

## BYLAWS OF LOCAL LODGE NO. 1903-M

### INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

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#### ARTICLE I - NAME AND TIME OF MEETINGS

Section 1. This Local Lodge shall be known as Local Lodge No. 1903-M of the International Association of Machinists and Aerospace Workers.

Section 2. It shall be maintained for the purpose of securing and maintaining a high level of wages and working conditions comparable to the skill and degree of responsibility required of aircraft maintenance personnel and related crafts. It shall also be dedicated to the furthering and advancement of the union movement and extending its advantages to those who do not already enjoy them.

Section 3. The regular business meeting shall be held on the Third Thursday of each month. The Local Lodge business meeting starting time will rotate each month from 8:00 am to 12:00 pm to 4:00 pm with the January meeting starting at 8:00 am (example, January-8:00 am, February-12:00 pm, March-4:00 pm, etc.). If the meeting date falls on a generally recognized holiday, a substitute day of meeting shall be set at the preceding meeting.

Section 4. The Local Lodge Executive Board may decide to include a video conference option in conjunction with a standard in-person meeting and provide proper notice of the video option is given to the membership.

Section 5. Special meetings shall be called in accordance with the IAM Constitution.

Section 6. Quorums for all meetings shall be set by the IAM Constitution.

**ARTICLE II - FEES AND DUES**

Section 1. The initiation fee for the Local Lodge shall be equal to one-month Dues.

Section 2. The reinstatement fee for the Local Lodge shall be equal to one-month Dues.

Section 3. The monthly dues for this Local Lodge shall be established and set forth to operate this Local Lodge in proper financial manner.

Section 4. The monthly dues of this lodge shall be calculated by CBA Classifications. The monthly dues of this lodge shall be an amount equal to the Grand Lodge per capita tax and assessments, The District Lodge per capita, plus an amount not to be less than 80% or more than 100% of one hour of members classification top base pay rate per IAM Agreement. The Local Lodge executive board shall set the Local Lodge percentage/rate annually.

**ARTICLE III - OFFICERS AND STEWARDS**

Section 1. The Officers duties shall be as provided in the IAM Constitution.

(a) Nominations and election of Local Lodge Officers shall be as provided in the IAM Constitution.

(b) All Local Lodge Officers must be full dues paying members.

Section 2. Local Lodge Officers shall receive a monthly salary as follows:

President \$500.00

Vice President \$150.00

Recording Secretary \$400.00

Secretary-Treasurer \$500.00

Sentinel/Conductor \$ 150.00

Trustees (3) \$ 150.00

In addition, Officers that require lost time to attend union meetings or to perform their duties will have their lost time approved by a majority vote at a business meeting.

In addition, all Grievance Committeemen shall receive a monthly salary of \$150.00. Shop Stewards shall receive a monthly salary equivalent to one month's dues.

Section 3. The Local Lodge Newspaper Editor and Local Lodge Webmaster shall be selected by the President, with the approval of the Executive Board, based on qualifications, and shall receive a salary of \$200.00 per month.

Section 4. To qualify for the compensation noted in Sections 2 & 3, the member must attend regular monthly business meeting if available. If for reasons of vacation, sickness, Union Business, or training, bereavement, military Reserves members may be excused by the President, with the request made prior to the start of that month's Business meeting, in order to still receive the compensation.

Section 5. All members, Local Lodge Committee persons, Delegates, Auditors, Tellers and members appointed by the President with approval by the Executive Board shall be compensated for normal lost wages while in the performance of duty, at straight time rate.

Section 6. American Airlines IAM Grievance Committee Chair and or Committee Person(s) will be determined by the respective District Lodge in accordance with the TWU/IAM Association protocols. Once the number of committee members is determined for the IAM, these representatives will be nominated and elected by the IAM membership at this location to serve the term outlined in the Local Lodge Bylaws.

Section 7. Local Lodge Officers are to be elected for a three (3) year term, being nominated in November of election year, elected in December following nominations and take office in January following elections. If only one member is nominated for a specific office, they shall be declared the winner by acclamation. The candidate receiving the highest vote for their respective office shall be declared elected.

Section 8. No member may be nominated for Officer, Auditor, Delegate, or Committee unless that member has attended four (4) of the regular business meetings in the preceding 12 calendar months at the time of nominations. Members on union assignment will be counted as "in attendance" provided they notify the Local Lodge President in advance of the business meeting of their assignment. Any member based out of any station that is more than one hundred (100) miles from the address of the Local Lodge will be eligible to attend any training or conference without having to meet the minimum meeting attendance requirements upon recommendation of the President and with approval of the Executive Board.

Section 9. Appropriate, timely notification of any Local Lodge Officer election in our newsletter, mailed to all members, shall constitute legal compliance to the laws of the land and the I.A.M.A.W.

(a) In the event that a timely notification cannot be accomplished by the newsletter a mailing may be utilized.

(b) All shop steward elections will be held at the work site including timely notification and nomination by shop bulletin.

Section 10. Local Lodge Officer Vacancies: A vacancy in the office of President shall be filled by the Vice President. Any other Executive Board Officer vacancies will be appointed by the President, with approval of the Executive Board.

## **ARTICLE IV - THE EXECUTIVE BOARD**

Section 1. The Executive Board shall consist of: Local Lodge President, Vice President, Recording Secretary, Secretary-Treasurer, Sentinel/Conductor and three (3) Trustees. The President of the Lodge shall be the Chairman and the Recording Secretary shall be the Secretary of the Executive Board.

Section 2. A majority of the members shall constitute a quorum for Executive Board meetings.

Section 3. The Executive Board shall meet at least once a month prior to the regular meeting to consider any business brought before them. The President and the Recording Secretary of the Executive Board may call a special meeting by notifying all members of the Board.

Section 4. It shall be the duty of the Executive Board to deliberate upon all matters referred to them and, as soon as possible thereafter, report its recommendations to the Lodge.

Section 5. All members of the Executive Board shall pay full Union dues monthly.

## **ARTICLE V - DELEGATES AND COMMITTEES**

Section 1. The President, with approval from the Executive Board, shall appoint all non-elected Committees. These Committees shall include, but not be limited to, the Legislative, Education, Ground Safety, Human Resource, M.N.P.L., Bylaws and Employee Assistance.

Section 2. Any member of this Local Lodge elected as a Delegate to represent the Local Lodge at the Grand Lodge Convention, State Council of Machinists, State AFL-CIO, Central Labor Union, or any other special meetings, shall be allowed, maximum Per Diem as stated in the GSA table plus actual costs of the hotel/motel accommodations (single). Exceptions to GSA Per Diem Rates, persons attending classes, seminars etc. at William W. Winpisinger Education and Technology Center or NC AFL-CIO Labor School are to receive an incidental expense amount of \$20.00 per day.

Section 3. An Audit Committee of three (3) shall be nominated and elected by the Local Lodge in conjunction with the Local Lodge Officers' election to serve a three (3) year term. This Committee shall perform their duties in accordance with the I.A.M. Constitution.

## **ARTICLE VI - FUNDS**

Section 1. The General Funds of this Local Lodge may be dispensed only by an order drawn by the Recording Secretary and countersigned by the President; properly authorized automatic payments or all properly drawn orders by checks shall be countersigned by the President.

Section 2. All funds of the Local Lodge, except the regular bills as defined herein, will be drawn by a majority vote at regular meetings upon an order signed by the President (or Vice President in his absence) and Recording Secretary.

Section 3. Regular bills shall be interpreted to mean: union meeting hall rent, meeting refreshments, utilities, supplies and other similar bills which may occur regularly. The Grand Lodge and District Lodge per capita tax is not to be considered a bill which must be approved by the membership.

Section 4. Under the following circumstances the President of this Lodge, or their appointees, shall be authorized to spend up to \$125.00, plus tax and delivery charges, on flowers, fruit baskets or memorial contributions.

- (a) In the case of death of a member or a member's immediate family. The immediate family will be defined as spouse, child, stepchild, sibling, parent, stepparent, grandparent, grandchild, mother-in-law, father-in-law, or any dependent residing in the member's household.
- (b) In the case of a life-changing illness or injury affecting a member, a member's spouse or dependent; flowers or a fruit basket may be sent. While all reasonable efforts will be made to honor members or their loved ones, it will ultimately be the responsibility of the member or member's family to notify the Local Lodge office in a timely manner to make arrangements.

Section 5. All lost time will be approved by majority vote at a business meeting.

Section 6. It shall be the policy of this Lodge to pay the cost of unemployment stamps for any member in good standing that is sick or otherwise disabled in accordance with the IAMAW Constitution

#### **ARTICLE VII - BYLAWS APPLIED**

Section 1. Nothing in these bylaws shall be construed or applied in a manner that will conflict with the provisions of the IAM Constitution. All matters arising and not specifically covered by these bylaws shall be governed by the IAM Constitution.

#### **ARTICLE VIII – MISCELLANEOUS**

Section 1. Any increase in the amount of initiation, reinstatement fees, Emergency Funds, and the Local Lodge dues must be handled on the basis of the procedures specified in the IAM Constitution.

Section 2. Any other amendments, changes or deletions to these bylaws must be handled on the basis of the following procedures:

- (a) All proposals must be in writing, signed by not less than ten (10) members, and referred to a Bylaws Committee appointed by the President of the Lodge.

- (b) Proposals shall be read as proposed at two (2) consecutive business meetings. Immediately following the second reading, the Bylaws Committee shall submit their recommendations, allow questions. A majority of those present and voting is needed to adopt or reject the Bylaw Proposal.

#### **ARTICLE IX – BONDING**

Section 1. All Officers, employees or other individuals in this Local Lodge who are responsible for, or handle funds of or for the Local Lodge, shall be bonded in accordance with the IAM Constitution and the IAM Policy relating thereto.

**Approved by:**

Robert Martinez, Jr.  
INTERNATIONAL PRESIDENT