds may also be public knowledge during the time of event taking place.
- m) Company logos or any other type of advertising may be used in conjunction with event in order to raise denotable items.
- n) It shall be impetrative that each fundraiser committee member is able to self-promote fundraiser on their social media pages, for names to be issued on press releases if deemed necessary, and willing to exhibit an extreme level of dedication to insure success of event.
- o) There shall be no type of event too big or too small, but it must be able to foresee reaching committee goal.
- p) Once ledger is turned into International Secretary, the Secretary shall issue to the Treasurer an audit of ledger within three (3) days. All audit information is public.
- q) The funds from the event shall be available in 24 hours of stated audit report for use by Committee Director who can request payment vouchers for all and any expenses. At that time, the 3% will be distributed to fundraiser committee members individually. All funds shall remain separate and untouched in the provided bank account until committee calls upon said funds. No other committee shall use the funds which were created to support original committee.
- r) The committee director has authority to appoint fundraiser interns, which do not need to be of Union membership, to help raise donation status, to help promote and spread for public viewing and information and all any others

necessary to provide the help needed.

- s) Interns shall donate time and efforts without the 3% of reimbursement options. The committee president has authority to appoint as many interns as they deem necessary

Sec. 25. Grant Committee

- a) This said Union has full legal authority to award Grant-Writing Certificate for use of college credit, internship, and Experience.
- b) The International Entertainment Adult Union is a federal registered 501c 5, which can apply for any grant of 501c 3 or higher in education.
- c) A person does not need to be of Union membership to sit on said committee.
- d) The purpose of the Grant Committee is not to be subjected to the actual writing of any grant. The purpose of the Grant Committee is to find grant interns looking for college credit including overseeing the writing process and researching the grants in which this Union shall qualify for.
- e) If, however, any member of the Grant Committee wishes to take on the duty of writing said grant, member may do so with full Union support.
- f) The Grant Committee may also have authority to hire outside grant writing agencies and experience individuals as well as seek for assistance from other nonprofit organizations. Funding for such hiring shall come by the request of a Fundraiser Committee.
- g) Persons interested in volunteering for Grant Committee, must submit a resume for International Board for review and approval.
- h) A person must meet the following requirements for approval;
 - 1) Must be a high school or College Graduate
 - 2) Must have knowledge of grants.gov requirements
 - 3) Must have at least two years of writing background and experience
 - 4) Have knowledge of a variety of documents, such as a cover letter, project narrative, and supporting information, which might include things like letters of endorsement from members of the community.
 - 5) To have the ability to explain why a cause is important and how the funds will be used
 - 6) To be able to research information intensively
 - 7) Be able to meet strict deadlines and work under pressure
 - 8) Must be able to work as a team player and have the ability to play well with other writers if necessary.
 - 9) Resume must include a cover letter and shall be submitted anytime throughout the year

- to the International Treasurer for International Board review and approval.
- 10) Before any grant be submitted to federal office, it must be reviewed by the Grant Committee.
 - 11) Submission of grant review by Grant Committee shall be submitted at least 21 days prior to due date.
 - 12) Grant Committee has 5 days at that time to review, amend or approve writing.
 - 13) Once Grant Committee has approved it must be submitted to the International Secretary for international Board approval.
 - 14) International Board has additional 5 days to approve and to submit.
 - 15) The International Secretary, in which shall be the holder of the Duns Grants membership numbers. That information is Union property and is considered privileged Union information; therefore, the Secretary shall submit the final papers for legal government filing. Updated status of grants is required at each board meeting.
 - 16) A Grant Committee at all times shall be in play with in this Union, receiving internship acceptance on a constant yearly basis and submitting grants throughout the year.
 - 17) It is the duty and obligation of the Grant Committee to ensure that the grant writing process is always at work behind the scene at all times.
 - 18) Each member of the Grant Committee shall be awarded up to 2% of the grant received for the labor work involved in said grant, if such payment is legal and follows the terms of the grant. There shall be no more than five active grant members in this said committee.
 - 19) The funds in which committee will receive shall be distributed after 20 days of receipt of funds through the International Treasurer Office.
 - 20) At any time, a member wishes to resign from committee they shall do so by submitted resignation letter to Committee Director.
 - 21) The Committee Director shall stay the Committee Director until which time they choose to step down. However, the maximum is five years. If the director is not making sure the Grant Committee stays in full function mode throughout year, the International Board upon noticing such actions, has authority to reappoint Committee Director.
 - 22) All Certificates shall be stamped with the Union Seal of approval, and shall be issued by the International Secretary which has the right to hold such stamp.
 - 23) An award ceremony may be issued by the Grant Committee, or it may be held during a Union Convention, to honor the grant writer who shall receive an award certificate. Publication of success shall also be made which shall recognized the award as an honored and celebrated achievement.
 - 24) The Grant Committee director shall be the person who is honored to give such a certificate award.
 - 25) Award shall be supplied by the International Board.
 - 26) Certificate award, along with the framed awarded certificate, and engagement of achievement shall be in a wood heart design in memory of **Bill Margold**.

In loving memory of William Marigold, the I.E.A.U.'s first Sr. Counselor, Founder of Free Speech Coalition, the legend of Erotica, and Paw Protecting Adult Welfare. One of the greatest advocates of all times fighting for the adult industry and your rights.

<https://www.bls.gov/careeroutlook/2014/youre-a-what/grant-writer.htm>

Grant writer tips: https://www.doleta.gov/grants/application_howto.cfm

Grant training

<https://www.grants.gov/web/grants/applicants/applicant-training.html>

Sec. 26. Election Committee

The duties of the election committee shall;

- a) Follow the instructions and By-laws provided in Article XXVIII.
- b) Additional Election Committee By-laws may be added or amended by direction of the International Board.
- c) Conduct the affairs of the election in accordance with the provisions of the Constitution and applicable law;
- d) Establish safeguards to insure a fair and democratic election;
- e) Validate the eligibility of candidates for office;
- f) Act as initial judge in all matters arising from the election procedures, including post-election protests;
- g) Approve the form of the ballots (All ballots shall reflect slates of candidates, if such exist.)
- h) Tabulate and certify the results of the election.
- i) No member of the Election Committee may be a candidate for office, or a member of the Executive Board.

Sec. 27. Convention Committee

- a) Shall follow instructions and guidelines provided in Article XIX.
- b) Additional Convention Committee By-laws may be added or amended by direction of the International Board.

Sec. 28. Audit Committee

- a) The Board, at its discretion, shall appoint an Audit Committee, which shall oversee the Union's operations.
- b) The membership of the Audit Committee shall not include the following persons:
 - 1) The Chairperson of the Board;
 - 2) The Treasurer of the Union or any subordinate body;
 - 3) Any employee of the Union;
 - 4) Any person with a material financial interest in any entity doing business with the Union.
 - 5) In the event that the Board should appoint a Finance Committee, the members of said Finance Committee must compose less than one-half (1/2) of the membership of the Audit Committee and the Chair of the Finance Committee shall not serve on the Audit Committee.
 - 6) The Audit Committee shall make recommendations to the Board of Directors regarding the hiring and termination of an auditor, who shall be an independent certified public accountant, and may be authorized by the Board to negotiate the auditor's salary.
 - 7) The Audit Committee shall consult with the auditor to assure its members that the Union's financial affairs are in order and after review shall determine whether to accept the audit.
 - 8) It shall be the responsibility of the Audit Committee to ensure that the auditor's firm adheres to the standards for auditor independence, as set forth in the latest revision of the Government Auditing Standards, which have been published by the controller of the United States.
 - 9) Audit committee are subject to By-laws Article XXXVII Sec. 10 & 13.
 - 10) Additional Audit Committee By-laws may be added or amended by direction of the International Board.

Sec. 29. Membership Committee

- a) The responsibilities of the Membership Committee are, but not limited to, the following;
 - 1) To recruit new membership
 - 2) Develop/Revise annual members
 - 3) Recruitment, goal and retention plan
 - 4) Implement methods to recognize and reward members
 - 5) Determine and implement methods to involve members in chapter committees, programs and activities
 - 6) Hold committee recruitment and retention campaigns/contents

- 7) Provide marketing tools (brochures, flyers, etc.)
 - 8) Promote, create post and update all social media
 - 9) Send out news articles, schedule TV appearances and Radio Guest spots (May call upon members for appearances, Comments, resources and more.)
-
- b) Funding, as with all committees, must come from a fundraiser committee, for any supplies, materials, needed. However, they may submit a funding form to the Treasure for another funding option.
 - c) All members of the Membership Committee must attend a two hour, on-line or conference call, orientation on the organization, membership, and most importantly, the member benefits and service, they must have a solid understanding of what benefits, support, and services members receive, as well as the cost of membership. Once orientation is completed, they shall be issued a certificate and pacific recruiting material, as sell as other tools such as passwords and other Union access.
 - d) All Membership Committee members must be under sworn oath and must keep all information private and to not at any time misuse any Union privileges.
 - e) Upon receiving certificate of Membership Committee member, one may receive Jacket, T-shirt and/or other materials if available.
 - f) All materials used for membership in this Union must be uniform in design.
 - g) There shall be rewards, gifts, special recognition and other benefits to recognize the hard work of the Membership Committee twice a year.
 - h) There shall be a main Membership Committee and additional Membership Committees may be formed under that Membership Committee and be divided by jurisdiction, by chapter or any other forms needed.
 - i) The main Membership Committee shall be in control of the creation of forming other committees and to make sure other committees are running smoothly.
 - j) A 1% fee of committee dues may be awarded to the main Membership Committee in the discretion of the International Board.
 - k) All members of the committee are welcomed to make updates on websites, blogs, resource groups, and suggest any and all other tools that might make.
 - l) Any member of the Union is encouraged to recruit their peers, co-workers, brothers and sisters to make this Union strong. This is YOUR union. Together is the only way we will make is grow.
 - m) Director of committee must report to board meetings for updates on membership activities.

(possible types of membership recruitment are listed below)

- Contact prospective members by phone or email to invite them to join.
 - Contact all new active members personally by phone or email to welcome them to I.E.A.U. and invite them to the next meeting and extend the Chapter's resources.
 - Contact delinquent members prior to cancellation and encourage them to renew.
 - A list will be provided to committee leader 3 weeks before cancellation takes place.
 - Greet and introduce new members and prospective members at chapter meetings.
 - Host membership open house/meeting for prospective members.
 - Visit and present to an industry establishment, events, trade shows and meetings.
 - Committee may book booths at tradeshow and all other event.
 - Host and lead new member receptions / orientations at Annual and/or Chapter Meetings.
 - Serve as greeters and facilitators at new member orientations.
 - Plan and implement an annual member-get-a-member campaign
 - Do a Holiday gift exchange
 - Develop and review satisfaction surveys.
 - Send out mailings to prospective member.
 - Visit Industry establishments, introduce your selves and leave Union information
- n) As a membership committee member, it is your responsibility to make this an uplifting experience, to promote and create in all forms, and to lead by setting a proper example of this Union in every way.
- o) If at any time you are reported by any other member of acting in an unethical manor, no matter if it is your fault or not, you may be removed from committee by the discretion of the Director or the Board.
- p) Friends, co-workers, brothers and sisters are welcome to join committee with you, so that you may recruit together.
- q) To become a Membership Committee member, please submit the Volunteer form on the International Board's website.

Article XXIII

Subordinate Bodies

Sec. 1 Subordinate bodies in Union Constitution shall include any Local, Guild, Chapter, Foundation, Association and Committee whether International or National in which is created under the International Union in alliance to the objects and goals set forth in the International Constitution.

Sec. 2. No subordinate body shall be issued which grants jurisdiction which conflicts with another subordinate body.

Sec. 3. All subordinate bodies shall promptly forward to the International Treasurer copies of all annual audit reports and copies of all financial reports setting forth a statement of assets and liabilities, as well as a statement of all receipts and disbursements which are required by federal law every quarter for review and legal record keeping on Sept 1st of every year, as well as any time documents are called forth.

- a) Failure to provide such documents to the International Union after such request is made, shall result in removal of subordinate officer, and/or a trusteeship may be placed upon subordinate body if the International Board deems necessary.

Sec. 4. Subordinate bodies shall furnish to any person designated by the International President to examine its books, within five (5) business days, its books, records, accounts, receipts, as well as, all and any documents whenever requested and shall at all times be subject to audit.

Sec. 5. All records of subordinate bodies pertaining to income, or any type of financial statement of any kind, whatsoever, must be kept by the International Union for a period of at least five (5) years or longer if required by applicable law.

Sec 6. Insurance, retirement and all and any other benefit plans shall be created for all subordinate bodies through a creation of committees by the International Union so that all resources and benefits can be shared with all members of this Union.

Sec. 7. Subordinate bodies shall not adopt by-laws or take action which would impair their ability to meet their financial obligations to the International Union.

Sec. 8. When the International Union's By-Laws are updated the subordinate bodies', by-laws are updated to match.

Sec. 9. During emergency situations, such as death, HIV positive testing and/or cyber bullying, all officers shall refer to the International Union's handbook.

Article XXVI

Membership Dues & Fees

Sec. 1. Any officer who shall handle any type of funds, fees, dues, receipts, financial ledgers or any other type of membership information must be insured and bonded for theft and dishonestly, which is a **federal legal requirement**. The officer must provide funds for said bond.

Sec. 2. An initiation fee shall be charged to all persons applying for membership inside this local. However, at all times the Golden and Silver list must be honored.

- a) Fee shall be charged one time during initial membership sign up, or re-sign up if loss of previous membership status.
- b) Until International board has voted otherwise, initial fee shall be of \$25.00. At no time shall Initial fee be waived.
- c) The charge of fee, no matter whom collects such fee, shall be paid to the International on the 1st & 3rd Monday of each month and shall be used for covering the cost of a membership card, mailing of informational membership package, upkeep of Union membership website or any and all other expenses the International Board deems necessary.
- d) Upon each quarter of accepting such dues, the Treasure and Secretary(s) shall submit a report for membership viewing no later than ten (10) days after said submission. Failure to do so may be subject to Article XXIX.

Sec 3. Each member of the Union shall pay dues to the International Union until which time the International board has voted otherwise to accept said dues.

Sec. 4. Dues are to be paid on a quarterly or yearly basis. A dues payment covers the quarterly fiscal year regardless of the day it was paid.

Sec. 5. Fees and dues shall be reviewed every 6 months in creation of this said Local or as the International Board determines necessary to cover all and any expenses necessary.

Sec. 6. After first year of membership all membership dues shall be due for the year beginning Jan 1st. And shall be considered delinquent if surpasses the first quarter, in which case a \$15.00 late fee may be charged, and member shall be in a *“Bad Standing”* status.

Sec. 7. If member upon submitting application cannot afford initial fee as well as the dues fee in the same period, member submitting application may pay the amount for the Union Due Stamp following Article XI Sec. 1-2.

Sec. 8. The dues shall be a 50/50 split between the International and this local no matter how the dues are collected.

Sec. 9. The funds for such dues shall be used for unique needs of this local deems necessary, in which a creation of a working website to accept membership is required at such time. While the funds from dues of the International may be used for paying all International bills such as, but not limited to website hosting and phone systems as well as, political, legal enforcement, additional financial support on the request of this local, or any of means the International board deems necessary.

Sec. 10. Payment of any financial obligation due by a member of this local shall be enforceable by fine, suspension or expulsion and, in addition thereto, by resort to court action. If court action is required, the delinquent member shall also be liable to the Union for reasonable legal fees and other expenses incurred relating to a legal suit.

Sec. 11. All books are subject to a yearly audit by the International Board.

Sec. 12. Fees and dues are subject to be raised based upon the financial needs the International Board deems necessary. A sixty (60) day notice must be given to all members upon said raise and may be subject to membership vote.

Sec. 13. 5 USC 7115 -- Allotments to representatives – If an agency has received from an employee in an appropriate unit a written assignment which authorizes the agency to deduct from the pay of the employee amounts for the payment of regular and periodic dues of the exclusive representative of the unit, the agency shall honor the assignment and make an appropriate allotment pursuant to the assignment. Any such allotment shall be made at no cost to the exclusive representative or the employee. Any such assignment may not be revoked for a period of 1 year.

Article XXVII

Funding for Organizing

Sec. 1. The International President and the International Board has power to approve loans to this guild.

Sec. 2. This guild may request funds for organizing any type of, but not limited to, social gathering, promotional enlightenment, Union support by requesting a proposal through a funding form from the International Treasurer.

- a) The funding form should be filled out completely and fully with a written proposal in which shall include the purpose of the funding.

Sec. 3. The International Treasurer, upon receipt of the funding form, will send copies of the form to the International Board Members within five (5) business days.

Sec. 4. The International Board has a maximum of ten (10) days to vote on the proposal.

Sec. 5 Once the proposal has been approved, funds will be distributed on the needed basis from the International Treasurer.

Sec. 6. An organized financial report shall be sent back to the International Treasurer explaining the process and the appropriate receipts within forty-five (45) days in which event has ended.

Sec. 7. The balance of the funds which were not spent shall be sent back immediately to the International Treasurer.

Article XXVIII Election of Officers

Sec. 1. No such person with any type of prior felony for the past thirteen (13) years shall run for any type of Union office or board member within this Local to stay **within requirements of federal law.**

Sec. 2. All members who shall run for election must be in “*Good Standing*” within this Local.

Sec. 3. An officer may not hold more than one office in a labor organization.

Sec. 4. A member in “*Good Standing*” shall nominate oneself by sending the following documents to the Secretary, within the announced time, calling forth all members that wish to run for office.

- a) A signed petition containing signatures of three additional members.
- b) 4 x 6 professional picture
- c) (Real) Name including mailing address, home address, email address and contact phone number.
- d) A bio consisting of a minimum of 40 words describing any past educational experience, if any past union experience, past work experience in this local’s jurisdiction, as well as a brief statement of belief on why members should vote for you.

Sec. 5. All Elections for this guild shall be held every four (4) years and shall have a running period of three (3) months. Until first election officers are appointed by Section 12 of this Article and Article XXX Section 5.

Sec. 6. Any member who accepts nomination for an official position;

- a) Must be willing to agree to all terms and conditions of officer position.
- b) Must be willing to sign a legal binding document provided by the International Board that will hold member responsible in acting out all officer duties.
- c) Must be willing to swear alliance to International Union and to be pledged into officer position by the International President.
- d) Must be able to afford insurance and bond placement of officer position as **required by federal law.**
- e) **Shall not use Union funds to run for any type of election campaign.**

Sec. 7. Any member who is placed on membership voting ballot and declines after their name has been placed on the ballot, shall not be eligible to run for any office for two (2) full terms, unless good cause has been given such a sickness, death in family or otherwise.

Sec 8. All Elections of this guild shall be conducted by;

- a) Member voting of all members of this local.
- b) The International website and shall be only during the final announced dates.
- c) Public Acknowledgment.
- d) Be within the Voting Quorum Article XXI of this said Constitution.

Sec. 9. All voting members, must also be a member in “*Good Standing*” to cast a vote and only one vote per member.

Sec. 10. Each term of office shall be four years, no persons shall serve more than four consecutive terms. After serving a total of four terms or two terms and one year, a Board member may be eligible for reconsideration as a Board member after one year has passed since the conclusion of such Board members service for reconsideration.

Sec. 11. A member must be a member in “*Good Standing*” of this guild, for a minimum of two years to run for any Officer Position of this guild. A member does not need to be a resident of the United States to run.

Sec. 12. In creation of this guild all initial officers shall be a temporary officer position of a maximum of two years and shall be appointed by the agreement of the International Board, in which time a full and adequate election shall take place.

- a) A member must be a member in “*Good Standing*” within this union for a minimum of one year to run for any officer position after the initial temporary two-year term has passed.

Sec. 13. All election records must be maintained for one year after election as **required by federal law** and shall be kept with the Secretary of office.

Sec. 14. Once elected the officer will be known as an “Official Government Union Representative” of a “Non-Profit Association” and shall pledge to act and present oneself in an orderly and professional manner within all aspects of one’s everyday life and shall be subject to all and any state and federal laws governed by this Union as well as all Nonprofit governed laws, including any such laws binding in this Constitution. Failure may result in a civil or federal suit in accordance with those laws.

Sec. 15. An election committee shall be formed at the discretion of the International board to oversee election and accept all nominations.

Officer Pledge

I, _____ accept my responsibility as an elected representative of I.E.A.U. The International Entertainment Adult Union. I pledge upon my honor that I will faithfully observe the Constitution and By-laws of this Union.

I pledge to do everything in my power to properly represent the members, including organizing within my industry, and to assist in electing the government office officials who will serve the interests of the membership and the community.

I will not knowingly wrong a member or see a member wronged if it is in my power to prevent it. I also pledge that I will work to the best of my ability to provide effective and responsible leadership to the members I am privileged to represent.”

Article XXIX Removal of Officer

Sec. 1. All officer removal shall be subject to final vote of the International Board.

Sec. 2. Any officer of this guild who is absent for three (3) consecutive meetings shall have their office declared vacant unless they can give an acceptable excuse to the Secretary of said officer body.

Sec. 3. All Union members have the right to an adequate procedure for the removal of an *elected* officer of this local.

- a) The officer must be guilty of serious misconduct by a two-thirds referendum vote of the members.
- b) IF any officer has received three (3) complaints against them, after receiving such notice of the second (2nd) complaint, the officer will be informed and if issue still consists after the 3rd complaint, the officer position may be brought to trial following Article XV Sec. 6 – 19.

Sec. 4. In the event where a guild officer be removed from office a ballot vote within all guild members shall be held, in which case the officer will then be removed from their position immediately, with no option to remain a member of this guild. If officer has had three (3) complaints filed about them, then the International has full authority to remove said officer after said officer has received second (2) notice from the international without any further warning. The International board, upon removal of an officer, shall send a certified letter stating the removal.

Sec. 5. The representative removed may file for an appeal following Article XVI.

Sec. 6. Upon leaving officer position, regardless if it is voluntary or involuntary, officer shall turn over any and all documents, passwords and property of this Union to the International Secretary within 48 hours. Failure to do may result in civil damages which shall be served by the International Union in any state or federal court by every lawful means necessary to protect this Union. At no time shall an officer share or copy any Union documents, papers, passwords or any other items related to their position, without written prior approval of the International Union, failure no to comply to Section 19 & 20, will lead to serious federal union charges

Sec. 7. A complaint must be filled following Article XIV. Once a complaint has been properly filed the seat of that officer shall be declared vacant until all remedies have been exhausted. Therefore, the accused shall have no voting rights.

Sec. 8. Any and all vacancies on the Board shall be filled by a temporary appointed member and shall be appointed by this local's president within 15 days of seat being declared vacant. If president has not appointed a member within the 15-day time frame the International has full authority to appoint seat for this local body under an approved vote by the International Board, whether or not the number of directors then in office is less than a quorum, or by vote of a sole remaining director so that the Union maintains a strong foundation.

Sec. 9. No reduction of the authorized number of directors shall have the effect of removing any director before that director's term of office expires.

Sec. 10. The temporary officer must be a member of this local in “*Good Standing*” and shall hold position until the unexpired term of his or her predecessor in office.

Sec. 11. If at any time a President refuses to accept the terms stated in this said Article or the appointed officer does not fulfill officer duties a trusteeship may be placed upon this local following Article XV by all legal means and rights to do so by the International Board.

Sec. 12. Any member who wishes to protest the election of an officer may do so with “*Good Reason*” and by filing a written appeal statement following Article XVI of this Constitution.

Sec. 13. A vacancy on the Board of Directors may exist, but not be limited to, the occurrence of the following conditions;

- a) The death, resignation, or removal of any director.
- b) The declaration by resolution of the Board of a vacancy in the office of a director who has been declared of unsound mind by International Board vote.
- c) Convicted of a felony, or found by final order or judgment of any court to have breached a duty pursuant to the Non-profit Act of the law dealing with the standards of conduct for a director.
- d) Has missed three (3) consecutive meetings of the Board of Directors, or a total of four (4) meetings of the Board during any one calendar year;

Sec. 14. Except as provided in this paragraph, any director may resign effective upon giving written notice to the President, the Secretary, or the Board of Directors, unless the notice specifies a later time for the effectiveness of the resignation. If the resignation is effective at a future time, an appointed officer will be designated to take office when the resignation becomes effective. An acceptance of such resignation shall not be necessary to make it effective.

Sec. 15. VACANCY IN OFFICE OF PRESIDENT

- a) In case of death or resignation of the President of this local, the Vice President shall immediately assume the office, powers and duties.
- b) In the event of a President is temporarily unavailable for a period of time the Vice President shall exercise all the powers and duties of the office until which time of the return of President.
- c) If the President is unable to discharge the powers and duties of office for three (3) months the secretary shall convene a meeting of the Local board determining if the President is permanently unable to discharge the duties and powers of their office. The executive board

shall declare a vacancy in the office of the President which shall be filled by appointment by the International President for the remaining term of office.

Article XXX

Officer Duties

Sec. 1 The board of this guild shall include a minimum of a President, Vice President, Sergeant at Arms, Secretary/ Treasurer and Three Board members.

- a) All officers are subject to **TITLE V Safeguards for labor organizations** regarding officer responsibilities.
- b) All officers are responsible for their **personal behavior** in which reflects on the reputation of this Union in which they represent and are subject to Article XIII of this Constitution.

Sec. 2. This board shall consist of the following;

- a) President
- b) Vice President
- c) Sergeant at Arms
- d) Secretary-Treasurer
- e) Three (3) Board Members

Sec. 3. Additional Board positions may be added while in creation of this Local or if the International Board deems necessary.

Sec. 4. Each minimum board position must at all times be filled. However, addition positions are, until stated otherwise, optional.

Sec. 5. All officers of this guild shall be appointed for the first full term, in which such time this guild has been formed and an election for such positions can be held specified in Article XXVIII. All officers of this guild are identified as Constitutional Officers.

Sec. 6. All officers shall provide an Insurance bond for faithful duties of their relations in handling of the funds and property of all areas of the Union **required by federal law**.

Sec. 7. This guild shall be governed by a Board of Directors (the "Board"), which shall

have all the rights, powers, privileges and limitations of liability of directors of a non-profit organization under the Federal Non-Profit act, as well as the California Non-profit Act.

Sec. 8. The Board shall establish policies and directives governing business and programs of this Local and shall delegate to the Executive Officer's subject to the provisions of these By-laws, authority and responsibility to see that the policies and directives are appropriately followed.

Sec. 9. LMRDA imposes a duty on union officers to manage the funds and property of the union solely for the benefit of the Union in accordance with its Constitution and By-laws, in which case property does include; membership information.

Sec. 10. Every officer must act to the best of their ability in furthering the purpose and the object of the organization and the interests of all its members.

Sec. 11. Officers may have a personal or family membership between other officers. However, that relationship must be brought to International Board attention in writing before voting of officer acceptance, regardless of subordinate body and officer position.

- a) All officers must place all personal grievance aside in all such relationships and to not bring into the actions of the Union any relationship teasing or taunting or special privilege. Officers that are proven to not be able to resolve a personal relation with their officer duties and obligations, may be reappointed to a better suited position within this said Union. The decisions on this shall be made by the International Board and the officer in question.
- b) If officer denies or disregards International Board's moving placement, the International Board may take that as officer-in-question's resignation.

Sec. 12. Every officer must sign the following documents for allegiance to this International Union. No officer position is legal without full signature of all documentation;

- a) Adequate Financial and Document Records and Controls
- b) Conflict of Interest
- c) Code of ethics
- d) Governance Principles Contract
- e) Liability Contract

- f) Mission and Procedures
- g) Officer Sworn Pledge
- h) Officer Duties
- i) Pledge of Confidentiality
- j) Sarbanes-Oxley Act
- k) Any and all required Legal DOL and IRS
- l) Whistleblower Policy

Sec. 13 All Required documents shall be;

- a) Downloadable from the International Website.
- b) Signed and returned to International Secretary within ninety days of Swearing in.
- c) Kept on record for legal record keeping for six (6) years.

Sec. 14. Any officer of this local must present at all board meetings and shall have all books and information available for said meetings. Failing to have the books of their office at the meetings of this Union without reasonable excuse may be fined \$25.00.

Sec. 15. The President;

- a) Is hereby authorized and empowered to take any lawful action not inconsistent with this Constitution to safeguard and protect this local the rights, duties and privileges of all officers, members or affiliated associates.
- b) Has authority to employ the necessary staff and retain counsels, accountants, and any other professional personal they deem necessary.
- c) Have authority, without the approval of the Executive Board, to appoint a member within this Local as an Executive Assistant to the President.
- d) Power to appoint organizers, representatives, coordinators and organizing committees. Article XVI Sec. 2
- e) Have general direction and supervision over all the affairs of this local and committees chartered from it. Article XXIII Sec. 1. B
- f) Sign all official documents of this Local, and shall have authority to examine any books, or records affiliated to this local. Article XXIII Sec. 10.
- g) Is authorized to call for meetings, seminars, and conferences that they may deem necessary. Article XX Sec.
- h) Preside at ALL meetings.
- i) Be chairman of all meetings of this local. Article XX Sec. 3.
- j) Shall call each meeting to order and follow meeting duties. Article XVIII Sec. 15
- k) Have the deciding vote in case of a tie in any question. Article XXVIII Sec. 1
- l) Approves all final publication of newsletters and press releases of this Local.
- m) Approves all final committee projects before moving forward.

- n) Be empowered to negotiate and to enter into International, National, regional, or area wide collective bargaining agreements, including, but not limited to companywide, multiemployer, or industry division on behalf of this local. Article XXXI Sec. 1.
- o) May not hold any other seat on any other subordinate body, yet may hold seat on any committee.
- p) Turnover all said books and records at the end of his/her term to International Secretary.

Sec. 16. The Vice President shall;

- a) Work under the direct supervision of the President.
- b) Perform all and any duties assigned to them by the President.
- c) Temporarily exercise all the powers and duties of this local's President. Article XXIX Sec 8.
- d) Supervise full-time and part-time personnel.
- e) Forward all committee projects approved by President of this local to the International for written final approval.
- f) Preside at ALL meetings.
- g) Announce all New business at all meetings.
- h) Receive complaints in absence of the Sergeant at Arms. Article XIV Sec. 6.
- i) Receive and administer all trial requests. Article XV Sec. 7 – 11.
- j) Chair all trial meetings. Article XV Sec. 13 – 15.
- k) Receive all local members' appeals and shall appoint members to assist in all appeal bodies. Article XVII Sec. 1 -8
- l) Chair meetings in the absence of the President and the 2nd Vice President and following other said meeting duties. Article XVIII Sec. 11
- m) Have full rights to bring to board a trial by membership and to appoint a trial body. Article XXII Sec. 1.
- n) Shall hold all website and social media information and passwords. Article XXX Sec.
- o) Appoint members of the bargaining committees for the bargaining units who have failed to select bargaining under the provision of the said Constitution. Article XXXI Sec. 3.
- p) Be the holder of the custodian seal of this local, in which all official documents shall be attached over their official signature. Article XXXIII Sec. 3

Sec. 17. The 2nd Vice President Shall;

- a) Work under the supervision of the President.
- b) Perform all and any duties assigned to them by the President.
- c) Work beside the Vice President helping with all and any duties.
- d) Notify and debrief President of all meeting requests and documentation.
- e) Assist the President in schedule-keeping.
- f) Preside at ALL meetings.
- g) Announce all unfinished business during board meetings.
- h) Chair all meetings in the absence of the President, as well as prepare opening statements.

- i) Assist the Vice President in all appeal process procedures.
- j) Keep all committees functionally moving forward.
- k) Shall assist Sergeant at Arms with any complaints filed as SAA deems necessary to ensure adequate processing.
- l) Assist VP in all trial processes in case of absence.
- m) Shall read meeting rules and follow other meeting duties. Article XVIII Sec. 15
- n) Shall hold all website and social media information and passwords. Article XXX Sec. 2.
- o) Turn over all said books and records at the end of his/her term to International Secretary.

Sec. 18. The Sergeant at Arms shall;

- a) Be under the direction of the presiding President.
- b) Maintains order and decorum among the members as well as the officers and all persons present at meetings.
- c) Keep meetings to follow protocol.
- d) Has the authority to call for a Meeting Session during meetings to resolve any disruptions.
- e) Has the authority to file against members or officers pertaining to Article XI Sec. 1 of the B-by-laws.
- f) Receive all complaints within this local. Article XIV Sec. 3.
- g) Oversee all mediation processes and investigations of all complaints filed with this International Office. Article XV Sec. 4 -7
- h) Shall take roll call and announce all guests following meeting duties. Article XVIII Sec. 11
- i) Turn over all said books and records at the end of his/her term to International Secretary.

Sec. 19. The Secretary shall;

- a) Be under the direction of the President as well as the vice president.
- b) Fill in for any officer duties when absent from meetings. Is also authorized to pass duties to board members who are present.
- c) Stand in for Treasurer on Treasurer's behalf if absent.
- d) Answer all local emails and local office phone calls.
- e) Perform all and any other secretarial duties in which officers of this board shall request.
- f) Be under legal contract to submit new members and hold all local union members information.
- g) Submit the Required LM DOL Forms yearly with the assistance of the Treasurer.
- h) Stand in the behalf of the Sergeant at Arms if absent.
- i) Receive Withdrawal of Membership forms and keep records. Article IX Sec. 1.
- j) Keep a correct record of all minute meetings of this said local, as well as any trial body as stated in Article XVIII Sec. 5.
- k) Post meeting minutes for membership viewing on locals and International website. Article XVIII Sec. 9
- l) Call for meetings and notify each Local Union Member at least thirty (30) days prior to

membership meeting date, three (3) days prior to special board meeting dates. Article 17 Sec. 9. Article XX Sec. 4

- m) Is to Issue all calls for Conventions and notify members at least one hundred (100) days prior to the date of the Convention
- n) Receive complaints in case of noncompliance of Sergeant at Arms officer with the assistance of the 2nd VP. Article XIV Sec. 6
- o) Record all trials and stand as trial vote witness. Article XV Sec. 12
- p) Be under legal contract to submit access to new members and hold all union members information.
- q) Keep all federal and state legal documents for legal record keeping and shall provide documents if called for review by the International Board.
- r) . Keep on file for one year all election records required by federal law. Article XXVIII Sec.
- s) Hold all website and social media information and passwords. Article XXX Sec. 2.
- t) Disburse the use of supplies such as, but not limited to, books, due stamps, to the officers and organizing affiliations specified in Article XXXIV Sec. 1
- u) Be the holder of the custodian seal of this local, in which all official documents shall be attached over their official signature. Article XXXIV Sec. 3
- v) Turn over all said books and records at the end of his/her term to International Secretary.

Sec. 20. The Secretary - Treasurer shall;

- a) Be under the direction of the President as well as the vice president.
- b) Stand in for Secretary in all matters in case of absence.
- c) Stand In for 1st Secretary in all matters in case of absence.
- d) Assist Secretary in filing all legally required DOL forms.
- e) Keep a correct record of all the proceeding of this local meetings pertaining to income, disbursements, or any financial transactions of any kind for a period of five (5) years as required by Federal Law.
- f) Shall submit payments of proper bills and expenses of the local Secretary, when evidenced by statement vouchers.
- g) Make a full monthly report of all matters relating to their office, to President.
- h) Prepare, publish and distribute an instructed quarterly financial statement which shall list the total assists, liabilities, receipts and disbursements of this local.
- i) All books and records shall be open for inspection by the officers of this Union and shall be subject to a yearly audit by the International President.
- j) Shall work closely with a certified license accountant which may be hired by the Board.
- k) Be the holder of the custodian seal of this local, in which all official documents shall be attached over their official signature. Article XXXIII Sec. 3.
- l) Shall file all the locals State and Federal Taxes required by law, as well as all and any documents required by the DOL with the assistance of Secretary and approval of President.

- m) Announce financial statements at all meetings following meeting steps. Article XVIII Sec. 11
- n) Be under legal contract to submit access to new members and hold all local members information.
- o) Disburse the use of supplies such as, but not limited to, books, due stamps, to this local specified in Article XXXIV Sect. 1.
- p) Keep all federal and state legal documents for legal record keeping and shall provide documents if called for review by the International Board.
- q) Pay the payments of proper bills and expenses of this local when evidenced by statement vouchers, and by checks counter signed by the International President
- r) Also hold all website and social media information and passwords for safekeeping and shall post to website and social media accounts union news and updates. Article XXXIII Sec. 2
- s) Be the holder of the custodian seal of this local, in which all official documents shall be attached over their official signature. Article XXXIV Sec. 3
- t) Turn over all said books and records at the end of his/her term to International Secretary.

Sec. 21. The Board Members shall;

- a) Be the final and highest government body of this Local.
- b) Insure the bonding of all officers and employees of the local in accordance with the requirements of this said Constitution and federal laws.
- c) Hold meetings at least two (2) times within one year, at times and places that best serves the needs of the board members.
- d) Call for at least once a year on the books of the officers to protect the membership of the local and the International Union, the result of this shall be published to all the Union members.
- e) Establish and maintain as well as dissolve any organizing, publicity, education, research, seminars, fund raisers, and all types of promotion with the purpose of promoting this local, as board deems necessary.
- f) Terminate the service of a full-time representatives of the Local, in such cases where clear of fraud or dishonesty are proven.
- g) Review Local website and establish updates a minimum of once a month.
- h) Has the right to bring adoption of By-laws to International Board members for vote.
- i) Consist of a minimum of three (3) members all of which whom have been a member of the Local for sixteen (16) months, in which must be in continuous "*good standing*". Until such member is eligible, a section of board members will be appointed by the International Union President.
- j) Vote on all matters of this Local.
- k) Vote on any complaint brought to this Local, under Article XI of this said Constitution so that the Union shall resolve any immediate danger brought to this Union and has full authority to withdrawing membership or officer position resulting in civil suit in any state or federal court, protecting the Union by every lawful means necessary.

- l) Be the final decision to bring any trial forward to membership.
- m) Review any complaints which violate the Constitution and By-laws of the Local, establishing reasonable appeal procedures within the International Union.
- n) Review any State, Federal, Labor Documents & IRS forms required.

Sec. 22. Once you have accepted an officer's position you **are required by law to uphold loyalty to the organization you represent**. When any officer, steward or representative of any labor organization is alleged to have violated the duties declared in subsection (A) and the labor organization's governing body documents or officer refuses his loyalty, the labor organization can sue or recover damages or other appropriate relief within a reasonable time after being requested to do so by any member of the labor organization. Such member may sue such officer, steward, or representative in any district court of the United States to recover damages for the benefit of the labor organization, in which application may be made ex parte. The trial judge may allot a reasonable part of the recovery in any action under this subsection to pay the fees of the counsel prosecuting the suit at the insistence of the members of the labor organization and to compensate each member for any expenses necessarily paid or incurred by them in connection to the litigation, at which time this said Union will advise you to seek legal counsel.

Sec. 23. If any Union officer is convicted of a felony while in position, that officer upon conviction will be removed from office.

Article XXXI

Collective Bargaining

Sec. 1. To ensure all collective bargaining agreements of the I.E.A.U and subordinate organizations do not have a negative impact or cause a conflict with any existing or future bargaining agreements, the I.E.A.U. will provide an I.E.A.U. Representative at all contract negotiations. All collective bargaining agreements must be signed by the I.E.A.U. Representative.

Sec. 2. When any collective bargaining negotiations or memoranda of understanding have been concluded the International Union will be advised, in writing, of the number of employees covered and the expiration date of the contract. To maintain a file, and for informational uses, copies of the collective bargaining agreements and contracts

entered into by the International Union shall, after signing, be sent to the International Union. Such notifications to or filing with this International Union shall not operate to impose any liability on the International Union or its officers or to make them parties to any such collective agreements or memoranda of understanding.

Sec. 3. International Vice President may appoint members of the bargaining committees for the bargaining units who have failed to select bargaining under the provision of the said Constitution.

Sec. 4. The Federal Labor Relations Authority (FLRA) has the final say about who is in a bargaining unit. Determinations are made based on definitions and provisions in 5 USC 71.

Sec. 5. 5 USC 7112 (b) Sets out exclusions from appropriate bargaining units:

- Management officials
- Supervisors
- Confidential employees
- Personnel Work
- Administering the Labor Statute
- Unit containing both professionals and non-professionals
- National Security
- Investigation/audit

XXXII

Right to Work States

Sec. 1. This Union has rights to file authority of the bargaining unit with the Secretary of State in all right to work states, within the industry in which we serve following to the International Constitution.

XXXIII

Strikes

Sec. 1. This local shall not strike without the previous notification and approval of the International President.

Sec. 2. If local fails to give such notice, the International President may withhold sanction for the strike called by subordinate body, based on the recommendation of the International Executive Board.

Sec. 3. Any picket lines established from strike shall submit to all state and federal laws and requirements. At no time is this said Union or its officers responsible for the unlawful actions of union members during such time.

Sec. 4. It is a criminal offense for pickets to:

- a) Use threatening or abusive words or behavior in a threatening manner towards others passing close to picket line.
- b) Get in the way of other people attempting to enter or leave premises being picketed.
- c) Be in the possession of an offensive weapon.
- d) Damage property, either deliberately or recklessly.
- e) Cause or threaten to cause a breach of the peace.

Sec. 5. All strikes will be considered industrial actions, in which the following actions must take place to be protected by law;

- a) The dispute relates to a dispute between workers and their employers or workplace establishment.
- b) A secret ballot has been held and the majority of the members voting has supported the action.
- c) Detailed notice about the action has been given to the employer or workplace establishment at least seven days before it commences.

Article XXXIIV Union Publication

Sec. 1. The guild shall distribute to its members an official publication pertaining to matters and activities of the Local by means of newsletters sent via email and on membership sites.

Sec. 2. The Vice Presidents and Secretaries shall hold all website and social media information and passwords as well as post positive Union messages and news.

- a) At no time is any officer allowed to change, alter or edit any passwords regarding media without the permission of 2 Executive Board members. If officer does change any information without board approval they must inform the board as soon as possible and may be subject to Article XV with seat immediately announced as vacant.

Sec. 3. All officers shall have the use and privilege of posting articles, blogs and more on the local website. At any time, an officer misuses this privilege he may be subject to officer dismissal. All posting must be in good taste and shall be within this Union objects and goals.

Sec. 4. All officers and members of the Local are allowed to speak on the Union's behalf regarding Union matters in which they are aware of the correct details in such matters. At no time shall member or officer need permission to do so, all officers and members are to abide by the ethic policies of this Union. No such statement of this union shall be given by any member of the Local, on a person on record that may conflict the International in any such way

Sec. 5. At any time, if member or officer come across any news publication about this Union, please forward to the International Secretary.

Sec 6. All publication must have final approval by local's President before submitted.

Sec 7. No such statement of this union shall be given by any member of the Local, on a person on record that may conflict the International in any such way, Any Social Media, announcement or statement that is against said Union made by any officer of Local that places the Union into an ill reputation, may be in grounds of further action decided on the majority Quorum vote of the International Board.

Article XXXV Supplies

Sec. 1. This guild shall procure and use supplies such as, but not limited to, books, due stamps, official buttons, labels, badges, T-shirts, supplied and authorized by the International Secretary.

Sec. 2. All such supplies are to be in uniform design.

Sec. 3. The President, Treasurer and Secretaries shall be the holder of the custodian seal of this Local, in which all official documents shall be attached over their official signature.

Article XXXVI Non-Liability

Sec. 1. This guild shall not be authorized to make contracts or incur liabilities for or in the name of this local unless authorized in writing by the International President and the International 2nd Secretary.

Sec. 2. The hired or appointed pursuant to this Constitution shall be full and complete authority and protection with the respect to any actions taken, suffered, or omitted by

this Board, or any member of it, shall not be liable to any persons or organizations, for any act, willfully misconducted or in bad faith in effectuation of the purposes and objects of this Constitution and the interest of its members of this organization.

Sec. 3. Neither the International Union or any of its officers shall be held responsible for the wrongful and unlawful act of any subordinate bodies, unless where the International Union or its officers have actually participated in or authorized such acts, or have ratified such acts after the knowledge thereof.

Article XXXVII

Amendments

Sec. 1. No Clause of the General By-laws or the Constitution shall be considered valid unless carried by referendum vote and inserted into the Constitution and By-laws, or by being deemed necessary by the International President during the creation of all subordinate bodies, in which this Constitution will be completely amended for all and any conflicts that may arise.

Sec. 2. The International Executive Board shall be the final authority in fulfilling, interpreting and enforcing this Constitution, subject to review by an International Convention.

Sec. 3. All subordinate bodies determined by this International Union shall comply with this International Union's Constitution and By-laws, and shall not conflict in any such matter with the International Constitution and By-laws.

Sec. 4. Upon the adoption of an amendment to this Constitution, the Secretary may correct punctuation, grammar, or number where appropriate, if the correction does not change meaning.

Sec. 5. Any amendments must be voted into the constitution by vote of the International Board, after such vote amendments may be added to the end of the By-laws for additional publication.

Sec. 6. All amendments shall effectively take effect immediately in regard to all subordinate body constitutions and By-laws as the acting supreme laws of this said Union.

Article XXXVIII

Revenue

Sec. 1 The revenue of this local shall be derived from Quarterly Dues, Initiation fees, charter fees, Government Grants, fund raisers and any other source that the International Board shall determine. A special assessment may be levied by the Convention at which time shall be determined by a four (4) year period in which the International Union is being created. A special assessment may be initiated by the Assessment Committee in accordance with Article XXII the sums collected by assessments under this section shall be used only for the purpose of the assessments, except that any unexpended surplus of such assessment shall be allocated to the contingency fund of the Union and may be reallocated by the Convention. A complete record of all monies collected by assessments under this and all sections of this Constitution, shall be available for inspection.

Sec. 2. The funds of this guild whether to invest or reinvest, in all property such as real or personal, tangible or intangible, shall be held for the effectuation of the purposes and objects of this local and the members interest. No part of the net earnings, properties, or assets of this Organization, on dissolution or otherwise, shall inure to the benefit of any person or any member, director or officer of this guild. Otherwise all such funds shall remain in authorized bank account unvested.

Sec. 3. On liquidation or dissolution, all remaining properties and assets of the guild, shall be distributed and paid over to an organization dedicated to non-profit purposes which has established its tax-exempt status pursuant to Section 501(c) of the Internal Revenue Code.

Sec 4. Approved payments of salaries, expenses, and disbursements for its officers and employees, shall be paid by this International Union from the dues, fees and funds accounted for. The Salaries, expenses and disbursements must all be agreed upon by which is to be decided on vote of the International Executive Board members and payable in twelve (12) equal monthly installments or by how many hours they have worked. No said officer shall be paid until officer has been an active officer of a min of six months.

Sec. 5. At no time may this guild obtain loans from any banks, firms, corporations or institutions.

Sec. 6. All disbursements of funds shall follow the local and International Constitution under Article XXIII Section 15, Article XXXVII Sections 15.

Sec. 7. No such Union funds shall be contributed or applied to promote the candidacy of any person running for union office or no such funds shall be used for issuing statements involving candidates in union elections.

Sec. 8. This guild shall furnish to any person designated by the International President to examine its books, records, accounts, receipts, as well as, all and any documents whenever requested.

Sec. 9. This guild shall promptly forward to the International Treasurer copies of all annual audit reports and copies of all financial reports setting forth a statement of assets and liabilities, as well as a statement of all receipts and disbursements which are required by law.

Sec. 10. All records of this guild pertaining to income, or any type of financial statement of any kind whatsoever must be kept by the International Union and Secretary/Treasurer of this local, for a period of at least six (6) years or longer if required by applicable law.

Sec. 11. No officer of this guild may receive compensation of any kind from the intermediate body, except for the minimal stipend or expenses as which shall seem appropriate.

Sec. 12. In creation of this guild, retirement, insurance, discount programs and all other member needs shall be subject to review every two years.

Sec. 13. All monies matters, covered by this Constitution and By-laws, including without limitations in the name of the International Union shall at all times be subject to a yearly audit by the International Union.

Sec. 14. There is no Work Permit rate required specifically to the International Union, unless it is required by law following the Article V Section 1 of this Constitution and By-laws, however a working rate may be established when deemed necessary by the calling of a special convention called by the International Secretary subscribed, in at which time the issuing of such permit shall be determined.

Sec. 15. Payment of any financial obligation due by a member to this guild shall be enforceable by fine, suspension or expulsion and, in addition thereto, by resort to court action. If court action is required, the delinquent member shall also be liable to the guild for reasonable legal fees and other expenses incurred by it in connection with the

suit.

Sec. 16. A union officer or employee who embezzles union funds or other assets, including membership information commits a federal crime punishable by a fine and/or imprisonment.

Sec. 17. All checks over \$500 are to be counter-signed by the President.

Sec. 18. In which time officers of this said Union shall be paid, Officers shall be paid an hourly wage for the effort in which they have dedicated to this said Union. No officer shall be paid, however, until they have proven their worth to this said Union and have been an active officer of a min. of six months.

Sec. 19. All guilds members' rates, dues, permit fees, transfer fees and initiation fees are subject to change with in the first four (4) years of the creation of this Local, in which time a Committee board will be established to vote and regulate such fees by the International Board. Until such time the following are effective on January first (1st) 2018, which can be altered by following the guidelines of Article XX.

- a) All Members of this guildl who have annual earning of \$16,000.00 or more the dues shall equal to \$200 a year or \$50.00 per quarter or \$16.67 per month, with a maximum of \$600.00 per year, in which is three (3) times the regular due fees. For earnings under \$16,000.00 the minimum shall equal to minimum of \$32.00 a year or \$8.00 per quarter or \$2.66 per month
- b) Working dues shall consist of \$27.00 with a minimum of \$10.00 and a Maximum of \$81.00 with is three (3) times the regular working dues.
- c) Initiation fees shall be at the rate of the regular rate of \$25.00 and shall begin effective on January first (1st) 2018. With a minimum of \$25.00 and a maximum of \$600.00 which is twenty-four (24) times the regular Initiation fee.

- d) Transfer fees shall be at a regular rate of \$60.00, a minimum rate of \$10.00 and a maximum of \$120.00 which is twice (2) the regular transfer fee.
- e) There is no Work Permit rate required specifically to this Local, unless it is required by law following the Article V Section 1 of this Constitution and Bylaws, however a working rate may be established when deemed necessary by the calling of a special convention called by the International Secretary-Treasurer subscribed in at which time the issuing of such permit shall be determined

Sec. 20. A member can request the initiation fee to be by deferring payment with a written contract over a maximum of six months and must include language specifying an individual's obligation should he or she fail to fulfill the written contract's terms.

Article XXXIX

Documents, Reports, Passwords & Privileged Information

Sec. 1. *402.10 Dissemination and verification or reports.* Every labor organization is required to submit reports under section 201a of the Act, shall make available to all its members information required to be contained in such report, including the Constitution and By-laws required to be filed therewith, and every such labor organization and its officers shall be under the duty to permit members, with just cause to examine books, records, and accounts necessary to verify such reports.

28 FR 14381

Sec. 2. *452.134 Preservation of Records* - The credentials of delegates and all minutes and other records pertaining to election of officers or conventions, must be preserved for one year by the secretary in office. This preservation requirement applies to the subordinate bodies as well.

Sec. 3. All Union documents, pertaining to all and any financial records, meeting minutes, membership information as well as any and all other Union information shall be considered property of this Union and shall be considered assets.

Sec. 4. All time frame of all above are subject to the Bi-laws of this Constitution and this Union shall have all and any rights to safeguard such access. Failure to do so, is a misdemeanor according to the Non-profit Act.

Sec. 5. All Union property shall be turned over to the International Secretary at end of term.

Sec. 6. All officers shall be under strict contract with this said Union and shall uphold all By-laws.

Sec. 7. If any Union officer is convicted of a felony while in position, that officer upon conviction will be removed from office.

Sec. 8. The President and Treasurer or the corresponding principal officers of the parent labor organization are personally responsible to sign the yearly LM Form for the parent organization as well as for the subordinate bodies as a group form, until the parent executive body decides otherwise. Under the LMRDA, officers subject to criminal penalties for willful failure to file a required report.

Sections 1001 of the Title 18 and 1746 of Title 28 of the United States Code.

Article XXXXX Federal Laws

Sec. 1. The following acts are added to this said Constitution to help safeguard this Union in any State or Federal court.

- a) Be a referral system for employers.
- b) Receive notices of public meeting and agendas to industries in which we serve.
- c) Sign on any State or Federal Legislation Bill.
- d) Join town hall meetings.
- e) Work with Osha and Department of Labor on decisions of the industries we serve.
- f) Be a collective bargaining agent.
- g) Add Union name and logo to all business cards, websites, and social media.
- h) Wear buttons, lanyards, shirts and hats representing said Union.
- i) Instruct mandatory committees for safety, staffing, etc.

- j) Picket.
- k) Call for a strike.
- l) Hold telephone and electric sign-ups for membership.
- m) Conduct Union events and meetings.
- n) Create an action plan to workplace enforcement.

Article XXXXI Political Levy

Sec. 1. The International Board shall have the authority to make expenditures from the general funds in amounts not exceeding \$25,000 for any single transaction for lobbying and other political purpose, including contributions to candidates for state and local offices if such contributions are not prohibited by state law on the approval vote of the International Board.

Sec. 2. This International Board shall have all rights under state law requirements to establish a political fund policy and adopt political fund rules under a Certificated Officer approval. In which Union can maintain funds for a period of ten years.

Sec. 3. Political arrangements shall be made public acknowledgement, with the approval of all members of the Union binding all subordinate bodies and charters created from it as one vote.

Article XXXXII PRESIDENT EMERITUS

Sec. 1. The President Emeritus shall hold as an individuate status in which at no time shall be removed from this Union's Constitution and shall be honored until this said Union and all the subordinate bodies chartered from it, have been dissolved.

Article XXXXIII

Savings Provisions

Sec. 1 If any provisions of these By-laws shall be modified or declared invalid or inoperative by any competent authority of the executive, judicial, or administrative branch of federal or state government, the Executive Board shall have the authority to suspend the operation of such provision during the period of its invalidity or modification and to substitute in its place a provision that will meet the objections to its validity and that will be in accord with the intent and purposed of the invalid or modified provisions. If any article or section of these By-laws should be modified or held invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of this these By-laws or the application of such article or section to persons or circumstances, other than those as to which it has been held invalid or modified, shall not be affected thereby

Article XXXXII (The Meaning of Terms)

Meaning of Terms

“Adult Entertainment” shall include all business types, whether directly or indirectly, that consists of adult age material regarding any type of adult age entertainment. Whether live, recorded, printed or associated with sexually explicit or graphic material designed for adult viewing in which one must be of or over the age of eighteen (18) years of age. Any type of adult sports, activity, entertainment, profession, services, sells, or any or all professions in which you must be of over the legal age of eighteen to be employed or participate within. This includes, but is not limited to, bartender’s, cocktail waitresses, exotic dancers, live web cam, adult film industry, UFC / Boxers, tattoo artists, security guards, and over the age of eighteen club employees, legal escorting, drivers, assistants, adult organized events, sales/ lingerie, adult toy, video, web hosting and affiliations.

“Adult Entertainment Industry” shall include all business containing Exotic Dancers, Dance Clubs, Adult Video, Adult Production, Adult Actors or Actresses, Legal Escorts, Adult Organized Events, Bartenders, and any other type in which you must be of or above the age of eighteen (18) to partake in.

“Affiliated Bodies” Shall include State and Provincial Councils, Joint Councils, Service

Councils, area, regional, or industry Conferences and Divisions, Charities, organizing committees, and provisional locals, national or international, guilds, chapters and locals and union committees.

“Bad Standing” Any member of the Union that has not made all and any payments in which they are required in this Constitution and By-laws, as well as any member in which has been suspended or expelled. No member in bad standing may hold office.

“Bargaining Unit” A group of employees who are represented by a Union.

“Bonding” All International Officers as well as all Local Union Officers shall secure and maintain surety bonds in the amounts and the form required by the applicable status. The International Treasurer may direct an increase on the amount of any bond whenever they deem it necessary.

“Constitutional Officers” Refers to a person holding a position identified as an officer to represent the labor organization and whose duties are confined to the promoting the interests of members and the rules of the organizations By-laws and Constitution.

“Executive Board” The Executive Board shall consist of the President, Treasurer, Secretary and Vice Presidents. It is often empowered to make time-sensitive decisions when consulting the entire Board of Directors is unfeasible. Their decisions are to be brought to the next Board of Directors meeting and are subject to reversal or amendment.

"Good reason" Shall mean gainful employment, illness, family emergency or for such other reason as the National Council may deem valid.

“Good Standing” The term "In Good Standing" as used in this Constitution and By-Laws shall be construed to mean that the member has fully complied with all their obligations to the Union not only financially but in all other regards.

“Labor relations consultant” as “any person who, for compensation, advises or represents an employer, employer organization, or labor organization concerning

employee organizing, concerted activities, or collective bargaining activities.” 29 U.S.C. 402

“Management official” An individual employed by an agency in a position the duties and responsibilities of which require or authorize the individual to formulate, determine, or influence the policies of the agency.

“Officer” Any constitutional officer, any person authorized to perform the functions of President, Vice-President, Secretary, Treasurer, or other executive functions of a labor organizations, and any member of its executive board or similar governing body.

“Picketing” A way of increasing support for industrial actions, in which workers involved in industrial action attend a workplace to increase support for their cause.

“Picket Line” Those who gather outside or near the entrance of a workplace.

“Reporting Requirements” All Local Unions by its Secretary or Treasurer shall forward to the International Secretary the correct name, address and phone numbers of all its members, and other membership information, each month, as well all financial reporting documents. Submitting all changes of members addresses and phone numbers within twenty-four (24) hours.

“Subordinate Body” All and any said units created under the International Board such as, but not limited to, all locals, chapters, charters, guilds, associations, foundations, affiliations and committees.

S- 1 OLMS regarding bond report

The Application for Federal Assistance (SF-424) is an OMB form with no agency additions

Labor-Management Cooperation Grants Program, Federal Mediation and Conciliation Service, 250 E Street SW., Washington, DC 20427

Labor-Management Standards, U.S. Department of Labor, 200 Constitution Avenue NW., Room N-5609, Washington, DC 20210, (202) 693-0123 (this is not a toll-free number), (800) 877-8339 (TTY/TDD).

The revised version of these Bylaws was voted into action by the IEAU board on Feb. 22nd 2018. As of March 18th we are still waiting on approval of the APAG board therefore additional revisions may still be made.