



INTERNATIONAL ASSOCIATION OF
**Heat & Frost Insulators
& Allied Workers**

International Headquarters

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Office of the General President

November 19, 2019
(Via: Blast E-mail)

To: All affiliated local unions in the United States and Canada

Dear Brothers and Sisters:

I am writing to every local union in the United States and Canada to address a question that I thought had been resolved some time ago: whether local union members can vote at a union meeting to reject an individual's application for membership. The answer to that question is no.

In providing that answer, I am acting pursuant to Article XIX, Section 4 of the Constitution and Bylaws, which authorizes me as General President to resolve any question not answered or clearly defined by the Constitution and Bylaws.

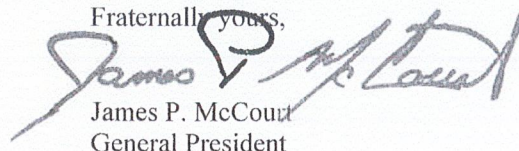
As you may be aware, our union has amended the Constitution and Bylaws to encourage organizing and remove barriers to the admission of new members. In 1992, the convention added to Article XXI, Section 10 language authorizing the local union business manager "to admit new members in order to organize unorganized employees." The committee report explained that this amendment "would prevent those members who are reluctant to accept new members from undermining the organizing efforts of the local union."

Then, in 2002, the convention amended Article III, Section 7 by deleting the language that permitted local union members to vote on applicants for apprentice or improver membership. The purpose of that amendment, according to the committee report, was "to permit the admission of new members."

Together, these two amendments – along with the numerous other actions we have taken to encourage the admission of new members – show that the Constitution and Bylaws do not allow local union members to block new members by voting against their admission. Applications for membership should not be submitted to a vote. Those who are otherwise qualified for membership should be admitted, without offering the membership an opportunity to vote against their admission.

And, please note that Article III, Section 9 requires all applicants and local unions to use the "official form supplied by the General Office." Local unions must use that form and cannot substitute their own.

Fraternal yours,



James P. McCourt
General President

JPM:tzh

cc: General Executive Board
Todd Dunnahoe, Organizing Director

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the AFL-CIO,
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