

## BYLAWS OF LOCAL LODGE NO. 2003

### INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

#### DALEVILLE, ALABAMA

NOW, THEREFORE, WE, The International Association of Machinists and Aerospace Workers, pledge ourselves to labor unitedly in behalf of the principles herein set forth, to perpetuate our Association on the basis of solidarity and justice, to expound its objects, to labor for the general adoption of its principles, to consistently endeavor to bring about a higher standard of living among the toiling masses.

#### ARTICLE I

Section 1. This Local Lodge shall be known by the title and name of United Lodge No. 2003, International Association of Machinists and Aerospace Workers, with its office in the city of Daleville, Alabama.

Section 2. The government of this Local Lodge shall be by its members in regular meetings and called meetings and by the Executive Board between meetings.

Section 3. The Officers of this Local Lodge shall be the President, Vice President, Recording Secretary, Secretary-Treasurer, Conductor-Sentinel and three (3) Trustees. In addition, the President shall appoint and remove as necessary a Communicator and Educator. The Communicator and Educator will not entertain motions or vote on any motion during Executive Session but may enter into discussion. These Officers will constitute the Executive Board of this Local Lodge.

Section 4. (a) The regular meeting shall be held on the first Saturday of the month. When there is an Election for District 75 Business Representative, election will be held in accordance with District 75 Bylaws. The Local Lodge may, by membership action of twenty-five (25) members or more, cancel meetings in the months of July and August. The Executive Council Board of the Local Lodge shall be authorized to transact any normal and necessary business during these months.

(b) Meeting of Local Lodge shall be opened with prayer followed by the Pledge of Allegiance to the Flag of the United States of America. The President or presiding officer shall determine whether the prayer will be silent or verbal at each meeting.

Section 5. (a) Special meetings shall be called by the President on request of ten percent (10%) or more of the members, or at his discretion, the members to be notified by bulletin or otherwise at least forty-eight (48) hours prior to such meetings.

(b) No business, other than that stated in the call, shall be transacted at a called meeting.

**Approved: 6-26-2017**

**Effective: 7-1-2017**

Section 6. Any member of this Local Lodge in good standing shall be eligible for any office in this Local Lodge, provided he has been in good standing in the Association for at least one (1) year at the time of nomination and he has attended at least fifty per cent (50%) of the regular meetings held during the twelve (12) month period ending the date of the close of nominations.

Section 7. All nominees except nominees for the positions of Directing Business Representative or Business Representative(s) shall be present when nominated and shall immediately notify the President of their acceptance or rejection of the nomination or have submitted a letter that he will accept the nomination.

Section 8. Candidates for the position of Directing Business Representative or Business Representative(s) must be qualified in accordance with the IAM Constitution and the bylaws of District Lodge No. 75.

## **ARTICLE II**

Section 1. Election of officers shall be held at the union hall in Daleville, Alabama on the second Wednesday in December of each third year beginning in December 1997, nominations will be held at the regular November meeting, to hold office from the regular meeting in January, said officers shall continue in office until their successors have been elected and installed. The nominee receiving the highest number of votes shall be declared elected.

Section 2. The duties of the officers shall be as prescribed by the IAM Constitution and as directed by this Local Lodge.

Section 3. All Local Lodge 2003 contracts – Election of Grievance Committee shall be held at the union hall in Daleville, Alabama on the second Wednesday in December of each year. Nominations will be held at the regular November meeting, to hold office from the first day of January. Said Committeepersons shall continue in office until their successors have been elected and installed. The nominees receiving the highest number of votes shall be declared elected. Should any Local Lodge bargaining unit(s) enter into negotiations for any reason during the year, the elected committee in office at that time shall serve. The number of committeepersons for each contract shall be predicated upon the negotiated language in each respective contract. The Committeeperson from each bargaining unit shall be elected at large by their respective membership. Eligibility for Grievance and Negotiating Committeepersons are the same as Article I, Section 6. If a committeeperson should resign, a replacement shall be nominated and elected at the next regular meeting after the effective date of the resignation.

Section 4. In the event any officer of this Local Lodge absents himself from two (2) consecutive, regular meetings of this Local Lodge without being excused therefor, and if there is no controversy as to the refusal to excuse being proper, such officer shall be

deemed to have resigned his office. The vacancy shall be filled by appointment by the presiding officer on a pro tem basis for that period reasonably required to bring about the nomination and election of a successor.

Should such officer contend the refusal to excuse him for such absence is improper, the presiding officer shall prefer charges against him, charging conduct unbecoming an officer on the basis of his absence without excuse found acceptable to the Lodge, and he shall be tried in accordance with applicable provisions of the IAM Constitution.

Section 5. The Executive Board shall be composed of the Officers of this Local Lodge. Their duties shall be to consider matters of business to be brought before this Local Lodge, to pass on same in the form of recommendations or objections and to present same to the Body for their approval or disapproval at the next regular meeting.

Financial matters needing immediate attention prior to regular meeting may be handled by Executive Board, subject to the lodge's approval at the next regular meeting.

Section 6. An Auditing Committee of three shall be elected by the Local Lodge at the regular meeting in December of each third year beginning in December 1997, all of whom shall serve for three (3) years. Officers of the Local Lodge will not be eligible to election as members of this Committee. All other members must be eligible according to Article I, Section 6 of these bylaws to serve on this committee. The Auditing Committee shall examine the books of the Local Lodge at the close of June and December of each year.

Section 7. To better expedite the business of this Local Lodge, the following committees may be formed to serve for the calendar year: Legislative, Application, Strike, Education, Organization, Entertainment, Hardship, Safety Committees, Shop Steward Committee, Grievance and Negotiating Committee.

Section 8. Delegates to District Lodge No. 75 and Wiregrass Alabama Council will be nominated at the first regular meeting in November and elected on the first Wednesday in December of each third year beginning in December 1997, and provided he has attended 25% of the regular Local Lodge meetings held during the twelve month period ending the date of the close of nominations and provided that if sufficient number of Delegates with such qualifications are not available, those qualifications shall be waived. Delegates elected will serve for the next three calendar years. Should a delegate resign, a replacement will be appointed by the Executive Board to fill the unexpired term.

Section 9. Effective in the month of November, 1970 and each election year thereafter the Lodge shall select one candidate for the position of Directing Business Representative and one candidate for each position of Business Representative in accordance with the bylaws of District Lodge No. 75. If more than one candidate is

nominated for either position, a vote shall be taken by secret ballot and the candidate(s) receiving the highest number of votes shall be the nominee(s). Notification of selection of nominees for these positions will be by shop bulletin at least 10 days prior to the date of the balloting.

Section 10. Delegates elected by this Local Lodge to attend union functions and Leadership classes at the Winpisinger Education and Technology Center will be voted on by secret ballot at the same meeting in which they are nominated. To be eligible for nominations, the delegates must have attended at least fifty percent (50%) of the regular Local Lodge meetings held during the 12-month period ending the date of the close of nominations, provided, however, that if a sufficient number of candidates possessing such qualifications are not available, those qualifications shall be waived. The President and Vice President of this Local Lodge will be a delegate to all conventions and conferences except the Grand Lodge Convention.

Section 11. Absentee ballots will be allowed according to Official Circular #787 for Constitutional Officers, Directing Business Representative and Business Representative(s). Absentee ballots will also be allowed for members on leave qualifying under the Family Leave Laws.

Section 12. Not later than sixty days prior to the election the Recording Secretary shall notify all members by mail at the last known address, of the time, date, and place of the nominations and election. The notice will contain complete information as to who is eligible to vote by absentee ballot and will contain a request for an absentee ballot.

Section 13. Procedure for calling for a shop steward election.

(a) An elected shop steward can hold an election upon proper notice to the members in his/her area of representation, at any time he or she wishes to relinquish shop steward.

(b) The shop steward shall call an election if petitioned by at least 10% percent of the membership in his/her area of representation.

(c) When an election is scheduled, the shop steward shall get with the foreman in his/her area of representation and set the time that all members present will at least 24 hours notice prior to the election.

(d) When an election is called by 10% of the members in a shop stewards area of representation and the election is held, another election can not be called for by petition for a period of 30 days.

(e) Upon election of a new shop steward the retiring shop steward will inform the secretary at the union hall of the change within 2 working days so the company can be notified by official letter.

### **ARTICLE III**

Section 1. The initiation fee, reinstatement fee and dues of this Local Lodge are as follows:

(a) Initiation Fee – shall be equal to one month’s current dues of each bargaining unit.

(b) Reinstatement Fee - \$100.00

Section 2. The monthly dues of this Lodge shall be a uniform rate equal to two (2) times the weighted average hourly earnings of members covered by the collective bargaining agreement in each shop or bargaining unit under the Local Lodge jurisdiction, and all increases in per capita taxes and affiliation fees which are authorized by the IAM Constitution.

(a) Any member that works full time in one bargaining unit and part time with another bargaining unit under this Local Lodge jurisdiction shall pay full dues for only one bargaining unit and remain a member in good standing with both bargaining units. Said member shall pay the higher amount of the two (2) bargaining units.

(b) New In-Unit Employees - When a new organized plant (employees) are applying for membership into the Local Lodge (are old members in a reinstatement with new unit), they, the new unit employees, may come into the Local Lodge for a period not to exceed thirty (30) days from the date of certification for a fee of \$10.00 each, after affirmative action has been taken by the Lodge and written approval of the International President has been received.

Section 3. If any application is rejected, the fee paid shall be refunded.

Section 4. When the General Fund exceeds \$75,000.00 after the close of the books each month, the excess shall be transferred to the Emergency Fund.

Section 5. The funds and other property shall remain with the Local Lodge for its legitimate purpose so long as there are seven (7) members willing to continue it.

Section 6. The funds of this Local Lodge shall be drawn only by a majority vote on items not covered in the bylaws at a regular meeting upon an order drawn by the Recording Secretary under the seal and countersigned by the President or by the Vice President in the absence of the President, the money in all cases to be drawn by the Secretary-Treasurer.

Section 7. This Local Lodge may vote donations to sister Local Lodges of the IAM for strike purposes only, not to exceed \$50.00 per month; to unions other than the IAM, not exceed \$10.00 at any one time.

Section 8. Members shall furnish addresses or change of addresses promptly to the Recording Secretary.

Section 9. This Local Lodge shall remain affiliated with District Lodge No. 75 and will pay per capita tax as set by the District Lodge.

Section 10. This Local Lodge shall remain affiliated with the Wiregrass Alabama Labor Council, AFL-CIO, and will pay per capita tax as set by the Wiregrass Alabama Labor Council, AFL-CIO.

#### **ARTICLE IV**

Section 1. For the faithful performance of the duties of their office, the following salaries shall be paid:

Secretary-Treasurer - \$250.00 per month  
Recording Secretary - \$250.00 per month  
President - \$250.00 per month

Section 2. Officers, members, members of committees or delegates appointed or elected shall be reimbursed for actual wages lost from his or her regular employment not to exceed eight (8) hours per day or forty (40) hours per week at his or her regular rate of pay, provided such loss is necessary to properly fulfill their duties.

Section 3. Officers, member of committees or delegates appointed or elected to attend union functions shall receive round trip transportation to the city of the meeting, either by ticket on transportation, or mileage up to the amount allowed, but not to exceed IRS guidelines/regulations if private automobile is used. If one (1) to two (2) delegates are sent, mileage for one (1) automobile will be paid. If three (3) to four (4) delegates are sent, mileage will be paid on two (2) automobiles. If five (5) to six (6) delegates are sent, mileage for three (3) automobiles will be paid. If seven (7) to eight (8) delegates are sent, mileage for four (4) automobiles will be paid. If nine (9) to ten (10) delegates are sent, mileage for five (5) automobiles will be paid. If eleven (11) to twelve (12) delegates are sent, mileage for six (6) automobiles will be paid. The means of transportation to be used shall be determined by the Executive Board.

(a) Members required by the Local Lodge to use their automobile for union business shall be paid mileage up to the amount allowed, but not to exceed IRS guidelines/regulations to cover automobile expenses. This applies to mileage other than to and from Daleville, Alabama, and/or Fort Rucker, Alabama.

Section 4. Officers or members required to be away from home to attend union functions where overnight lodging is involved shall receive per diem in accordance with the IRS guidelines rate, plus actual cost of hotel/motel accommodations not to exceed single occupancy room rate per day. The per diem allowance will cover meals and other expenses.

Officers or members required by the Local Lodge to be away from home to attend union functions where overnight lodging is not involved shall be paid \$25.00.

Section 5. The President or Vice President shall receive for the faithful performance of their duties, mileage up to the amount allowed, but not to exceed IRS guidelines/regulations for the use of their automobile for all mileage to and from the Union Hall in connection with the duties of their office, with the exception of all regular meetings.

Section 6. Any person attending IAM sponsored function at the William W. Winpisinger Education and Technology Center will not be paid any per diem for days spent at the Winpisinger Center, but will receive an incidental expense allowance not to exceed \$20.00 per day spent at the Winpisinger Center.

Section 7. In case of the death of a member, or the death of a member's spouse, or the death of a member's dependent child, the President, upon notification, shall send a Memorial Bible to the members last known residence.

Section 8. In case a member in good standing dies, and whose dues and assessments are not paid to date, this Local Lodge shall pay such dues and assessments to date, the IAM Constitution to be complied with.

Section 9. To cover expenses in performance of their duties, Shop Stewards and/or Grievance Committeemen shall be paid monthly an amount equal to their monthly dues rate, payable at the end of each month, provided they have attended a regular meetings, and Shop Steward meeting in that month and have signed the Stewards' Attendance roster at each meeting, unless excused by the Executive Board.

Section 10. Members of the Negotiating Committee shall be reimbursed for expenses incurred for food, not to exceed \$10.00 per day, upon presentation of tickets, while Negotiating Union Contracts in the Wiregrass area, or when overnight lodging is required will be in accordance with applicable provisions set forth in these bylaws.

Section 11. The Local Lodge shall contribute 95 cents per hour for each hour worked beginning January 1, 2001 and thereafter following the Maintenance Contract Fort Rucker, AL. Contributions will be made to I.A.M. National Pension Fund to cover full time employees of Local Lodge 2003. This Local Lodge shall make contributions based upon a 40 hour week while the employees are off work due to paid vacations and paid holidays.

## **ARTICLE V**

Section 1. The first named on a Committee shall be Chairman of such Committee, until such Committee meets, who may then name their own Chairman.

Section 2. A Committee shall not be discharged until all debts contracted by it are paid, and until they have been reimbursed for time lost from work.

Section 3. Any Committee failing to properly attend to any designated duties assigned it, or the individual member thereof, shall be fined according to the IAM Constitution.

Section 4. Any Officer or member committing an offense that will bring the Association into discredit, or who endeavors to create dissension among the members, or who works against the interest of harmony of the Association, shall upon sufficient evidence, be fined or expelled, according to the IAM Constitution.

Section 5. Any member who shall misrepresent any discussion of the Local Lodge so as to cause disturbance or angry feelings among the members, or who reveals the business of the Local Lodge to any other than a member of the Association shall be fined, suspended, or expelled, according to the IAM Constitution.

Section 6. Any member who shall make use of profane or indecent language or refuses to obey the command of the President when called to order, or uses disrespectful expressions towards the Officers or members, shall be subject to a fine or expulsion according to the IAM Constitution.

Section 7. Any application for membership in this Local Lodge shall be made upon the usual blank form provided for such purpose and when properly filled out and signed, shall be accompanied with the required fee, and turned over to the Secretary-Treasurer who shall properly receipt for same.

Section 8. AMENDMENTS: Any increase in the amount of initiation and reinstatement fees, Emergency Funds, and Local Lodge dues must be handled on the basis of the procedures specified in the IAM Constitution.

Any other amendments 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 five (5) members, and referred to a Bylaws Committee appointed by the President.



(b) Must be read as proposed at two (2) consecutive meetings. Immediately following the second reading, the Bylaws Committee shall submit their recommendations.

(c) Reasonable advance notice must be given to the membership of the time, date and place of the second reading, and vote to be taken on the Bylaws Committee's recommendations.

(d) Each proposal must be considered and voted upon separately. A majority affirmative vote by those present and voting is needed for adoption.

(e) Triplicate copies of approved proposals, together with the master copy of bylaws shall be referred to the International President for approval and designation of an effective date.

Section 9. No member shall speak more than five (5) minutes on any one subject nor a second time until all who wish to speak on the subject have had the opportunity. No member shall speak more than twice on the same subject except by unanimous consent of the meeting.

Section 10. The Grievance/Negotiating Committee, while actively engaged in Collective Bargaining Agreement (CBA) negotiations, shall prepare and make available a summary of the proposed changes (to the current CBA in effect) that are to be considered for acceptance/rejection by the attending eligible membership during the called meeting for the proposed CBA. The summary of proposed changes may be available by visual aid displays or written means prior to the acceptance/rejection vote.

Section 11. This Bylaws Committee shall be composed of at least three but no more than five members who will receive all local lodge bylaws proposals, study the same, and make recommendations to the membership. The committee shall be responsible for bringing the bylaws up to date and have them posted within sixty days following grand lodge approval. The committee shall keep a log book of all bylaws changes with the names of members who proposed the change and the actions taken by the local lodge.

## **ARTICLE VI**

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.

Section 2. Should any doubt arise respecting the true meaning of these Bylaws, it shall be referred to the International President, who shall interpret their true meaning.

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.

These bylaws supersede all previous bylaws and amendments thereto of this Local Lodge.

Section 3. Office personnel shall be hired by the Executive Board.

**Approved for and in behalf of  
International President**

A handwritten signature in cursive script that reads "Ricky Wallace".

RESIDENT GENERAL VICE PRESIDENT