

**IN THE UNITED STATES DISTRICT COURT  
FOR THE DISTRICT OF MARYLAND**

-----	X	
KEITH THOMAS, et al.,	:	
	:	
Plaintiffs,	:	
	:	
v.	:	Civil No. PJM 97-2001
	:	
THE GRAND LODGE OF THE	:	
INTERNATIONAL ASSOCIATION OF	:	
MACHINISTS AND AEROSPACE WORKERS, et	:	
al.,	:	
	:	
Defendants.	:	
	:	
-----	X	

**FINAL ORDER**

Upon consideration of the parties' written proposals and the hearing held August 28, 2000, on the notification to be made by Defendants to comply with § 105 of the Labor-Management Reporting and Disclosure Act of 1959 (the "LMRDA"), 29 U.S.C. § 415, it is

ORDERED that the summary of the LMRDA annexed as Attachment 1 to Defendants' letter to the Court dated May 26, 2000 (the "LMRDA Summary"), is, with the following revisions, hereby deemed adequate information concerning the provisions of the LMRDA: (1) the third and last sentence of the first paragraph ("For more information contact the nearest OLMS field office listed on the reverse.") shall be deleted; and (2) the name and address of the

U.S. Department of Labor at the bottom of the Attachment shall be replaced by the following:  
"The above is only a summary of the LMRDA. The full text of the Act, which comprises Sections 401-531 of Title 29 of the United States Code, may be found in many public libraries, by writing the U.S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Ave., N.W., Rm. N-5616, Washington, DC 20210, or on the Internet at [www.dol.gov](http://www.dol.gov)." The IAM may, if it chooses, state on the LMRDA Summary that the Summary is being published pursuant to the Court's order, that the Summary is not the editorial product of the IAM, or words to similar effect. In each instance where the IAM publishes the LMRDA Summary pursuant to this Order, the format of the LMRDA Summary shall, except where expressly noted in this Order, be substantially identical to the abovementioned Attachment 1; and it is further

ORDERED that each new member of Defendant Grand Lodge of the International Association of Machinists and Aerospace Workers (the "IAM" or "union") shall receive a copy of the LMRDA Summary as part of the "IAM Owners Manual" annexed in draft form as Exhibit A to Defendants' letter to the Court dated July 31, 2000. The LMRDA Summary shall be as similar as practicable in format to Defendants' Attachment 1 to their letter of May 26, 2000, allowing that the IAM Owners Manual may be printed in a format with pages smaller than 8.5 x 11 inches. The LMRDA Summary shall be listed in the Table of Contents to the IAM Owners Manual in a manner similar to the listings for its other sections or parts; and it is further

ORDERED that the IAM shall publish the LMRDA Summary in three issues of the IAM Journal, to wit, one issue each to be published (i) within six months of the date of this Order, (ii) in the calendar year 2004, and (iii) in the calendar year 2008, but such publication shall not be made in an issue that also includes the IAM's notice pursuant to Beck v. Communications Workers of America, 487 U.S. 735 (1988). Each such notice shall be listed in the Table of Contents to the IAM Journal in a manner similar to the listing for other articles or items published in the same issue; and it is further

ORDERED that the IAM shall post the LMRDA Summary continuously on the home page of its website on the Internet/World Wide Web under the title "Union Member Rights and Officer Responsibilities Under the LMRDA." Said posting shall be in a typeface and style no less prominent than any other optional link.

*[signed]*  
\_\_\_\_\_  
PETER J. MESSITTE  
UNITED STATES DISTRICT JUDGE

September 19, 2000

80147609\_1.DOC