

AERONAUTICAL INDUSTRIAL DISTRICT LODGE NO. 776

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

ARTICLE I

JURISDICTION

This organization shall be known as AERONAUTICAL INDUSTRIAL DISTRICT LODGE NO. 776, International Association of Machinists and Aerospace Workers, Fort Worth, Texas and shall have jurisdiction of all Local Lodges which are affiliated with District Lodge 776. Any change in the jurisdiction of this District Lodge shall require the approval of the Executive Council in accordance with the provisions of the IAM Constitution.

ARTICLE II

PURPOSE

To secure mutual protection, harmonious action and close cooperation in all matters relating to the trade, working conditions, and standards affecting the membership employed in all companies and corporations certified to the International Association of Machinists and Aerospace Workers, District Lodge 776.

To bring within the organization all classifications of work under the jurisdiction of the International Association of Machinists and Aerospace Workers.

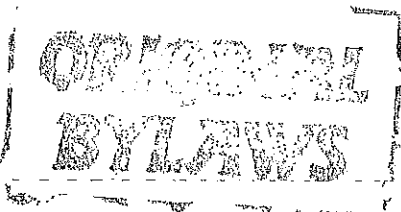
To educate the membership on all matters concerning their way of life in order to bring about a higher standard of living and prestige for all members of organized labor.

ARTICLE III

MEETINGS

Section 1. The regular meeting of this District Lodge shall be held on the second Friday of each January, April, July, and October at 12:00 o'clock noon at the headquarters of District Lodge 776. When a meeting date falls on a contractual holiday, the delegates, by a majority vote, may select another date for such meeting. Notice of which must be furnished to all delegates by the District Secretary-Treasurer.

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Special meetings may be called at any time by the President-Directing Business Representative, or at the request of not less than fifty-one percent (51%) of the delegates. Delegates must be notified of special meetings at least twenty-four (24) hours in advance of such meetings by special delivery mail or telegram. No business shall be transacted at a special called meeting, except that for which the meeting is called.

Section 2.

The regular Order of Business shall be as follows:

1. Call to order.
2. Roll call of officers and delegates.
3. Presentation of credentials and acting on same.
4. Reading of minutes of previous meeting and acting on same.
5. Introduction of visiting members.
6. Reading of communications and bills and acting on same.
7. Report of standing or special committees.
8. Report of delegates.
9. Report of officers.
10. Report of business representatives.
11. Good and Welfare of the organization.
12. Unfinished business.
13. New business (election of officers).
14. Report of Secretary-Treasurer of finances of the lodge listing receipts and disbursements since the close of the last meeting.
15. Adjournment.

ARTICLE IV

DELEGATES

Section 1.
as follows:

Each affiliated lodge shall be represented at District Lodge meetings

- | | |
|------------------------|---------------------|
| 1 to 500 members - | one (1) delegate |
| 501 to 1000 members - | two (2) delegates |
| 1001 to 1500 members - | three (3) delegates |
| 1501 to 2000 members - | four (4) delegates |
| 2001 to 2500 members - | five (5) delegates |
| 2501 members and up - | six (6) delegates |

The local lodges shall elect delegates in accordance with the chart above with the exception of Local Lodge 36 and 2483. If the membership of the local decreases in an amount to require decertification of a delegate before the end of his/her term, the delegate receiving the least number of votes in the previous election shall be decertified first and shall serve as first alternate of his/her respective local lodge until the next election. Additional decertifications to be handled in like manner. If the membership of

his/her local lodge increases sufficiently to allow another delegate, the delegate so decertified shall be reinstalled as a delegate if, during this period, he/she remains a member in continuous good standing of his/her respective local lodge.

It is further provided that there be one (1) alternate delegate to each two (2) regular delegates. These delegates shall be elected along with other Local Lodge officers as per Section 3 of this Article. The method to be used for this is the most recent count of the voting membership of each local lodge.

Local Lodges 36, 2483 and 2916 shall be represented at District Lodge meetings as follows:

Local Lodges in Corpus Christi, Texas, will be combined for representation at District Lodge meetings.

Local Lodges within a 60 mile radius from San Antonio, Texas will be combined for representation at District Lodge meetings with another Local Lodge within that 60 mile radius.

The above chart will still apply so far as additional delegates to be added from that area.

Section 2. A delegate, in order to be seated in this District Lodge, cannot hold membership in any other organization dual or antagonistic to, or who advocates or supports succession from, the International Association of Machinists and Aerospace Workers. He/she must be working at the trade at the time and for one (1) year preceding his/her nomination. Members on strike, victimized or temporarily unemployed may be granted exemption from this clause at the discretion of the District Lodge. A delegate must have not less than one (1) year's continuous membership in a local lodge or lodges affiliated with the District Lodge, unless a newly organized lodge. He must be a member of the lodge he represents.

Section 3. Delegates to this District Lodge shall be nominated and elected in the same manner as local lodge officers. They shall be elected in accordance with the bylaws of each Local Lodge.

Delegates shall be reimbursed by the District Lodge for authorized and actual wages lost at their applicable shop rate. Under no conditions will delegates be paid premium pay. In order to attend District Lodge meetings, delegates of local lodges shall receive an expense allowance as provided for in Article XII, of these bylaws.

Section 4. Fifty-one percent (51%) of the delegates in good standing with the District Lodge shall constitute a quorum. No business shall be transacted without a quorum except to adjourn.

Section 5. Local Lodges shall provide newly elected delegates with credentials containing the signature of the Recording Secretary and the lodge seal, to be presented to the Credentials Committee.

Section 6. (a) In the event a delegate cannot be in attendance at the District meeting, it shall be his/her responsibility to notify the Secretary-Treasurer or the first alternate of his/her local lodge in order to have full representation at the meeting.

(b) Any elected delegate absents himself from three (3) consecutive, regular meetings and who does not present valid reasons, should resign. Should he/she fail to resign, he/she will then be charged with negligence of his/her duties and tried in accordance with the IAM Constitution.

Section 7. One (1) delegate and one (1) alternate delegate shall be elected by the Firefighter's group for a term of three (3) years. Their nominations and elections shall be exempt from the Local Lodge and District Lodge bylaws requiring their nominations and elections at the same time as Local Lodge officers. The President-Directing Business Representative shall appoint three (3) Tellers to conduct nominations and elections. Nominations shall be conducted on the first Friday during the month of October from 10:00 A.M. until 2:00 P.M. and the election shall be held on the third Friday during the month of October. The District Secretary-Treasurer shall mail a 25-day notice of the time, date, and place of the elections to each member qualified to vote in this particular election. It will be the responsibility of the members of the Tellers Committee to make suitable arrangements for the elections, and after all ballots are cast, they will tabulate the votes and thereafter notify the District Secretary-Treasurer of the results. The District Secretary-Treasurer shall be the custodian of all election records. The winning candidate shall be determined on the basis of a plurality vote. The elected delegate and alternate delegate shall be provided credentials over the signatures of the members of the Tellers Committee. Any member assigned to the Firefighter's group may only vote for a District Delegate or alternate District delegate within this group.

Section 8. Should a roll call vote be requested at a District meeting, votes of the locals will be divided equally among the District delegates who are present from his/her Local Lodge based on the most recent count of voting members of his/her locals, as furnished by the District Secretary-Treasurer's office. The Firefighter delegate will be entitled to vote the number of members within his/her group. This quantity of members shall be deducted from the appropriate Local Lodges.

ARTICLE V

AUTHORITY

Section 1. This District Lodge shall have authority to endorse and (with the approval of the Grand Lodge) to institute new lodges and (with the approval of the Grand

Lodge) to discontinue any lodge, or lodges, within its jurisdiction and shall have general power and control over all organization work in the District.

Section 2. It may recommend the raising or lowering of the initiation or reinstatement fees for any given time in any lodge, or lodges, within the jurisdiction, provided said recommendations do not in any way conflict with the IAM Constitution.

Section 3. Any delegate(s) shall have the authority to file formal charges against any elected officer, member or any local lodge affiliated with this District Lodge holding membership in the IAM, for incompetency or any act which the delegate body considers detrimental to the District Lodge and the International Association of Machinists and Aerospace Workers as a whole. Such written charges must be filed by the delegate(s) with the President-Directing Business Representative in accordance with the procedures outlined in the IAM Constitution.

Section 4. On all matters pertaining to an agreement with an employer (the proposal of an agreement, acceptance, rejection, interpretation, or application of same) only members on good standing directly affected or covered shall have a vote on such an agreement. On all other matters, every member in good standing shall have equal voice and vote.

(a) Staff members, committeemen or other members who are in violation of Article V, Section 4, will be subject to charges in accordance with these bylaws or the IAM Constitution.

ARTICLE VI

OFFICERS

Section 1. The officers of District Lodge No. 776 shall consist of a President-Directing Business Representative, Vice President, Secretary-Treasurer and four (4) Trustees.

Section 2. (a) No member shall be permitted to hold any office within this District Lodge, unless he/she is represented by and working under its jurisdiction. No member shall be permitted to hold office as President-Directing Business Representative or as Secretary-Treasurer, unless he/she has been in good standing continuously for not less than two (2) years in the International Association of Machinists and Aerospace Workers prior to nomination and is free from delinquency of any nature to the Grand Lodge, District Lodge or Local Lodge. He shall also have been working under the jurisdiction of District Lodge No. 776 for one (1) year next preceding his/her nomination. He must have attended 50% of his/her respective Local Lodge meetings during the previous twelve (12) months ending the date of close of nominations, beginning January 1, 1988. Salaried officers or employees or members on strike, victimized or temporarily unemployed are exempted from this provision.

(b) Retirement date for District President-Directing Business Representative and Secretary-Treasurer shall be the first day of the month following their sixty-fifth (65th) birthday or at the completion of the unexpired term of office if it is less than one (1) year beyond the normal retirement date.

(c) Effective January 1, 1999, and each subsequent January 1st, the salaries of the Business Representatives and the District Organizer shall be two (2) times the maximum of the contribution rate of Grand Lodge for Business Representatives. The President/DBR=s salary shall be capped at two (2) times the maximum of the contribution rate of the Grand Lodge for Business Representatives plus eight percent (8%). The Administrative Assistant to the President/DBR shall have his/her salary capped at two (2) times the maximum of the contribution rate of the Grand Lodge for Business Representatives plus three percent (3%).

Section 3. The Vice President and Trustees shall be nominated and elected from the duly qualified delegates. The President-Directing Business Representative, Secretary-Treasurer and Business Representative(s) shall be elected as per Article XI.

Section 4. (a) In the event any officer of this Lodge absents himself from two (2) consecutive, regular meetings of this 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/her 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.

(b) 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/her absence without excuse found acceptable to the Lodge, and he shall be tried in accordance with applicable provisions of the IAM Constitution.

(c) Should a vacancy occur in the office of District Secretary--Treasurer for any reason, the President-Directing Business Representative shall appoint a replacement, with the approval of the delegate body, for such time as is reasonably required to bring about the nomination and election of a successor.

ARTICLE VII

THE EXECUTIVE BOARD

Section 1. The District Executive Board shall be composed of the President--Directing Business Representative, who shall be the Chairman, the Secretary-Treasurer, who shall serve as Secretary and one (1) delegate from each local lodge in good standing with the District.

Section 2. Each local lodge shall designate by election its representative on the Board. When chosen, his/her name and address shall be sent to the District Secretary-Treasurer over the signature of the Recording Secretary, with the local lodge seal affixed. A replacement delegate to fill any vacancy shall be seated by the Executive Board upon receipt of proper credentials over the seal of his/her local lodge.

Section 3. Four (4) members shall constitute a quorum.

Section 4. Meetings of the Executive Board shall be called by the Secretary--Treasurer at the request of not less than four (4) members, or the President-Directing Business Representative. Reasonable advance notice shall be given by the Secretary-Treasurer to all Executive Board members concerning the time and date of meetings. In the event any member of the Executive Board absents himself from two (2) consecutive meetings without being excused therefor, and if there is no controversy as to the refusal to excuse being proper, such member shall be deemed to have resigned his/her position. 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.

Section 5. The President-Directing Business Representative shall have voice but no vote, except in the case of a tie, and the Secretary-Treasurer shall have voice but no vote.

Section 6. The Executive Board is empowered to handle urgent matters and/or emergencies pertaining to the District Lodge between meetings, subject to the approval of the delegate body.

ARTICLE VIII

STANDING COMMITTEES

Section 1. There shall be eleven (11) Standing Committees: Audit Committee, Organization Committee, Resolution Committee, Credentials Committee, Bylaws Committee, Legislative Committee, Public Relations Committee, Education Committee, Civil Rights Committee, Community Services Committee, and Safety Committee.

Section 2. The Auditing Committee shall be composed of three (3) delegates elected at the first meeting each year of the District Lodge. Its duties shall be to audit the books and accounts of the Secretary-Treasurer at the end of each quarter and submit a written report to the District Lodge covering each audit and, if deemed necessary, the District shall secure a Certified Public Accountant to assist the Auditing Committee. Members of the Auditing Committee shall receive an amount equal to their monthly dues for each audit.

Section 3. An Organization Committee, composed of one (1) delegate from each affiliated local lodge shall be appointed by the President-Directing Business Representative at the first meeting of the District Lodge in January of each year. This committee shall, in cooperation with the Business Representative(s) and the local lodges, further the organizing work of the District and shall report monthly on its activities.

Section 4. The Resolution Committee, consisting of three (3) delegates, shall be appointed by the President-Directing Business Representative at the first meeting of the District Lodge in January and shall write and compose resolutions for the good and welfare of this organization. These resolutions shall be turned over to the District Secretary-Treasurer for distribution.

Section 5. The Credentials Committee, consist of three (3) delegates, shall be appointed by the District President-Directing Business Representative and shall examine all credentials submitted to the District Lodge.

Section 6. The Bylaws Committee, composed of four (4) delegates, shall be appointed by the President-Directing Business Representative at the first meeting of the District Lodge in January of each year. The duties of the Bylaws Committee are to review all amendments to the bylaws and report their recommendations to the District delegate body at the next meeting.

Section 7. (a) There shall be a Policy Committee established, composed of the District President-Directing Business Representative, Business Representatives, and the Plant Grievance Committee. The District Secretary-Treasurer shall act as Recording Secretary only for this committee. The purpose of the committee will be to set policies concerning grievances and the grievance procedure.

(b) The Policy Committee shall have a minimum of one (1) meeting per month and the minutes of this meeting(s) shall be read at the next following District Lodge meeting.

Section 8. The District President-Directing Business Representative shall appoint a committee of three (3) members at the first meeting in January to be known as the Legislative Committee. This committee shall assist in securing the enactment of legislation favorable to labor. The Legislative Committee shall gather information on all such laws enacted, the persons who have favored or opposed same, and from time to time, forward such information to the Editor of the Machinist News.

Section 9. A Public Relations Committee shall be composed of two (2) members to be elected from the District delegates to serve with a member appointed by the President-Directing Business Representative from the staff whose duties shall be to promote better public relations within the scope of organized labor.

Section 10. The Education Committee shall be appointed by the President-Directing Business Representative at the first meeting in January of each year. The names of the two (2) members appointed shall be submitted to the IAM Education Department to receive educational bulletins. They will assist the President-Directing Business Representative in formulating an educational program for the membership.

Section 11. A Civil Rights Committee shall be appointed by the District President-Directing Business Representative at the first meeting in January of each year. This Committee shall consist of four (4) members. The four (4) members shall be one (1) woman, one (1) black, one (1) white, and one (1) hispanic.

The purpose of this Committee shall be for the eliminating all vestiges of discrimination and ensuring equal opportunities for all members without regard to race, creed, color, national origin, age, or sex both in the work place and in the Union.

Section 12. A Community Services Committee shall be appointed by the President-Directing Business Representative at the first meeting in January of each year and shall consist of three (3) members. Those delegates willing to take Community Service Training be on the Committee.

This Committee shall be for the purpose ensuring that IAM members shall receive the full measure of any benefits provided by Community Service Agencies to which they are entitled.

Section 13. Safety Coordinator(s) may be elected from Local Lodges 776-A, 776-B, and 776-C to serve as Safety Committeeman under the P & M Company-Union Agreement. Locals electing to do this will notify the District President/Directing Business Representative of their selection, and he/she will, in turn, certify these members to serve.

It shall be the duty of the Safety Coordinator(s) to assist in the prevention, correction, and elimination of hazardous and unhealthy working conditions and practices.

ARTICLE IX

DUTIES OF OFFICERS

Section 1. It shall be the duty of the President-Directing Business Representative to preside at all meetings of the District Lodge and to decide all questions and disputes that may arise where no provisions exist within the bylaws to cover same; to countersign all checks properly drawn by the Secretary-Treasurer and to enforce the laws as laid down in the IAM Constitution and District bylaws. He/she shall appoint such committees as are provided for by these bylaws, or are authorized by the action of the District Lodge. On a roll call vote, the President-Directing Business Representative does not vote, unless to break a tie. The President-Directing Business Representative shall exercise control of the

District office and maintain it on an efficient basis of rendering such service to the members of the affiliated lodges as is authorized and directed by the District Lodge. He shall work with and supervise the activities of the Business Representative(s) and District Organizer. He shall appoint the District Organizer and Administrative Assistant. He/she shall review all proposed working rules to be negotiated. Any contemplated changes in these proposals are subject to the approval of the members directly involved, and the delegate body. He shall file, in the District office, copies of all agreements consummated with the employer(s). He/she shall cause to be compiled a statistical record of the schedule of working hours, overtime rules and wage rates for each classification in the trade. He/she shall cause to be compiled information regarding the Social Security Act, Wage and Hour Law, and other laws pertaining to or affecting the membership. He shall be subject to any other duties that may be assigned him by the District Lodge. He shall render a written report of his/her activities at the close of each week. The term of office shall be four (4) years from January 1 through December 31. For the faithful performance of his/her duties, he/she shall receive a salary of \$6,986.00 per month, eff. 1/1/98.

It shall be the duty of the retiring President-Directing Business Representative to instruct and assist the incoming officers in any way possible as to the duties of the office at least one (1) week prior to the date officers are installed.

If the office of President-Directing Business Representative becomes vacant for any reason, the District delegates shall elect a qualified member from among the Business Representatives to serve as President-Directing Business Representative for such time as is reasonably required to bring about the nomination and election of a successor.

Section 2. The Vice President shall assist the President-Directing Business Representative in preserving order at District Lodge meetings. During the temporary absence of the President-Directing Business Representative, the Vice President shall preside at meetings of the District Lodge.

The Vice President will have authority to co-sign checks in the absence of the President-Directing Business Representative.

Section 3. It shall be the duty of the Secretary-Treasurer to keep a correct record of the proceedings of all meetings of the District Lodge; draw all orders passed by the District Lodge; attest same by signature; present all communications pertaining to District affairs; conduct correspondence as instructed by the Lodge; and to employ, supervise and dismiss office employees in the finance office, subject to the approval of the District Lodge. He shall, under no circumstances whatever, conduct correspondence over the seal of the Lodge unless instructed to do so by the District Lodge. It shall also be the duty of the Secretary-Treasurer to receive all monies due the District Lodge and all monies due the Local Lodges affiliated with the District; to transact all business with the bank designated by the District Lodge; to keep a correct account of all receipts and disbursements; and to make a report at every meeting of the account of the financial standing of the Lodge and

post said report on the District Bulletin Board for seven (7) days and at the close of each quarter, present his/her books to be audited by the Auditing Committee. He shall pay by check, which must be countersigned by the District President-Directing Business Representative, all bills ordered by the Lodge which are approved by the Finance Committee. He/she shall render quarterly statements of receipts and disbursements to each affiliated lodge and at the close of each three (3) months period shall forward to the International President a complete report on forms provided by him for that purpose. He shall make up the monthly reports for each lodge affiliated with the District and forward them to the General Secretary-Treasurer of the International Association of Machinists' and Aerospace Workers in Washington, D.C., with a check drawn on the District Lodge covering the total amount of the per capita tax owed by all affiliated lodges. The Secretary-Treasurer shall keep these report records on file in the District Lodge offices and shall make them accessible to the Financial Secretary of each affiliated lodge. He/she shall forward to each affiliated Local Lodge, at the close of each month, their pro-rata share of dues collected for their lodge, after the Grand Lodge per capita has been deducted. He/she shall mail to the Financial Secretary of each lodge, a report on District Lodge per capita tax forms, showing the amount of dues collected and the total amount of per capita tax paid. The term of office shall be four (4) years from January 1 through December 31. It shall be the duty of the retiring Secretary-Treasurer to instruct and assist his/her successor in any way possible as to the duties of the office at least one (1) week prior to the date his/her successor is installed.

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

Section 4. The Trustees shall be composed of four (4) delegates elected in accordance with the IAM Constitution, effective January 1, 1975. One (1) of the duties of the Trustees shall be to budget all funds and expenditures of the District, subject to the approval of the delegate body. The Trustees shall act as the Finance Committee and shall examine all bills that come before the District Lodge for payment. The Trustees shall assume jurisdiction over all the District Lodge properties. No property(ies) can be disposed of without a two-thirds (2/3) vote of the District delegates present at a meeting, notice of which has been served on all delegates in writing, or other acceptable alternatives, at least seven (7) days before date of meeting; and prior to such a sale, bids shall be invited from the members of District Lodge No. 776 by publication in the Local Lodges and the subject property shall be sold to the highest bidder if such a bid is acceptable to the District. The Finance Committee, however, will be vested with the authority to approve expenditures up to \$250.00.

Section 5. The Sergeant-at-Arms shall be nominated and elected from the duly qualified delegates in January of each year. It shall be the duty of the Sergeant-at-Arms to have all delegates sign the attendance register, examine the books of the delegates and visiting members at the opening of the meeting, and report the standing of the delegates to the President-Directing Business Representative. He/she shall take a position at the door

and allow no one to enter unless duly qualified or having the permission of the District Lodge. H/she shall introduce all visiting committees from other organizations to the President-Directing Business Representative and explain briefly the object of their visit.

ARTICLE X

BUSINESS REPRESENTATIVES

Section 1. Subject to the approval of the International President, the District delegates shall, during the month of July of each election year, consider and decide upon the number of Business Representatives needed to service the District Lodge. The term of office shall be four (4) years from January 1st through December 31st.

Section 2. If circumstances arise at any time during the year which would necessitate a change in the number of Business Representatives, the District delegates shall have the authority to increase, or decrease, the number employed, subject to the approval of the International President. If a reduction in the number of Business Representatives is required, the incumbent or incumbents having the least amount of continuous seniority to District Lodge 776 would be the first relieved of his/her duties. Should continuous service be equal then the Business Representative with the least continuous total IAM membership would be relieved of his/her duties. He shall, upon written request, be granted a leave of absence which will automatically expire at the end of his/her term. The District delegates shall be furnished reasonable advance notice of any action to be taken concerning the number of Business Representatives needed.

Section 3. Members shall not be permitted to serve as Business Representatives unless they have been in continuous good standing for at least two (2) years prior to their nomination and free from delinquency of any nature to a Local Lodge, the District Lodge, or the Grand Lodge. They must also qualify under applicable provisions of the IAM Constitution. Members shall not be permitted to serve as President-Directing Business Representative and Business Representative unless they have been working under the jurisdiction of District Lodge No. 776 or for the organization for a 12-month period ending the date of nominations. They must have attended 50% of their respective Local Lodge meetings during the previous twelve (12) months ending the date of close of nominations, beginning January 1, 1988. Anyone on strike, victimized, temporarily unemployed or on a leave of absence authorized by the District Lodge will be exempt from this requirement. Any member serving as President-Directing Business Representative or as Business Representative is ineligible to serve as an officer in his/her local lodge and/or the District Lodge, except as a delegate to conventions.

Section 4. A Business Representative shall have a voice but no vote in the meetings of the District Lodge.

Section 5. Retirement date for a Business Representative shall be the first day of the month following his/her sixty-fifth (65th) birthday, or at the completion of his/her unexpired term, if it is less than one (1) year beyond the normal retirement date.

Section 6. The duties of a Business Representative, acting under the direction and supervision of the President-Directing Business Representative, shall be to investigate and adjust grievances in accordance with the terms of the collective bargaining agreement; to collaborate with Local and District Lodge officers and with Shop Committees in establishing and maintaining active Organizing Committees. In addition, it shall be the duty of the Business Representative(s) to assist Shop Committees in the proper handling of grievances and in the adjustment of disputes and complaints affecting the membership. He/she shall at all times perform to the best of his/her ability the duties assigned to him by the President-Directing Business Representative. He shall make a correct weekly report in writing to the President-Directing Business Representative. He shall instruct and assist the incoming Business Representative in any way possible as to his/her duties and responsibilities at least one (1) week prior to the date of installation.

Section 7. For the faithful performance of his/her duties, the Business Representative(s) shall receive \$6,491.00 per month, eff. 1/1/98

ARTICLE XI

ELECTIONS

Section 1. Each affiliated local lodge may nominate one (1) candidate for the office of President-Directing Business Representative, Secretary-Treasurer, and for each of the positions as Business Representative. Such nominations must be made at the first regular meeting of the local lodge in the month of October of the election year, and the full name, card number and lodge number of each nominee must be forwarded to the Secretary-Treasurer of the District Lodge within seventy-two (72) hours after the close of the meeting. Immediately following the expiration of the time for receiving nominations, the Secretary-Treasurer of the District Lodge shall cause to be prepared a ballot containing the names of all candidates who have won a minimum of five (5) local lodges within District Lodge 776. The Secretary-Treasurer shall furnish local lodges with a sufficient number of ballots to be used in the elections. The election of the President-Directing Business Representative, Secretary-Treasurer, and each of the positions of Business Representatives shall be held on the third Wednesday in the month of November. Polls shall be open from 6:00 A.M. until 9:00 P.M.

Section 2. The Election Judges shall be appointed in accordance with the IAM Constitution. Their duties shall consist of checking eligibility of nominees for District offices; representing the District in arranging for the printing of the ballots; preparing the ballot boxes and attending to all other details necessary for the election. All ballots, when printed and received, are to be counted by the Election Judges and noted on the official records of the Tellers. They shall further complete the counting of the ballots at the close

of the polls. They shall further make a detailed report to the District and mail a copy of same to each affiliated lodge. They shall also arrange to preserve all ballots, whether used or unused, including those spoiled or destroyed and stubs and retain same in their custody for a period of one (1) year, at which time the Chairman of the Election Judges shall see that the ballots and corresponding perforated, numbered registered slips are destroyed, providing there is no protest by that date. No protest shall be valid after this/her date. No person other than the authorized Election Judges, Tellers and Watchers shall be permitted within ten (10) feet of the ballot counting table after the close of the polls. There shall be no passing out of political literature, loitering or soliciting of votes on election day within one hundred (100) feet of the balloting place. The Election Judges shall post signs designating such restricted areas.

Section 3. In all District elections, the ballots must conform to the following specifications or they shall be automatically voided. Ballots shall all be the same size and color and shall be so arranged that voters may designate their choice by marking an "X" opposite the names of those for whom they wish to record their votes. Ballots shall be perforated so that the name, address, lodge number and card number of member voting may be detached. The perforated detachable stubs shall contain sequenced serial numbers. In all District elections, the ballots must be clearly marked by the voter, complying with the voting instructions on the face of the ballot to show his/her intent. Any ballot which is marked in such a way that the intent of the voter is not clear and understandable to the Judges shall be voided. Likewise, any ballot that is clearly marked for more or less than the required number of candidates to be voted for in the election shall be voided, but for that election only. No ballot will be issued to a member who cannot be properly identified for the purpose of voting.

Section 4. Members who qualify for voting by absentee ballot as per the IAM Constitution shall receive an absentee ballot. All absentee ballots cast by members shall be in the possession of the Election Judges before the close of the polls on election day to be counted. The transmission of all absentee ballots shall be by the United States mail and all envelopes shall be plainly marked on their front "BALLOT". No ballot shall be counted unless the envelope in which it was received by the Judges bears a United States postmark.

Any member entitled to receive an absentee ballot shall make written request therefor to the Secretary-Treasurer of the District Lodge by delivering in person or mailing such request not later than ten (10) days before the election.

Members voting by absentee ballot must execute their ballots and return them to the Secretary-Treasurer in accordance with the procedures outlined in the IAM Constitution.

Section 5. The District Tellers Committee and the Tellers Committee of Local Lodges located away from this area shall tabulate the results of the balloting immediately upon the close of the polls. It will be their responsibility to make a detailed report to the

District Secretary-Treasurer who, in turn, will notify the affiliated Local Lodges and each candidate as to the results of the elections. All of the ballots, used and unused, stubs, and at least one (1) tally sheet and all other election records shall be forwarded to the District Secretary-Treasurer. He shall be the custodian of all election records of that Local Lodge for a period of not less than one (1) year. The Recording Secretary of Local Lodges located away from this area shall be the custodian of the Local Lodge election records for a period of not less than one (1) year.

ARTICLE XII

PER DIEM AND MILEAGE

Section 1. Members representing the District Lodge, while away from their home station, shall be allowed actual time lost, airplane fare, reasonable hotel expenses, when authorized. Also, auto expenses per mile, and per diem, per day will be paid at the rate as in the Collective Bargaining Agreement between the Grand Lodge Representative=s Association and the International Association of Machinists and Aerospace Workers.

Section 2. District Staff members shall be allowed actual and necessary transportation and hotel expenses when away from their home station on official Union business, subject to the approval of the President DBR. During each week, all Staff members shall file with the President/DBR, an itemized account of his/her expenses while on official Union business of this organization. Necessary auto expenses per mile, per day will be paid at the same rate as in the Collective Bargaining Agreement between Grand Lodge Representative=s Association and the International Association of Machinists and Aerospace Workers when a Staff member is assigned and working outside their assigned home county. When Staff members are assigned and working in their home county, they shall be paid ten (\$10.00) dollars expense for each day worked.

ARTICLE XIII

VACATION OF STAFF

Section 1. Each full-time salaried officer, Business Representative or District Organizer who works solely for the District shall, after one (1) years' service, be entitled to the same time off for vacation as if he had continued to work for an employer under contract with District Lodge No. 776. If any officer or Business Representative or District Organizer serves less than one (1) year, his/her vacation will be paid on a pro rata basis. There shall be no expenses paid during the vacation period.

Section 2. The President/DBR shall have the responsibility of approving and scheduling his/her and all Business Representatives' vacation.

ARTICLE XIV

COLLECTION AND DISTRIBUTION OF FUNDS

Section 1. The minimum monthly dues to be paid by members affiliated with District 776 shall be no less than two (2) times the weighted average hourly earnings plus \$5.00. Minimum dues rate shall be \$35.00 per month. The dues shall be adjusted on January 1st of each year and shall be based on the hourly earnings in effect on the preceding 31st day of October. Hourly earnings shall include amounts normally considered as part of regular pay, such as: hourly rates, cost-of-living allowances, but shall exclude shift premiums, overtime premiums, lead man premiums, and any other similar premium payments, including any supplemental cost of living offset bonuses, or ratification bonuses. Dues shall not increase more than \$2.50 per year per member until two (2) times the weighted average, plus \$5.00 has been reached.

Section 2. Local Lodges that have less than 200 regular dues stamps sold for any particular month shall receive a per capita tax based on the chart below:

150 to 199 regular dues stamps - \$300.00
100 to 149 regular dues stamps - \$250.00
50 to 99 regular dues stamps - \$200.00
49 or less regular dues stamps - \$125.00

Section 3. Initiation and reinstatement fees for membership in any Local Lodge affiliated with the District Lodge shall be not less than the equivalent of one (1) month's dues for all applicants, regardless of classification.

Section 4. The monthly dues for membership in any Local Lodge affiliated with the District Lodge will be in accordance with the IAM Constitution.

ARTICLE XV

AMENDMENTS

Section 1. The District Lodge delegates may, by a majority vote, propose amendments to these bylaws during the months of January, April, July or October, whichever comes first. All amendments shall be issued in circular form by the District Lodge Secretary-Treasurer so that the affiliated local lodges may have a copy at the first local lodge meeting held after acceptance by the District Lodge. The Recording Secretary of each of the affiliated local lodges shall notify members of the vote to be taken at their next regular meeting. Interim changes may be proposed by a 2/3 vote of the District delegates.

Section 2. The District Secretary-Treasurer shall supply each local lodge with a sufficient number of ballots and tally sheets for the membership to vote on each proposal in

accordance with the procedures in the IAM Constitution related to the referendum and its operation.

Section 3. Within forty-eight (48) hours after the close of balloting, the Recording Secretary of each local lodge shall forward all ballots and at least one (1) tally sheet to the District Secretary-Treasurer for tabulation by a District Tellers Committee appointed by the President-Directing Business Representative. The District Secretary-Treasurer shall, upon receiving the complete tabulation of the votes on each proposed amendment from the tellers, furnish a copy of the results in each local lodge to all Recording Secretaries of the affiliated local lodges.

Section 4. All proposals approved by a majority vote of the membership shall be forwarded to the International President for approval and designation of an effective date.

Section 5. Nothing in these bylaws shall be construed or applied in a manner that will conflict with the IAM Constitution. All matters arising and not specifically covered by these bylaws shall be governed by the IAM Constitution and Robert's Rules of Order.

In event of conflict between any local lodge bylaws and District Lodge bylaws, the District Lodge bylaws shall prevail.

ARTICLE XVI

COMMITTEE TIME LOST

Section 1. Members of committees authorized to serve on behalf of the District Lodge shall be reimbursed for actual wages lost at their applicable shop rate.

ARTICLE XVII

ARBITRATION

Section 1. The President-Directing Business Representative, Business Representative, and International Grand Lodge Representative shall be present at all arbitration hearings, if possible, leaving one (1) Business Representative at the 7711 Clifford Street office.

ARTICLE XVIII

MEMBERSHIP PINS

Section 1. IAM members completing, or who have completed, the necessary number of years of continuous service in the lodges, may receive a ten (10), fifteen (15), twenty (20), twenty-five (25), thirty (30), thirty-five (35), forty (40), forty-five (45), and/or fifty (50) year membership pin(s) furnished by the District. This pin may be presented to the

member on completion of the necessary number of years at his or her local lodge. The District Secretary-Treasurer may notify the member to be present.

Section 2. Members that have entered the Armed Forces shall receive credit for the time in the service toward their good standing membership in regard only to service pins if they continued membership during their period of service in the Armed Forces or resumed it on return from the Armed Forces.

ARTICLE XIX

The President/DBR may appoint up to one (1) District Lodge 776 Apprentice for each 5,000 full dues paying members of District Lodge 776. Apprentices shall be assigned to train under and fully assist District lodge 776 Business Representatives/Organizers in all aspects of their jobs. Apprenticeships shall not exceed Forty-Eight (48) months from their date of appointment by the President/DBR. Apprenticeships may be discontinued at any time during the Forty-Eight (48) month period. Apprenticeships shall end prior to any layoffs of District Lodge 776 Business Representatives, and are in no way intended to reduce, replace or displace a Business Representative. No Apprenticeships will extend beyond the forty-eight (48) months without the consent of the District body. Apprentices shall be compensated at the rate equivalent to the respective hourly rate/salary the apprentice candidate was receiving under their home collective bargaining agreement. Benefit levels shall also be based upon the benefits provided for the Apprentices under their home collective bargaining agreement. Periodic wage and benefit adjustments will be made commensurate with adjustments in the Apprentices home collective bargaining agreement. When required to travel Apprentices shall be paid Per Diem, Mileage and other allowances the same as paid to the Business Representative/Organizer position. A member shall not be permitted to serve an Apprenticeship unless they have been in continuous good standing with the I.A.M. and working under an I.A.M Contract for at least the two year period just prior to their appointment to a District Apprenticeship. They shall also be free from any delinquency of any nature to the Local, District or Grand Lodge.

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

