

Article I

LOCAL 802 AFM BYLAWS

ARTICLE I

DUTIES OF OFFICERS

Section 1. Duties of the President.

It shall be the duty of the President:

- (a) to preside at all meetings of the Local and of the Executive Board;
- (b) to vote in the Executive Board in all cases of a tie;
- (c) unless the Executive Board shall otherwise direct, pursuant to Section 5 (gg) herein, to countersign vouchers issued by the Recording Vice-President after their approval by the Executive Board or a majority of the top officers, as the case may require.
- (d) to perform such other duties as the Executive Board may from time to time prescribe. He/she shall by virtue of his/her office be one of the Delegates to the A.F. of M. Convention unless he/she is a member of the International Executive Board of the A.F. of M., and the State Convention of the A. F. of L., and the New York City Central Labor Council.

The President shall have the power:

- (e) to call meetings of the Executive Board or Trial Board or of the membership at any time;
- (f) to appoint committees, except rank-and-file orchestra committees which shall be selected solely by rank-and-file members of each bargaining unit or engagement, and make a monthly report in the official Journal.

Section 2. Duties of the Recording Vice-President.

The Recording Vice-President shall:

- (a) attend all regular and special meetings of the Local and of the Executive Board;
- (b) unless the Executive Board shall otherwise direct, pursuant to Section 5 (gg) herein, keep true and correct minutes of the proceedings thereof. The substance of all proceedings shall be clearly described and meaningless phrases such as "proper information" and/or "various other matters were disposed of", etc., shall not be employed.
- (c) unless the Executive Board shall otherwise direct, pursuant to Section 5 (gg) herein, submit to the Executive Board all communications requiring action by the Executive Board;
- (d) procure and preserve the necessary books, papers and other documents pertaining to the office

Article I

and transmit them to his/her successor when properly qualified to receive them, clear of all encumbrances. In case he/she does not attend any meeting for any reason, the Executive Board shall appoint a temporary recording vice-president.

(e) unless the Executive Board shall otherwise direct, pursuant to Section 5 (gg) herein, mail or cause to be delivered all summonses to members to appear before the Executive Board or Trial Board or other officer or official body of the Local;

(f) send a copy of the official Journal to each member and have printed in the official Journal all proceedings of the Executive Board. The official Journal shall be printed 11 times a year, only one to be published during the summer months, which issue is to be designated "July-August" issue.

(g) notify members of their election to office;

(h) unless the Executive Board shall otherwise direct, pursuant to Section 5 (gg) herein, compile an alphabetical list of all members, their residences and telephone numbers and the instruments which they play, and keep a copy thereof amended to date for inspection at the Local headquarters;

(i) unless the Executive Board shall otherwise direct, pursuant to Section 5 (gg) herein, upon the adoption of an amendment to the Constitution or Bylaws, post same on Bulletin Board and have a copy of the Constitution and Bylaws amended to date on file in his/her office for the convenient inspection of members;

(j) unless the Executive Board shall otherwise direct, pursuant to Section 5 (gg) herein, draw all vouchers on the treasury;

(k) make a semi-annual report setting forth the standing and general condition of the affairs of the Local and perform such other duties as the Executive Board may from time to time prescribe;

(l) keep a book report of the attendance at all Executive Board meetings.

(m) in the event that the President is a member of the International Executive Board then the Recording Vice-President by virtue of his/her office shall fill the vacancy as a Delegate to the A.F. of M. Convention.

(n) unless the Executive Board shall otherwise direct, pursuant to Section 5 (gg) herein, the Recording Vice-President shall request each and every rank-and-file orchestra committee, on or before December 15th of each year, to furnish lists of its nominees for the Coordinating Advisory Committee.

Section 3. Duties of the Financial Vice-President.

The Financial Vice-President shall:

(a) unless the Executive Board shall otherwise direct, pursuant to Section 5 (gg) herein, before entering upon the duties of office, for the proper account of the funds of this Local, execute a bond in the sum of twenty-five thousand dollars with a reliable surety company as surety and at the expense of the Local, which bond shall run to the benefit of the Associated Musicians of Greater New York, Local 802, A.F. of M., and which bond shall be approved by the Executive Board of the Local;

Article I

(b) unless the Executive Board shall otherwise direct, pursuant to Section 5 (gg) herein, keep his/her accounts so that the debits and credits of each member can be ascertained at any time, and shall give a receipt for all dues, fines and assessments paid into the Local on a form provided therefore by the Local. Said accounts at all times shall be open for inspection by the Executive Board.

(c) unless the Executive Board shall otherwise direct, pursuant to Section 5 (gg) herein, submit semiannually a detailed financial report to the Executive Board, attested by a registered Certified Public Accountant selected by the Executive Board, of the financial condition of the Local;

(d) semiannually publish in the official Journal a detailed report of the financial condition of the Local, which report shall be attested by the C.P.A. selected as above;

(e) unless the Executive Board shall otherwise direct, pursuant to Section 5 (gg) herein, submit to the regular meeting of the Executive Board monthly a recital of the gross income and expenditures and balance on hand.

(f) If the Executive Board deems it to be in the best interest of the Local, he/she shall cause to be published in the official Journal of the Local the names of delinquent members and the amounts due from same, as well as the names of all suspended, erased, expelled or reinstated members, it being hereby provided that such notice shall be considered legal notice to the members.

(g) publish the names of all new members in the official Journal;

(h) unless the Executive Board shall otherwise direct, pursuant to Section 5 (gg) herein, in the name of the Associated Musicians of Greater New York, Local 802, A.F. of M., deposit all funds from whatever source received in such bank or banks as the Executive Board may designate, which said funds shall be withdrawn on checks signed by the Financial Vice-President or other persons designated by the Executive Board;

(i) at the expiration of his/her term of office, deliver into the hands of his/her duly qualified successor all monies, books and property belonging to the Local;

(j) perform such other duties as the Executive Board may from time to time prescribe;

(k) unless the Executive Board shall otherwise direct, pursuant to Section 5 (gg) herein, make available at the union office for inspection by any member during normal business hours of the Local a timely and current listing of all checks or vouchers drawn on any accounts of the Local. Said listing shall include the amount of each check or voucher, its payee, and the account in the Local's financial report to which it is charged.

Section 4. Salaries of Officers.

The President of the local shall be compensated at the rate of \$35.00 per hour or part thereof up to a maximum of \$175.00 for each day that he/she performs the duties of his/her office as required by these bylaws or directed by the Executive Board. The Recording Vice-President and Financial Vice-President shall each receive \$30.00 per hour or part thereof up to a maximum of \$150.00 for each day that he/she performs the duties of his/her office as required by these bylaws or directed by the Executive Board.

Article I

Effective the week ending on or immediately after the first day of the year 1994 and of each succeeding year thereafter, the above rates of compensation shall be increased by the same percentage as the U.S. Department of Labor's 'All Urban Consumers' price index for the New York metropolitan area shall have increased during the preceding November through October period.

Section 4A. Severance Pay for All Full-Time Elected Officials.

Each elected full-time salaried official who shall have served the Union as a paid employee for a minimum of five (5) years, shall be entitled to severance pay upon the honorable termination of employment as such official, amounting to ten percent (10%) of the current salary for each week of such service performed after January 2, 1961, with a maximum service credit of ten (10) years. The total amount of severance pay hereunder may be paid to eligible former officials in four (4) consecutive annual installments, without interest, commencing upon the termination of his/her services. In the event of the death of an eligible official, the severance pay hereunder shall be paid to his/her estate. Effective January 1, 1993. Severance Pay. Each official of the local who is elected to office and appointed by the Executive Board pursuant to Section 5(gg) of this Article, who shall have served the union as a full-time paid employee for a minimum of five (5) years, shall be entitled to severance pay upon the honorable termination of full-time employment as such official, amounting to ten percent (10%) of the current salary for each week of such service, with a maximum service credit of fifteen (15) years.

Effective July 1, 2010, the Local shall contribute to the A.F. of M. & E.P.F. on behalf of its officers an amount equivalent to 10% of their salaries.

Section 4B. Full Disclosure of Remuneration.

Any amounts received by any elected official of this Local, or any relative of such official, from any funds of the Local, including any funds in trust or otherwise segregated for the direct or indirect benefit of any member, shall be disclosed to the membership by listing said amounts, payees, sources, and dates of payment in the official Journal of the Local at least quarterly.

Section 5. Duties of the Executive Board.

(a) The Executive Board shall have general charge and supervision of the affairs of this Local, may make and enforce such orders from time to time as may be desirable in its judgment, and shall exercise all rights, powers and privileges thereof, subject to the provisions of the Constitution and the Bylaws of the Local. The Executive Board shall adopt rules for its own government consistent with the Constitution and Bylaws. Seven members shall constitute a quorum. All acts of the Executive Board shall require the vote of a majority of the members present, but in no event less than the concurrence of five members.

It shall have the power to act in all matters affecting the Local not specifically provided for in the Bylaws, examine all claims, and order paid all just bills against the Local. It shall have general supervision over all properties belonging to the Local and, in its judgment and discretion, make investments thereof.

(b). Every member of the Executive Board present, other than the President or, in his or her absence, the officer chairing the meeting, must vote yes or no on all matters before the Board unless having a direct or pecuniary interest therein. All votes taken in the Executive Board, except on matters that are purely administrative in nature, shall be recorded, and shall be published in the official Journal for the information of the members of Local 802 as part of the minutes of the Executive Board. Any matter

Article I

under reconsideration by the Executive Board shall require a two-thirds vote of the entire Board to affect or alter a previous decision. No ruling or disposition of any matter by the Executive Board shall be changed or modified by or at any membership meeting except with the affirmative action of two-thirds of the members voting at such meeting.

(c) Each member of the Executive Board shall receive \$150.00 for each board meeting attended. The Executive Board shall meet no more than 104 times a year. Members of the Executive Board shall be permitted to accept any professional engagement, except standby, understudy or other nonplaying engagement, but not to act as contractor, leader or personnel manager during their terms of office. The acceptance of engagements as a solo performer without the accompaniment of other musicians shall not

be construed as acting as a leader for the purposes of this paragraph. Members of the Executive Board who are designated to represent the local as principal negotiators of the terms and conditions of members' employment as musicians, or who are appointed to supervise any department of the local that enforces and/or administers any agreements or wage scales governing such terms and conditions of employment, shall not be permitted to work as musicians.

(d) The President's seat, the Recording Vice-President's seat, the Financial Vice-President's seat or a member's seat on the Executive Board shall be declared vacant in the event of death, resignation, or if found guilty of violating the Constitution, Bylaws, Rules, Regulations or Orders of the Local or of the American Federation of Musicians, after due process of law (except as specified in Article V Section 7, paragraphs (k),(l) and (m)); or upon failure to attend four consecutive meetings of the Board without being excused by the Executive Board; or upon failure to attend two consecutive meetings of the Local without being excused by the Executive Board; and such vacancy, except in the event of death, resignation or removal of the President and covered under Article I, Section 2 of the Bylaws, shall be filled by the Executive Board for the balance of the unexpired term.

(e) It shall have the power to summon any member for interrogation, call for papers and witnesses, and render judgments against employers for unpaid services; make necessary contracts and levy assessments. It shall not levy assessments unless ratified by a meeting of the Local. As soon as the Executive Board is advised of a decision of the Trial Board it shall be the duty of the Executive Board to enforce same.

(f) The Executive Board shall have the right to entertain and pass upon requests for fines and claims allowed to be paid in installments.

(g) It shall have the power to approve or disapprove all contracts or Leaders (Personnel Managers) for professional engagements of members and to remove such Leaders (Personnel Managers) and appoint others in their place whenever in its discretion or judgment it is in the best interest of this Local.

(h) It shall have the right, power and authority, in connection with any engagements specifically designated by it, and whenever in its discretion the best interest of this Local or any of its members requires, to demand and receive from any employer, prior to or during any engagement, the total amount of money due or to become due to members employed by said employer in connection with any such engagement and/or engagement contract, or notice of engagement.

Said monies so received shall be held in escrow by the Executive Board to insure payment of Union Wage Scales to the members employed on the particular engagement in connection with which said monies have been deposited. Said escrow monies so deposited shall be returned or paid on account of

Article I

salaries to members employed on the particular engagement in connection with which said monies have been deposited only as the Executive Board may direct.

(i) The Executive Board shall have sole authority and power to dispose of and allocate any and all monies collected either as fines or in settlement of claims with or against employers which shall be levied against and paid by any employer in connection with any case or matter in which a member has been found guilty of entering into collusion with said employer for the purpose of violating the Constitution and/or Bylaws, including all Wage Scales of the Local. Such monies shall be paid directly to the Local and disposed of as above set forth.

(j) It shall have the power and authority wherever circumstances surrounding and concerning any particular engagement are such as, in the opinion of the Executive Board, make for or affect discrimination against or displacement or denial of employment opportunities to members of Local 802, the Executive Board in its discretion may make and collect such standby charges in connection with said engagement as it deems fit and proper.

(k) It shall have the power and authority in connection with any engagement to appoint stewards and to authorize and empower said stewards to act as Leaders (Personnel Managers) with said reference to said engagements and/or direct and empower said stewards to investigate working conditions and/or to maintain union standards in connection with or on any such engagements.

(l) It shall have the power and authority, and shall be required in connection with engagements specifically hereinafter designated, to appoint stewards with reference to said engagements, and/or direct and empower said stewards to investigate working conditions and/or to maintain union standards in connection with or on any such engagements:

(1) where a contract is submitted for approval or where a contract which has been approved is on file and where such contract has been signed by an employer who has been involved in any violation of the Wage Scales of this Local or of any other Local in the A.F. of M., or of the A.F. of M.;

(2) where a contract is submitted for approval or where a contract which has been approved is on file and where such contract has been signed by a member, as Leader (Personnel Manager), who has been convicted of any violation of the Wage Scales of this Local or of any other Local in the A.F. of M., or of the A.F. of M.;

(3) where the place of business, enterprise or engagement named in the contract is managed, operated, controlled or owned (directly or indirectly) by anyone, or employs anyone, who has been involved in a violation of the Wage Scales of this Local or of any other Local in the A.F. of M., or of the A.F. of M.;

(4) where no written contract exists but the engagement is based on an oral agreement, and any of the conditions mentioned in the preceding three subsections exists.

(m) The Executive Board shall have the power to appoint the attorneys and auditors for the Local and fix their respective compensation.

(n) The Executive Board shall not make any donation in excess of five hundred dollars (\$500.00) to any organization or individual within any calendar year without the approval of the membership at a

Article I

membership meeting by a two-thirds (2/3) vote of the members present. However, in the event that a request for a sum in excess of five hundred dollars (\$500.00) is announced in the official Journal for recommended action at the next regular or special meeting and a quorum not being present at said meeting, then the Executive Board shall have the power to investigate the request and make such disposition of the request as the majority of the Board shall decide. However, in the event of an emergency or catastrophe the above shall not be applicable. The foregoing donation cap shall not apply to contributions authorized by the Executive Board to bona fide not-for-profit organizations such as the Council for Living Music, the stated purpose of which is the preservation and advancement of live music, provided that such contributions are intended, and used, for the promotion of these purposes. This paragraph does not apply to TEMPO funds, monies of which are donated specifically to TEMPO for political purposes and are not part of Local 802's general fund.

(o) The Executive Board shall recognize the existence of rank-and-file orchestra committees on all engagements.

(p) The Executive Board shall grant permission for the formation of a rank-and-file orchestra committee upon request of any member employed on any engagement. Such rank-and-file orchestra committee shall serve as the liaison between the rank-and-file employees and the Leader (Personnel Manager) and/or the Local. For the purpose of this paragraph, the term "rank-and-file" shall be construed to include all members other than full time officers or employees of the Local.

(q) The Executive Board shall have the power to reorganize and/or rearrange the Local's Bylaws, provided that such revision does not add to, delete or change the meaning of any part or section thereof. Inconsistencies and conflicting provisions should be eliminated.

(r) It shall be the responsibility of members of the Executive Board to participate in any and all negotiations which the Local enters into for the purpose of collective bargaining. It shall be the responsibility of the full-time officers to fully inform rank-and-file Board members of upcoming negotiations well in advance of the beginning of said negotiations whenever possible so as to promote the participation of the full Board. To these ends, the President shall select at least one rank-and-file Board member to participate in each negotiation to work with the principal negotiators and to act as liaison between the negotiating committee and the full Executive Board. Such participation shall include, but not be limited to, attendance at negotiations by the Board member or members whenever scheduling permits. The provisions of this resolution shall be waived only with the consent of two-thirds of the Executive Board. Anything in these Bylaws that contradicts or contravenes the above is hereby amended to conform with the above.

(s) The Executive Board shall have the power to establish and enforce a five-day work week without reduction in pay or personnel in all places now having a six-day work week and to make all necessary price adjustments on such engagements to accomplish such end.

Exceptions to this regulation may be made by the Executive Board whenever in its sole discretion the interest of the Local would be best served thereby.

(t) The Executive Board shall have the power to make trade agreements, to notify the membership through the official Journal of said agreements, and place all restrictions upon members making agreements extending beyond the expiration date of the Local's trade agreements with employers.

Article I

(u) The Executive Board shall be empowered to set a minimum number of musicians to be employed in hotels, catering halls and other places where single engagements take place.

(v) The Executive Board shall have the power to create a minimum number of musicians to be employed on all engagements, single or steady, and shall apply same whenever in its judgment it shall be practicable.

The Executive Board shall be empowered to stipulate and fix mileage fees on engagements played in the entire Long Island area.

The Executive Board shall be empowered to reclassify hotels wherever same may become necessary in relation to single engagements.

(w) The Executive Board of Local 802 shall have full power to set minimums with respect to the number of musicians employed in theatres not now or hereafter covered by existing agreements between said theatres and the Local with a view to increasing employment in the above mentioned theatres.

The Executive Board shall also have the power to fix working conditions and scales for the above mentioned theatres and to enact any regulations it may deem necessary thereto.

(x) The Executive Board shall be, and the same hereby is, empowered to revise upwards the scales of employed members of Local 802 in all such categories and instances where in the judgment of said Executive Board such increase is possible.

(y) The Executive Board shall be empowered to establish a death benefit fund and initiate the necessary Bylaws for that purpose and to change or amend any existing Bylaws necessary for this purpose.

(z) The Executive Board shall be empowered to institute rules and regulations regarding the question of entertaining and singing on single engagements.

(aa) The Executive Board shall be authorized and empowered at such time as it finds feasible to take such steps as it shall deem necessary to create welfare benefits, such as hospitalization, insurance, disability, etc., for the members employed in the single engagement field and to amend the Bylaws and Wage Scales governing single engagements to the extent necessary to accomplish such objective.

(bb) Local 802 shall establish a welfare fund to be financed by contributions by employers of music through a tax upon engagements, and the Executive Board of Local 802 shall be directed to negotiate a percentage surtax on all engagements in all negotiations for contracts which become open on or after the adoption of this resolution sufficient to provide medical and hospital care for the membership of Local 802.

(cc) The Executive Board shall initiate a pension plan for members on engagements wherever feasible and shall be empowered to change or amend any existing Bylaws for this purpose.

(dd) The Executive Board of Local 802 shall be directed to draft a pension plan and a welfare plan for the benefit of

Article I

all employees of the Union, subject to the condition that the plan and the cost thereof must be approved by a membership meeting specifically convened for this purpose.

(ee) A pension fund shall be established for all engagements and the Executive Board shall negotiate for employer contributions into the pension fund for all engagements, which may be combined with any presently existing pension fund or that any existing funds may be incorporated in the new fund, whichever method is deemed more practical, or the new fund may exist independently and apply to those engagements, including single engagements of all types, not already covered by a pension plan.

(ff) The Executive Board shall be directed to draw up and carry into execution a plan for the establishment of a disbursement agency, either controlled by the Local or to be independently chartered and operated, for the distribution of payments on single engagements to all members playing such engagements.

The formulation of such a plan shall be completed no later than October 1, 1964, and a full report on same shall be published in the issue of *Allegro* immediately following. The plan shall be put into operation no later than January 1, 1965.

(gg) Effective January 1, 1993, the Executive Board shall appoint, for a term not to extend beyond its own term of office, an Executive Director and such assistant directors, up to a maximum of three assistant directors, as it may deem proper and prudent to carry out the work of the local, and it shall determine his/her/their compensation. In the event that any individual(s) so appointed has (have) been elected to office, his/her/their aggregate weekly salary, inclusive of any officers' salaries provided for elsewhere in these bylaws, shall be: for executive director, \$1,325, and for assistant director, \$1,150. Effective the week ending on or immediately after the first day of the year 1994 and of each succeeding year thereafter, the above rates of compensation shall be increased by the same percentage as the U.S. Department of Labor's All Urban Consumers price index for the New York metropolitan area shall have increased during the preceding November-through-October period. The Executive Board shall determine the authority, powers and duties of the director(s), which may include the functions specified in Sections 1(c), 2(b), 2(c), 2(e), 2(h), 2(i), 2(j), 2(n), 3(a), 3(b), 3(c), 3(e), 3(h) and 3(k) of this Article. The executive director and any assistant directors shall not be permitted to accept musical employment within the jurisdiction of the local or of the American Federation of Musicians.

(hh) Nothing in these Bylaws shall be construed as giving the Executive Board or any officer or other official of the Local the power to waive any of the terms of any collective bargaining agreement entered into by the Local. All officials of the Local are hereby expressly forbidden to grant concessions which lower wage scales or minimums, or to alter working conditions for any reason whatever.

(ii) In the event that any officer or employee of the Local shall be found to have charged personal expenses to the Local by misusing a credit card or by other means the Executive Board shall recoup from such officer or employee such expenses and costs incurred by the Local as a result of such misconduct, in addition to requiring such officer and or employee to reimburse the Local for the misuse of Union assets and to pay such other fine or penalty that may be imposed in accordance with the Bylaws. Consistent with due process, an accounting of the same shall be published in the Official Journal.

And be it further resolved that this Resolution shall become effective immediately upon its adoption and shall apply to any unresolved financial improprieties existing at the time of the enactment of this resolution,

Article I

Section 6. Duties of the Trial Board.

(a) The Trial Board shall consist of nine (9) members. At the first meeting of an incoming Trial Board, it shall elect from among itself a Chair and a Clerk. The Chair of the Trial Board shall preside at all Trial Board proceedings. The Clerk of the Trial Board shall keep a true and correct record of all proceedings, including the attendance of Trial Board members, and all others, and the findings and conclusions of the Trial Board in each case, which shall, upon approval by the Trial Board, be filed with the Recording Vice-President of the Local. In the event of the absence, disability or disqualification of the Chair or Clerk of the Trial Board for any reason, the Trial Board shall designate from among its members an Acting Chair or Clerk.

(b) The Trial Board shall have sole jurisdiction over all charges against members referred to it by the Recording Vice-President. Five (5) members of the Trial Board shall constitute a quorum. A majority vote of the members present shall be necessary to render any decision; however, the reconsideration of any matter by the Trial Board must take place within ten (10) days and shall require a two-thirds (2/3) vote of the entire Trial Board to affect or alter a previous decision or action. Each member of the Trial Board shall have one (1) vote in all Trial Board proceedings, which vote must be exercised unless the abstaining Trial Board member has a direct or pecuniary interest in the matter, in which case he or she may not cast a vote. Should a Trial Board member refuse to vote after being requested to do so, his or her office as Trial Board member shall be terminated.

(c) The Trial Board shall meet no more than 52 times a year. For each Trial Board session attended, each Trial Board member shall receive \$150.00, with the exception of the Chairperson and the Clerk who shall each receive \$175.00. Members of the Trial Board shall be permitted to accept any professional engagements, except standby, understudy or other nonplaying engagements, but not to act as contractor, leader or personnel manager during their terms of office. The acceptance of engagements as a solo performer without the accompaniment of other musicians shall not be construed as acting as a leader for the purposes of this paragraph.

(d) A member's office and seat on the Trial Board shall be deemed vacated in the event of his or her death, resignation, finding of violation of the Constitution or Bylaws after the due process set forth in Article V (except as specified in Article V, Section 7, paragraphs (k),(l) and (m)), or failure to attend, without being excused by the Executive Board, four (4) consecutive meetings of the Trial Board, or two (2) consecutive meetings of the Local. Vacancies on the Trial Board shall be filled by the Executive Board for the balance of the unexpired term. Each member of the Trial Board, upon leaving office for any reason, shall immediately relinquish to the Local all papers and property of the Local in his or her possession.

(e) In conducting Trial Board proceedings, rendering decisions, and prescribing disciplinary measures and fines, the Trial Board shall faithfully follow the procedures set forth in Article V of these Bylaws and shall be guided by principles of fairness to members and of deterrence of violations of the Constitution, Bylaws, Standing Resolutions, Rules, Regulations or orders of the Local and the American Federation of Musicians. To assure equal dispensation of justice, the Trial Board shall consider and follow its relevant precedents. The Trial Board shall issue a monthly report on its activities to be published in the official Journal of the Local.

Article I

(f) The Trial Board shall have the right to reduce fines levied by it and to postpone, from time to time, payments thereof.

(g) The Trial Board shall have the right to entertain and pass upon requests for fines and claims allowed to be paid in installments.

Section 7. Delegates in the number to which the local is entitled in accordance with Article 23, Section 2 of the AFM Bylaws and three Alternate Delegates shall be elected to represent this Local at the National Convention of the American Federation of Musicians. Their duties shall be to represent this Local on all matters pertaining thereto and to carry out specific instructions of the Executive Board and of any Membership Meeting held immediately prior to the Convention. In addition to their hotel and travel expenses, all Delegates to the A. F. of M. Convention shall be given per diem at the rate of \$50.00 from the time they leave the jurisdiction of this Local until their return, which shall be promptly after the Convention adjourns. Delegates to the National Convention shall make a full and complete report at the first available meeting of the Local of the proceedings at the Convention.

In the event of the resignation or inability of a regular Delegate to attend a Convention as Delegate, the Alternate Delegate who has received the highest number of votes for the position of Alternate Delegate shall be the first selected to serve.

Section 8. Three Delegates shall be elected to represent this Local at the New York City Central Labor Council, and carry out the instructions of the Executive Board and of the Local thereat. They shall not be permitted to accept any engagements as Leader (Personnel Manager) to furnish bands, orchestras or musicians for any labor organization or make any recommendations for such musicians. They shall make reports of the proceedings before the New York City Central Labor Council whenever instructed to do so by the Executive Board of the Local. They shall receive the sum of \$16.50 as expenses for attendance at each meeting of the New York City Central Labor Council.

Section 9. Two Delegates shall be elected to represent this Local at all sessions of the New York State Federation of Labor Convention and carry out the instructions of the Executive Board and the Local thereat. They shall not be permitted to accept any engagements as Leader (Personnel Manager) to furnish bands, orchestras or musicians for any labor organization, or make any recommendations for such musicians. They shall make reports of the proceedings before the New York State Federation of Labor Conventions whenever instructed to do so by the Executive Board of the Local. All Delegates to this Convention shall receive their actual disbursements and such further sum for attendance at aforementioned Conventions as the Executive Board may decide.

Section 10. One Delegate shall be elected to represent this Local at all sessions of the United Hebrew Trades and carry out the instructions of the Executive Board and of the Local thereat. Said Delegate shall not be permitted to accept any engagements as Leader (Personnel Manager) to furnish bands, orchestras or musicians for any labor organization, or make any recommendations for such musicians. Whenever instructed by the Executive Board of the Local, he/she shall report on the proceedings of the United Hebrew Trades. The Delegate shall receive the sum of \$16.50 as expenses for attendance at each meeting of the latter.